

Rashmi Badwe

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Rashmi Badwe is a seasoned executive, with more than 25 years of experience driving growth and transformation within established financial services organizations. Known for her ability to work cross-functionally, she has a proven track record of driving P&L performance as well as leading technology transformation. Her executive leadership spans across product management, investment management, sales, strategy, and operations. Highly regarded for her data-driven decision making, resiliency, and transparent leadership, Rashmi has been described as both a surfer and a diver—someone who can navigate complexities with agility, develop a vision, and drive it from concept to completion.

Rashmi is the Chief Operating Officer of TIAA Wealth Management, which has \$185B in AUM and generates ~\$1.9B in annual revenue. In her role, she has defined the strategy, vision, and growth plans for the business, including establishing the business P&L and overseeing the Chief Investment Office, Wealth Products, the Trust Company, the Broker Dealer/RIA, Wealth Operations, Wealth Strategy, and Business Enablement. Additionally, she spearheads technology transformation to enhance experiences for both advisors and clients alike.

Rashmi joined TIAA in 2007 and has held several leadership roles within the organization. When managing Retirement, Banking and Brokerage operations, Rashmi oversaw over \$80B in financial transactions per year with 1,800+ employees and an operating budget of over \$225M. Prior to that, Rashmi led consumer sales in the phone channel, doubling sales to over \$1B while keeping expenses flat.

Prior to TIAA, Rashmi was at JP Morgan Chase, where she was responsible for driving organic growth within the consumer banking division. During her time there, her territory at Chase ranked #1 in revenue growth across the nation for same store branches. Before JP Morgan Chase, Rashmi served as a manager in Deloitte Consulting's financial services strategy practice.

Rashmi regularly presents to the TIAA board and has served on the board of directors for TIAA Life Insurance company (audit committee and nominating and governance committee), TIAA Trust Company and the board of managers for TIAA Individual and Institutional Services (TIAA's Broker-Dealer and RIA). She has also held leadership roles within TIAA's employee resource groups and served on the TIAA PAC and TIAA Investigations Oversight Committee.

Rashmi is a member of Fortune's Most Powerful Women and regularly speaks at industry events for wealth management, technology, and operations. She holds BE and MS degrees from the Birla Institute of Technology and Science in India, and an MBA from New York University's Stern School of Business. She is a registered representative and principal with FINRA. Rashmi resides in New York City with her husband and their daughter is in college in California. They enjoy music, travel, and tennis.