



EARLY TALENT OPPORTUNITIES

Meaningful work.
Impactful experiences.
Lifelong connections.



Turn your ambition into action

Ready to apply your studies to real-world challenges? Bring your passion, drive and curiosity to TIAA, and we'll provide the opportunity to learn, grow and shine. You'll contribute your fresh ideas to a mission-driven Fortune 100 organization and meet talented people from a wide variety of backgrounds along the way.

TWO PATHS FULL OF POSSIBILITY



Summer internship

For current sophomores or juniors

10 weeks, paid

Contribute to impactful projects



Post-graduation rotational program

For graduating seniors or recent graduates

Full-time two-year program, full benefits

Training in a variety of business areas



The rotational program has changed my whole perspective on different areas of the business, so now I have a new vision of where I want to be and what I want to do.”

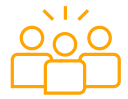
Christopher Martin
TIAA Rotational Program

You're well positioned for a bright future

At TIAA, we're focused on giving you a strong foundation for a successful career. You'll get exposure to people at every level of the organization along with 300+ of your early talent peers, make a positive impact on our clients' lives, and receive coaching that will help you grow personally and professionally.

NETWORKING

Lunches with senior leadership
Engagements with CEO Thasunda Brown Duckett



IMPACT

Meaningful assignments partnered with business leaders
Service projects like hackathons and volunteer events



DEVELOPMENT

Immersion in our business, products and strategies
Mentorship from TIAA associates



The opportunities go far beyond finance

We may be an organization dedicated to retirement, but there are opportunities here for just about every major or educational background, in cities across the country. So even if you don't see your major in the list below, don't hesitate to apply.

LOOKING FOR STUDENTS WITH THESE BACKGROUNDS AND MORE

Accounting
Advertising
Banking
Business
Communications

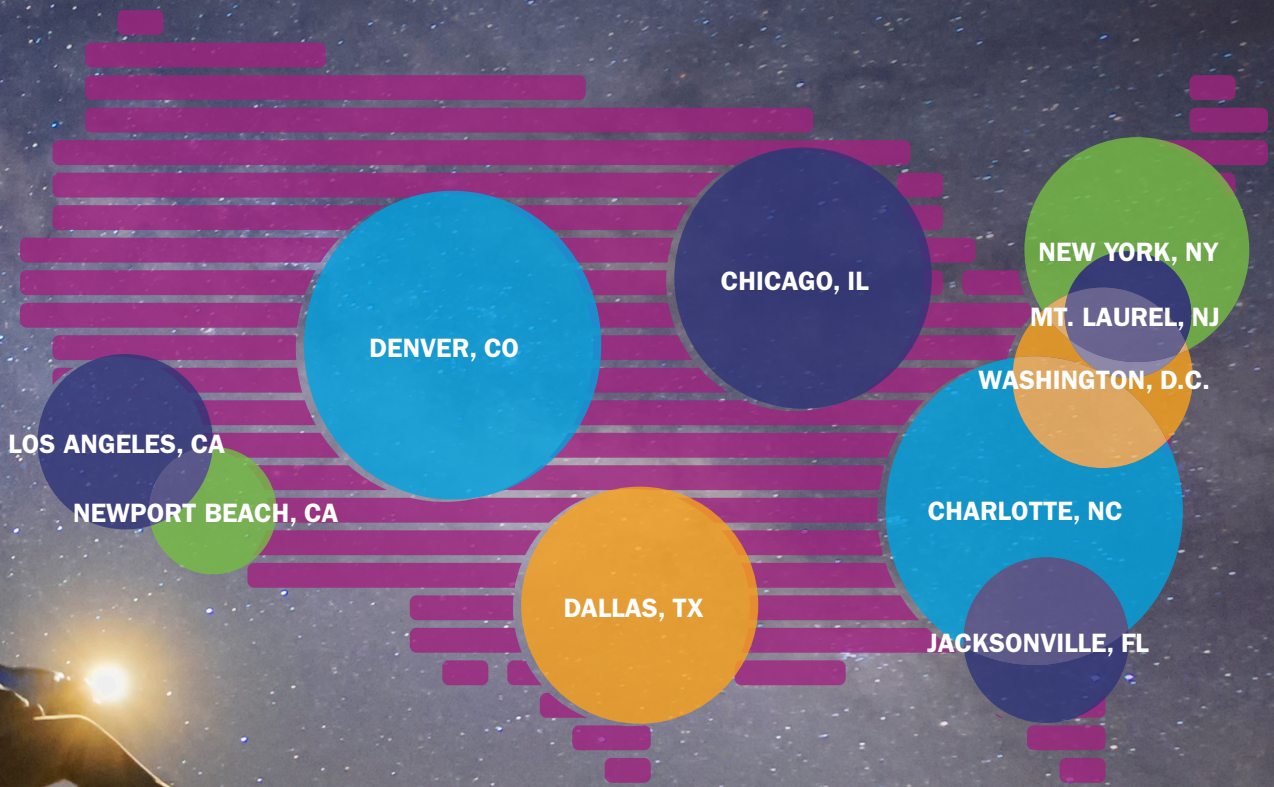
Compliance
Computer Science
Data Analytics
Data Science
Economics

Finance
History
Human Resources
Information Technology
Marketing

Mathematics
Political Science
Psychology
Risk
Statistics



See the chart at the end of the brochure for a more comprehensive look at opportunities.



Come for the experience, stay for the culture

At TIAA, you're contributing to a 100+ year legacy of helping others retire with confidence, and the way we deliver on this mission sets us apart as a great place to work. Our business thrives on the diverse perspectives of our people, so we encourage you to bring your best and most authentic self to work every day.

TIAA AT A GLANCE



WORLD'S MOST ETHICAL COMPANIES

Ethisphere Institute, 2015-2022¹



TOP 50 COMPANIES FOR DIVERSITY

DiversityInc, 2013-2021²



26,400+ COMMUNITY VOLUNTEER HOURS

logged by associates in 2021³

no. 1

NOT-FOR-PROFIT RETIREMENT MARKET PROVIDER

in assets and client accounts⁴



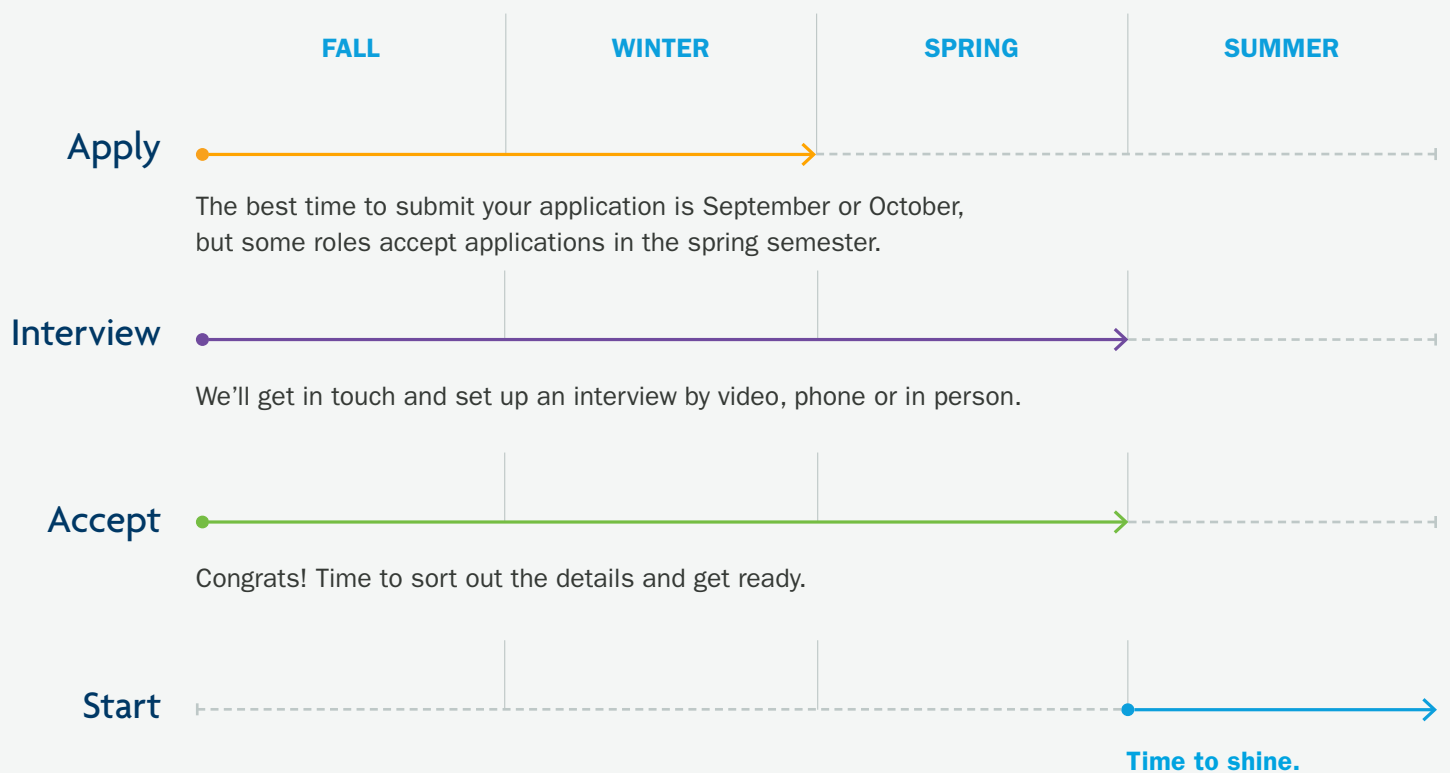
If you're a difference maker, I invite you to explore all that TIAA has to offer and consider joining us in our special mission."

Thasunda Brown Duckett
President and CEO, TIAA



How the application process works

If you're a current undergraduate student, you can apply by setting up an account on the TIAA career site, filling in your personal details, uploading your resume, and more.



Take the initiative on your future

Get started at careers.TIAA.org/earlytalent



A closer look at opportunities

To give you a better feel for what roles might line up with your major, explore this chart. Remember, degrees don't have to match perfectly—we welcome passionate individuals with diverse backgrounds.

| BUSINESS AREA | DESCRIPTION | TYPICAL FIELD OF STUDY |
|---|--|--|
| Accounting | Engage in the Actuarial Development Program (ADP) to gain exposure, network and provide assistance with day-to-day responsibilities. | Accounting, Finance, Business, Risk |
| Audit | Participate in project planning, attend audit and client meetings, and test controls. | Accounting, Finance, Economics, Information Technology, Computer Science |
| Client relationships, products and business development | Gain insight into the client-facing side of the business and grow your skills through hands-on problem-solving projects. | Finance, Economics, Business Management |
| Client services | Support our core hub of client operations through data, planning and process improvement. | Finance, Business Management, Accounting, Computer Science, Communications |
| Digital and client experience | Assist in making TIAA a digital-first company, using data analysis to help enhance the client experience journey. | Computer Science, Data/Information Science, Economics |
| Finance, accounting, tax and procurement for the Office of the Chief Financial Officer | Help oversee TIAA's financial management through team projects in enterprise planning, reporting and more. | Accounting, Finance, Business, Risk |
| Government relations | Help develop policy and advocacy for TIAA by meeting with staffers and industry lobbyists, and attending in-person DC events. | Political Science, History, Economics |

| | | |
|-------------------------------------|--|---|
| Human resources | Support TIAA employees from onboarding on. Areas could include Talent Management, Corporate Social Responsibility, and more. | Human Resources, Communications, Psychology, Business Administration |
| Marketing and communications | Assess and improve the overall consumer marketing experience in communications, social media, advertising, or product management and innovation. | Communications, Advertising, Marketing, Public Relations, Journalism |
| Nuveen | Grow your experience with the investment arm of TIAA in areas like real estate, alternative investment strategies, and more. | Accounting, Business Administration, Communications, Computer Science, Economics, Finance, Marketing, Mathematics, Statistics |
| Risk and compliance | Get involved in day-to-day operations and special projects including process improvement, presenting reports to stakeholders, and more. | Business, Liberal Arts |
| Technology | As an analyst or engineer, you'll grow your skills in mobile development, big data, automation, and much more. | Computer Science, Information Technology, Mathematics |
| TIAA Bank | Deepen your understanding of the banking industry through lender finance, retail banking, trust, credit or capital markets. | Finance, Accounting, Economics, Business, Risk, Compliance, Marketing, Real Estate |



careers.TIAA.org/earlytalent

1. 2015-2022. 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.
2. One of DiversityInc's Top 50 Companies for the ninth year in a row.
3. 26,424 hours served by associates from January 1, 2021 - December 31, 2021.
4. Based on data in PLANSPONSOR magazine's 2021 DC Recordkeeping Survey, combined 457, 403(b) and money purchase plan data as of June 21, 2021.

TIAA is committed to providing equal employment opportunity as to all employment practices, including recruitment, selection, training/development, promotion, transfer, disciplinary action and compensation, without regard to race, creed, ethnicity, color, age, religion, sex, sex stereotype, pregnancy (including childbirth, breastfeeding or related medical conditions where applicable), sexual orientation, gender, gender identity, gender expression, transgender, marital status, national origin, ancestry, physical or mental disability, requesting a reasonable accommodation based on mental or physical disability, medical condition (as defined by applicable law), genetic history and information, citizenship status, military or veteran status, or any other status protected by federal, state, or local law or ordinance or regulation.

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

TIAA-CREF Individual & Institutional Services, LLC, Member FINRA, distributes securities products.

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