



# TIAA Actuarial Development Program

Be a part of something extraordinary

## We are TIAA

TIAA is a Fortune 100 financial services organization dedicated to helping our clients pursue financial well-being.

We were founded a century ago as the vision of one of history's great philanthropists, Andrew Carnegie, to make a difference in the lives of teachers. Since then, we have helped millions at academic, medical, research and cultural organizations—the people whose work makes the world a better place—retire with financial security.

### Our values



Put the customer first



Deliver excellence



Act with integrity



Take personal accountability



Value our people



Operate as one team

## Develop your actuarial future

The Actuarial Development Program is designed to equip you with the knowledge and skills needed for a successful and well-rounded career with us.

The program supports you through the exam process and provides rotations that give you exposure to the full spectrum of actuarial disciplines we offer. Actuarial positions are located in New York, NY and Charlotte, NC.

## Your future starts now



18-24 month  
rotational program



Full Society of Actuaries  
exam support



Mentoring and  
leadership opportunities

### Rotations in variety of business units

- Actuarial Modeling
- Asset Liability Management
- Business Finance Office
- Corporate Actuarial
- Experience Studies
- Financial Reporting and Capital Management
- General Account Investments
- Pension Plan Consulting
- Product Development and Pricing
- Valuation

### Requirements

- Degree in Mathematics or related field  
(Applicants for summer internships must be at least six months from completing degree)
- GPA of 3.4 or higher
- Two SOA exams passed for full-time positions
- One SOA exam passed for summer internships
- Commitment to attaining Fellowship of Society of Actuaries

### Qualities we look for

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

### Summer internship

- 10 week program
- Executive Leadership Series
- Presentation opportunities
- Networking events
- Social outings

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.

## Get to know TIAA

### By the numbers

FOUNDED IN  
**1918**



**337**  
offices in 19  
countries

More than  
**17,500**  
employees<sup>1</sup>

More than  
 **15,000**  
institutions serviced by TIAA<sup>2</sup>

Our customers



**5M**  
individuals



TIAA is among the highest rated insurance companies in the U.S. by the 4 leading insurance company rating agencies: **A.M. Best, Fitch, Moody's Investors Service and Standard & Poor's**<sup>3</sup>

### Diversity and inclusion, awards and recognition

**100** BEST



Companies for Working Mothers by Working Mother, 2011-2017<sup>4</sup>



One of DiversityInc's Top 50 Companies for the sixth year in a row<sup>5</sup>


**100%**

rating on the Human Rights Campaign's Corporate Equality Index<sup>6</sup>



**19,300**

hours volunteered by employees in local communities<sup>7</sup>



THOMSON REUTERS<sup>8</sup>  
LIPPER FUND AWARDS  
**2013-2018**  
BEST OVERALL  
LARGE FUND COMPANY  
6 CONSECUTIVE YEARS

The Thomson Reuters Lipper Large Fund Awards are based on a review of 36 companies 2012, 48 companies 2013 and 2014, 37 companies 2015, 34 companies 2016 and 34 companies 2017 risk-adjusted performance.




**2018** | WORLD'S MOST  
**ETHICAL**  
COMPANIES<sup>TM 9</sup>  
WWW.ETHISPHERE.COM

### Investment performance and ratings

**98%** of TIAA-CREF mutual funds and CREF variable annuities have **expense ratios below the median of their respective Morningstar categories**<sup>10</sup>

**1st**   
**Largest global agricultural investor**<sup>11</sup>

**2nd**   
**Entering our second century of helping people pursue financial well-being**

**Among the Top 5**   
**Largest commercial real estate managers in the world**<sup>12</sup>

<sup>1</sup> Includes TIAA affiliate companies.

<sup>2</sup> Includes unique institutional clients serviced by TIAA for either retirement or Keogh plans.

<sup>3</sup> For stability, claims-paying ability and overall financial strength, Teachers Insurance and Annuity Association of America (TIAA) and TIAA-CREF Life Insurance Company (TIAA Life) are 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++ rating affirmed as of June 2018), Fitch (AAA rating affirmed as of June 2018) and Standard & Poor's (AA+ rating affirmed as of August 2017) and the second-highest possible rating from Moody's Investors Service (Aa1 rating affirmed as of February 2018). 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 any product or service not fully backed by the issuer's claims-paying ability. The ratings also do not apply to the safety or the performance of the variable accounts or mutual funds, which will fluctuate in value.

<sup>4</sup> 100 Best Companies for Working Mothers by Working Mother magazine, 2011-2017. [www.workingmother.com/working-mother-100-best-companies-hub-2017?page=2](http://www.workingmother.com/working-mother-100-best-companies-hub-2017?page=2)

<sup>5</sup> "50 Best Companies for Diversity", Black Enterprise magazine, (2007-2012, 2014-17)

<sup>6</sup> Based on the Human Rights Campaign Foundation's Corporate Equality Index 2017.

<sup>7</sup> 19,278 hours served from January 1, 2018 through June 30, 2018.

<sup>8</sup> The Lipper Large Fund Award is given to the group with the lowest average decile ranking of three years' Consistent Return for eligible funds over the three-year period ended 11/30/12 (36 fund companies), 11/30/13 (48), 11/30/14 (48), 11/30/15 (37), 11/30/16 (34) and 11/30/17 (34) with at least five equity, five bond, or three mixed-asset portfolios. Note these awards pertain to mutual funds within the TIAA-CREF group of mutual funds; other funds distributed by Nuveen Securities were not included. From Thomson Reuters Lipper Awards, ©2018 Thomson Reuters. All rights reserved. Used by permission and protected by the Copyright Laws of the United States. The printing, copying, redistribution, or retransmission of this Content without express written permission is prohibited. Past performance does not guarantee future results. Certain funds have fee waivers in effect. Without such waivers ratings could be lower. For current performance, rankings and prospectuses, please visit the Research and Performance section on [TIAA.org](http://TIAA.org). Nuveen Securities, LLC, member FINRA and SIPC.

<sup>9</sup> 2015, 2016, 2017, 2018. The World's Most Ethical Company assessment is based upon the Ethisphere Institute's Ethics Quotient® (EQ) framework which offers a quantitative way to assess a company's performance in an objective, consistent and standardized way. The information collected provides a comprehensive sampling of definitive criteria of core competencies, rather than all aspects of corporate governance, risk, sustainability, compliance and ethics. 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%), and provided to all companies who participate in the process. The full list of the 2018 World's Most Ethical Companies can be found at [worldsmoethicalcompanies.ethisphere.com/honorees](http://worldsmoethicalcompanies.ethisphere.com/honorees).

<sup>10</sup> Based on Morningstar Direct (as of March 31, 2018) expense comparisons by category, excluding Money Market products. Actual percentage is 97.83%. TIAA-CREF mutual fund and CREF variable annuity products are subject to various fees and expenses, including but not limited to management, administrative, and distribution fees; our variable annuity products have an additional mortality and expense risk charge.

<sup>11</sup> Pensions & Investments, October 16, 2017. Rankings based on worldwide farmland assets under management as of June 30, 2017, reported by each responding asset manager.

<sup>12</sup> Based on total assets under management as of December 31, 2017, according to INREV, the European Association for investors in non-listed real estate vehicles for institutional investors.

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