



We like your background.

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 is encouraged 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, long term care insurance, retirement/401(k) plan services, and annuities. In addition, the company's strong and growing network of financial professionals helps clients make good financial decisions for the long term.

We strive to help our customers make good personal financial decisions for the long term, ensuring their needs come first.

Our family of companies in the MassMutual Financial Group includes: Barings LLC; Haven Life; Haven Technologies; MassMutual Ascend; MM 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 the communities that are our hometowns 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

- **\$252 billion in total invested assets¹**
- **\$950 billion of insurance in-force worldwide**
- **Ranked 100 on the *FORTUNE*® 500 by *FORTUNE*® magazine (2023)**
- **Best Places to Work for LGBTQ Equality Corporate Equality Index rating of 100% Human Rights Campaign**
- **Top Charitable Company Boston (Boston Business Journal) – 2022**
- **Civic 50 Honoree (most community-minded companies in the U.S.) – 2022 2023**
- **Corporate Partner of the Year by the Association for Wholesaling Diversity, AWD (2023)**
- **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, 2022

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, including the Chief Actuary and Chief Investment Officer.



“We are committed to developing Actuarial talent at all management levels at MassMutual so we can help our customers find their financial freedom in this fast-changing world. The Actuarial Leadership Development Program combines analytical and business training through opportunities to work on meaningful projects that demonstrate leadership and creativity.”

– BETSY WARD, CHIEF FINANCIAL OFFICER

Executive Speaker Series: Attend education forums presented by company leaders that will educate you 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 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. SUNY FREDONIA

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

Summer Internship Program

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.

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 that 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, even working mostly remotely through my whole career here. MassMutual has given me an opportunity to develop both my technical and leadership skills in my actuarial internship and while working full time in my rotation. My internship at MassMutual was fundamental in my choice to become an actuary and the ALDP has provided me with support and resources to achieve that goal.”

– LAURA CALANDRA, CURRENT PARTICIPANT & ACTUARIAL ANALYST, 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, including the Chief Actuary and Chief Investment Officer.

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.

Housing: Enjoy fully furnished housing close to headquarters during your internship which is included in your employment offer.

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

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 & ACTUARIAL ASSOCIATE, B.S. BARUCH COLLEGE

Qualifications

Required

- Pursuing a BA or BS with a quantitative focus (e.g., Mathematics, Actuarial, Finance, Economics or related major)
- Must have a cumulative GPA of 3.0 or higher (3.2 or higher preferred)
- Commitment to pursue Fellowship in the Society of Actuaries
- Demonstrated leadership skills
- Demonstrated proficiency in oral and written communication

Preferred

- Completion of 1 or more actuarial exams (1 exam is required for full-time candidates)
- 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 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

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MassMutual Benefits

You will 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 company paid retirement plan, 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

We believe strongly in helping employees prioritize family life and their own well-being while achieving their goals on the job. Many employees choose to participate in company-sponsored cultural activities, sporting events, and other recreational opportunities. And MassMutual's generous vacation and personal day policy helps promote the rest and revitalization needed to be an effective employee.

Our Employee Health Services offers employees access to on-site medical professionals and additional health services such as cholesterol and blood pressure screenings, workstation ergonomic reviews, smoking cessation programs, stress management courses, and invaluable informational seminars.

*As of July 2023 subject to change

** Not all onsite perks available at all locations

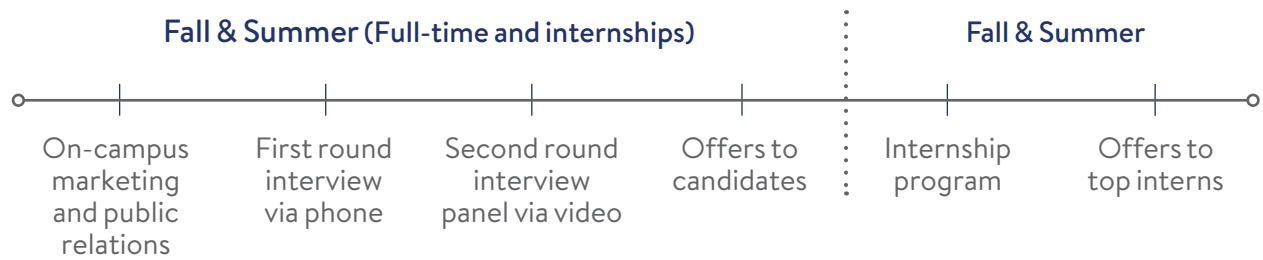
What are the benefits like?*

- “Pay for Performance” compensation
- Company paid cash-balance pension plan
- 401(k) savings plan with company match
- Medical, dental and vision coverage
- Life insurance
- Short-term and long-term disability coverage
- Education/tuition reimbursement
- Flex time and generous vacation policy
- Flexible spending accounts
- Paid parental leave
- On-site or nearby subsidized child care
- Adoption assistance
- Employee Assistance Program (EAP)
- Matching gift program

Plus, onsite**

- Fitness and wellness centers
- Credit union
- Barbershop and hair salon
- Blood donor program
- Cafeteria
- Dry cleaning service
- Employee Health Services clinic
- Package and shipping services
- Tech Bar

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 office locations in Springfield, MA, Boston, MA, and New York City, NY.

