



## *Actuarial Development Program*

***Purpose*** The Actuarial Development Program is designed to promote and encourage actuarial exam success, as well as to develop technical, managerial and leadership skills. A student begins his or her career in a series of two-year rotations that can span a wide variety of business units, functions and locations.

***Exam Expectations*** Each student is expected to study for and attempt to pass one actuarial exam each sitting. Exam P will be offered various times throughout the year. Exams FM, MLC, MFE, and C are offered in May and November.

All Actuarial Development Program participants will receive paid time to prepare for and take actuarial exams. Lincoln Financial Group (Lincoln Financial) believes each exam/education opportunity is very important and that all students should receive their full amount of study time. It is the joint responsibility of students and their managers or coaches to ensure study time is taken.

***Study Time & Exam Materials*** **Study Time for VEE and Preliminary Exams**  
Lincoln Financial provides the following study time hours for the first attempt:

- 50 hours for VEE courses (if not obtained in college)
- 100 hours for Exams P, FM, and MLC
- 75 hours for Exam MFE
- 175 hours for Exam C

### **Exam Materials**

- Lincoln Financial will pay in advance for all books and study notes required for the exams as described in the Society of Actuaries syllabus, "Course of Reading".
- Lincoln Financial will pay in advance for one study manual (ACTEX or similar) to assist with the student's preparation.
- Lincoln Financial will pay the application fee in advance as long as the student is in Lincoln Financial's Actuarial Development Program.

***Exam Incentives*** Lincoln Financial pays competitive exam salary increases.  
Students will also receive an annual salary review, and salary increases will be determined in a manner that is consistent with the methods used for other employees in the student's division.

***Company Web site*** [www.LFG.com](http://www.LFG.com)