



You're In Charge®

TAKE CHARGE of YOUR

Lincoln Financial Group®
Actuarial Development Program

FUTURE

Take charge of advancing your career!

The Actuarial Development Program (ADP) at Lincoln Financial Group is an industry-leading program that demonstrates our commitment to creating highly qualified business leaders. Participants gain broad experience rotating through assignments across a variety of business units, functions and locations.

As an ADP participant, you'll be able to explore your unique interests while developing the essential actuarial, technical, managerial, communication, and leadership skills you need to succeed.

The right environment for success

Lincoln Financial employees thrive in an uplifting and collaborative culture of respect that values relationships, embraces diversity, encourages learning and volunteerism, and supports each individual in making meaningful contributions on the job and in our communities. ADP participants receive tremendous support to achieve their personal and professional goals.

Accelerate your career growth

ADP rotations are typically 18-24 months long and are available in our Atlanta, Fort Wayne, Greensboro, Hartford, Omaha and Philadelphia/Radnor locations. Program participants have the opportunity to work in all core business segments of the organization, including life insurance, annuities, group protection and retirement plan services. Participants gain valuable experience in a variety of roles including:

- ✓ Product development and pricing
- ✓ Valuation/financial reporting
- ✓ Asset-liability management
- ✓ Enterprise risk management
- ✓ Financial planning and analysis

When the time comes to transition out of the program, you'll receive guidance on the professional opportunities at Lincoln Financial that best align with your personal career aspirations.

Become part of a highly engaged and motivated network of professionals who continue to support each other throughout their careers.

Generous testing support

Lincoln Financial is dedicated to helping our ADP participants attain Fellowship in the Society of Actuaries (SOA). Program benefits include Lincoln-sponsored learning resources and paid, on-the-job study time to prepare for and pass your exams.

Paid study time with up to 175 hours per exam sitting

Study manuals, texts and seminars provided

Salary increases commensurate with exam success

Our ideal ADP candidate

- ✓ One or more SOA exams passed
- ✓ GPA of 3.0 or above
- ✓ BS/BA in actuarial science, applied mathematics, economics/finance, mathematics, statistics, or related major
- ✓ Strong internship or work experience
- ✓ Demonstrated leadership experience
- ✓ Strong communication and problem-solving skills
- ✓ Ability to quickly learn and apply new skills and information
- ✓ Authorized to work in the U.S. without employer sponsorship

Get a head start as an intern

- Gain technical and general business knowledge
- Build lasting relationships with business leaders and ADP colleagues
- Collaborate on projects that have real business impact
- Attend meetings and presentations with senior management
- Develop key presentation and communication skills
- Enjoy a variety of social events with interns and ADP participants
- Receive competitive pay and housing support

Lincoln Financial attracts top actuarial talent by providing generous exam support, fulfilling work assignments, and effective development programs.

Our investment in you

Lincoln Financial Group has the reputation, market leadership and programs to empower employees for success. We make a serious investment in our employees' futures through Your Total Rewards—a broad range of wealth accumulation and protection plans, health and wellness programs, and career development resources designed to help each individual reach their personal and professional goals. ADP participants enjoy these Total Rewards:

Compensation	Base salary, incentive programs and merit increases
Retirement benefits	401(k) retirement plan with generous employer contribution plus matching contributions
Health and wellness benefits	Medical plan, domestic partner eligibility; optional dental and vision, healthcare flexible spending accounts, wellness/health management/health advocacy programs
Income protection	Short-/long-term disability and group life insurance
Professional development and tuition assistance	Career development programs and resources, including tuition assistance, available at all levels of the organization, from recent college graduates to executives
Additional work/life benefits	Employee Assistance Program, flexible work arrangements, volunteer opportunities and much, much more

**For more information and to apply to the
Lincoln Financial Actuarial Development Program,
visit LincolnFinancial.com/Careers.**

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