

Overview of Professional Development Support Programs offered by Buck

Actuarial Student Academic Program (ASAP)

The ASAP offers a competitive study program for actuarial students, providing time off with pay to prepare for exams, financial support for study materials and seminars, and rewards for successful completion of exams and designations. Eligible students can enjoy the following benefits:

TIME OFF WITH PAY

- Study time is provided at a rate of approximately three days per hour of exam for the first attempt.
- Study time is provided for second and third attempts, but at a lower rate.
- Study time is provided for Validated by Educational Experience (VEE) components and the Fundamentals of Actuarial Practice (FAP) modules.
- The day of the exam is a paid day off.

FINANCIAL SUPPORT

- Books and study materials are reimbursed in full.
- Exam fees are reimbursed in full.
- Review class or seminars are also reimbursed in full.

PAY REWARDS

- Pay raises are awarded upon passing an exam, generally at a rate of approximately \$500 per hour of exam.
- Bonuses are paid upon passing on either the first or second attempt, at rates of approximately \$400 and \$250 per hour of exam, respectively.
- Raises and bonuses are paid upon attainment of the following designations:
 - Associate of the Society of Actuaries (\$3,000 raise/\$3,000 bonus)
 - Enrolled Actuary (\$3,000 raise/\$2,000 bonus)
 - Fellow of the Society of Actuaries (\$5,000 raise/\$5,000 bonus)

ASAP advisors are available to help students navigate the Joint Board and Society of Actuaries requirements.

Professional Credentials Support Program (PCSP)

In addition to a strong actuarial staff, Buck recognizes the value of a broad-based consulting team. If you are pursuing other credentials, you can participate in the PCSP, which provides financial support and time off with pay to earn professional credentials and advanced degrees. Raises and bonuses are paid in most cases upon completion of a significant milestone or designation. The PCSP is a complement to the tuition assistance program. Some examples of the credentials being earned by Buck staff are:

- Chartered Financial Analyst (CFA)
- Masters of Business Administration (MBA)
- Certified Employee Benefits Specialist (CEBS)
- Certified Compensation Professional (CCP)

For additional information about professional development opportunities within Buck, please contact Buck Human Resources at 201.902.2692.