



EZRA PENLAND ACTUARIAL RECRUITMENT

Entry Into The Actuarial Profession

UCSB Actuarial Career Fair
2021

POINTS OF DISCUSSION

Networking

Connection
Opportunities

Organizations

Podcasts

Online
Resources

Exams

Computer
Skills

Resume

Interviewing

What To
Wear



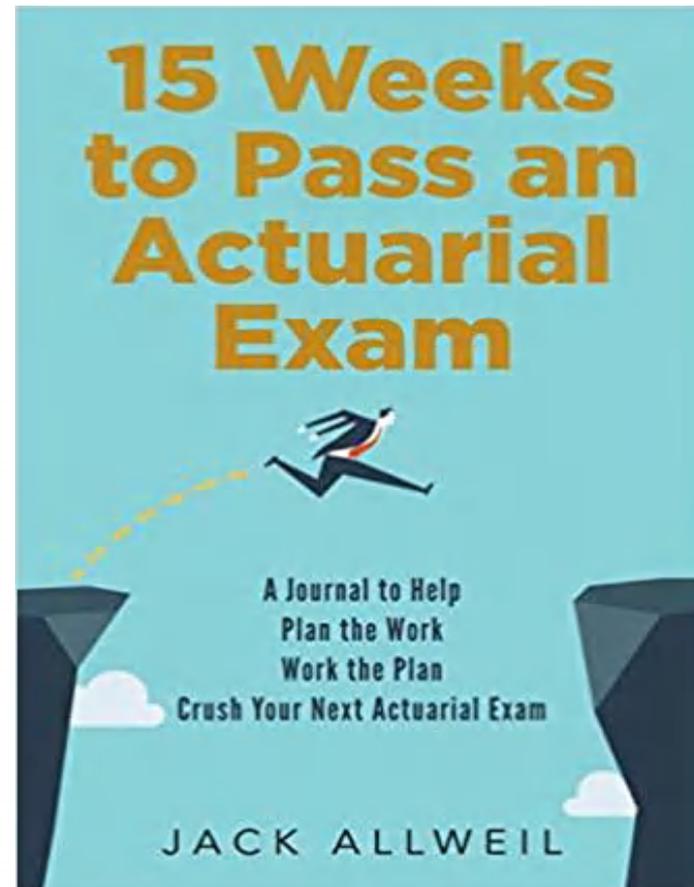
PARTICIPATE TO WIN

Jack Allweil is someone I met and gave guidance to when he was entering the field. I've stayed in touch with him and was excited to hear how passionate he is about helping others pass exams.

With that in mind, at the end of the session, I'll be sending one participant of this meeting his book!

To be considered, please email actuaries@ezrapenland.com and describe the ways that you will be modifying/creating your actuarial exam plan using a piece of information from my presentation today!

**15 Weeks to Pass an Actuarial Exam:
A Journal to Help
Plan the Work
Work the Plan
Crush Your Next Actuarial Exam**





NETWORKING



○ Talk to everyone about being an actuary

○ The actuarial community is small; use it and treat it well

○ Become involved with the alumni from your alma mater

○ Attend meetings of local actuarial clubs

○ Attend career fairs

○ Build your online brand

○ Research the company and field and make connections on your findings

TAKE ADVANTAGE OF LEARNING AND DEVELOPMENT OPPORTUNITIES

SOA Candidate Connect

SOA CANDIDATE CONNECT

- Newsletter designed for SOA candidates taking exams; updates on initiatives, exam development, and candidate events
- <https://www.soa.org/future-actuaries/soa-candidate-connect-features/>

CAS Student Central

STUDENT  CENTRAL

- <https://www.casstudentcentral.org/>
- <https://www.casstudentcentral.org/new-benefit-for-members-of-cas-student-central-access-to-predictive-modeling-software/>

Gross Consulting's Predictive Modeling Software



- <https://www.soa.org/programs/predictive-analytics-certificate/>

Kaggle

kaggle

<https://www.soa.org/programs/predictive-analytics/kaggle-program/>

SOA/CAS Seminars, Publications, and Professional Development Courses



ORGANIZATIONS

JOIN – GET INVOLVED - NETWORK



OLA
ORGANIZATION OF
LATINO ACTUARIES



STUDENT  CENTRAL



GAMMA IOTA SIGMA

International Risk Management, Insurance
and Actuarial Science Collegiate Fraternity



**SOCIETY OF
ACTUARIES®**

Candidate Connect



Your school's
actuarial club!



IABA

INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES



PUBLICATIONS TO READ



THE Actuary

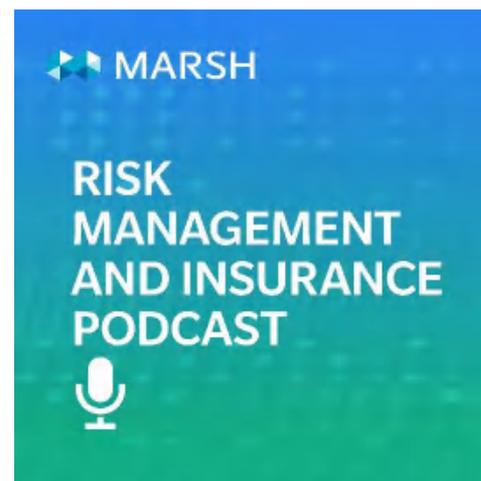
Contingencies
AMERICAN ACADEMY OF ACTUARIES

actuarial REVIEW 

FUTURE  FELLOWS

**ACTUARY
OF THE FUTURE**


PODCASTS FOR GAINING INDUSTRY KNOWLEDGE





LinkedIn



Society of Actuaries

Insurance · Schaumburg, IL · 22,641 followers



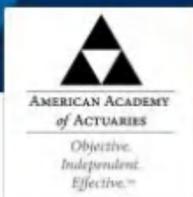
CAS Student Central

Insurance · 471 followers



Casualty Actuarial Society

Non-profit Organization Management · 8,643 followers



American Academy of Actuaries

Public Policy · Washington, D.C. · 2,863 followers



The Institutes

Education Management · Malvern, PA · 21,580 followers



Ezra Penland Actuarial Recruitment

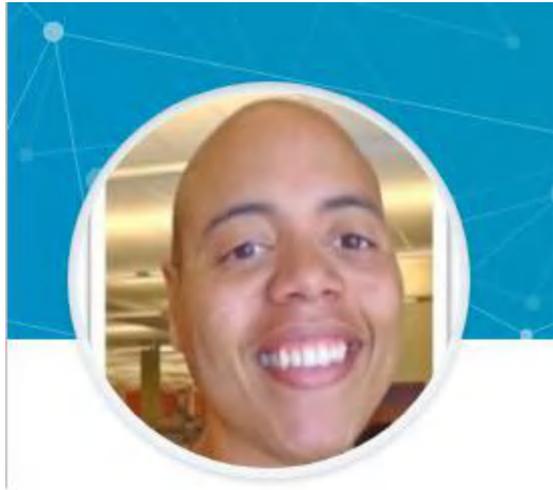
Staffing & Recruiting · Chicago, IL · 3,374 followers



The Entry-Level Actuary



YOUR PERSONAL LINKEDIN MICHAEL'S EXAMPLE



Before



After

**Remember, your LinkedIn profile is an online resume!
Take it seriously; anyone can see it.**

Side note: be aware of your other social media presence...

Be the professional an employer wants to hire!

WORDS OF ENCOURAGEMENT FOR INTERNATIONAL STUDENTS



- International students should Google “H1B Visa Actuary (Year)” to find lists of employers who have sponsored visas in the past.
 - This will give you a clear image as to just how many companies are willing to hire!
- Be sure to send your resume to as many potential employers as you possibly can. You might have more difficulty than other people, but there is definitely room for international actuaries in today’s market.

https://www.myvisajobs.com/Actuaries-20190C.htm

Rank	H1B Visa Sponsor	Number
1	Ernst & Young	109
2	Deloitte & Touche	107
3	The Prudential Insurance Company Of America	81
4	Towers Watson Delaware	38
5	Aon Consulting	33
6	National Union Fire Insurance Company Of Pittsburgh, Pa.	32
7	Pricewaterhousecoopers	27
8	Milliman	24
9	American General Life Insurance Company	20
10	Transamerica Life Insurance Company	17
11	Cliona Cpllc	17
12	Alo Pc Global Services	13
13	New York Life Insurance Company	12
14	John Hancock Life Insurance Company (U.S.A.)	12
15	Liberty Mutual Group	9
16	Metlife Group	9
17	Alo Employee Services	9
18	Pacific Life Insurance Company	9
19	Standard Insurance Company	9
20	Bga Enterprise Services Company	8
21	Athene Annuity And Life Company	8
22	Swiss Re America Holding	7
23	Ace American Insurance Company	7
24	Pacificsource	7
25	Yova Services Company	6
26	Munich Reinsurance America	6
27	Munich American Reassurance Company	5
28	Genworth North America	5
29	Uber Technologies	5
30	Insurance Services Office	4
31	Scor Reinsurance Company	4
32	Harvard Pilgrim Health Care	4
33	Pension Associates Retirement Planning	4
34	Homesite Group	4
35	Topeca Insurance Agency	4
36	Salt Solutions	4
37	Axa Equitable Life Insurance Company	3
38	Zurich American Insurance Company	3
39	The Guardian Life Insurance Company Of America	3
40	Xl Global Services	3
41	Risk Management Solutions	3
42	Berkley Insurance Company	3
43	Mercer Health & Benefits	3
44	Blue Cross Blue Shield Of Michigan	3
45	Mercer (Us)	3
46	Komo	2
47	Pbe Americas	2
48	Casa Insurance Services	2
49	Mckinsey & Company United States	2
50	Eurance Insurance Services	2
51	Comprehensive Health Management	2
52	Bankers Healthcare Group	2
53	Aeolis Service	2
54	Metromia	2
55	Fidelity & Guaranty Life Business Services	2
56	Continental Casualty Company	2
57	Nationwide Insurance	2
58	The Travelers Indemnity Company	2
59	Carle Holding Company	2
60	Spring Consulting Group - An Alera Group Company	2
61	Affix	2
62	Global Atlantic Financial Company	2
63	Aon Benfield	2
64	Prosperity Service Group	2
65	Farmers Group	2
66	Sigma Actuarial Consulting Group	2
67	National Life Group	2
68	Principal Life Insurance Company	2
69	Toledo Global North America	2
70	Metropolitan Property And Casualty Insurance Company	2
71	The Phoenix Companies	2
72	Lotia Americas	2
73	Sgt	2
74	Oliver Wyman	2
75	Windhaven Insurance Services	2
76	The Hanover Insurance Company	2
77	Pacific Wealth Solutions	2
78	Lbi Holdco Ll	2
79	Cmfz Life Insurance Company	2
80	Midland-Guardian	2
81	Scor Global Life Americas Reinsurance Company	1
82	Axis Specialty Services	1
83	Columbian Mutual Life Insurance	1
84	Capital District Physicians' Health Plan	1
85	Vida Capital	1
86	National Liability & Fire Insurance Co.	1
87	Massachusetts Mutual Life Insurance Company	1
88	Great-West Life & Annuity Insurance Company	1
89	Starr Indemnity & Liability Company	1
90	Moody's Analytics	1
91	Mulberry Management	1
92	Long Term Care Group	1
93	Arch Capital Services	1
94	Ironshore Insurance Services	1
95	Anthem	1
96	Delaware Life Insurance Company	1
97	General Motors Company	1
98	Guy Carpenter & Company	1
99	Munich Re Trading	1
	Mib Solutions	1

- The above report lists the top 1 - 99 H1B Visa sponsors(**Actuaries**) in fiscal year 2018. For Example, the first record on this report means that Ernst & Young filed 109 Labor Condition Applications(LCA) for H1B Visa in fiscal year 2018. The average salary of those job offers is \$120,184. The number and average salary are not for all H1B Visa jobs filed by Ernst & Young in fiscal year 2018. They are for Actuaries jobs only.
- The visa sponsors(employers) are sorted by the number of Labor Condition Application(LCA) submitted. The number includes new, renew and transfer of LCA.
- If two employers have filed the same number of visa petitions in the same year and same category, they are further sorted by the average salary in descending order.

EXAM TRACK

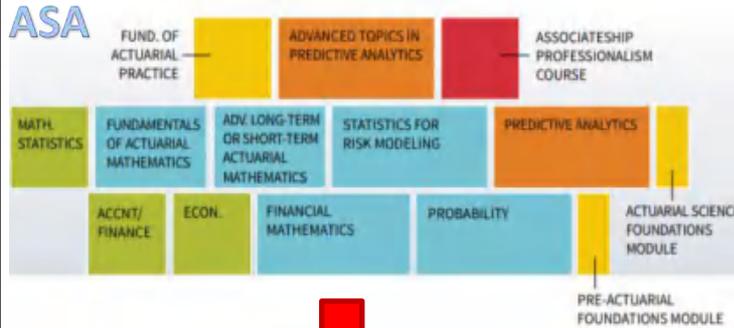
The first three exams and VEE don't set you into any discipline



SOA

The Institutes

CAS



- Chartered Property Casualty Underwriter (CPCU)
 Associate in General Insurance (AINS)
 Associate in Claims (AIC)
 Associate in Risk Management (ARM)
 Associate in Commercial Underwriting (AU)
 Accredited Adviser in Insurance (AAI)
 Associate in Reinsurance (ARE)
 Associate in Insurance Data Analytics (AIDA)
 Associate in Insurance Services (AIS)
 Associate in Management (AIM)



What Can a CPCU Do For You?

- 96% of members earned a 2017 CPA exam pass rate
- 30% of members earned a 2017 CPA exam pass rate
- 1,201 members earned a 2017 CPA exam pass rate

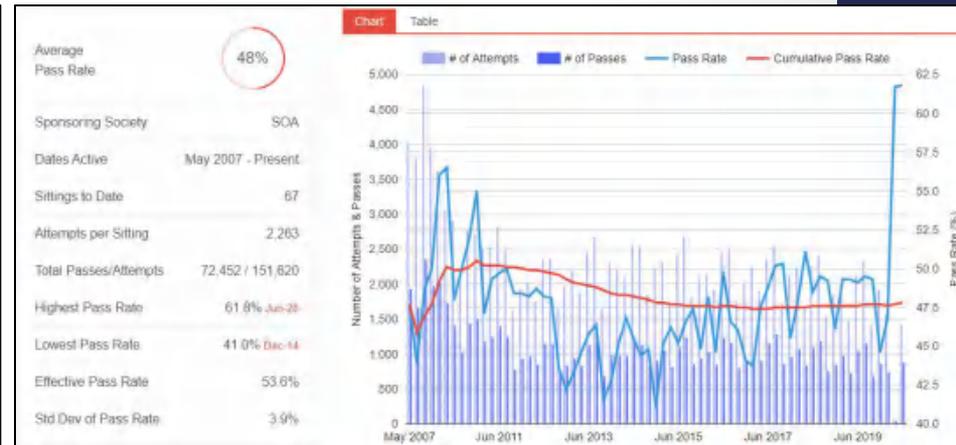
Already a CPCU? The CPCU Society Is For You.

- 14 Special Interest Groups that enhance personal skills and value on the industry
- 22,000 CPCU Society members in more than 40 countries and 135 chapters
- 10 online CPCU courses covering more than 1,000 topics
- 24/7 Access to the industry's premier job resource
- 70 years How long the CPCU Society has provided continuing education and volunteer leadership opportunities

P Pass Rate



FM Pass Rate



Why Exams Are Important

- You should expect to be asked about them often, and to talk about your studying process.

“Have you failed an exam?”

- Life goes on after an exam failure. It might be an opportunity to talk about your dedication to the profession. It is also an excellent time to reassess your study habits and time management!

The majority of successful actuaries in the field have failed an exam. It is a matter of persistence and hard work!

SOUGHT-AFTER COMPUTER SKILLS



Excel

SAS



Python



SQL



R

DATA ANALYTICS

- Actuaries work for insurance companies, handling data related to insurance policies and the risks associated with events for which policy holders file claims.

DATA



SORTED



ARRANGED



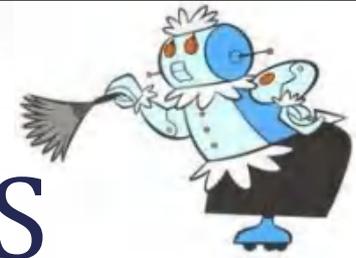
PRESENTED VISUALLY



EXPLAINED WITH A STORY



PREDICTIVE ANALYTICS



Used to be a competitive advantage for insurers,
but now is absolutely necessary!

CAN YOU ANSWER THESE QUESTIONS? IF NOT, CONSIDER READING UP ON THESE TOPICS!

1. What are the uses of Predictive Analytics in insurance companies?
2. What are the uses of Robotics in insurance companies?
3. What are the uses of Text Mining in insurance companies?



A GREAT RESUME

- Jane has her exams listed immediately.
 - As a student, exam passage is a great indicator of capability when you have little to no experience.
- If you don't have any actuarial experience, put applicable coursework and projects above experience

Jane Smith

Indianapolis, IN | jane.smith@gmail.com | (123) 456-7890 | <https://www.linkedin.com/yourlinkedinprofile>

ACTUARIAL EXAMS

Completed Exams FM (2018), Exam P (2019), and Exam LTAM (2020)
Sitting for Exam IFM (Nov 2021)
Completed all three Validation by Educational Experience (VEE's):
Accounting and Finance, Mathematical Statistics, and Economics

EDUCATION

University of Toledo, Toledo, OH **Anticipated Graduation, May 2021**
Bachelor of Science in Actuarial Science; Minors in Management and Economics
GPA 3.6/4.0

Relevant Course Work

- Arbitrage-free Derivative Pricing
- Short Term & Long Term Modeling Life Contingencies
- Financial, Managerial, & Investment Accounting

EXPERIENCE

Guggenheim Life and Annuity Company, Carmel, IN **Summer 2020**
Modeling Actuary Intern

- Performed various tasks to automate, replicate, and validate the modeling process and assumption documentation for Fixed-indexed, Deferred, Multi-Year Guaranteed, and Single premium immediate annuities the annuity products offered and priced by Guggenheim (\$12 B), EquiTrust (\$15 B), Heritage (\$3 B), Clear Spring (\$250 M) and others
- Using MG-Alfa, assisted in solving problems involving the inforce files
- Automated/condensed reports for the Actuarial Memorandum

L Brands, Columbus, OH **July 2019 - August 2019**
Market Research Intern

- Used data gathered from retailer scanners to analyze trends
- Reviewed trends by time, region, retailer, advertisement structure, etc., then presented recommendation to their marketing team

ACTIVITIES

Gamma Iota Sigma, Treasurer, 2020
Humane Society of Toledo, Maunee, OH, Volunteer 2018 - Present
Habitat for Humanity, Columbus, OH, Volunteer, 2017 - 2018

COMPUTER SKILLS

Excel (including Macros, Power Query, SQL, etc.), R/R-Studio, Access, MG-ALFA

Other items to consider including on your resume

*Any travel abroad associated with studies

*An interesting activity

*Publications or research

*Industry-intense class projects

*Any activities that are distinctive (Ex: Orchestra involvement, Eagle Scout, Athletics, Clubs)

*Competitions (Ex: Kaggle, robotics, music)

INTERVIEW ETIQUETTE

Greet your interviewers as Ms. or Mr.

Unless it's a phone interview, make sure your cell phone is turned off and out of sight!

Be sure to smile, make great eye contact, and give a warm greeting. Since handshaking is off the table due to COVID, making a great first impression in other ways is crucial.

Have a portfolio with copies of your resume and a notepad to take notes.

Let the company take the lead during your interview.

Try not to over-talk! Let the silences happen.

Sit up straight and lean slightly forward. Be aware of your body language!

Send a 'Thank You' note after your interview!



GENERAL INTERVIEW PREPARATION

Review the website of the company with whom you are interviewing.

Do internet news searches for the company to see if there are current items in the press you should know about.

Review your resume in detail. Make sure you are prepared to discuss all information you have listed on your resume. Be prepared to discuss technical aspects of your experience.

Have a set of questions prepared.

Think of what concerns a potential employer might have about you as a candidate and be ready to address those concerns. For example, if you are interviewing for a role and have only some exposure to the lines of business the position would be working on, be ready to discuss experience or knowledge you have that would allow you to transition nicely into the role.



PHONE/VIDEO INTERVIEW PREP



Practice phone and video interviews. Not only will this help you rehearse answers to common interview questions, but it will also help you realize if you have a lot of verbal ticks, fail to enunciate, speak too fast or too slow, or if your video presence needs tuning up.

Have a friend or family member conduct a mock interview and record it so you can see how you sound over the phone or look in a video. Once you have a recording, you'll be able to hear your "ums", "uhs", and "okays" so you can practice reducing them from your conversational speech. Reviewing the recordings will also help you pin-point answers that you can improve.

Avoid distractions. Find a quiet place where you will be able to concentrate.

Avoid negatives about current or past employers, managers, colleagues, or roles. There are ways to address difficult situations, and if you have concerns, we can discuss those, but focus on what makes you a strong and qualified candidate for this role.



DURING THE PHONE/VIDEO INTERVIEW

Do smile! Smiling will project a positive image to the viewer or listener and will change the tone of your voice.

Take notes!

If you find that you've been talking for over two minutes straight without the interviewer saying anything back, you are likely going into too much detail.

Ask different questions to different people. Asking questions shows that you have thought about the company and opportunity and have genuine interest in both.

Do not ask about salary, hours, benefits (including study program) and other forms of compensation / benefits.



WHAT TO WEAR



WHAT TO WEAR

- Formal corporate interview attire should be professional and well-fitted. When it comes to interviews, it's always best to err on the side of caution. You never know how traditional your interviewer might be.
 - Analyzing what kind of corporate culture you're walking into will determine how traditional you should dress.
- For everyone, being well-groomed and clean is a must!
 - Nails should be clean and trimmed, shoes should be polished, and hair should be professional.
 - Aftershave, cologne, and perfume should be avoided or limited, because some people are sensitive to fragrance, and even a good scent is overwhelming if done in excess.



CLOTHING OPTIONS (FORMAL)

- **Men**
 - Suit and tie
 - Neutral and solid color like gray, navy, or black
 - Matching long-sleeved dress shirt (usually white)
 - From there, accessories will only help the look. Matching leather shoes and belt, an appropriate tie, dark socks, and perhaps a portfolio/briefcase are all great
 - Make sure everything fits very well! Avoiding overly tight, or conversely, baggy clothing is best.



CLOTHING OPTIONS CONT.

- **Women**
 - A matching pantsuit, suit skirt, or dress are all options
 - Suits/skirts should be a neutral, and solid color like gray, navy, or black, with a coordinated blouse
 - Skirts and dresses should be just above the knee, and depending on how traditional the office is, nylons might be necessary
 - Shoes and handbags should be clean and in good condition, and not be flashy. Remember that a briefcase/portfolio is also appropriate for women
 - Makeup should be done with a light hand and with a polished or more natural look. Similarly, jewelry should be tasteful and conservative as to not distract from the overall look.
- Although these are the general and traditional standards, women should not be afraid of adding a splash of color to their look, like a bright blouse. In today's day, bolder choices are becoming more widely accepted, and a pop of color could make you stand out in a crowd.



BUSINESS CASUAL ATTIRE

- If you have a job interview in an informal work environment, you might wear a business casual outfit. Business casual outfits are less formal than a suit, but they are also more professional and polished than, a t-shirt and shorts or a sundress and sandals.
- Always dress a bit more professional than the average employee at the company. If everyone is wearing shorts and t-shirts, for example, you might wear khakis and a polo



PREPARATION

Review current news or updates of the company with whom you are interviewing.

If interviewing in person, arrive 15 minutes early and bring an ID. If by video, arrive at least 1-3 minutes early.

Have a set of questions prepared. Ask different questions to different people. Asking questions shows that you have thought about the company and opportunity and have genuine interest in both.



INTERVIEW QUESTIONS

What does an actuary do?

What's going on in the industry right now?

What was your favorite and least favorite class in college and why?

What was the most difficult actuarial concept you have learned? Can you please explain it.

What do you know about our company?

Why would you choose P&C over health/life/pension insurance or vice versa?

Describe a time when you have had to work with a particularly large data set.

Explain a complicated mathematical concept in simple terms as if talking to your grandparents.

What is your strategy when studying for exams?

Questions based on technical skills listed on resume

Based on your previous experiences, what did you learn at a previous job that would help you as an actuary?

Explain data.

More Interview Questions can be found on Ezra Penland

<https://www.ezrapenland.com/interviewquestions/>





Presented by:

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www.EzraPenland.com

Ezra Penland LinkedIn Page:

<https://www.linkedin.com/company/ezra-penland-actuarial-recruitment/>

Contact us:

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The Entry-Level Actuary:

<https://www.linkedin.com/groups/3701842/>