



Your experience, our opportunities.

We're looking for talented individuals with leadership potential
for our Actuarial Leadership Development Program.



We foster a culture for our employees in which diversity and differences are celebrated. Our talented employees provide exceptional service to our continually expanding client base. Our inclusive work environment is what allows us to be successful in developing new products, expanding into new markets, and growing our business.

About MassMutual®

Massachusetts Mutual Life Insurance Company (MassMutual), is a leading mutual life insurance company that is run for the benefit of its members and participating policyowners. The company has a long history of financial strength and strong performance, and although dividends are not guaranteed, MassMutual has paid dividends to eligible participating policyowners consistently since the 1860s.

With whole life insurance as its foundation, MassMutual provides products to help meet the financial needs of clients, such as life insurance, disability income insurance, and annuities. In addition, the company's strong and growing network of financial professionals helps clients make good financial decisions for the long term.

In short, we help people secure their futures and protect the ones they love.

The MassMutual family of companies includes: Barings LLC; MassMutual Ascend; MML Investors Services LLC; MassMutual Funds; and The MassMutual Trust Company, FSB.

We empower our people with the knowledge, tools, and support they need to plan for happy and healthy lives at home, at work, and in their communities. We believe that each of us helps build a strong future through the combined effect of countless small actions. From being environmentally responsible in our offices and work spaces to supporting our communities across the country, we're working every day to help create the kind of world where everyone can thrive — today and in the future.

MASSMUTUAL FACTS AND ACCOLADES

- Over 260 billion in total invested assets¹
- More than \$1 trillion of life insurance protection in force worldwide
- Ranked 102 on the *FORTUNE*® 500 by *FORTUNE*® magazine (2024)²
- Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion"/2023-2024 Corporate Equality Index Score — 100 out of 100 Human Rights Campaign
- 2024 *FORTUNE* World's Most Admired Companies®/Fortune²
- 2024 Top Places to Work in Massachusetts/The Boston Globe
- 2024 Best Places to Work/Built In
- Top Charitable Company/Boston Business Journal
- Innovative Initiatives Award/Boston Women's Workforce Council
- America's Best Employers for Diversity/Forbes
- Best Places to Work for Disability Inclusion/Disability Equality Index rating of 100%

¹ All financial information is as of and for the year ending December 31, 2023.

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Actuarial Leadership Development Program Overview

The MassMutual Actuarial Leadership Development Program offers unparalleled experience and development opportunities for college graduates. Our program is designed to support you through your exams and prepare you for leadership roles. You'll gain broad technical and industry knowledge through your rotations in various business and corporate units around the company.

As a participant you will receive the following training and support:

Rotations: Engage in meaningful work that supports the success of the company as you are exposed to various business lines and actuarial functions through our rotational program.

Community Support: Learn from a mentor, manager, and senior actuaries, who will work closely with you to provide career and exam guidance, personal development, and coaching support.

Networking Lunches With Senior Actuaries: Attend networking lunches that allow you to interact with and learn from senior actuaries at MassMutual, such as the Chief Actuary.



“Actuaries play a critical role in strategic decision-making across the company, and ‘early in career’ programs, including ALDP and actuarial intern programs, are key to our ability to attract and develop the best actuaries and strategic decision makers in the industry.”

– ART WALLACE, CHIEF ACTUARY

Executive Speaker Series: Attend education forums presented by company leaders on a variety of topics, including industry issues, line of business initiatives, and major projects. Past speakers have included the President & CEO, the CFO, and leaders of various lines of business.

External Seminars & Meetings: Attend actuarial seminars and meetings to enhance your understanding of industry issues and network with other industry professionals.

Corporate Learning & Development Programs: Participate in internal programs that allow you to develop leadership competencies in areas such as interpersonal relations, presentation skills, business acumen, and the like.

In addition, MassMutual offers:

- A selective program focused on individual growth and development
- Paid study time
- Salary increases upon successfully passing each exam
- Bonuses when you pass an exam on the first attempt
- Study materials, exam fees, and exam seminars paid for by MassMutual



“MassMutual’s ALDP offers immense guidance and support as I continue to pursue an actuarial career. We are provided with various resources, among them, mentorship and coaching that allow us to further develop our actuarial competencies. Members are encouraged to collaborate, connect with the broader community, build business acumen, and enhance our communication and leadership skills. The rotations offer diverse challenges, allowing participants to gain experiences and cultivate different perspectives. I’m appreciative of the opportunity to participate in such an inclusive and impactful program.”

– MARIA DINISCO, CURRENT PARTICIPANT, ACTUARIAL ANALYST, B.S. GEORGE WASHINGTON UNIVERSITY.

LEARN MORE ABOUT MASSMUTUAL AND OUR CAREER OPPORTUNITIES BY VISITING OUR WEB SITE: WWW.CAREERS.MASSMUTUAL.COM

Fall and Summer Internship Programs

If you're interested in pursuing an actuarial career path, there's no better way to start than through an internship with MassMutual. You'll gain valuable professional experience and develop your leadership skills. You'll have the chance to work on projects where you make an impact. We will also give you opportunities to participate in networking and social activities. We offer fall and summer internships. The summer internship is in-person at either our Springfield or Boston location. The fall internship is remote and part-time (15-20 hours per week).

Internship highlights:

Meaningful Projects: Apply your knowledge and skills by participating in high profile projects in a respected and highly rated company.

Community Support: Learn from a mentor, manager, day-to-day assignment leader, and senior actuaries, who will work closely with you to provide career and exam guidance, personal development, and coaching support.

Excel & VBA Crash Course: Attend a half day course taught specifically for our actuarial interns that will ensure you have the technical skills you need to be successful during the summer.

Pricing & Valuation Simulation: Participate in pricing and valuation exercises that teach you the foundations of traditional actuarial work.

Predictive Modeling Simulation: Attend a networking session to learn how MassMutual Actuaries who work in data science utilize predictive modeling in day-to-day work. Learn and apply fundamental linear modeling concepts to solve a business problem while gaining exposure to the computer programming software RStudio.



“My experience with MassMutual has been filled with excitement, kindness, and encouragement. MassMutual has given me an opportunity to develop both my technical and leadership skills in an actuarial internship and in three full-time rotations here. My internship at MassMutual was fundamental in my choice to become an actuary, and the ALDP has provided me with support and resources needed to continue toward that goal.”

– LAURA CALANDRA, CURRENT PARTICIPANT & ACTUARIAL ASSOCIATE, B.A. UNIVERSITY OF CONNECTICUT

Networking Lunches With Senior Actuaries:

Attend networking lunches that allow you to interact with and learn from senior actuaries at MassMutual, such as the Chief Actuary.

Executive Speaker Series: Attend education forums presented by company leaders that will educate you on a variety of possible topics, including industry issues, line of business initiatives, and major projects. Past speakers have included the President & CEO, the CFO, and leaders of various lines of business.

Actuarial Community: Develop an understanding of what it is like to be a part of a cohesive actuarial community that revolves around genuine relationships and continuous support across multiple locations.

Community Volunteer Opportunities: Participate with other MassMutual actuaries to give back to the local community in a service day. *Summer Internship Only.*

Housing: During your internship you'll enjoy fully furnished housing close to headquarters as a part of your employment offer. *Summer Internship Only.*

Social Events: Join the full-time ALDP participants in summer social events, such as mini-golf, an actuarial picnic, an annual ALDP/actuarial intern ping pong tournament, and a celebratory exam night. *Summer Internship Only.*

Professional Development: Actuarial Women's Networking events, 12 Inclusive Behaviors Course, Product 101, and Business Etiquette, to name a few opportunities!



“MassMutual’s ALDP provides an open, inclusive, and supportive environment. The variety of job rotation assignments and volunteer opportunities enables students to tailor their experience to match their personal interests and career goals. The program offers robust exam support, effective mentorship, and excellent leadership-building opportunities, which allows every member to grow personally and professionally. I feel fortunate and proud to be a part of the ALDP family!”

– LANA MAROZAVA, CURRENT PARTICIPANT & ACTUARY, B.S. BARUCH COLLEGE

Qualifications

Minimum

- Pursuing a B.A. or B.S. with a quantitative focus (e.g., Mathematics, Actuarial, Finance, Economics or related major)
- Commitment to pursue Fellowship in the Society of Actuaries
- Demonstrated leadership skills
- Demonstrated proficiency in oral and written communication

Ideal

- Completion of one or more actuarial exams (one exam is required for full-time candidates)
- Cumulative GPA of 3.0 or higher (3.2 or higher is highly desired)
- Strong computer skills (e.g., Microsoft Excel, Python, R, SQL)
- Strong analytical skills
- Ability to work independently and manage multiple projects
- Demonstration of MassMutual's Core Values: Act With Integrity, Focus on the Customer, Value People, Work Collaboratively, and Achieve Results



“The ALDP has provided me with an ideal environment to grow both as an actuary and a leader. I have access to all of the necessary people and resources for me to develop robust technical ability and achieve designation. At the same time, there is a strong emphasis on and ample opportunity to develop the necessary soft skills, from communication to leadership, for me to give the best I can to my teams. Working at the Boston office provides a great setting for collaboration and gives an amazing opportunity to grow with a new community in an amazing city.”

- MARCUS CHAN, ALDP GRADUATE AND ACTUARY,
B.S. BOSTON COLLEGE

Learn more about MassMutual and OUR career opportunities by
visiting our web site: www.careers.MassMutual.com

MassMutual Benefits*

Full-time MassMutual employees enjoy an excellent total compensation and benefits program, as well as an array of workplace amenities. We offer competitive base salaries and variable incentive opportunities at all levels, as well as annual performance evaluations to determine pay and promotions.

As you might expect from a company focused on preparing people for secure futures, MassMutual offers employees a 401(k) plan with a generous company match, life and disability income coverage, and health insurance.

Although eligibility for some benefits varies with position and service, most benefits are available to every full-time employee beginning on their first day.

Work/Life balance

As individuals and as a company, we're interconnected: we all do better when each of us has the support we need to face life's challenges.

That's why MassMutual expanded its range of mental health solutions in 2023, including fast access to high-quality mental health providers and services for employees and members of their household. We quadrupled caregiver leave to assist employees with the responsibility of caring for loved ones, and renamed what were formerly referred to as "occasional sick days" to "take care days," signifying the flexibility and autonomy that employees have to use their time off however they see fit. We also added access to a dedicated and diverse team of care coordinators who offer one-on-one, specialized health advocacy and navigation support tailored specifically to Black/African American and LGBTQIA+ employees enrolled in a MassMutual medical plan.

It's important to both MassMutual and our employees that benefits continue to elevate their physical, emotional, and financial well-being throughout their career. To give our employees the flexibility they value, MassMutual launched a Well-Being Wallet in 2023, providing all eligible employees with \$1,250 per year to invest in their total health – whether physical, emotional, or financial.

These are only a few of the many benefits MassMutual offers. To learn more, visit careers.massmutual.com/benefits.

What are the benefits like?***

- Competitive salary and bonuses
- 401(k) savings plan with company match
- Medical, dental and vision coverage
- Life insurance
- Short-term and long-term disability coverage
- Education/tuition reimbursement
- Flexible remote weeks and generous vacation policy
- Flexible spending accounts
- Paid parental leave
- Adoption assistance
- Employee Assistance Program (EAP)
- Matching gift and volunteer time off program
- Well-Being Wallet

Plus, onsite***

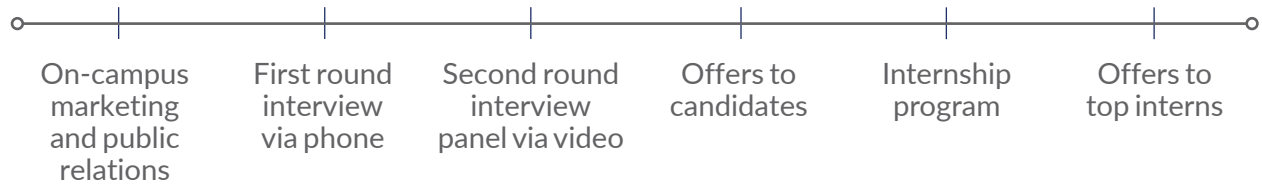
- Fitness and wellness centers
- Credit union
- Cafeteria & bistro
- Employee Health Coach
- Package and shipping services
- Tech Bar

* You will be eligible for these benefits if hired after the program as a full-time MassMutual employee.

** As of July 2024 subject to change.

*** Not all onsite perks available at all locations.

INTERNSHIP RECRUITING TIMELINE



WHERE DOES MASSMUTUAL HIRE?

MassMutual recruits top talent for our Actuarial Leadership Development Program and our participants originate from around the nation and around the world. The rotational aspect of the program provides the opportunity to work at multiple locations, if desired, while in the ALDP. Our program has participants working in our Springfield, MA and Boston, MA offices.



“MassMutual’s ALDP has done an excellent job providing support and guidance as I continue to pursue my career goals. There are a variety of opportunities that allow participants to network, present projects, build business acumen, and develop leadership skills. While gaining experience through each rotation, we are encouraged to utilize the frequent seminars, mentorship, and many other available resources to improve our actuarial leadership competencies. I am grateful to be involved in such an inclusive and effective program.”

- LUIS ROSS JR, CURRENT PARTICIPANT & ACTUARIAL ASSOCIATE, B.S. STATE UNIVERSITY OF NEW YORK AT FREDONIA

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