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Complete Captive Management Services Appoints Ericka McPherson as Vice President of Captive Strategies

Pittsburgh, PA (August 10, 2026) – Complete Captive Management Services, LLC (“CCMS”), a leader in captive management and innovative risk solutions, is pleased to announce the appointment of Ericka McPherson, Esq., as Vice President of Captive Strategies.

In this executive leadership role, McPherson will assist the company’s strategic initiatives focused on expanding captive insurance solutions, strengthening broker and consultant partnerships, and advancing CCMS’s innovative healthcare financing strategies that help self-funded employers better manage risk, improve outcomes, and control long-term healthcare costs.

McPherson brings more than two decades of executive leadership experience in healthcare, employee benefits, insurance, legal affairs, government relations, and captive strategy. Throughout her career, she has advised employers, brokers, healthcare providers, policymakers, and industry leaders on innovative approaches to managing healthcare costs while improving transparency, accountability, and long-term financial sustainability.

Prior to joining CCMS, McPherson served as Executive Director of Covenant Choice, where she helped develop and advance innovative captive healthcare strategies for faith-based employers. She also served as Executive Director of Oklahoma Families for Affordable Healthcare, leading statewide initiatives focused on healthcare affordability, employer education, and public policy. Earlier in her career, she served as General Counsel for Oklahoma Farm Bureau and its affiliated companies, providing executive legal leadership in insurance, healthcare, governance, regulatory affairs, and enterprise risk management.

At CCMS, McPherson will strengthen the continued development of next-generation captive strategies designed to give self-funded employers greater control over healthcare spending through shared-risk structures, innovative cost-containment solutions, data-driven decision-making, and collaborative purchasing models.

A key component of her leadership will include expanding strategic solutions for faith-based employers and mission-driven organizations seeking healthcare financing models that align with their organizational values while creating opportunities to collaborate with other like-minded employers committed to responsible stewardship and long-term sustainability.

“Healthcare continues to be one of the largest and fastest-growing expenses facing employers today,” said McPherson. “Captive strategies offer employers the opportunity to move beyond the traditional insurance model by collaborating, sharing risk, improving transparency, and taking a more active role in managing healthcare costs. I am excited to join CCMS and help build innovative solutions that empower employers to take greater ownership of their healthcare future.”

In addition to expanding employer solutions, McPherson will focus on growing national broker relationships, consultant partnerships, and strategic alliances while educating employers on the benefits of self-funded and captive healthcare models.

“Ericka’s combination of executive leadership, legal expertise, healthcare strategy, and captive experience makes her an outstanding addition to our leadership team,” said Phillip Holowka, CEO, Complete Captive Management Services. “Her vision for innovation and collaboration aligns perfectly with our commitment to helping employers navigate an increasingly complex healthcare landscape.”

With McPherson’s leadership, CCMS will continue investing in innovative strategies that provide employers with practical alternatives to traditional healthcare financing while delivering sustainable, long-term value through collaboration, transparency, and responsible risk management.

About Complete Captive Management Services, LLC

Complete Captive Management Services, LLC (CCMS) partners with employers, brokers, consultants, and strategic advisors to develop, administer, and support captive insurance programs and innovative risk management solutions. Through collaborative strategies, data-driven insights, and customized program design, CCMS helps organizations strengthen financial performance while delivering sustainable employee benefit solutions.