



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.



**Focus on the Customer**



**Act with Integrity**



**Value People**



**Work Collaboratively**



**Achieve Results**

## 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 2025 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 2025 EMPLOYEE ENGAGEMENT SURVEY



are proud  
to work at  
MassMutual  
Ascend



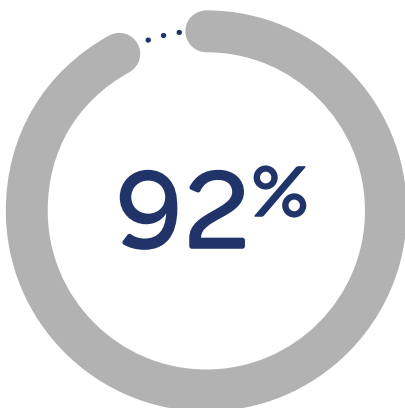
say they are  
treated with  
respect as an  
individual



say the  
people in  
their work  
group are  
committed  
to delivering  
high quality  
products  
and services



of team  
members  
have a good  
understanding  
of their work  
group's goals  
and objectives



say  
MassMutual  
Ascend  
cares  
about and  
supports the  
well-being  
of its  
employees



have  
trust and  
confidence  
in their  
immediate  
manager

# 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

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The cost of living in Cincinnati is 12% below the national average.

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The Cincinnati Flying Pig Marathon is the third-largest first-time marathon in the country, with 40,000+ total participants, 8,000 volunteers to make the race run smoothly and approximately 100,000 spectators “Street Squealers” to line the course to inspire and motivate the runners.

# A great place to work, live and play

## #5 Zoo in the nation

–USA Today, 2025

## #9 Best city in the nation for college grads based on affordability, job availability and fun

–SmartAsset, 2022

## #1 Best marathon in America (Flying Pig)

–USA Today, 2024

## #1 Best children’s hospital in the U.S.

–U.S. News, 2024

## #1 Best botanical gardens in the nation (Cincinnati Zoo & Botanical Gardens)

–USA Today 2024

## #1 Best city for staycations in the U.S.

–WalletHub, 2025

## #2 and #3 Best History Museum (National Underground Railroad Freedom Center and Cincinnati History Museum)

–USA Today Readers Choice Awards 2025

## #2 City for recreation in the U.S.

–WalletHub, 2025

## #4 City for parks in the U.S.

–Trust for Public Land, 2025

## #13 Most exciting city in America

–FinanceBuzz, 2025

## Top 10 most affordable places to live

–Realtor.com data

## 91% of Residents living within 10-minute walk of public greenspace

–Trust for Public Land, 2025



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Learn more at [MassMutualAscend.com](https://www.MassMutualAscend.com).

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MassMutual Ascend Life Insurance Company<sup>SM</sup> is a wholly owned subsidiary of Massachusetts Mutual Life Insurance Company (MassMutual).

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