



1. Company Name and Website:

MassMutual

www.massmutual.com

2. Company Overview: Description (overview of work, location/s, etc.):

Since 1851, MassMutual's commitment has always been to help people protect their families, support their communities, and help one another. This is why we want to inspire people to Live Mutual.

A career with us means you can be part of something meaningful, be surrounded by people you respect, and be inspired to reach your professional and personal goals. Our employees are the foundation of what makes MassMutual a strong, stable and ethical business. We seek and value unique and varied perspectives and experiences because we believe we are stronger when all voices are heard. We invite you to bring your bright, innovative ideas to MassMutual as we continue to help millions of Americans rely on each other.

Together, we're stronger.

3. Listing of Internship Opportunities:

- a. Insurance operations internship for sophomores & juniors
- b. Actuarial Internship Program

4. Listing of Regular Entry-level Positions:

Various roles available (not recruited from campus efforts)

5. Potential locations (Cities/Towns) of job and internship opportunities:

- Springfield, MA
- Boston, MA
- Phoenix, AZ

6. What are the desired Majors or Degrees for open opportunities:

- Depends on the specific job posting
- The top techs position we are hiring for are: Data Architects, Data Modelers, Data Engineers, Software Engineers, BI Developers, Enterprise Architects – Cloud, Application, API, Security, Solution Architects, Site Reliability/DevOps, Data Analysts, Delivery Leads and Technical Project Managers

7. Desired GPA, if applicable:

- a. Minimum of 3.0 cumulative GPA (for internship opportunities)

8. Application process and timeline:

Internships: Open position applications start in September www.massmutual.com/careers

Full-time roles: Open positions available year-round on www.massmutual.com/careers.

9. Company interview and selection process:

First round phone interview with recruiter, second round interview with hiring teams

10. Top 5 Massachusetts colleges or universities your company recruits from:

- a. UMASS Amherst
- b. Smith College
- c. Mt. Holyoke
- d. WPI
- e. Boston College

11. Brief description of your company's diversity and inclusion initiatives, accolades, etc.:

At MassMutual, we're fostering an inclusive and dynamic environment where our employees are valued for who they are and can build successful careers. For us, diversity and inclusion is more than a goal, it's the only way forward.

We believe diversity includes the broadest possible range of cultures, backgrounds, experiences and perspectives, while inclusion means creating an environment where all people and ideas are valued. Our goal is to welcome everyone — customers, employees, suppliers and visitors alike. Our passion for diversity and inclusion is not only about doing the right thing; it also helps us achieve our purpose to help people secure their future and protect the ones they love, inclusive of race, gender, age, abilities, place of birth, religion and who they love. [Read a letter from the CEO and Head of Diversity & Inclusion](#). We continue to receive external recognition for our policies and programs that seek to create a diverse and inclusive environment.

- World's Most Ethical Companies – Ethisphere Institute (2020)
- World's Most Admired Companies for Diversity – Forbes (2020)
- 100% rating on the Human Rights Campaign Corporate Equality Index (2020)
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- 100% rating on the Disability Equality Index® (DEI) Best Place to Work for Disability Inclusion (2020)
- Military Friendly Employer by Victory Media (2020)

And while we're proud of our achievements, we know our work to address inequities and further our progress is never done. Our commitment to getting better is why we've signed onto initiatives like the [CEO Action for Diversity & Inclusion](#) and [Paradigm for Parity](#) and participate in the [Boston Women's Workforce Council](#) wage gap report. Through these initiatives, we're joining businesses across the nation seeking to advance diversity and inclusion in the workplace through education, the engagement of underrepresented groups, and gender parity. It's all part of our longstanding commitment to do what's right for our customers, our workforce, and our communities. [MassMutual is proud to be an Equal Opportunity Employer](#).

12. Brief description of company culture:

We're future-proofing our business by reaffirming our commitment to the values that have made us successful while evolving our culture to attract top talent and become more agile and innovative. We're achieving this by fostering diversity and inclusion, expanding and reinvesting in our home state, helping our employees live their best lives both at work and at home and doing some simple, but powerful, things to make MassMutual a more attractive place to work. Examples include:

- We enhanced and modernized our benefit offerings to give employees greater choice and flexibility, from expanded fertility and gender affirmation benefits to enhanced cancer and behavioral health care.
- We also transitioned titles away from traditional "executive" titles (i.e., VP, SVP etc.) to titles that better reflect what a person actually does and contributes to the company.
- Our dress code is boiled down to two words: "dress appropriately."
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13. Information regarding public transportation (nearby train, T, shuttle service, etc.)

MassMutual Boston offices: South Station is close to both Atlantic Avenue (2/10 mile) and One Marina Park Drive (6/10 mile.) Those traveling to One Marina Park Drive can take the Silver Line bus from South Station to Fan Pier. Coming into the North Station? You can take the Seaport Consolidated Shuttle to Fan Pier.

14. Company Social Media information:

Facebook: [MassMutual](#)

Twitter: [@MassMutual](#)

Instagram: [MassMutual](#)

LinkedIn: [MassMutual](#)