



Live your best life,  
while helping  
people live theirs.



### What does living your best life mean to you?

Perhaps it's having a healthy lifestyle. Financial security. A career you love. A great work-to-life balance. The list changes depending on where you are in your journey. We help people and businesses around the world build and protect their financial well-being. And we invite you to join us.

### More than just finance and insurance

We may be known for careers in asset management and insurance, but that's just a start. From IT to marketing, you have choices. Careers include:

- |                         |                            |                           |
|-------------------------|----------------------------|---------------------------|
| Account Management      | Compliance/Legal           | Investments               |
| Accounting              | Data Science and Analytics | IT/Software/Data/Security |
| Actuarial               | Design Thinking            | Marketing                 |
| Administrative/Clerical | Engineering                | Project Management        |
| Communications          | Finance                    | Real Estate               |
| Customer Service        | Human Resources            | Sales/Sales Support       |



Want to know what it's like to work here?

Visit [principal.com/careers](https://principal.com/careers) to read employee stories.

## It all starts with our employees



We celebrate your unique perspective—diversity, inclusion, and empowerment are at the core of our culture.



You'll discover competitive compensation and benefits—flexible time off and parental leave for non-birthing parents are just a few of many examples.



Your life outside of work is as important as your career. That's why you'll enjoy work-life balance, volunteer time off, and wellness benefits.



We'll support your personal and professional growth with educational assistance and unique development opportunities.



And we'll help you build your career and lifelong financial security through personal and financial resources.

## But don't just take our word for it

We are consistently recognized as a best place to work.

- #1 on Forbes' **Best Employers for Women** list (2018).
- #4 on Forbes' **America's Best Employers** list (2018).
- Named one of the **Best Workplaces for Giving Back** (2018).
- Recognized by Forbes as a one of America's top ten **Best Employers for Diversity** (2018).
- Received top marks in **2018 corporate equality index**.
- Named one of the 100 **World's Most Ethical Companies** by the Ethisphere Institute (2018).
- Earned the **Military Friendly® Employer** designation for the second year in a row (2018).
- Recognized and ranked by Computerworld's list of **100 Best Places to Work in IT** making it 17 years in a row (2018).
- Earned a top spot in Pensions & Investments' annual survey of the **Best Places to Work in Money Management** (2017).

## Connect with us for more information

[www.principal.com/careers](http://www.principal.com/careers)



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Actuarial Development Program

# Build a career without compromise



## You're not just looking for a job.

We hear you. That's why working here isn't just about skill sets and job responsibilities. We care about offering you diverse experiences, rewarding challenges and global opportunities that push you to reach for bigger life goals.

A welcoming, collaborative and community-spirited environment doesn't have to be a "nice to have." Here, it's what you can look forward to every day.

## Why this is the place to start your actuarial career

- Executive Development Program with a long history of actuaries in leadership positions
- Competitive salary and benefit package
  - Annual merit reviews and bonus program
- Excellent study program with industry-leading pass rates
  - Paid study time, study facilities and exam materials provided
  - Competitive exam raises
- Exposure to a broad range of fields through our rotation program
  - Three rotations, each about 18-24 months long
- Networking opportunities with senior actuarial management
- Mentors who provide guidance and support
- Relocation reimbursement provided
- Meaningful and challenging work



## Wait – there's more...

- Flexible work schedules
- Fitness centers and annual health screenings
- Pharmacy on-site
- Child Development Center
- Paid volunteer time off
- Cafeteria
- Discounts at local businesses
- Free parking and public transportation
- Education/tuition reimbursement
- Personal finance classes

“ Not only does the Principal offer a great student program to help you through exams, I found it to be amazingly flexible as well. It makes it much easier to balance work, exam studying, and any other personal commitments.

— Nathan, current member of the Actuarial Student Program ”

## Actuarial assistant requirements

- Ability to pass actuarial exams and a commitment to pursue an FSA with the Society of Actuaries
- Knowledge of actuarial mathematics, including probability, statistics, numerical analysis and compound interest
- Effective communication skills and an eagerness to develop leadership talents
- Completion of one or more courses in the education system of the Society of Actuaries
- Completion of an actuarial science internship (preferred)

## Some awards we've won

- One of 100 companies named one of the **World's Most Ethical Companies** by the Ethisphere Institute. (March 2017)
- Recognized by Forbes as **one of America's Best Employers**. (May 2017)

## A few quick facts about us

- Our lines of business include: asset management, group retirement, annuities and life, disability and group Insurance
- International operations serving 22 million customers worldwide
- Total assets under management of \$629.4 billion
- Operating earnings (after-tax) of \$754.1 million
- Moody's Financial Strength Rating of A1
- More than 14,000 employees in 19 countries (10,000 in U.S.)
- 140 credentialed actuaries and actuarial students, with a total actuarial community of more than 200 members



### How to reach us

ActuarialCareers@principal.com  
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