

Actuarial Recruitment

SPECIAL SECTION

Actuary has consistently been ranked by Jobs Rated Almanac as one of the top jobs in the United States based on salary, stress, work environment, career outlook, security, and physical demand since 1995. It's also rated highly among recruiters. Simply typing in "actuarial jobs" at Google.com returns close to 40,000 results. In our second annual Actuarial Recruitment Special Section, Contingencies is bringing the recruiters directly to you.

In the following pages, you'll find some of the industry's top actuarial recruiters. Each company's profile has complete contact information and a listing of the recruitment staff (if provided), so you can obtain more detailed information about starting your new job or employee search.

Listings are set up in alphabetical order, starting with full-page advertisers first. Below is an index of the featured companies. We hope you find this section to be a valuable resource.

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Actuarial Careers, Inc.®

Westchester Financial Center

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Fax: 914-285-9375

Website: www.actuarialcareers.com

Contact: Aimee Kaye, President

E-mail: AimeeKaye@actuarialcareers.com

Placement Range: \$40,000 to over \$1,000,000



Recruiting Staff:

Aimee Kaye
Jean Barr
Barbara Roman
Patty Kent
Gina Bennett
Michele Gordon

Core Services

Actuarial Careers, Inc.® specializes solely in the placement of actuaries on a worldwide basis and provides the most responsive and professional service in the industry. We provide every actuarial candidate we represent with the opportunity to broaden and enhance their personal career, and every client, the best candidate for each position. Our in-depth knowledge of the industry allows us to be in the forefront of actuarial opportunities and trends. Our federally registered service mark is affirmation of our ongoing commitment to provide the finest service in our industry.

Candidate Services

Actuarial Careers, Inc.® offers candidates the opportunity to work with our top-notch professional team, recognized throughout the actuarial community for dedication, service, and results. Our staff maintains a state-of-the-art proprietary database that tracks every major employer of actuaries and provides the most up-to-date information possible regarding the availability and specifications of open positions. We present each candidate on a highly selective basis to the companies of their choice, and only with their permission. We are responsive, provide accurate information, and are creative in locating the best possible positions for each candidate's specific profile and career requirements.

Client Services

Our custom designed, state-of-the-art technology tracks more than 21,000 actuaries throughout the world, highlighting their respective areas of expertise, professional and personal qualifications, and career objectives. Through our daily interaction with the actuarial community, our database is updated on a continuing basis, ensuring our ability to rapidly identify candidates most appropriate to each client's unique requirements. Our staff contacts and screens all potential candidates on an individualized basis to best determine professional qualifications, potential interest, availability, geographical flexibility, and other specifics for each position.

Professional Standards

At Actuarial Careers, Inc.®, we pledge to always:

- ▶ Maintain complete confidentiality.
- ▶ Provide accurate information and prompt feedback.
- ▶ Be accessible by telephone, including evenings and weekends.
- ▶ Be proactive on behalf of all our clients and candidates.
- ▶ Conduct our business according to the highest ethical standards.

At Actuarial Careers, Inc.®, we pledge to never:

- ▶ Send out a resume without permission.
- ▶ Pressure a candidate in any way for any reason.
- ▶ Direct a candidate to a position because it generates a higher fee.
- ▶ Knowingly present unqualified candidates for a position.
- ▶ Put our interests above yours.

Team Approach

With the conviction that the whole is greater than the sum of its parts, the Actuarial Careers staff, directed by Aimee Kaye, works as a team on all client assignments. A single point of contact ensures efficient communications while our individualized approach to each assignment ensures we will always maintain sensitivity and confidentiality while meeting the objectives of our clients and candidates. Our highly sophisticated approach to creative staffing solutions consistently produces outstanding results. Ask any of the thousands of actuaries and employers who have used our professional services for a reference.

D.W. Simpson & Company, Inc.

1800 West Larchmont Avenue
Chicago, IL 60613
Phone: 800-837-8338
Fax: 312-951-8386
Email: actuaries@dwsimpson.com
Website: www.dwsimpson.com

D.W. SIMPSON & COMPANY ACTUARIAL SEARCH

Mission Statement

To be the premier executive recruiting firm specializing in the placement of actuaries and related quantitative professionals; to be recognized for the service, integrity and forthrightness that the firm brings to each and every business relationship; and to be willing at all times to sacrifice short-term gain for the long-term good and prosperity of our clients, our candidates and, as a result, our organization.

Company Overview

D.W. Simpson & Company serves the Actuarial profession Worldwide in all disciplines—Life, Health, Pension, and Property & Casualty—and at all levels, from Entry-level through Fellowship. We work with clients on both retained and contingent searches. Established in 1989, D.W. Simpson & Company is the largest firm dedicated to Actuarial Search and has a working relationship with most firms that employ Actuaries. In addition, D.W. Simpson & Company works with Actuaries and other Quantitative professionals in non-traditional areas such as Financial Engineering, Data Mining, Derivatives, Risk Management, Credit Policy, Investments, and Systems.

We have a staff of 40, who comprise 9 recruiting teams, and have successfully completed over 600 searches in the past three years. Our intent is to provide candidates information on career opportunities, as well as general employment and compensation trends, so that they can maintain up-to-date industry knowledge and weigh specific career options. In turn, D.W. Simpson & Company provides qualified candidates to our client companies. We keep in daily contact with the actuarial community so that our clients have access to the full spectrum of candidates available for their positions rather than having to rely solely on individuals generated through advertising responses, unsolicited resumes or networking.

D.W. Simpson & Company believes that, by being highly specialized, we are able to maintain a thorough and current knowledge of the Actuarial field and related Quantitative professions, and thereby provide the best service to candidates and client companies alike.

Salary Survey

Visit the D.W. Simpson & Company Salary Survey on our website at www.dwsimpson.com. The survey provides comprehensive salary ranges for actuaries at all levels of their careers, i.e., by years of experience and exam achievement. These salary ranges are derived from updated conversations with candidates and the most current offers (accepted or declined) for the various levels of actuaries.

Recruiting Teams

Below lists the D.W. Simpson & Company recruiting teams. A lead recruiter with substantial knowledge and experience in actuarial recruiting heads each team. Our lead recruiters' teammates also have significant experience and are positioned to facilitate the recruiting process with the utmost in efficiency. All recruiters, from senior to junior-level, work diligently to further both candidates' and clients' goals, and do so in a friendly, forthright and professional manner.

- ▶ Dave Simpson/Mary Nootens
- ▶ Patty Jacobsen/Jill Placko/Kim Skora/Brian Lee
- ▶ Sandra Steffke/Stephanie Wurscher
- ▶ Bob Morand/Ellen Hoppenjan/Lindsey Nelson
- ▶ Sally Ezra/Sarah Karrow/Danny Pudi
- ▶ KC Cho/Barclay Burns/Bryan Charcut
- ▶ David Ueki/Meghan Sedivy/Lydia Hernandez
- ▶ Dana Kelly/Steve Marshall
- ▶ Aaron Benton/Robert Hicks/Tim Selgrat

Ernst & Young LLP

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Website: ey.com



Overview

Ernst & Young LLP provides assurance and advisory business services, actuarial services, and tax services for domestic and global clients. Our worldwide organization has 77,000 people in 130 countries, including offices in 100 North American cities. Ernst & Young was among the first of the professional services firms to develop its own full-time actuarial staff. With more than 250 professionals in North America, Ernst & Young is a major provider of actuarial services, specializing in all segments of the property/casualty, life/health, and managed care industries. Ernst & Young helps clients to quickly and confidently make financial decisions designed to enhance value.

An Integrated Approach

The business environment is becoming increasingly complex. Business solutions in the insurance industry rely, now more than ever, on a multidisciplinary approach to tackling emerging performance, competitive, and operational issues. Ernst & Young integrates actuarial capabilities with accounting, audit and tax skills. Our approach allows us to bring significant value to our clients in areas such as financial reporting and modeling, risk and value optimization, product development and pricing, litigation support, mergers and acquisitions assistance, healthcare performance improvement and regulatory services.

Actuarial Services

As organizations begin to realize the importance of optimizing risk and its affect on shareholder value, they are looking for a firm that employ people who possess strong actuarial and advisory skills. Our actuaries bring value to clients through their knowledge of the issues that face the insurance industry. Our ideas are our lifeblood and we pride ourselves on our ability to take these ideas from concept to implementation. Our North American Actuarial Services Practice is comprised of credentialed actuaries and insurance professionals located throughout the United States and Canada. Our professionals deliver creative business solutions to clients and help them achieve positive, significant results.

People First

Our guiding principle is that by creating value for our people, we, as a firm, create value for our clients and help them to achieve excellence. Our people, therefore, come first in our strategy. We are building a work environment in which our people will know what is expected of them, will have the best "tools" to do their work, be able to do what they do best each day, be consistently recognized for their achievements, and be listened to and have their opinions valued.

Why Join Ernst & Young?

At Ernst & Young, you will experience an intense, learning-filled, high-paced environment. We provide active performance feedback and measurement, meaningful and varied experiences, and you will build lifelong relationships. Furthermore, Ernst & Young has consistently been recognized on Fortune magazine's list of "100 Best Companies to Work For." Ernst & Young's commitment to its most important resource – its people – earned it a place of honor on the prestigious Fortune list. We have also received recognition and awards in the following areas:

- ▶ Most Admired Knowledge Enterprise (MAKEsm) Award
- ▶ Training Magazine's Training Top 100 Award
- ▶ Working Mothers' 100 Best Companies for Working Mothers
- ▶ Black Collegian's Top 50 Diversity Employers
- ▶ Canada's Top 100 Employers
- ▶ Fortune's Top 25 Companies Favored by MBAs
- ▶ CIO Magazine's Top 100 Companies to Excel in the 21st Century

Join our team

If you are a dynamic, forward-thinking individual who is interested in a career in the actuarial consulting field, we would like to speak with you. Please visit our website at www.ey.com/careers to view our current list of openings or submit your resume directly to angela.ciborowski@ey.com or jillian.mead@ey.com.

Pryor Associates Executive Search

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Website: www.ppryor.com



Ask Pauline Reimer of Pryor Associates the key to her actuarial recruiting success, and she'll share a unique fact: Pauline is an Actuary herself!

Achievement of her Associateship in the Society of Actuaries (A.S.A.) and completion of several Fellowship examinations were important milestones in her life as an Actuary. But the decade of 'real world', hands-on experience Pauline gained while employed by major insurance and consulting firms as an Actuary gave her the in-depth understanding of the business that sets her apart from the typical Actuarial Recruiter.

Career Re-focus

It was sixteen years ago that Pauline reassessed her personal and professional goals and joined Pryor Associates, a professional recruitment corporation established in 1969.

"While employed as an Actuary, I encountered the common experience with many of my colleagues of being contacted by various recruiters who typically lacked the knowledge of the Actuarial field and especially of the Examination process."

Pryor Associates specializes in contingency and retained executive search and placement within the insurance and employee benefit industries and their related environments. The Actuarial Placement Division, which she has directed since 1986, services life, health, property and casualty insurance; pension and other employee benefits; systems, accounting and finance-related industries, domestically and internationally.

"The Actuary's role in the finance industry is one of the newer trends that began within the last decade and has become an increasingly important component of our placement and recruiting efforts."

View from the Top

Pryor Associates has been named one of the top 25 regional recruiting firms by Dun & Bradstreet. According to Pauline, the agency's growth stems from successfully identifying and attracting Actuarial talent and matching candidates to each client's unique needs—all while scrupulously maintaining confidentiality, discretion and professionalism in an environment guided by the principles of "prompt follow-up" and "prompt follow-through."

Each step of every client assignment is personally handled by Pauline Reimer herself. No client is ever relegated to just an Assistant. Pauline's knowledge, personal dedication to each search assignment and her exceptional "over-the-top" service—enhanced by state-of-the-art technology and a professional, experienced support staff—**have resulted in an impressive personal placement record of a 99% retention rate as well as a 100% success ratio in retained searches.**

Understanding the Market

Maintaining such high success and retention rates requires Pauline's involvement in various levels of the industry. To remain on the cutting-edge, Pauline participates in many and varied Actuarial seminars and conventions each year, increasing her familiarity with Actuarial talent and the evolving responsibilities of the Professional Actuary in the current and anticipated business environment. Pauline was recently honored with an appointment to ASNY (The Actuarial Society of Greater New York) as Vice President of Public Relations, which continues to afford her active involvement in the actuarial community. Furthermore, her dynamic speaking schedule at local universities is a crucial initial introduction to future actuaries where she has often been solely responsible for initiating the actuarial careers of many of these students.

Pryor's state-of-the-art technology has enabled them to assemble and maintain an internal database of actuarial talent ranging from recent graduates through chief executives, complete with up-to-date information of educational and professional credentials, as well as geographical preferences. This has been an invaluable tool in matching ideally-suited candidates with potential employment opportunities in the most efficient and timely manner.

The Art of the Deal

"Developing long-term, mutually beneficial relationships is the key to my continued success in the Actuarial Recruiting business," Pauline said.

Experience, credentials, integrity, and dedication—synergies which are the trump card in the "Art of the Deal."

Pryor Associates is a charter member of the INS (Insurance National Search, Inc.), a national search network serving the insurance industry.

For more information about Pryor Associates and Pauline Reimer, including the agency's services and a partial list of client assignments, log on to Pryor's interactive website at www.ppryor.com.

Andover Research, Ltd.

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Kathie Spencer, President
Lisa Evans
Debbie Fine
Dayna Cooper
Deborah Turner
Lola Carr
Leslie Tyler
Michele Chase
Susan Sobel



Who we are

Founded in 1975 Andover Research, Ltd. specializes in the placement of actuaries nationwide. Our team of 9 (nine) motivated and experienced recruiters has a reputation as leaders in our field. We earn recognition as much for our personal integrity as for our expertise.

Practice Overview

Our practice consists of identifying, recruiting and placing talented actuarial professionals (from students to Chief Actuaries) nationwide. Using our state of the art proprietary database and broad network of contacts, we are able to generate qualified candidates in a timely fashion.

Our Approach

Our approach includes systematically identifying candidates from our proprietary database using computer generated searches, based on credentials, expertise, geographical preference, compensation and candidates interests. Our staff quickly contacts the appropriate candidates which begins our process of becoming an extension of our clients personnel staff.

What Makes Us Different

Information is shared freely on a regular basis so that each recruiter is up to date on all assignments. The environment at Andover is unique; we believe our **team approach** truly benefits our clients and applicants alike. We are known in the profession through our daily contact with actuaries and our consistent presence at Society of Actuaries meetings.

What You Can Expect

- ▶ Confidentiality
- ▶ Broad global network
- ▶ State of the art proprietary database
- ▶ Innovative research capabilities
- ▶ Objective assessments
- ▶ Sense of urgency
- ▶ Enthusiasm to tell your story
- ▶ Continuous involvement in the total recruiting process
- ▶ Commitment to results

"Ultimately our success is attributable to strong client relationships and our ability to **provide timely solutions** to recruiting assignments."

If you are a company seeking assistance in fulfilling your hiring objectives or an actuary seeking information on alternative opportunities, contact us at **1-800-ANDOVER** or visit our website at www.andoverresearch.com.



Top, L-R: Susan Sobel, Dayna Cooper, Deb Turner, Debbie Fine, Leslie Tyler
Bottom, L-R: Kathie Spencer, Lisa Evans, Michele Chase, Lola Carr

Pinnacle Group

Founded: 1995

6 Greenleaf Woods, Suite 201
 Portsmouth, NH 03801
 Phone: (800) 308-7205
 Fax: (603) 427-0526
 Website: www.pinnaclejobs.com
 Contact: Tom Miller
 E-mail: tom@pinnaclejobs.com



Company Overview

Pinnacle Group is one of the nation's largest and most successful actuarial recruiting firms. We recruit nationally for clients seeking actuarial talent in all areas of insurance, reinsurance, consulting, finance and other forms of risk management. We work with our clients on a contingency or retained basis, including exclusive arrangements with many select clients. Open positions range from entry-level to senior management in the following product areas:

- ▶ Life & Annuity
- ▶ Health & Managed Care
- ▶ Property & Casualty
- ▶ Pension & Benefits

Our People Make the Difference

Teamwork and professionalism are at the heart of Pinnacle Group's success. Everyone within our organization works together with the common goal of being universally recognized as the best actuarial recruiting firm in the nation. Our staff has worked at many of the nation's most successful organizations and they bring that experience to Pinnacle each business day. Pinnacle Group has 10 Executive Recruiters:

- ▶ Kathryn Davis
- ▶ Tom Miller
- ▶ Mary Waters
- ▶ Melissa Gray
- ▶ Nancy Ryan
- ▶ Brendan Burke
- ▶ Angela Scott
- ▶ Sharmila Young
- ▶ Laurie Peters
- ▶ Kristina Fitz

Professional Ethics

Our recruiting staff adheres to the highest professional ethics. When you work with Pinnacle Group, you can be confident that résumés are never sent without direct approval from the candidate and that unsolicited résumés are never submitted to the client. In addition, Pinnacle Group recruiters understand that our reputation depends on meeting both the needs of the candidate and client. We believe that there is only one way to achieve this balance — by providing complete and accurate information to both parties. Pinnacle Group will never put our own interests above those of the candidate or client.

Candidates' Corner— A Career Counseling Resource

Today's employment market for Actuaries and students remains strong but changes effecting the insurance and consulting industries have created greater uncertainty. In today's market, Actuaries and students need to more regularly assess their employment and career decisions. At Pinnacle Group, our recruiters take the time to discuss your goals, your reasons for considering a job change, and the advantages and disadvantages to such a move. We recognize that everyone has different personal and professional goals. A knowledgeable and experienced recruiter will discuss these goals with you and present specific career options designed to help you achieve them.

Over the years, Pinnacle Group has helped thousands of actuaries with their career decisions. We are proud of our strong reputation for professionalism and effectiveness in the marketplace and encourage you to ask a friend who has used Pinnacle Group in the past about their experience with our firm. Referrals are a significant part of our business and we hope to encourage additional referrals by providing superior service to both candidates and clients.

Clients' Corner—Targeted Searches

Nationwide, the demand for actuaries remains strong. It is our goal to help clients identify, employ and retain the best actuaries in the field. Our approach to meeting this goal varies upon the preferences of each client. We recognize that each company has different hiring policies and Pinnacle Group will follow each procedure outlined for us. As an actuarial recruiting firm our philosophy rests on 4 core beliefs:

- ▶ Focused recruiting, rather than "shotgun" recruiting, is the most successful short- and long-term approach to meeting both candidate and client needs.
- ▶ Teamwork among Pinnacle Group recruiters is the best way to meet candidate and client needs.
- ▶ Unfailing adherence to basic personal and professional ethics maximizes the long-term effectiveness of each Pinnacle Group recruiter.
- ▶ Strict adherence to client recruiting guidelines is imperative to developing mutual trust which is the foundation of any business partnership.

Acsys Staffing

Scot Dickerson, CPC, Senior Insurance Consultant

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www.acsysinc.com



Acsys Staffing, the insurance specialist division of Select Appointments provides actuarial staffing services across the United States. Select Appointments is a division of Vedior NV, one of the world's largest international staffing companies. Acsys Staffing has been serving the insurance industry for over 30 years. Through in-depth initial consultations, ongoing and regular client communication, we strive to gain a complete understanding of our clients' staffing needs.

Through our extensive database and comprehensive network in the insurance industry, we can partner with our clients to identify the best qualified candidates. To just identify candidates is not enough. Our goal is to bring you candidates that are a fit not only technically, but also from a philosophical standpoint. Further, through careful candidate consultations, we isolate the candidates that are committed to making a career move.

Scot Dickerson is a Certified Personnel Consultant. Certification ensures you a knowledgeable and experienced staffing professional that follows the rules clearly defined by federal, state,

and local governments. Work with a professional with over 16 years combined experience in both the insurance and recruiting industries.

We can provide you with a service that is of the highest degree of confidentiality, professionalism, and integrity.

Contact us for all levels of actuarial searches including top executives, middle management, technical and student positions.

We can assist you in locating and attracting top individuals with background including:

- ▶ Life and Annuity
- ▶ Employee Benefits
- ▶ Health; Disability, Long Term Care
- ▶ Managed Care
- ▶ Pension; Retirement Benefits
- ▶ Property / Casualty

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Acsys
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ACTEX Actuarial Recruiting

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 E-mail: aar@actexamdriver.com
 Website: www.actexamdriver.com
 Contact: Kathi D. Boratko, Recruiting Specialist



Our company

ACTEX Actuarial Recruiting is a division of ACTEX Publications, Inc., which began in 1972 and has emerged as the leading publisher of actuarial textbooks and study materials.

Through contacts with actuarial employers and employees, the professional actuarial societies and academic institutions, ACTEX keeps its finger on the pulse of the actuarial profession.

Combining career counseling and placement expertise with the strength and resources of Actex Publications, Inc., ACTEX Actuarial Recruiting is poised to provide effective career counseling and to meet clients' needs for top quality actuarial talent.

Sampling of positions

Actuarial Director: Non-traditional position in picturesque north-east setting for FSA, FCAS or Associate committed to attaining Fellowship. Successful candidate will be responsible for technical aspects of actuarial educational products including seminars,

textbooks and exam-preparation study manuals. Position requires excellent mathematical and analytical skills including an understanding of stochastic contingency theory and quantitative finance; demonstrated pedagogic writing, editing and instructing skills; and excellent management and communication skills. Position offers relaxed atmosphere, competitive compensation and opportunity to advance to executive level.

401(k) Director: World-class financial services leader in Hartford area seeks FSA to direct its 401(k) product line. Position requires 401(k) product development background, experience interacting with Marketing and experience and/or a desire to interact with Sales. Compensation depends on the qualities that the successful candidate brings to the position.

Actuarial Student Analyst: Boston health insurer seeks pre-ASA for its student program. SAS knowledge a plus. Compensation competitive.

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 Actex
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Actuarial Search Associates

1107 Venice Boulevard
 Venice, CA 90291
 Phone: 800-776-6415
 Fax: 310-391-7612
 E-mail: info@actuarialsearch.com
 Website: www.actuarialsearch.com
 Contact: Maureen Cotter, Director



Actuarial Search Associates has been serving the actuarial community in its employment needs since 1969. We have become a trusted name as career agents for actuaries in all disciplines, at all levels, on a national and international basis. We have established invaluable contacts over our three decades, as well as complete understanding of the actuarial profession.

We have one of the largest employment websites for actuaries, where you can get an overview of many opportunities and the advice of a consultant who will tailor make a search around your specifications. Our consultants are in a position to introduce you to the right company.

- ▶ Retained or Contingency
- ▶ 33 years of contacts
- ▶ Great website—lots of opportunities
- ▶ Recent grads to chiefs

Staff Recruiters

Maureen Cotter
 Bobbi Clinton
 Gaetan Verst
 Jon Cotter
 Nancy May
 Cher Oakes

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 Actuarial Search
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CPS, Inc.

50 Federal Street
Suite 301
Boston, MA 02110
Phone: 617-368-3550 ext. 112
Fax: 617-368-3562
E-mail: maryo@cpsboston-jobs.com
Contact: Mary O'Connell



Recruiters on staff:

Elaine Shapiro, Alan Irish, Catherine Celenza

Actuarial/Employee Benefits

For Quality & Results, Zero In On Success And E-Mail Or Call Us! We Have The Expertise And Resources!

We place over 250 candidates in the Actuarial/Employee Benefits field each year. We have specialized in Actuarial/Employee Benefits for over 20 years and have 25 recruiters in Boston and Chicago, working together on a national basis to fill openings. The experience levels of our actuarial recruiters range from five to twenty years.

We Make The Right Match!

We screen candidates for the appropriate background and personality fit. We eliminate candidates not serious about making a change. We have a proven track record of success locating the right person for the right position. 90% of our business is

from repeat customers. Our client list spans Big 5 Accounting firms, insurance companies, benefits consulting firms, financial services companies and Fortune 500 corporations.

We Save Time!

We conduct searches quickly. 75% of our positions are filled within three weeks and one of five positions listed with us are filled through CPS, Inc. efforts.

We Get Results!

We match expertise and opportunities. One out of every five interviews results in placement.

We Are Committed To Quality Work

We achieve desired results and career success for candidates and clients. Over and over candidates and clients use our services because of the quality and results we provide.

We Deliver Quality And Results Efficiently And Effectively!

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CPS
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Jacobson Associates

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Website: www.jacobson-associates.com

The Foundation of Success is the right people... in the right place... at the right time.



JACOBSON
EXECUTIVE SEARCH

INSURANCE
STAFF & RS, Inc.
by JACOBSON ASSOCIATES

1 company—3 Solutions

Jacobson Associates

Placement services for executive, professional and technical positions on a contingency basis.

Jacobson Executive Search

Retained search services for top-level executives and senior management.

Insurance Staffers

Interim staffing services providing "just-in-time" professionals at all levels.

Actuaries Without Boundaries

Since 1971, we've known that "great actuaries are without boundaries." Beyond tradition, Jacobson comprehensively provides staffing and recruitment solutions to the insurance and financial services communities on a global basis.

Concentrations in:

Life & Health
Property/Casualty
Employee Benefits
E-Commerce
Investment
Reinsurance

Contacts:

Gretchen Adler—
Jacobson Associates
Margaret Resce Milkint—
Jacobson Executive Search
Barbara Gregory—
Insurance Staffers

Representative Searches:

Chief Executive Officer
Risk Management Officer
Chief Actuary
Information Technology Officer
Chief Marketing Officer
Chief Underwriting Officer
Chief Financial Officer
Product Manager
Corporate Strategist
Senior Consultant
Investment Actuary

Visit us at www.jacobson-associates.com

JACOBSON ASSOCIATES

SR. VP & CHIEF ACTUARY—FSA

This insurance carrier seeks a business development-minded FSA. The successful candidate will possess strong management and technical skills. An actuarial background in valuation, financial reporting, and product development is preferred. Duties will include managing and directing the actuarial department. Product knowledge of A&H, Life and Annuities is needed. Located in an attractive Midwestern city. For more information, please contact Gretchen Adler.

CHIEF ACTUARY—P&C

Executive level opportunity exists for a multi-faceted and creative FCAS, with medical malpractice pricing and reserving expertise. Serving as the Chief Actuary, this highly visible role is charged with responsibility for the actuarial operations of this premier insurance organization. Beyond technical brilliance, we seek a business savvy leader, with management experience and a consultative style. Call Allison Sikorski or Margaret Resce Milkint or send your resume for immediate consideration. Retained Search.

DERIVATIVES MANAGER

International insurance powerhouse seeks a Derivatives Manager for their investment group. The duties of the qualified candidate will be to develop derivative based solutions to ALM issues, sophisticated analytical & trading models and to manage the hedge program effectiveness. A background in product pricing and investments is preferred. An ASA or FSA/CFA is highly recommended. For more details, please call Gretchen Adler at (800) 466-1578.

ACTUARY—COMMERCIAL LINES

Leading carrier is expanding their Commercial Lines products and services. We desire a business-minded and creative multi-line Actuary (ACAS or FCAS) with advanced knowledge in the areas of loss reserving and ratemaking to join their team. Ideal candidates will possess a strong technical background coupled with a desire to serve "internal and external customers" with value added services. Comprehensive salary/benefits/relocation package available. Call Allison Sikorski or Margaret Resce Milkint for a confidential discussion. Retained Search.

MANAGER L&H—ASA

This international insurance giant is actively seeking an ASA to assist in overseeing the valuation processes for their direct marketing group. This operation has \$2 billion in premiums and both U.S. and Canadian experience. Duties will entail: integrating recent acquired block of business, managing a small staff and performing the valuation functions for traditional life and health products (term life, whole life, accident & death, and hospital indemnity). Another priority will be to convert their current valuation system over to ARCVL. Some travel will be required the first year. Located in the Mid-Atlantic region. For more details, please call Gretchen Adler.

INTERIM ACTUARIES

We are currently staffing consulting projects across the product development and financial arenas. Opportunities encompass pricing and filing of new and existing products, assistance with demutualization, year-end & quarterly reporting, data warehousing, actuarial programming and more. Client companies include domestic carriers and those with international interests. Please call Michelle Doty at Insurance Staffers (800) 474-6779.

STOP-LOSS LEADER—FSA/ASA

"A+" rated insurer seeks a highly motivated and talented professional for their stop-loss business. Qualified candidates for this highly visible role will have an FSA or ASA and solid experience with medical stop-loss, group life, and/or managed care products. A generalist background and knowledge of underwriting is preferred. Located in the Southwest. For more information, please contact Gretchen Adler.

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Contact: Deb Murray, President

Sampling of positions with Mid America Search:

Vice President of Finance. Our client, a leading A++ Best recommended life insurance company, is creating this new leadership position. The selected candidate will join the Senior Management team of a growing and profitable insurance operation. Qualified candidates will be an FSA with excellent analytical and communication skills.

Lead Consultant. Established Reinsurance Organization offers this opportunity in Product Consulting and Development. Will provide specialty life product (term, variable, fixed, equity index, multiple life) consulting expertise including: product development, market intelligence & product pricing for domestic and international clients. Ideal candidate will be FSA with consulting firm experience. Southeast U.S. location.

Actuarial Manager. Exceptional opportunity to manage the product development functions for a growing company. Reports to experienced senior officer who directs all of the actuarial and underwriting functions for the company. Directs actuarial staff. Ideal candidate will be FSA or ASA with strong individual product development expertise. Midwest location.



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Project Manager/Actuary. Highly rated International Financial Services Group seeks Actuary to support efforts of starting a new company in Mainland China. Ideal candidate will be ASA with an understanding of insurance and strong project management skills. Ability to build financial models, speak Mandarin and relocate to China is critical.

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Associate Actuary. Corporate position requires strong STAT and GAAP financial reporting background in annuities. TAS knowledge is needed. Strong data/computer and interpersonal skills, with the ability to function in a collaborative environment.

Lead Actuarial Analysts. Will develop actuarial analysis of company's pricing program. Four CAS exams and 2 or more years of experience preferred in private passenger and commercial ratemaking. Southwest and East Coast locations.

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S.C. International, Ltd.

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Recruiters on staff:

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On behalf of myself and the entire staff at S.C. International, Ltd., we thank you for allowing us to be a part of your career planning and staffing and wish everyone the greatest success in the future.

—Scott Rollins, President

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