

Introducing Willis Towers Watson

Actuarial Program Career Day



Together, we
unlock potential.

September 30th, 2016

Presenter Information

Today, you will hear from:

Justin Frerich, FSA, MAAA

Actuarial Consultant
Health and Benefits

Jason Burgess

Actuarial Analyst
Health and Benefits

Merrick Johnson, ASA

Senior Actuarial Analyst
Retirement

Alison Riedesel

Actuarial Analyst
Actuarial Service Center

Agenda

- Who We Are
- What We Do
 - Health and Benefits
 - Retirement
 - Actuarial Retirement Consulting
 - Actuarial Service Center
- Next Steps
- Q/A

Who We Are

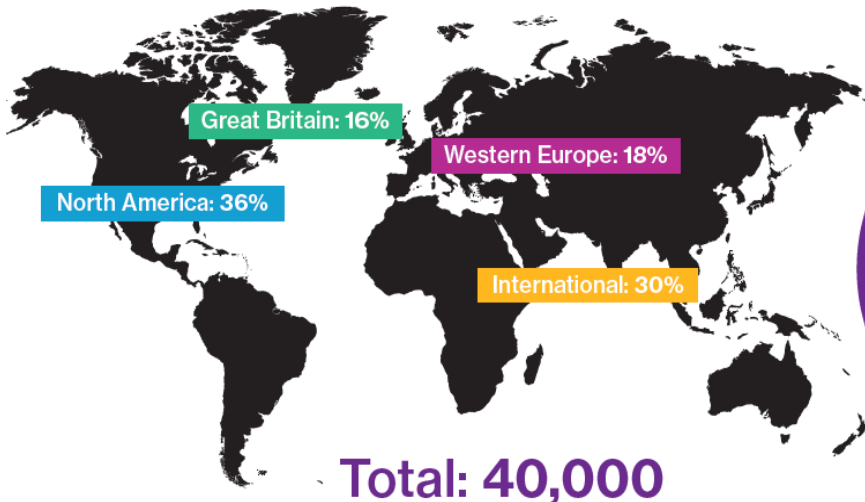


Willis Towers Watson: Who We Are

A leading global advisory, broking and solutions company



Willis Towers Watson colleagues can be found all around the world:



4 Business Segments

- Corporate Risk and Broking
- Benefits Delivery and Administration
- Human Capital and Benefits
- Investment, Risk and Reinsurance

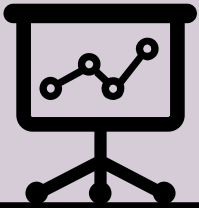
5 Values

- Client Focus
- Teamwork
- Integrity
- Respect
- Excellence

Four Core Business Segments

Broad appeal to clients worldwide

HCB
Human Capital and Benefits



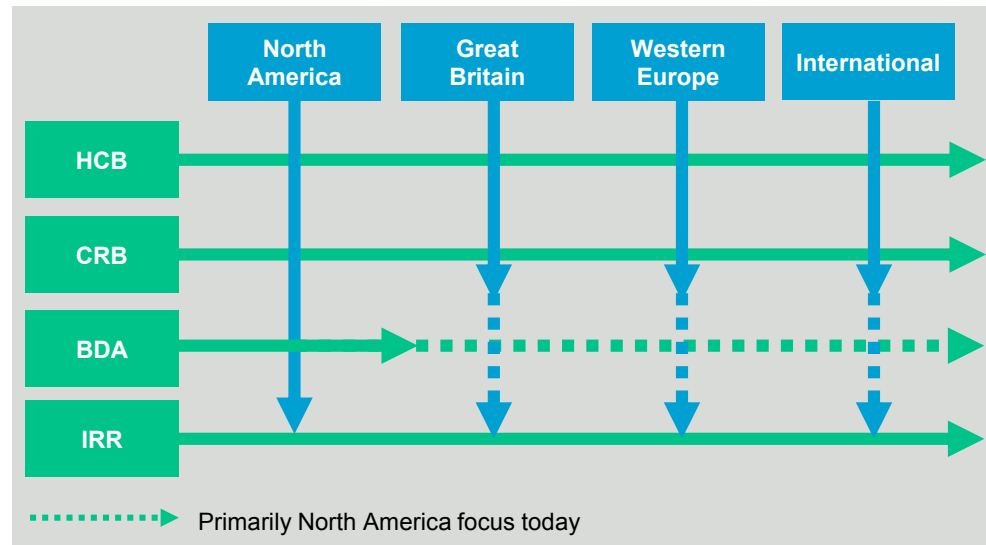
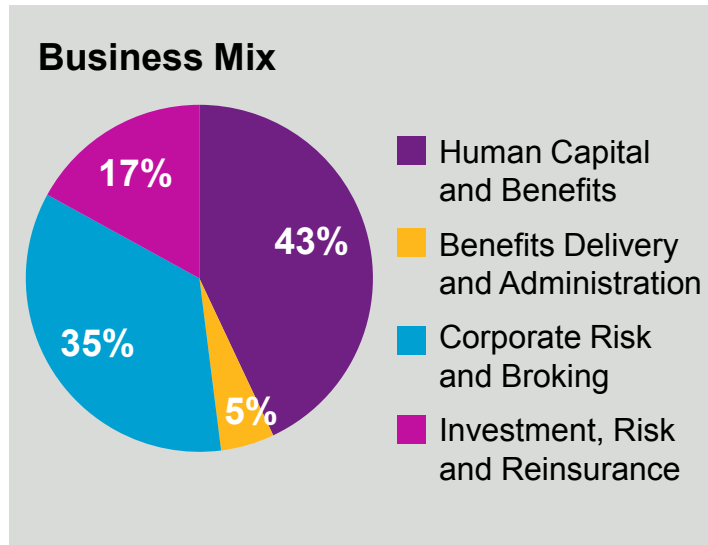
Benefits Delivery and Administration
Previously referred as Exchange Solutions



CRB
Corporate Risk and Broking



IRR
Investment, Risk and Reinsurance

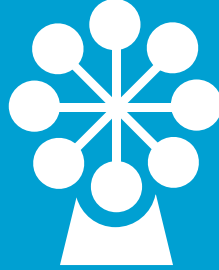



Why Willis Towers Watson?

Great industries
and an
even better
company!



A fun
place to
work



We invest
in your career



- **Training:** Generous professional certification support and associated incentives
- **Advancement:** Progress as rapidly as you can; client exposure begins early
- **Rewards:** Pay-for-performance culture and competitive, market-aligned benefits



★ RATEMYPLACEMENT



What We Do

Wall Street
Downtown & B
Underpass to Upto

Health and Benefits Consulting



Health & Benefits North America

H&B has an unparalleled global reach

1,900

colleagues across
North America



Over

400

specialized resources in actuarial services, audits, clinical support, compliance, disability and absence management, health management, life insurance, pharmacy benefits and voluntary benefits

80+

offices



Serve clients in

160+

countries



**Private exchanges
for actives
and retirees**

Sample of Solutions

Custom Care Management Units, preferred partnerships with leading service providers, Rx Collaborative, special initiatives and Stop Loss Purchasing Program



**Dominant market presence
with top insurers and health plans**

**Full service advisory, broking
and risk management services**

Willis Towers Watson

Identifying insights and solutions that unlock your full potential

Health and Benefits

Rising costs, an aging workforce, and growing rates of chronic disease make workforce health a growing business concern

Willis Towers Watson helps companies control health care costs while keeping employees healthy and productive

We work closely with clients to:

- Evaluate employee population health risks and needs
- Develop global and local health and group benefit strategies
- Design, implement, fund and manage a variety of health and group benefit programs
- Assess, select and manage vendors and service providers

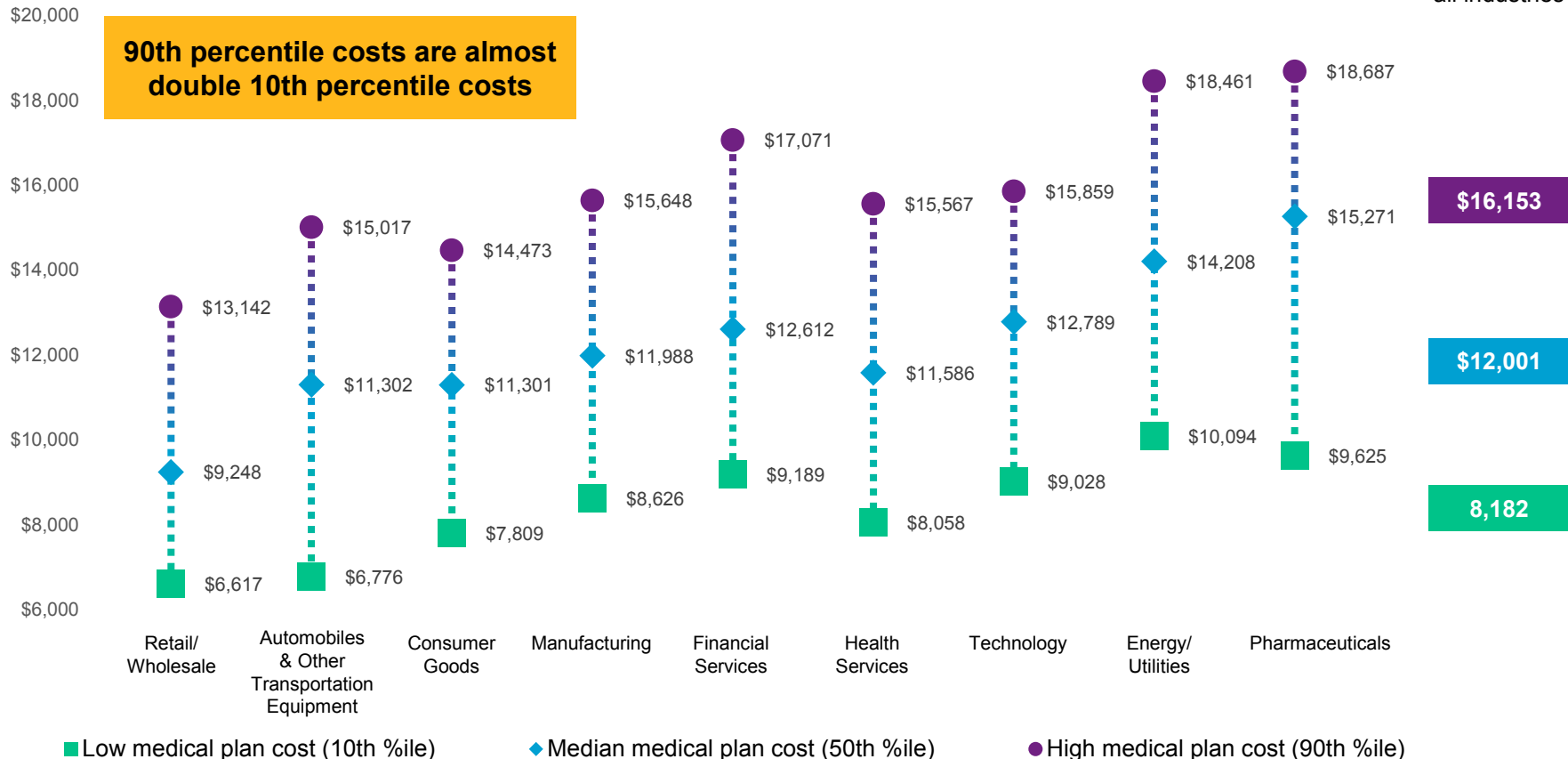
Recent Hot Topics within H&B:

- The Opioid Epidemic and the Role of Employers
- Paid Parental Leave
- Delivering Alternative Forms of Health Care and Provider Reimbursements

Health care costs continue to vary significantly across industries

2017 medical plan cost variation within and across select industries

%iles across all industries



Source: Willis Towers Watson High Performance Insights in Health Care: 2017 Health Care Financial Benchmarks Survey (N = 2,255)
 Active medical and drug plan cost is the total spend per covered employee per year (unadjusted).

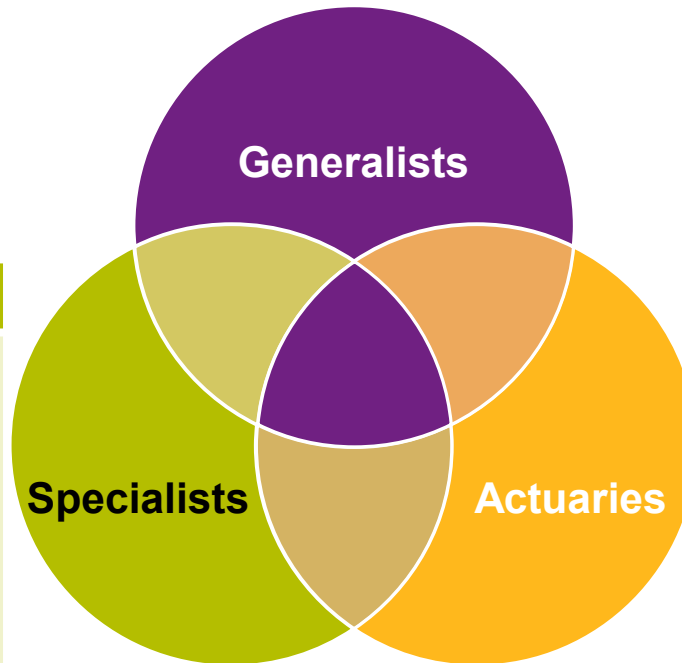
Health and Benefits – Focus areas

Generalists

- Strategy and design
- Benchmarking
- Renewals
- Vendor management
- Compliance
- Procurements

Specialists

- Audit
- Absence and disability
- Pharmacy
- Health management



Actuaries

- Budgeting
- Option pricing
- Contribution strategy
- Reserve development
- Valuations

Actuarial Retirement Consulting



Retirement analyst role

Valuations (75% of the time)

- Data analysis – population reconciliations, data validations
- Liability calculation – probability theory, finance theory, understanding assumptions and plan provisions
- Develop results – accounting results for pension plans under GAAP and IFRS, funding results governed by IRS through ERISA

Other projects (25% of the time)

- Government Forms, PBGC filings, individual benefit calculations (support PAG)

Retirement consultant role

Client Facing

- Communicate results in a concise and easy to understand way
- Understand client needs and worries
- Pension plan expert able to answer any question client may have

Career Development

Internship

- Future Stars project
- Basic Technical Trainings (BTTs)
- Friday morning meetings
- Hands-on actual client assignments



- Buddy system
- Exam support
- Periodic feedback from manager



Full-Time

- Retirement Actuarial Foundations Training (RAFT)
- Designated client teams / cases
- Strategic trainings throughout your career
- Workflow meetings



Actuarial Service Center (ASC)



Actuarial Service Center (ASC) vs Actuarial Consulting

Actuarial Service Center	Actuarial Consulting
Non-Client Facing - our “clients” are internal	Client Facing
Exams NOT required	Exams required
More focus on Core work	Core work, plus special projects
No Sales Goals	Sales Goals

ASC analyst role

Valuations (75% of the time)

- Data analysis – population reconciliations, data validations
- Liability calculation – probability theory, finance theory, understanding assumptions and plan provisions
- Develop results – accounting results for pension plans under GAAP and IFRS, funding results governed by IRS through ERISA

Other projects (25% of the time)

- Government Forms, PBGC filings, individual benefit calculations (support PAG)

ASC team lead role

Managing ASC teams to deliver results to consulting teams

- Manage a team of people, ensuring they have work to do and projects get done on time
- Review the work of your teams
- Communicate results to consultants, and help them prepare to deliver those results to the client
- Pension plan expert, ready to take on a variety of projects

Career Development

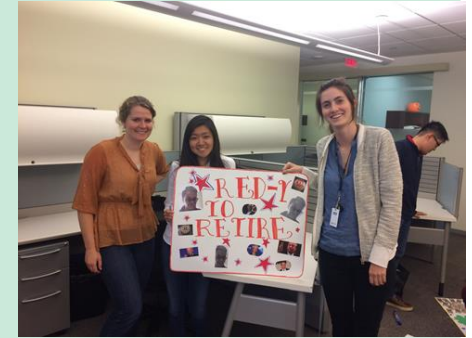
Internship

- Introductory trainings
- Hands-on actual client assignments
- Intern Competition



Full-Time

- More in-depth learning
- Designated client teams
- Become a technical expert in our systems and tools



- Future Stars project
 - Buddy system
- Periodic feedback from manager



Next Steps

What We Look For...

We look for candidates with proven academic abilities, intellect, creativity, problem-solving skills and more...



**Are
you...**

Able to manage the details without losing sight of the big picture?

Assertive, hard working and flexible?

A quick and eager learner?

Passionate?

Self-driven?

Great communicator?

A good listener?

Next Steps

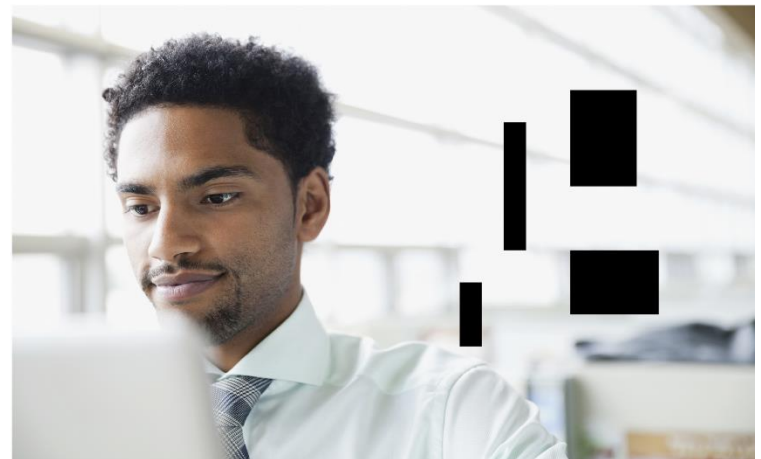


Interested? Apply directly through your career center for our on campus interviews.

Please leave one of us your resume and let us know if there is a particular location or line of business that you are interested in

Core Business Opportunities Start Date:

- Full time: Summer 2018
- Internships: May 2018



Q&A



Follow us...



<https://www.facebook.com/willistowerswatsoncareers>



<https://www.linkedin.com/company/willis-towers-watson/careers>



<https://twitter.com/WTWcareers>



<https://www.instagram.com/willistowerswatson/>