



**E. Thomas Johnson, Jr.**  
**Senior Vice President**  
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A financial services industry veteran of more than 30 years, Tom has been head of strategic business development for the MassMutual's Retirement Income Business since July 2005. He joined MassMutual in 1997 and has had several lead marketing roles, including head of product and marketing for MassMutual's Retirement Services business. Tom began his career at The Johnson Companies, a benefits consulting firm, recognized as the birthplace of the 401(k) savings plan, and where he held a variety of sales, marketing and management positions. He has a B.A. in Religion from Gettysburg College and attended the Harvard Business School Program for Management Development. He is a board member of the Profit Sharing/401(k) Council of America and the Retirement Income Industry Association and a trustee for the Employee Benefit Research Institute.

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