



Join Fitch Solutions

Fitch Solutions offers an environment that is entrepreneurial, dynamic and challenging. As a member of the global Fitch Solutions team, you will have the opportunity to develop your ideas, your expertise and your career.

Core Capabilities

Fitch Solutions is committed to delivering value beyond the rating by providing a range of fixed-income products and services to the global financial community. In addition to offering proprietary content, the firm also distributes the ratings, research, financial data and analytical tools of Fitch Ratings through a variety of platforms. With innovation and experience behind every product they bring to market, these flexible offerings are designed to meet the diverse needs of the credit markets.

The Fitch Solutions Team

At Fitch Solutions, the work is challenging and the opportunities for making an impact in a fast-growing technology division abound. Innovation and initiative are valued and rewarded, and diverse talents are sought in order to build upon and unite multiple strengths. We foster a work environment that inspires creativity, open communication and the active exchange of ideas. Fitch Solutions seeks superior candidates who demonstrate integrity, strategic thinking and who enjoy being part of a product and services team. We understand that for Fitch Solutions to grow, so must our employees. Opportunities for growth and development are available at all stages of your career.

Industry-leading Product and Services

Fitch Solutions' product and service offerings provide market participants with greater insight into the growing complexity of the credit markets to enable more timely and informed business decisions.

- ◆ **Research Services**
Credit information and analytical tools to enable market participants to monitor changes in ratings, understand credit trends and make informed business decisions.
- ◆ **Risk & Performance Analytics**
Aggregated credit ratings and company financials distributed via data feeds and models to facilitate credit analysis and eliminate the need to manually track, input and maintain financial spreadsheets.
- ◆ **Surveillance and Structured Finance Solutions**
Content and analytics for structured finance portfolio management including surveillance data, cash flow models, residential mortgage models, and loan level data and analytics.
- ◆ **Pricing & Valuation Services**
Fixed income pricing data and independent valuations for performance benchmarking and risk assessment.
- ◆ **Training**
A specialist training firm focused on the provision of credit and corporate finance workshops for experienced professionals. Courses are offered across three areas: Financial Institutions, Corporate Credit and Structured Finance/Securitization.



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Competitive Benefits

Depending on location and employment status, Fitch Solutions employees are eligible for the following benefits:

- ◆ **Medical:** Employees have two medical plan options. Eligibility takes effect on the employee's first day of employment, and bi-weekly contributions are taken out on a pre-tax basis.
- ◆ **Dental:** Plan offers coverage for both in- and out-of-network dental professionals.
- ◆ **Vision:** Plan provides access to quality vision care using in- or out-of-network providers.
- ◆ **Domestic Partner Benefits:** Coverage includes same-sex domestic partners for medical, dental and vision benefits.
- ◆ **Life Insurance:** Coverage includes an employer-paid life insurance policy, with supplemental life insurance also available.
- ◆ **Short- and Long-Term Disability:** Coverage includes an employer-paid short- and long-term disability plan.
- ◆ **Flexible Spending Accounts:** Employees can make Federal tax-free contributions for dependent care, health, and commuter expenses up to the maximum stated for each plan.
- ◆ **401 (k) Plan:** Employees 21 years of age and older are eligible to participate in the Fitch 401(k) Plan following 6 months of service.
- ◆ **Back-Up Childcare:** Available at convenient locations, at a small cost to employees, for infants through school-aged children. This program is intended to supplement employees' child-care coverage when regular arrangements aren't available.
- ◆ **Vacation:** Based on the position, employee level, and length of service.
- ◆ **Training:** Fitch provides a comprehensive internal training curriculum with courses available on-site, online and through web and telephone conference.
- ◆ **Tuition Reimbursement and Professional Certifications:** Employees may attend off-site seminars and participate in exams to obtain a certification or designation. Full-time employees are also eligible for tuition reimbursement on completion of one year of employment.
- ◆ **Matching Gifts:** Fitch financially supports its employees and their contributions to worthy causes.
- ◆ **Gym Membership:** Fitch offers a subsidized gym membership to employees at convenient locations to help support a healthy life balance.
- ◆ **Company Sponsored Sports Teams:** Fitch sponsors several employee-organized sporting teams throughout the year.
- ◆ **Employee Assistance Program:** Fitch offers advice, referrals, and information that can help employees save time, relieve stress, and balance work and family obligations.

For More Information

For more information about Fitch Solutions' career opportunities, visit our website at www.fitchratings.com/careers

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Drawing upon a wealth of expertise, skills, and market insight, we provide financial professionals worldwide with the intelligence they need to make more informed risk management and investment decisions.

Fitch Solutions is part of the Fitch Group, a majority-owned subsidiary of Fimalac, S.A., headquartered in Paris, France. For additional information, please visit www.fitchsolutions.com.