

Brighthouse Financial Actuarial Development Program

At Brighthouse Financial, we are committed to developing future leaders who support our mission of helping people achieve financial security.

The Brighthouse Financial Actuarial Development Program (ADP) is a rotational program designed to develop well-rounded, high-performing actuaries. Through our ADP, we support educational and exam progress toward attaining a Fellow of the Society of Actuaries (FSA) designation and provide professional mentorship and networking opportunities.

Make a Positive Impact

Brighthouse Financial® is on a mission to help people achieve financial security. We specialize in products designed to help people protect what they've earned and ensure it lasts. By taking part in our ADP, you can make a positive impact not only at Brighthouse Financial but on your entire career.

Join a Team That's Collaborative, Adaptable, and Passionate

We foster a culture where diverse backgrounds and experiences are celebrated and where different ideas are heard and respected. Our inclusive and collaborative environment fuels careers and drives business growth. As part of our commitment to maintaining an inclusive culture, we empower employees to bring their authentic selves to work as we collaborate to deliver on our mission.

Enjoy Highly Competitive Compensation and Benefits Packages

We're committed to being a great place to work. Our holistic approach to benefits – including paid time off, family support, and financial wellness counseling – helps enhance your physical, financial, and emotional well-being so you can better thrive in all areas of life.



"I would describe the culture at Brighthouse Financial as inclusive, diverse, and intentional – intentional being the most important descriptor to me, as the culture here truly is an ongoing effort that the CEO talks about frequently."

– **Jacqueline Vaughn**
Actuarial Associate



"We are a tight-knit community. We have a smaller headcount than some other major insurance companies, so this gives us the opportunity to connect with senior management on a regular basis."

– **Kapil Mannem**
Senior Actuarial Associate

What We Offer

We offer a **full-time rotational program** and a **10-week summer internship for students**.

Full-Time Program:

- 24-month rotational program within core actuarial functions, such as modeling, pricing, projections, and valuation
- Experience with a Fortune 500 company¹ that's one of the largest annuity and life insurance providers in the U.S.²
- On-the-job training for executive-level assignments
- Financial reimbursement for exam fees, seminars, and study materials
- Company-paid study time
- Salary increases for passing actuarial exams
- Bonuses and promotions for attaining Associate of the Society of Actuaries (ASA) and Fellow of the Society of Actuaries (FSA) designations
- Invaluable networking opportunities with industry leaders
- Mentoring and coaching, plus ongoing professional development

10-Week Internship:

- Hands-on experience applying actuarial concepts to real-life insurance and business challenges
- Social activities and other networking events

Who We Look For

- Professionals pursuing credentials through the Society of Actuaries (SOA)
- Students pursuing degrees in math, statistics, actuarial science, or any other analytical major



“No matter who you are, where you come from, or your level of work experience, you are welcome at Brighthouse Financial. The ADP is very well structured, and collaboration and accessibility to various resources make it even more helpful.”

– **Asli Bitoto**
Actuarial Associate



“Being in the ADP allows me to work in different departments while staying with the same company. Each rotation teaches me new skills, allows me to develop in new ways, and gives me the ability to interact with a wide range of people.”

– **Allison Zablow**
Actuarial Associate

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² Ranked by 2022 admitted assets. Best's Review®: Top 200 U.S. Life/Health Insurers. AM Best, 2023.

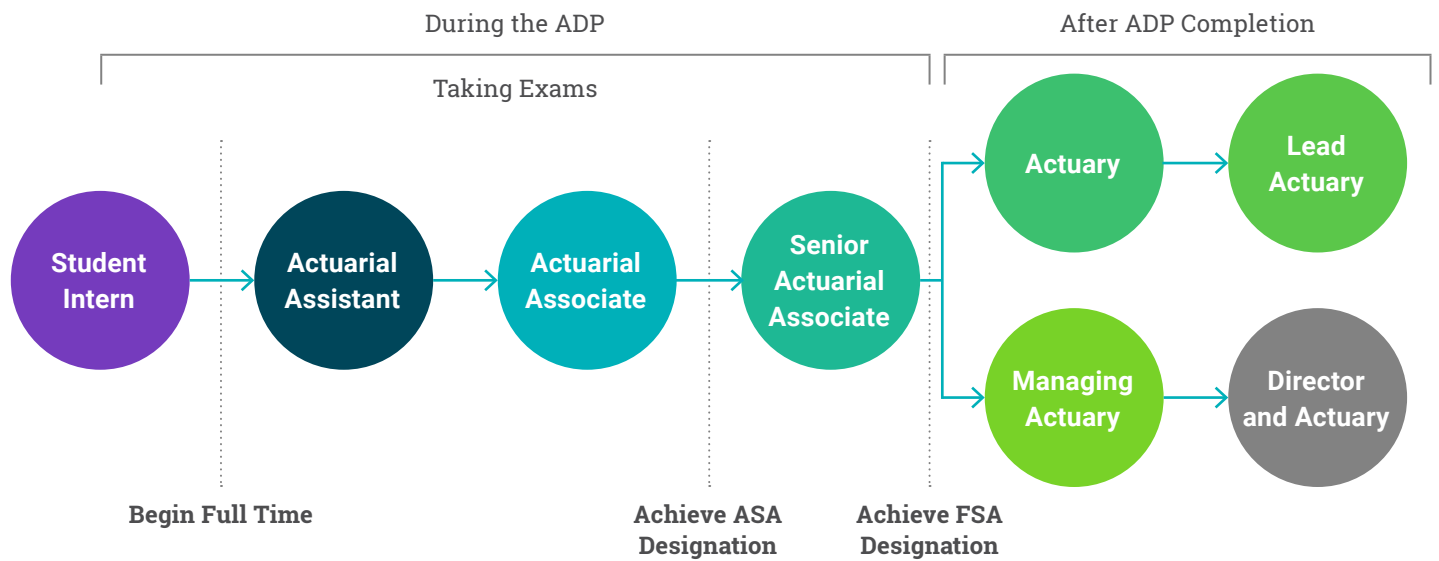


“There are a ton of opportunities to advance your career at Brighthouse Financial. The ADP offers the ability to see many areas of the company as well as networking opportunities to get to know other associates. **Once you graduate the student program, there are many different types of roles available to advance your career no matter what your overall career goals might be.**”

– **Jimmy Hoffman**
Leader of Life Pricing

ADP Career Progression

The Actuarial Development Program helps build and advance long-term actuarial careers within our collaborative and inclusive work environment.



Note: For illustrative purposes only. Not all positions are reflected, and positions may change depending on company needs. The duration of each role will vary depending on the amount of time it takes to pass exams.

To learn more about the Brighthouse Financial Actuarial Development Program, please email talentacquisition@brighthousefinancial.com.

Visit brighthousefinancial.com/about-us/careers to explore career opportunities today.

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