

To Boldly Go Where No Actuary Has Been Before

CAS Annual Meeting
November 10-13, 2019
Honolulu, Hawaii, USA



Antitrust Notice

- The Casualty Actuarial Society is committed to adhering strictly to the letter and spirit of the antitrust laws. Seminars conducted under the auspices of the CAS are designed solely to provide a forum for the expression of various points of view on topics described in the programs or agendas for such meetings.
- Under no circumstances shall CAS seminars be used as a means for competing companies or firms to reach any understanding –expressed or implied – that restricts competition or in any way impairs the ability of members to exercise independent business judgment regarding matters affecting competition.
- It is the responsibility of all seminar participants to be aware of antitrust regulations, to prevent any written or verbal discussions that appear to violate these laws, and to adhere in every respect to the CAS antitrust compliance policy.



Live Polling

- What's your primary reason to be here?
- Now working in a small actuarial shop
 - Used to work in a small actuarial shop
 - Interested in learning more about this
 - I know one of the panelists personally
 - No other sessions available in this slot



Agenda

- Opportunities and Limitations
- Variety of Exposure
- Recruitment and Retention
- Mentorship: Technical vs. Business
- Having a Voice/Gaining Credibility
- Company Trends





OPPORTUNITIES/LIMITATIONS



Opportunities

- explore business areas actuaries not generally exposed to
- strategic discussions with CEO
- meaningful meetings with external stakeholders



Limitations

- learn to English
- recognize no one about model





WIDE VARIETY OF EXPOSURE



Business Areas

- Underwriting**
 - Executive Team
 - Broker Visits
 - Reinsurance Negotiations
 - Strategic planning
- Reporting**
- Pricing**
 - Branch Presentations
 - Board of Directors
- Marketing**
- Reserving**
 - Finance
 - Enterprise Risk Management
 - Board Presentations
- Analytics**
 - Recruiting
 - Data Owner
- Accounting**





RECRUITMENT / RETENTION



Roadblocks to Recruitment

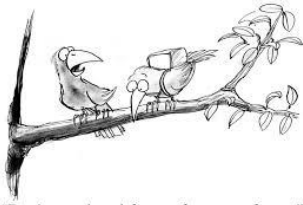
- no degree program
- never heard of it
- no local meat market
- quality vs. attachment



Impediments to Retention

- development
- breadth
- advancement
- compensation





"Let's try it without the parachute."

MENTORSHIP



Mentorship

- technical
- business
- focused



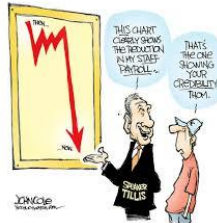


CREDIBILITY/HAVING A VOICE



Credibility

- creating it can be challenge
- it takes time
- building personal is important





SMALLER COMPANY HIRING

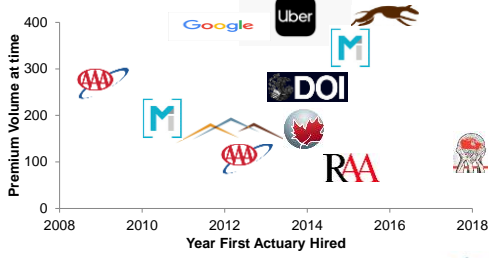


A Decade of New Awareness

Insurance Entity	Territory Serviced	Decade Started	First Actuary	Premium Volume	Current Size of Actuarial Unit
Regulator	Local	2000s	2014	n/a	1
Auto club	Local	1960s	2009	250	5
Auto club	Local	1950s	2013	100	3
Reinsurer	National	1950s	2014	175	7
Mutual	National	1830s	2015	350	6
Mutual	Local	1870s	2018	125	1
Private	Regional	1980s	2012	175	3
Mutual	National	1880s	2011	200	3
Reinsurer	Global	1970s	2014	100	1



A Decade of New Awareness



Please Evaluate our Session

