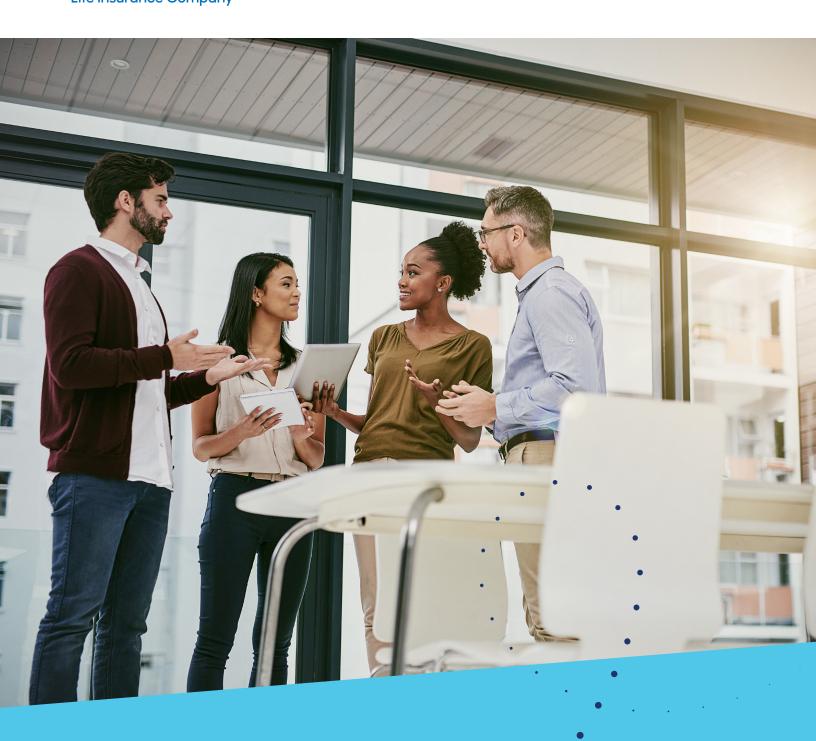
*** MassMutual Ascend Life Insurance Company



Take your career above and beyond with MassMutual Ascend



Two MassMutual Ascend employees delivering donations to the Ronald McDonald House.

Who we are

As a leading provider of annuities, MassMutual Ascend is committed to taking financial futures above and beyond. This means offering innovative products that fit our customers' unique needs – whether it's protecting their hard-earned savings, receiving guaranteed income or providing for loved ones. MassMutual Ascend is proud to offer customers a level of strength and stability they can count on for years to come.

Our Core Values

Central to our culture, our core values aren't about what we do, but how we do it. These five principles guide how all employees approach business decisions and interact on a daily basis.



Our Commitment to Diversity, Equity and Inclusion

We are committed to fostering a culture that brings out the best in every associate in a place where individuals feel safe being themselves and all are treated equitably.

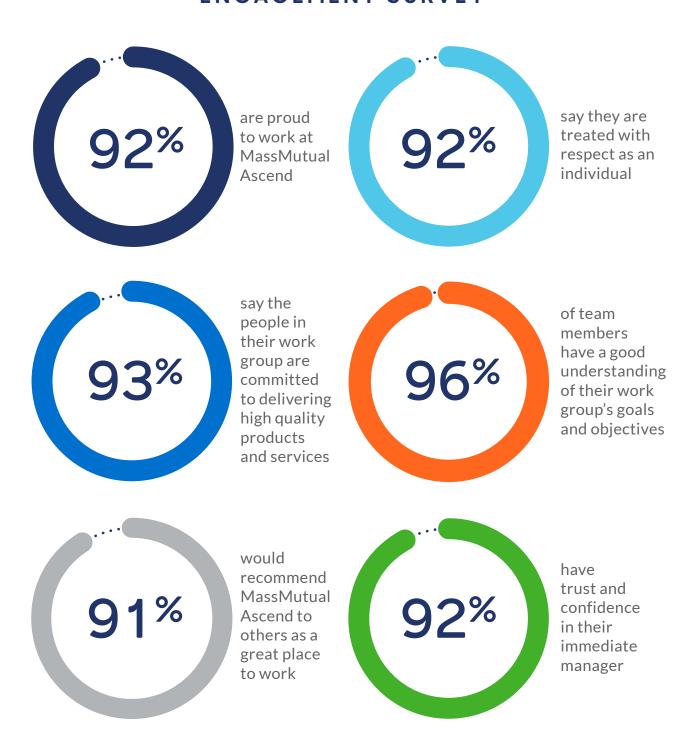
A career at MassMutual Ascend

We are a GREAT place to work! According to our 2024 employee engagement survey, 92% of our employees are proud to work at MassMutual Ascend and 91% would recommend others to work here.

Things you can expect when you join MassMutual Ascend include:

- Flexible work arrangements at MassMutual Ascend, flexible work arrangements are supported and we use the office as a place to convene rather than reside.
- A great work-life balance our generous paid time off program allows you to accrue paid leave starting on day one.
- Professional development opportunities education reimbursement programs, development courses and on-the-job growth opportunities are available to all employees.
- Wellness programs with onsite fitness centers and discounts to fitness centers nationwide, virtual and in-person wellness initiatives and an employee assistance program – there are many ways we will support your mental and physical well-being.
- A collaborative culture with great co-workers you'll have the chance to work with a close-knit team of talented individuals that are working together to drive the company and industry forward.

ACCORDING TO OUR 2024 EMPLOYEE ENGAGEMENT SURVEY

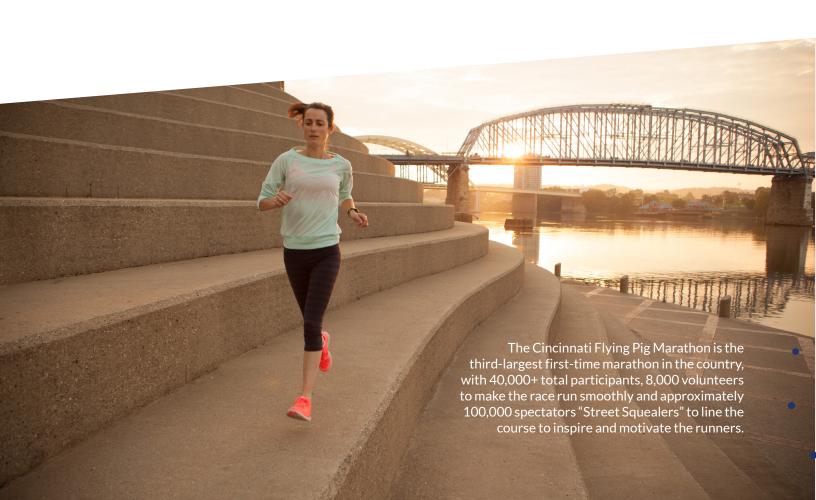


Why Cincinnati?

There has never been a better time to live in Cincinnati! When you move to the "Queen of the West," you'll find:

- Affordable housing
- Award-winning schools
- Access to over 100 parks and greenspaces and the Ohio Riverfront
- A growing city with a vibrant downtown atmosphere
- A world-class zoo, amusement parks, professional and college sports teams and some of the best brewpubs and microbreweries in the country

The cost of living in Cincinnati is 8% below the national average.



A great place to work, live and play

- #1 Zoo in the nation
 - -USA Today, 2022 and 2021
- #1 Best city in the nation for college grads
 - -SmartAsset, 2021
- #2 Best regional airport in North America
 - -Skytrax World Airport Survey, 2022
- #2 City to work from home
 - -Apartment Guide, 2021
- #1 Lowest cost of living, major metros
 - -Bureau of Economic Analysis, 2019
- #1 City where your dollar stretches the furthest
 - -Policy Genius, 2018
- #3 Metro for sustainability
 - -Site Selection Magazine, 2021
- #9 Best places to live in the U.S.
 - -Bankrate, 2022



Learn more at MassMutualAscend.com.

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... MassMutual Ascend

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