



# Propel forward

We collaborate with you, as an associate, to help you pursue opportunities that will propel you closer to your career goals.

As part of a paid 11-month rotational program, your focus will be on learning and growth as you expand your professional portfolio. Your performance will be evaluated throughout the length of the program and you will advance only when you successfully complete each phase.

You will also participate in a fast-paced, energetic environment with other talented individuals who thrive on creating a competitive advantage. Our compensation package for associates includes comprehensive benefits that reinforce our commitment to professional growth, performance-based rewards and work/life balance.

After successfully completing the program, you will have the opportunity to be placed in one of a variety of positions. The job may be located in any of our operational areas, depending on our business needs and your individual performance.

## Make the grade

To be considered for the Zurich Associate Program, you must have a bachelor's degree, a minimum 3.0 cumulative GPA and be a recent college graduate (no more than 18 months since graduation prior to the next class start date). You must have a valid driver's license with an acceptable driving record, be eligible to work in the United States for the duration of the training program and be eligible to work in the U.S. indefinitely after the program ends. You must also be willing to travel and relocate.

Twice a year, in January and June, we recruit strategic thinkers, creative minds, team players and confident risk-takers to take the challenge of joining the Associate Program. We also accept referrals from our business and service unit leaders and other interested parties.