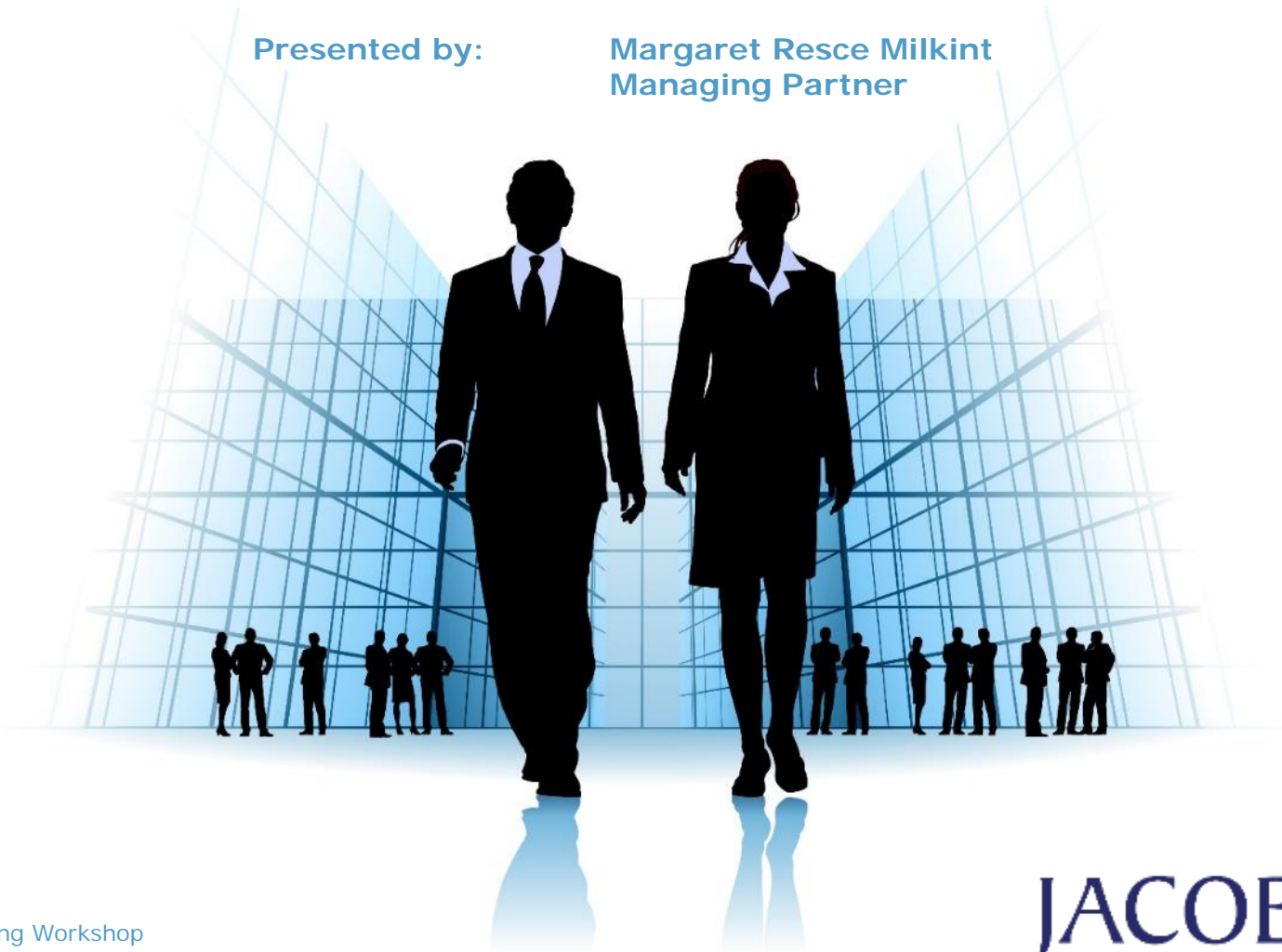


VIEWPOINTS FROM AN INDUSTRY INSIDER: Hot Button Trends, Issues and Debates Affecting the Actuarial Arena

Presented by:

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Managing Partner



Insurance Talent

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2014 WORKPLACE



War for Talent

Global Workforce

Social Media

*Responsible
Commercialism*

Aging Workforce

Big Data

Analytics

*Women in the
Workforce*

Talent Drain

Emerging Talent

*Inga Beale, first female
Chief Executive of
Lloyd's*

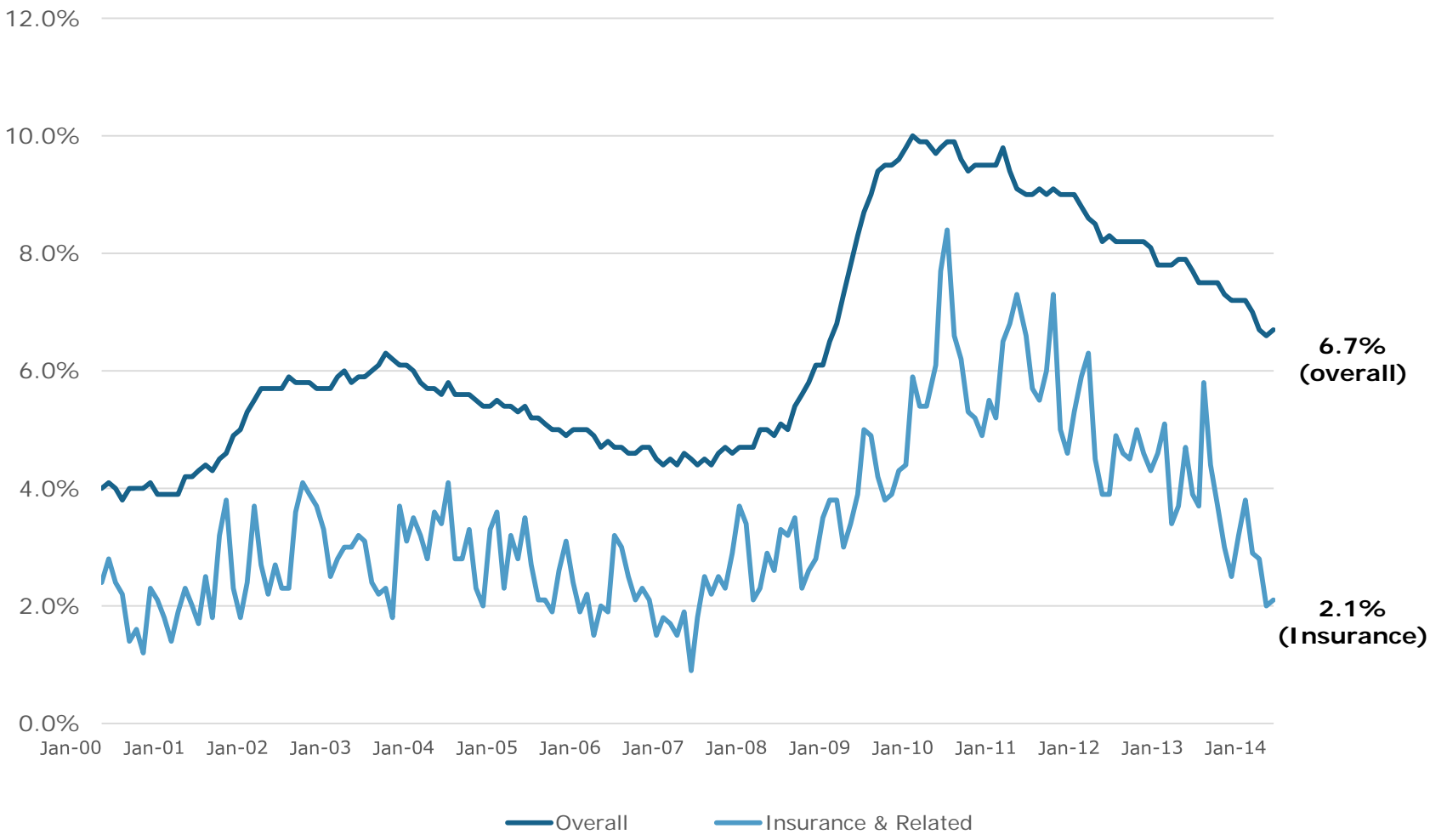
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Growing Talent Drain



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Unemployment Rate



Source: BLS

Recruiting Challenges

Positions rated 5 or above are considered moderate or difficult to fill.



Source: The Jacobson Group and Ward Group
Semi-Annual Insurance Labor Outlook Study, January 2014



The median age for insurance professionals is **45 YEARS.**

Only **26.67%** of industry workers are under the age of **35.**



Source: BLS

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Workers aged
45 and older make
up **48%** of the
industry workforce.



Nearly half of industry professionals
will be retired or on the verge of
retirement within 15 years.



Source: BLS

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Emerging Talent



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Insurance ranks **97 out of 100** on the list of **least-desirable** industries for recent grads.



Source: The Wall Street Journal

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Make Insurance "Socially Relevant"

VOLUNTEERISM



TECHNOLOGY



Build Your Brand



Mentoring Opportunities

Team-Oriented Atmosphere

Open Communications



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Top Perks



Flexible workplaces
Updated technology
Career development
Competitive compensation



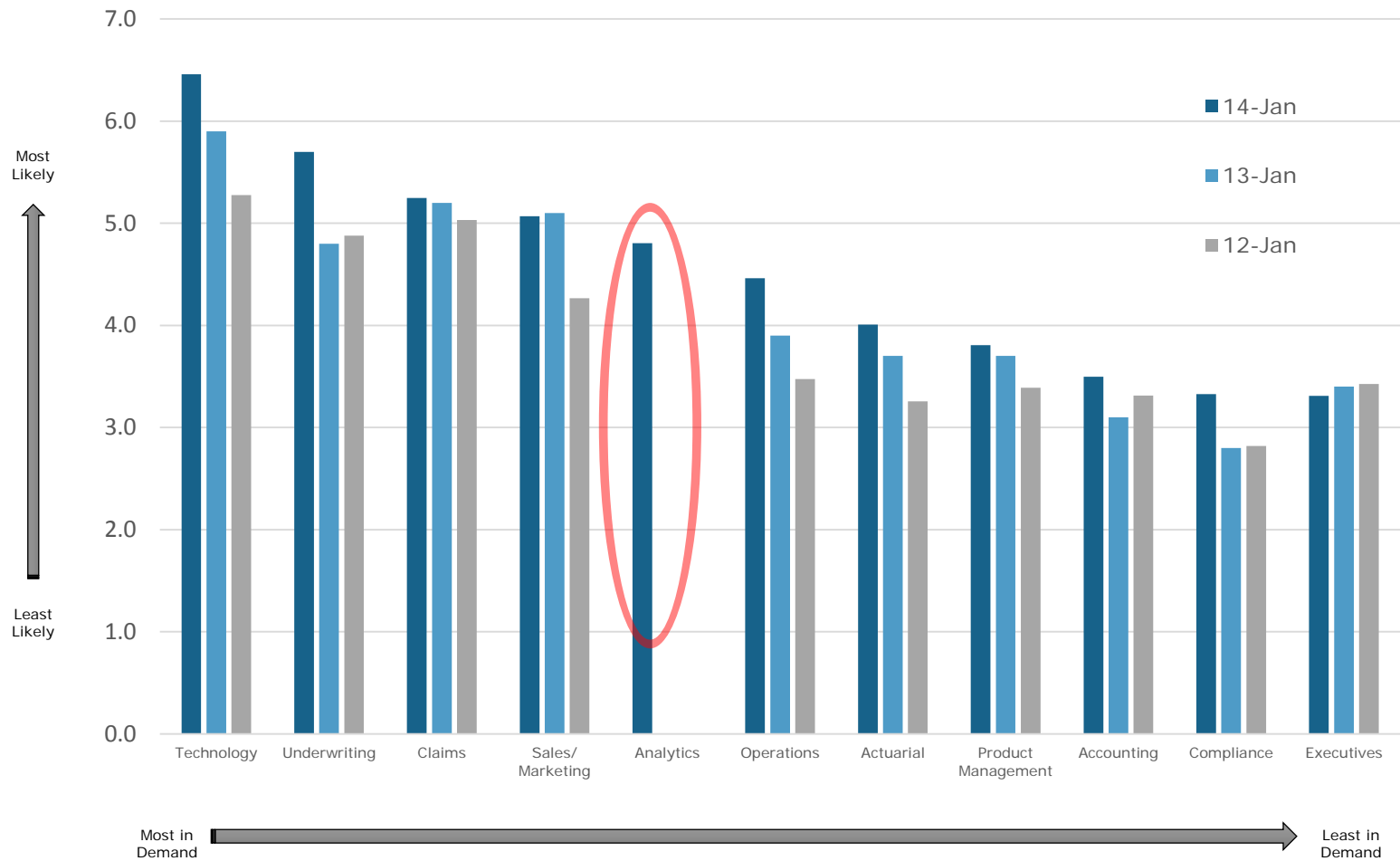
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Analytics



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Staff Increases by Function



Source: The Jacobson Group and Ward Group
 Semi-Annual Insurance Labor Outlook Study, January 2014

The number of actuaries **involved in analytics** is predicted to increase by **21%** by the year 2018.

Nearly **3 out of 4** insurance companies think analytics will give them a **competitive edge.**



Source: U.S. Department of Labor

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“Advanced analytics has helped the actuarial profession...by providing the capability to calculate risk metrics that were previously difficult or impossible to perform.”

- Vinaya Sharma, FSA, CERA



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The Actuary of the Future must:

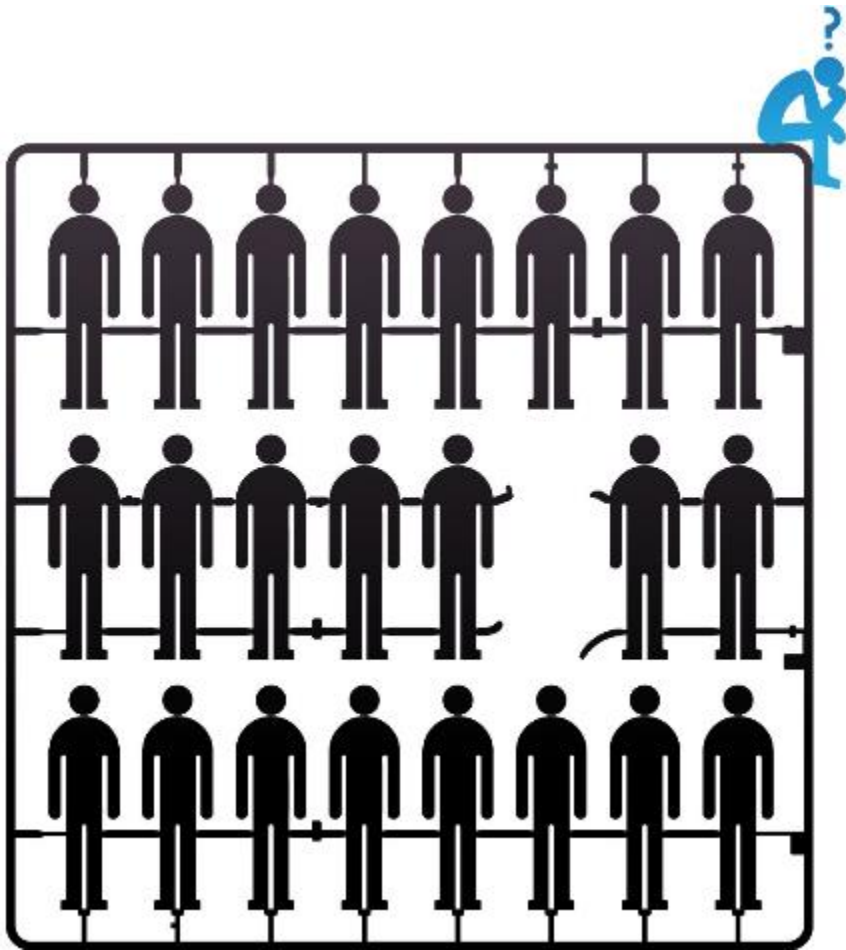
Be **adaptable**

Take a **proactive** stance

Stand out from the crowd



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“We need to open the black box...and communicate with a business edge and impact.”

- Mary Bahna Nolan, FSA, MAAA



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“Actuaries need to look towards new areas. Our training makes us perfect for enterprise risk management, complexity science and analytics.”

- Mike McLaughlin, FSA, CERA, MAAA, FIA,
and past president of the Society of Actuaries



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Workplace Diversity



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Benefits of Diversity

Wider range of
perspectives

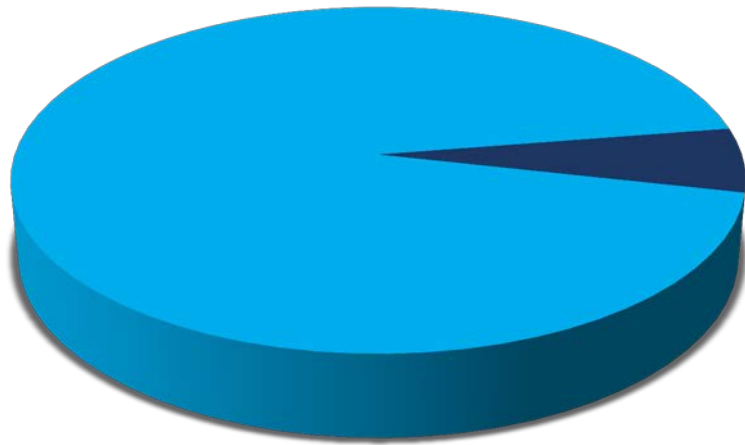
Deeper **client**
connections

Broadened **talent** base

Improved **retention**
and performance



Women and men make up equal portions of the workforce.



■ Women
■ Men

BUT...

Women make up only **12%** of insurance industry **board seats** globally.

Only **6%** of top insurance industry **executive positions** are filled by women.

Source: BLS and *St. Joseph's University*

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Male allies and champions are invaluable!

**Signifies working together
to achieve equality**



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Sponsorship provides an opportunity to connect with leaders and visualize new opportunities.

Sponsors provide direct and honest feedback about what it takes to be successful.



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Responsible Commercialism



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Commercialism:
emphasis on the maximizing of **profit**

PROFIT



Responsible Commercialism is an emerging actuarial trend that needs to be acknowledged.

Actuaries must continue to develop **commercial skills** in order to stay valuable.



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**Recognize risk but find
worthwhile opportunities.**



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Questions?

Thank You!

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