



## College Recruiting Helps Fuel Vitech's Growth Machine

### A FINTECH-FOCUSED TALENT MACHINE

Vitech's college recruiting program has become an important strategic differentiator and long-term growth enabler. Vitech has consistently experienced strong growth for over 30 years by providing modern, integrated group administrative capabilities for the group/voluntary product lines of insurance companies; state and local pension plan providers; and asset managers, administrators, and advisers within the public and private capital markets.

### RECRUITING FOR SUCCESS

Since Vitech's founding in 1986, the quality of our team at Vitech has differentiated us in the marketplace and significantly driven our growth. As Vitech began our growth phase in the insurance market in 2010, we saw a need to broaden and deepen our talent pool and began a college recruiting program that focused on developers, systems analysts, and business analysts. Being headquartered in New York City, the college recruiting efforts targeted schools in the tri-state area (New Jersey, New York, Connecticut, Eastern Pennsylvania) with strong computer science and engineering programs.

Out of the initial 2010 recruiting class of ten, many of those people are now in leadership roles at Vitech. The initial success of the 2010 recruiting class has blossomed into ten years of adding over 130 talented, hard-working, and team-oriented college graduates to the Vitech team, which accounts for nearly 10% of our employee base.

### WHY WORK FOR VITECH?

For hiring talented college graduates, we battle against the flash of fintech start-ups and higher profile companies like Google and Facebook and the perception that a 30 year-old group administration technology company can't be using cutting edge technology. Their opinions often change when we explain our consistent, \$20 million+ per year R&D budget to keep our technology current, the company's long term stability and growth potential, the flat organizational structure (including frequent interaction with the CEO and other senior leadership), how we carefully match each graduate with the right roles, and our prime location in New York City. We also make it clear how they will come in and immediately make a visible impact with meaningful, team-based, important work – not rote types of tasks.

### FROM CLASSROOM TO CONFERENCE ROOM

We have found particular success at smaller colleges where Vitech participates in Career Services Employer Advisory Boards, and we've begun expanding our reach to larger schools on the East Coast and the Midwest. For new hires, most start in the June after they graduate, with over 40 college graduates starting in June 2019 and even more anticipated for June 2020. We provide an initial training program



about our V3locity product; our delivery, software development, and hosting approaches; and the roles of Vitech's legal, finance, and other internal functions.

For more information on opportunities at Vitech, please visit <https://www.vitechinc.com/careers>.

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## ABOUT VITECH

Vitech is a global provider of cloud-based benefit and investment administration software. We help our clients expand their offerings and capabilities, streamline their operations, gain analytical insights, and transform their engagement models. Vitech employs over 1,200 professionals serving over 100 of the world's most successful insurance, retirement and investment organizations. An innovator and visionary, Vitech has been recognized by Celent as a three-time XCelent award winner. For more information, please contact us at [info@vitechinc.com](mailto:info@vitechinc.com) or visit our website at [www.vitechinc.com](http://www.vitechinc.com).