



## Aon Campus - Launch- Actuarial Analyst (Actuarial Student Program)

### Company Overview

**Aon plc** (NYSE:AON) is the leading global provider of risk management, insurance and reinsurance brokerage, and human resources solutions and outsourcing services. Through its more than 66,000 colleagues worldwide, Aon unites to empower results for clients in over 120 countries via innovative and effective risk and people solutions and through industry-leading global resources and technical expertise. Aon has been named repeatedly as the world's best broker, best insurance intermediary, best reinsurance intermediary, best captives manager, and best employee benefits consulting firm by multiple industry sources. Visit [www.aon.com](http://www.aon.com) for more information.

**Aon Hewitt** is the world's pre-eminent human resources consulting and outsourcing firm with the resources, expertise, and global reach to solve the most pressing and complex people challenges that organizations face today. We employ the strongest team of professionals in the industry, who have access to the widest breadth and depth of research, platforms, and services in more locations and for more industry segments than any other human capital firm. Our singular focus is on our clients: We deliver distinctive value, top-rated customer service, and measurable business impact. The firm consults with more than 2,300 companies and administers human resources, health care, payroll and retirement programs on behalf of more than 300 companies to millions of employees and retirees worldwide.

**Aon Risk Solutions**, the global risk management business of Aon plc, is the worldwide leader in risk advice and insurance broking. Guided by the Aon Client Promise®, our teams help clients achieve profit, growth and continuity by delivering the best tailored and innovative risk solutions. We empower results through unmatched tools and capabilities, including the award-winning Aon Global Risk Insight Platform®.

For Actuaries we have three different tracks, Retirement Consulting (SOA), Health and Benefits Consulting (SOA), and Aon Global Risk Consulting (P&C).

### Retirement Consulting

Pension and other retirement plans have significant financial implications for employers. Aon Hewitt actuaries work directly with our clients' management teams to assess the short and long-term costs associated with these commitments. Some of the most important projects that actuarial consultants at Aon Hewitt work on are the annual pension "valuations." Each year, the actuary collects census data from the clients and performs the annual valuation. With the results of these valuations, we help our clients assess the ongoing financial health of their pension plans.

In addition to the pension valuation process, we work regularly with clients in the human resource and financial areas, and meet with them frequently to present the results of our analysis. Some of the other projects actuarial consultants at Aon Hewitt become involved with include:

- Projections (both stochastic and deterministic) of long-term financial information for pension and other post-retirement benefit plans
- Coordination of asset-liability analysis and other studies with investment consultants
- Merger and acquisition "due diligence" and related activities
- Design and costing of new retirement programs
- Development of leading-edge pension administration systems
- Union negotiation support and analysis
- Quantitative comparison of comprehensive employee benefit programs for groups of employers

### Health and Benefits Consulting

Employer-sponsored health and welfare benefit programs form the foundation of the U.S. health care system. These programs have evolved over time as employers have attempted to manage the changing needs of employees, rising program costs, and the impact of new legislation while supporting their human resource and business strategies.

Aon Hewitt health and benefits actuaries and consultants work directly with our clients to develop short and longer-term health and welfare benefit strategies. This process involves strategic assessments of the health care market and key trends and the identification of new and innovative solutions to employer problems. The technical and analytical skills health and benefits actuaries bring to this process are critical to our health and benefits consulting.

In addition to the strategy-setting process, health and benefits actuaries are often involved with the following projects which support our clients' annual and ongoing health management needs:



- Evaluation of plan design and costs relative to various measures and benchmarks with reporting to clients
- Health care budget rate-setting for self-insured plans including the analysis of medical and prescription drug claims data
- Identification of savings opportunities and financial modeling associated with plan design and provider network changes
- Employee contribution rate development and scenario analysis
- Analysis of insured plan renewals for appropriateness and carrier bid financial evaluations
- Retiree medical and disability plan valuations

**Aon Global Risk Consulting** is the third largest North American Property and Casualty Consulting firm, providing actuarial services to clients for more than 20 years. The practice is comprised of highly skilled and experienced professionals in the risk quantification and analysis field.

- Support analytical work including data management, loss forecasting, accruals, self-insurance analysis and cash flow analysis
- Collect, organize and analyze data, in support of existing brokerage business and proposal development
- Prepare and maintain effective documentation of all client correspondence
- Maintain effective relationships with Aon teams and clients
- Facilitate data collection
- Apply existing approaches and processes to specific client assignments, alerting AGRC service team to deficiencies in data, results or processes
- Contribute to the enhancement of overall assignment results by improving specific operational procedures
- Execute routine client service tasks efficiently, delivering products and services, accurately and on time, by applying Aon protocols
- Handle various changing work assignments, so as to support client team workload
- Maintain frequent interaction with project supervisor

### **Launch: Aon's Early Career Program**

Every year, Aon welcomes a class of talented college recruits to Launch, Aon's U.S. Early Career Program established to coach and develop future business leaders. Our campus hires "launch" their Aon careers in various full-time positions across the company. The supplemental 12 month development program starts in late summer with a three day kick-off orientation at our North America headquarters in Chicago. Through their work assignments, Launch participants are positioned to tackle real business challenges in a collaborative environment under the mentorship of senior leaders. The Launch training curriculum prepares participants for success as they explore growth opportunities throughout the organization.

### **Actuarial Analyst Qualifications**

We look for applicants who:

- Have outstanding quantitative and analytical skills
- Have passed at least one actuarial exam
- Have strong written and verbal communication skills
- Enjoy working on complex, mathematically-oriented projects
- Like working in a team environment
- Graduate December 2014 – June 2015
- 3.0 GPA or higher

We are seeking self-motivated individuals who desire a challenge, who want to join a growing group of dedicated professionals, and who enjoy being part of a successful team effort. If you are such an individual, we invite you to discuss with us ways in which you can contribute to our growth.

*All positions require an applicant who has accepted an offer to undergo a background check. The checks run are based on the nature of the position. Background checks may include some or all of the following: SSN/SIN validation, education verification, employment verification, criminal check, search against global sanctions and government watch lists, fingerprint verification, credit check, and/or drug test. By applying for a position with Aon, you understand that you will be required to undergo a background check should you be made an offer. You also understand that the*



*offer is contingent upon successful completion of the background check and results consistent with Aon's employment policies. You will be notified during the hiring process which checks are required by the position.*

*Aon is committed to a diverse workforce and an Equal Opportunity/Affirmative Action employer  
(Minorities/Women/Veterans/Disabled)*