2021 PRUDENTIAL *Intern Survey*

PRESENTING

Prudential's 2021 Summer Intern Class

15 *Summer Associates*

242 *Undergraduate Interns*

105 *Universities*

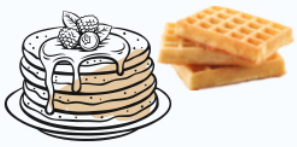
51% *Men* *vs.* **49%** *Women*

Figures reflect the overall intern class, not just those who completed the survey.

Our interns joined us from 31 states (where they are working virtually from).

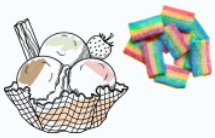
PREFERENCES

Our interns have a variety of interests and come with diverse views:



54% *Pancakes* vs. **46%** *Waffles*

62% *TV Shows* vs. **38%** *Movies*



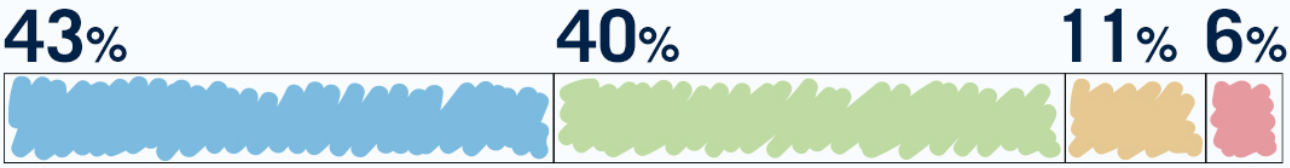
84% *Sweet* vs. **16%** *Sour*

65% *Hot* vs. **35%** *Cold*

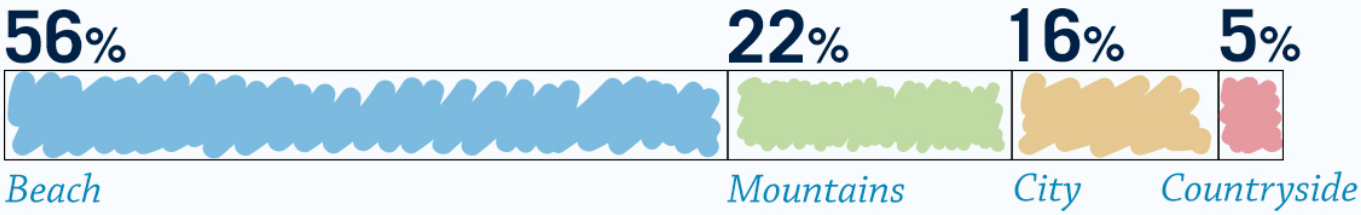
62% *Blue* **16%** *Green* **14%** *Red* **8%** *Yellow*

51% *Text Message* **25%** *Video Call* **19%** *Phone Call* **6%** *Email*

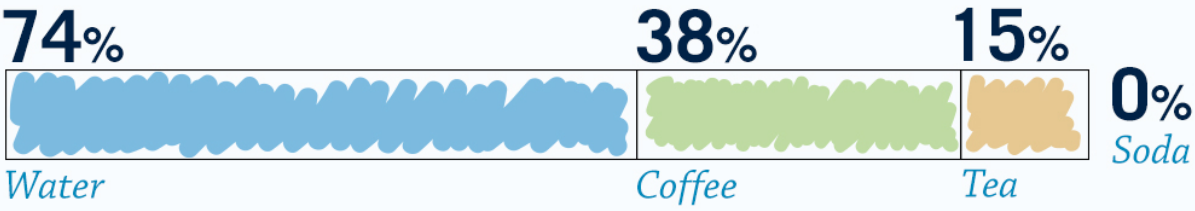
Most of our interns prefer to consume news and media by:



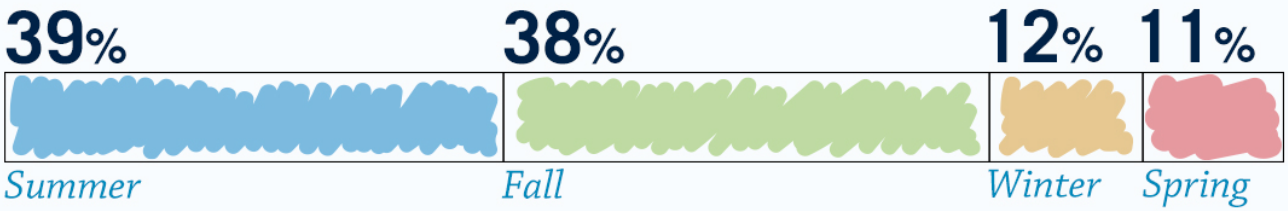
Most of our interns said their preferred vacation spots are:



Most of our interns said their go-to drink is:



Most of our interns said their favorite season is:



COMPANY CULTURE

Most of our interns said the top priority when choosing a role is:

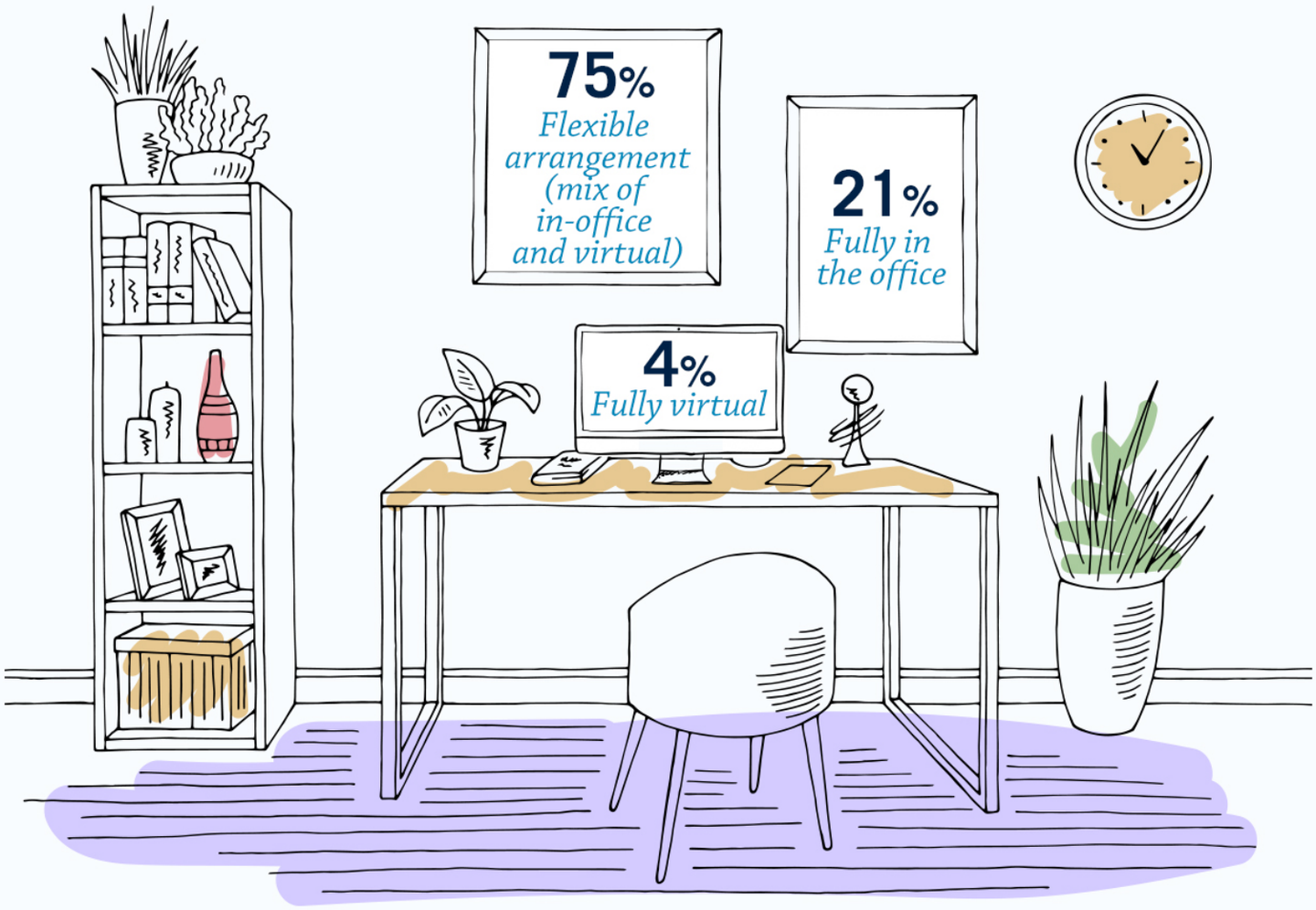
42%
The job itself and daily responsibilites

29%
The opportunity for career advancement

18%
The work-life balance offered

12%
The reputation of the company and what it stands for

Their preferred balance of office and remote work is:



Their views of the most important aspect of company culture are:

38%
Comaraderie and a sense of community

34%
Core values, beliefs and a joint purpose

26%
Shared commitment to learning and employee development

2%
A robust reward and recognition program

CAREER DEVELOPMENT

Most of our interns most important skills needed for the future of work are:

36% *Learning agility and adaptability*

21% *Complex problem-solving and decision making*

30% *Innovative critical thinking and analysis*

13% *Emotional intelligence and social influence*

Their preferred way of learning a new skill to accelerate their career is:

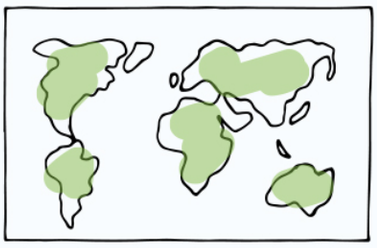
68% *On-the-job skill development*

18% *Instructor-led training*

7% *Self-paced, text-based courses or books*

7% *On-demand training videos*

They are most likely to seek development opportunities outside of Prudential/PGIM through:

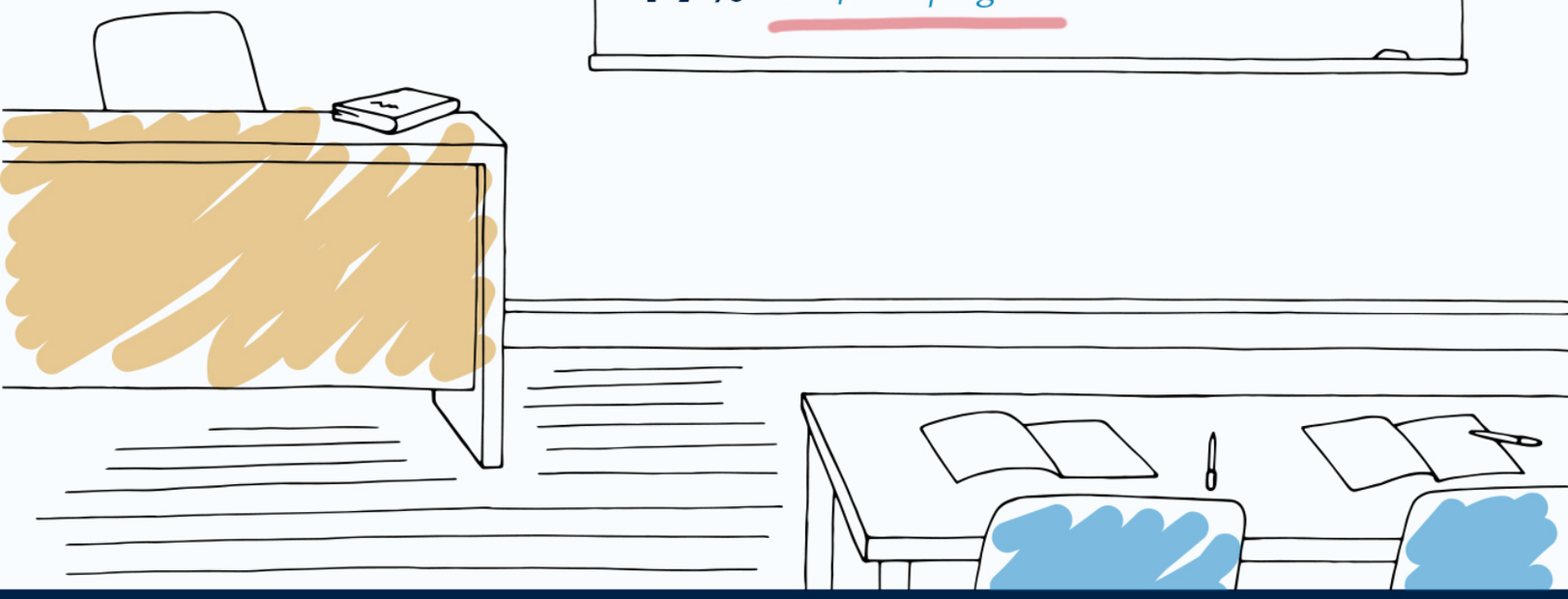


35% *Graduate school*

31% *Leadership or mentorship opportunities*

17% *Organizational memberships within my field*

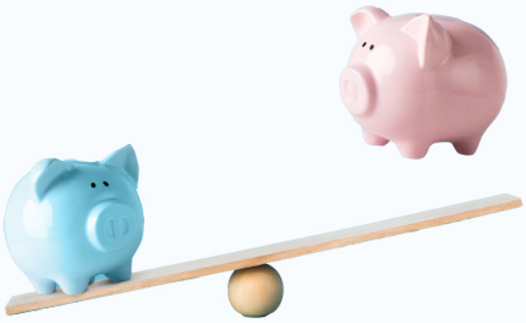
17% *Certificate programs*



FINANCIAL WELLNESS

Most of our interns said this is when they think they should start saving for retirement:

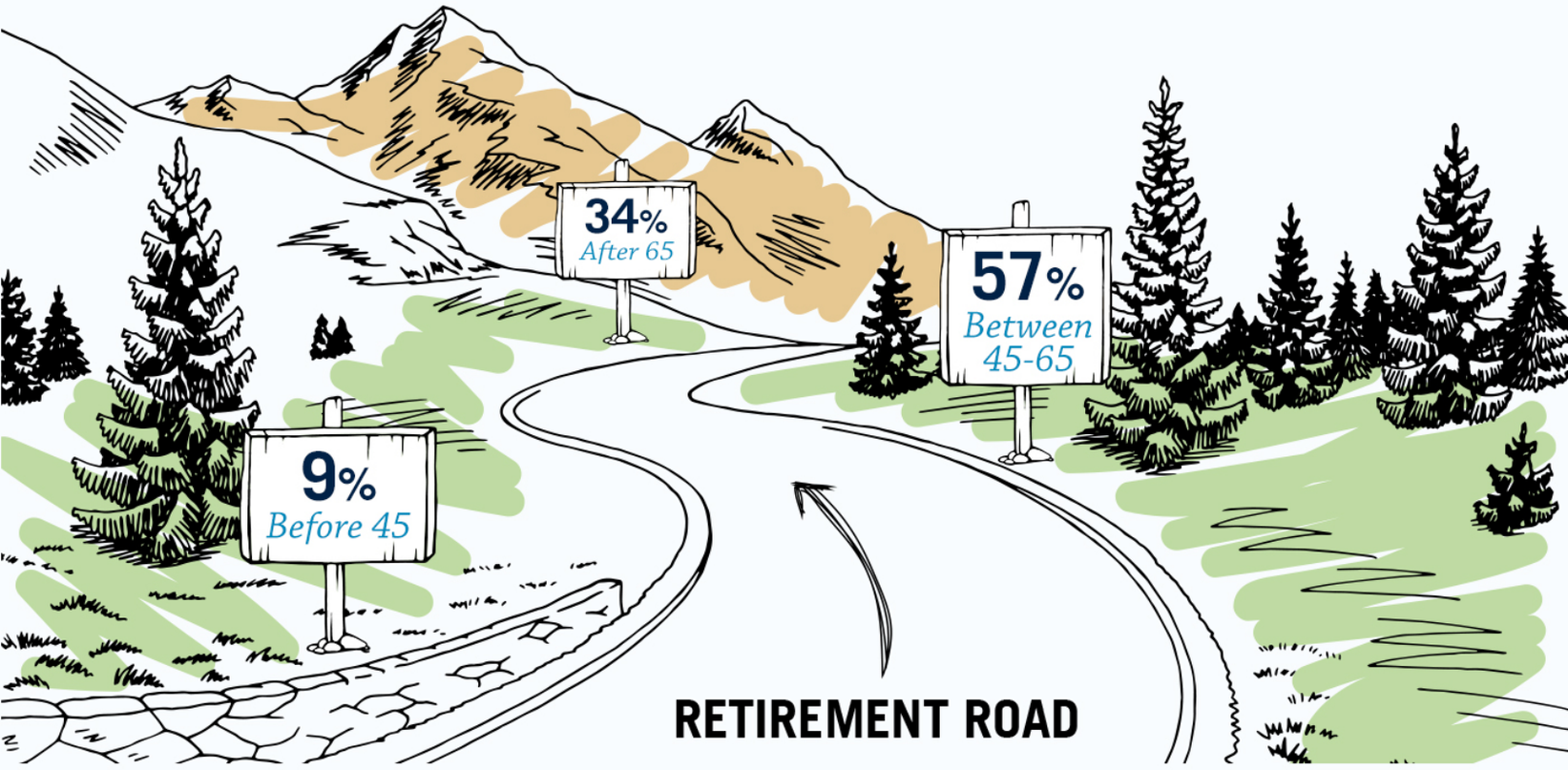
91%
As soon as you begin your first job out of college/trade school



2%
Wait until you have a spouse/partner and plan retirement strategy together with them

7%
After you've paid off student loan debt

Most of them said this is the point in their life when they plan on retiring:



They viewed these as the most important aspects of financial wellness:

68%
Having financial security and freedom of choice

20%
Being able to reach your short- and long-term financial goals

9%
Being financially prepared for emergencies

4%
Having positive viewpoint of money

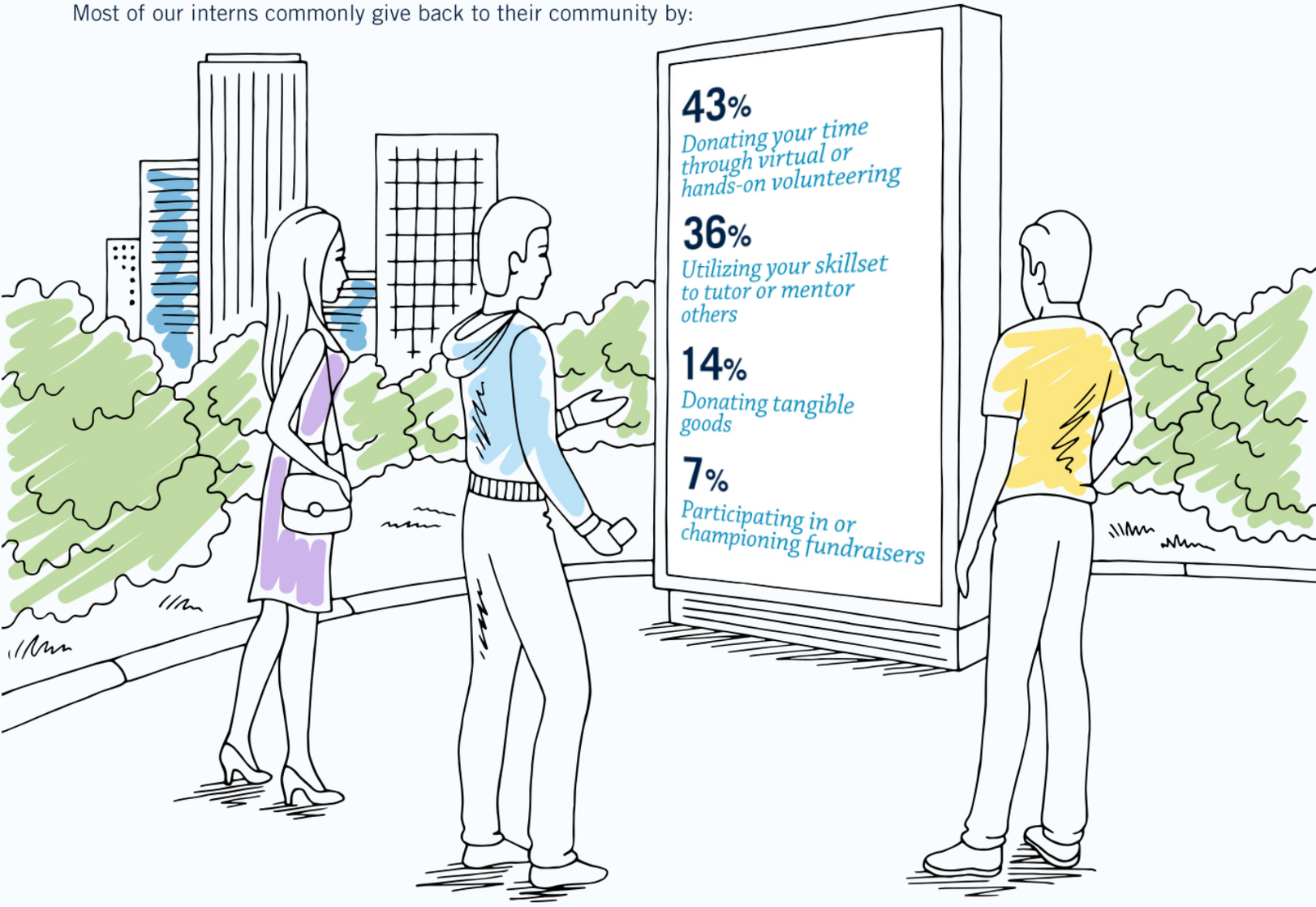
Do you feel that financial stressors impact your schooling, work, health, or relationships?

60% *Yes*

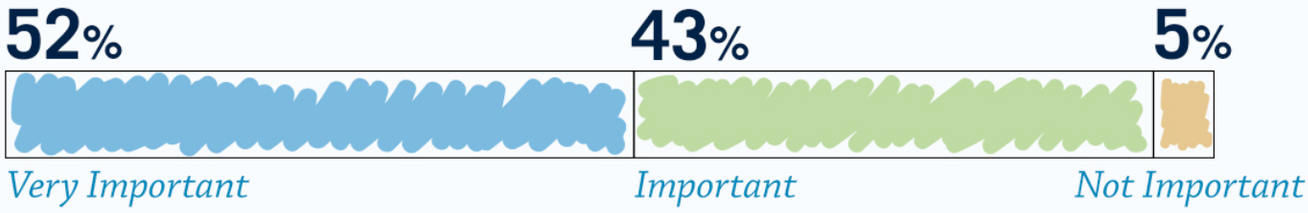
40% *No*

COMMUNITY OUTREACH

Most of our interns commonly give back to their community by:



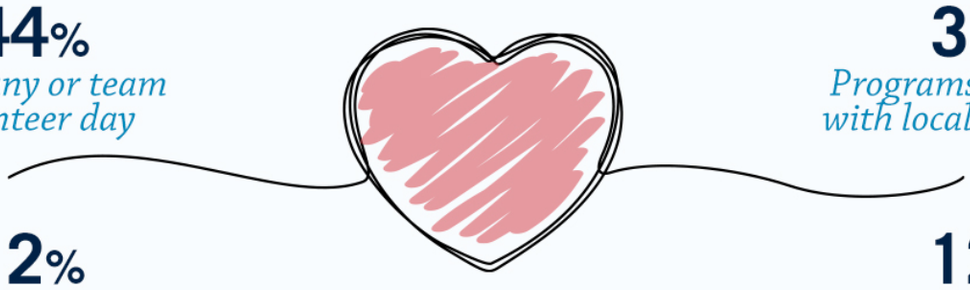
They answered how important is it that their employer plays an active role in the community:



The employee benefit most appealing to them is:

44%
Company or team volunteer day

33%
Programs partnering with local non-profits

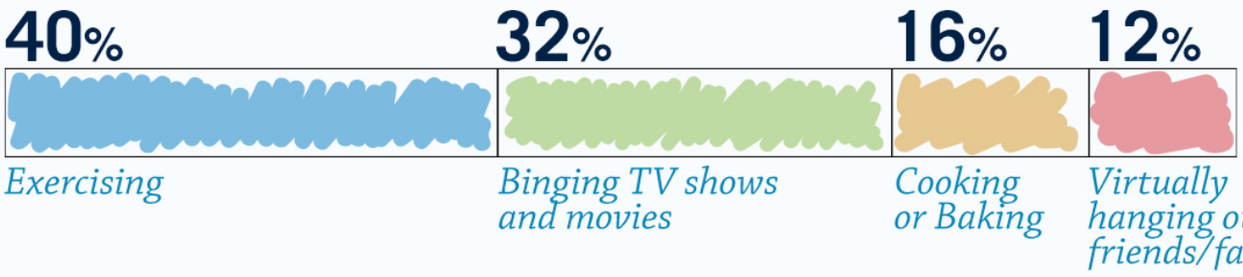


12%
Volunteer day to use independently

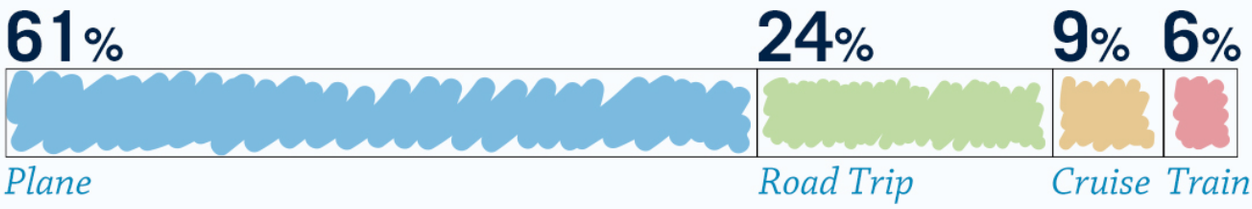
12%
Gift matching program

PANDEMIC

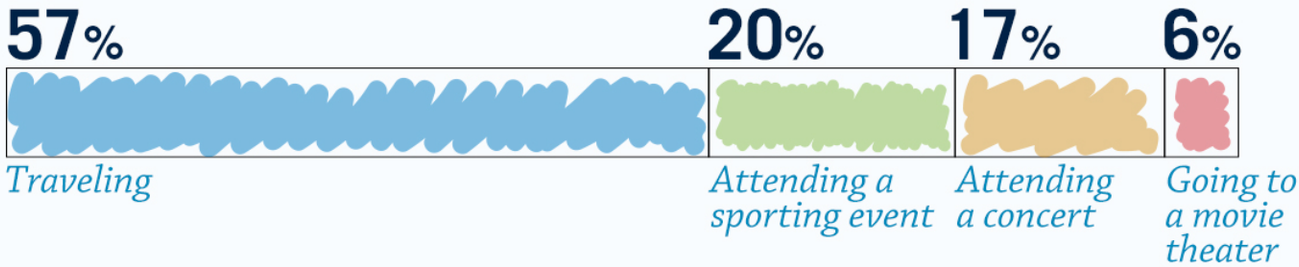
Most of our interns said their favorite way to spend time during quarantine was:



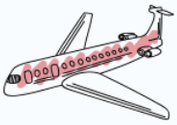
Most of our interns said this was their favorite way to travel post-COVID:



Most of our interns said this was what they were most looking foward to in a post-COVID world:



They think the most popular method of long-distance travel post-pandemic will be:



78% *Plane*

19% *Car*

3% *Train*

The change they think is most likely to remain a norm post-pandemic is:

79% *Alternate work arrangements such as hours or location*

14% *Virtual education opportunities*

5% *The use of masks, gloves and plexiglass*

2% *Social distancing*

Most of our interns answered whether they think the pandemic has enabled or hindered innovative thinking:

87% *Enabled*

13% *Hindered*

They think the following has been most impacted by the pandemic:

61% *Lifestyle*

16% *Travel*

14% *Workforce*

9% *Healthcare*

TRENDS

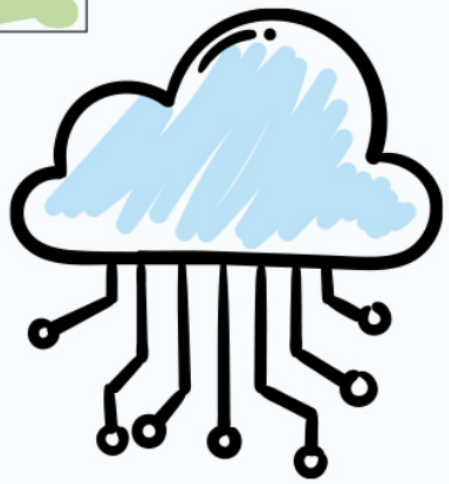
The trend they think is most likely to impact the workforce of the future is:

44% *Digital transformation*

38% *Sustainable remote work*

13% *Increased talent mobility and more frequent role changes*

5% *Skill shortages or mismatched skillsets*



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