



Advance your Financial Services future

TIAA's Financial Associate Program

Apply your Business/Financial Services education and skills to solve real business challenges for TIAA, a leading provider of financial services in the academic, research, medial, cultural and government fields.

Institutional Financial Services brings together the organizations that serve our institutional clients, including our retirement, endowments and foundations, and retiree healthcare groups into a single business.

TIAA's Financial Associate Program gives undergraduate and graduate candidates hands-on experience to learn about the financial industry by working side-by-side with the experts and offers roles in key projects with in-depth training, development and networking opportunities.



TIAA at a glance

- 12,950 employees in over 150 offices
- Offers investing, banking, financial advice and guidance, retirement services
- Fortune 100 organization¹
- Established in 1918
- *Pensions & Investments* Largest Money Managers
- Named in the Top 10 of *InformationWeek* Elite 100 as a top business technology innovator²
- A leader in diversity and inclusion; named one of *DiversityInc's* Top 50 Companies for the 4th time in a row³
- Ranked one of the World's Most Ethical Companies by Ethisphere Institute⁴

Your Future Starts Now



18-24 month rotational program



Opportunity to acquire licenses



Innovative learning and leadership experience

Specialize in one of 4 business units:

- | | |
|---|---|
| 1 Institutional Retirement | 3 Client Services Group |
| 2 Institutional Investment & Endowment Services | 4 Strategic Planning & Program Management |

Visit [TIAA.org/careers](https://www.tiaa.org/careers) to learn more



Qualities that will help you succeed

- Leadership skills and ability to work well in teams
- Strong verbal and written communication skills
- Comfortable with change and adaptable to fast-paced environments
- Highly motivated self-starter
- Desire to learn continuously
- Demonstrated ability to prioritize tasks and deliver results

TIAA will not sponsor visas for these positions and, due to program format, will not hire individuals whose work eligibility is based on their F-1 or other student visa status.

What we're looking for:

- Minimum of a bachelor's or Master's degree in Finance, Economics, Accounting and Business Management; graduation date between August 2016 and June 2017 preferred
- Previous internship experience is a plus
- Minimum Overall GPA of 3.0 or better
- Advanced knowledge of Microsoft Office products (2+ years of academic or work experience with PowerPoint, Word, Excel and Outlook)



Associates will have the opportunity for full-time placement into the Institutional Financial Services organization based on business need and the best fit for your skills and interest.

Visit TIAA.org/careers to learn more

About applying

Equal Employment Opportunity is not just the law, it's our commitment. Read more about the Equal Employment Opportunity Law.



¹ As of 12/31/15

² Named to the 2016 InformationWeek Elite 100, May 2016

³ Top 50 Companies for Diversity, DiversityInc. (2013-2016)

⁴ The World's Most Ethical Companies designation recognizes companies that truly go beyond making statements about doing business "ethically" and translate those words into action. In 2015, 132 honorees were named spanning 21 countries and five continents and representing over 50 industries. Scores are generated in five key categories: ethics and compliance program (35%), corporate citizenship and responsibility (20%), culture of ethics (20%), governance (15%) and leadership, innovation and reputation (10%). For more information, visit <http://ethisphere.com/worlds-most-ethical/wme-honorees/>.

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