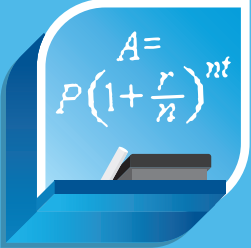


TIAA Actuarial Development Program

Be a part of something extraordinary



A white icon with a blue shadow, depicting a whiteboard with the compound interest formula $A = P \left(1 + \frac{r}{n}\right)^{nt}$ written on it. A pencil is visible at the bottom of the whiteboard.
$$A = P \left(1 + \frac{r}{n}\right)^{nt}$$

We are TIAA



Make your standout knowledge stand for something. Go to TIAA.org/careers.

TIAA was the vision of the philanthropist Andrew Carnegie—founded in 1918 through his Carnegie Corporation of New York and the Carnegie Foundation—with the goal of supporting the financial well-being of college teachers through a pioneering system of annuities.



What we do

We provide a full range of financial products and services to serve the needs of those in the academic, medical, governmental, research and cultural fields.

- Retirement plans
- After-tax annuities
- IRAs
- Education savings
- Mutual funds
- Brokerage services
- Banking¹
- Life insurance

The products and services listed above are offered by various entities within the TIAA group of companies.

Our strength in numbers

 Service strength	<p>More than 16,000 institutional clients</p> <p>5 million retirement plan participants</p> <p>30,000 annuitants age 90+</p> <p>12,800 employees</p> <p>More than 700 financial advisors</p>								
 Financial strength	<p>\$861 billion in assets under management with holdings in more than 50 countries²</p> <p>Over \$431 billion in benefits paid since 1918³</p> <p>Highly rated for financial strength (TIAA)⁴</p> <table style="width: 100%; border: none;"> <tbody> <tr> <td>A.M. Best</td> <td>A++</td> </tr> <tr> <td>Fitch</td> <td>AAA</td> </tr> <tr> <td>Standard & Poor's</td> <td>AA+</td> </tr> <tr> <td>Moody's Investors Svc.</td> <td>Aa1</td> </tr> </tbody> </table>	A.M. Best	A++	Fitch	AAA	Standard & Poor's	AA+	Moody's Investors Svc.	Aa1
A.M. Best	A++								
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All data as of March 31, 2016, unless otherwise noted.

Put the customer first

Value our people

Act with integrity

Deliver excellence

Take personal accountability

Operate as one team

The TIAA Actuarial Development Program

The TIAA Actuarial Development Program is designed to equip you with the knowledge and skills you need for a successful and well-rounded career with us. The program supports you through the examination process and provides rotations that give you exposure to the full spectrum of actuarial disciplines and career paths we offer. Today, we have Program locations in both bustling New York City and beautiful Charlotte, North Carolina.

Highlights

- Competitive salary
- Full SOA (Society of Actuaries) exam support
(including paid study time, books and materials at no cost to you, group study opportunities)
- Salary increases for passing exams
- Job rotations (18-24 months)
- Mentoring and leadership opportunities

Rotations

- Actuarial Financial Reporting & Capital Management
- Valuation
- Asset Liability Management
- Modeling & Experience Studies
- Actuarial Consulting Services
- Pension Product Development & Pricing
- Individual Product Development & Pricing
- General Account Chief Investment Officer Team

Qualifications

Full-time positions

- BA/BS in Mathematics or related field
- GPA of 3.4 with two SOA exams passed
- Strong communication and problem-solving skills
- Leadership potential
- Technical skills *(preferred)*

Summer internships

- Currently pursuing a BA/BS in Mathematics or related field
- GPA of 3.4 or higher with one SOA exam passed
- Strong communication and problem-solving skills
- Leadership potential
- Technical skills *(preferred)*



“The Actuarial Development Program at TIAA is both challenging and rewarding.

It has given me the opportunity to develop as an actuary, a leader and a member of the greater TIAA community that is driven by a mission that strives for excellence, integrity and a real focus on the customer.”

- Current Actuarial Development Program member



Find your next job

A new career is waiting
at TIAA

TIAA.org/careers

Marks of distinction



Diversity and inclusion

100 best companies for working mothers (2014)⁵

50 best companies for Latinas to work (2010-2014)⁶

40 best companies for diversity (2007-2014)⁷


Top 10 innovative law departments for diversity and inclusion initiatives (2013)⁸

2013 “Best of the Best” in finance⁹

2013 Employer of the Year for providing career opportunities to the disabled¹⁰



All data as of March 31, 2016, unless otherwise noted.

¹ Deposit and lending services and products are provided by TIAA Direct®, a division of TIAA-CREF Trust Company, FSB. Member FDIC. Equal Housing Lender 

² Based on assets under management across Nuveen Investments affiliates and TIAA investment management teams as of March 31, 2016.

³ Through December 31, 2015. Other benefits from TIAA and CREF include: Additional amounts paid on TIAA Traditional annuity contracts above the guaranteed rate, surrender benefits and other withdrawals, death benefits, health insurance and disability insurance benefits, and all other policy proceeds paid.

⁴ Claims-paying ratings represent the opinions of rating agencies regarding the financial ability of an insurance company to meet its obligations under its insurance policies. For its stability, claims-paying ability and overall financial strength, TIAA is one of only three insurance groups in the United States to currently hold the highest possible rating from three of the four leading insurance company rating agencies: A.M. Best (A++ as of 6/16), Fitch (AAA as of 5/16) and Standard & Poor's (AA+ as of 7/15) and the second highest possible rating from Moody's Investors Service (Aa1 as of 8/15). There is no guarantee that current ratings will be maintained. Ratings represent a company's ability to meet policyholders' obligations and do not apply to variable annuities or any other product or service not fully backed by TIAA's claims-paying ability.

⁵ *Working Mother* magazine, October/November 2014 issue.

⁶ *Latina Style*, annually 2010-2014.

⁷ *Black Enterprise*, annually 2007-2014.

⁸ *InsideCounsel* magazine 2013.

⁹ *DiversityComm* publications.

¹⁰ Association of People Supporting Employment First, medium-sized category. Based on Fruits of Employment program.

Investment, insurance and annuity products are not FDIC insured, are not bank guaranteed, are not deposits, are not insured by any federal government agency, are not a condition to any banking service or activity, and may lose value.

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