

| CANDIDATE | INTERVIEWER | DATE | STAGE |
|-----------|-------------|------|-------|
|-----------|-------------|------|-------|

INTERVIEW QUESTIONS · ACTUARIAL ANALYST

|    |                                                                                                                                                               |           |  |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--|
| 1  | What experience do you have in the actuarial industry?                                                                                                        | 1 2 3 4 5 |  |
| 2  | How familiar are you with current trends and developments related to actuarial analysis?                                                                      | 1 2 3 4 5 |  |
| 3  | What statistical methods, software, and databases do you use for your research?                                                                               | 1 2 3 4 5 |  |
| 4  | How would you approach a complex problem from an actuarial perspective?                                                                                       | 1 2 3 4 5 |  |
| 5  | Describe a successful project where your contribution was beneficial.                                                                                         | 1 2 3 4 5 |  |
| 6  | Have you ever worked on a cross-functional team, and how successful were the projects completed together?                                                     | 1 2 3 4 5 |  |
| 7  | Can you explain how your analytical skills have provided meaningful outcomes to stakeholders or clients?                                                      | 1 2 3 4 5 |  |
| 8  | Do you have any specific interests that could be leveraged as part of our compliance team's analytic initiatives or processes?                                | 1 2 3 4 5 |  |
| 9  | How comfortable are you working within deadlines and under pressure during peak times such as quarter-end reporting periods or client deliverables due dates? | 1 2 3 4 5 |  |
| 10 | Do you have experience working with vendors or other external stakeholders? How did you manage the relationship?                                              | 1 2 3 4 5 |  |
| 11 | What strategies do you use to stay organized and efficient while meeting deadlines?                                                                           | 1 2 3 4 5 |  |
| 12 | Are there any challenges that you anticipate in your role as an Actuarial Analyst?                                                                            | 1 2 3 4 5 |  |

OVERALL ASSESSMENT

| CRITERIA                                                                                  | SCORE (1-5) | NOTES |
|-------------------------------------------------------------------------------------------|-------------|-------|
| <b>Educational Background</b><br>Appropriate qualifications or training for the position. | 1 2 3 4 5   |       |
| <b>Prior Work Experience</b><br>Skills or qualifications acquired through past work.      | 1 2 3 4 5   |       |
| <b>Qualifications / Experience</b><br>The technical skills the position actually needs.   | 1 2 3 4 5   |       |
| <b>Problem Solving Abilities</b><br>Demonstrated critical problem-solving.                | 1 2 3 4 5   |       |

| CRITERIA                                                                           | SCORE (1-5) | NOTES                   |
|------------------------------------------------------------------------------------|-------------|-------------------------|
| <b>Communication</b><br>Team building and communication skills.                    | ① ② ③ ④ ⑤   | <div></div> <div></div> |
| <b>Organizational Fit</b><br>Would this hire steer the organization the right way? | ① ② ③ ④ ⑤   | <div></div> <div></div> |
| <b>Directional Fit</b><br>A step forward, or backward, in their career?            | ① ② ③ ④ ⑤   | <div></div> <div></div> |

RECOMMENDATION

☐ Advance    ☐ Hold    ☐ Decline

1 = well below the bar · 3 = meets it · 5 = clearly above it

**AvaHR** — hiring software for teams without a recruiter  
Use the same scorecard for every candidate in this role.