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TP

MANAGER  
TRAINEE  
PROGRAM

DISCOVER YOUR  
**LEADERSHIP  
POTENTIAL**

 **BANKERS**  
LIFE AND CASUALTY COMPANY

For the life of  
your retirement

# GET TO KNOW BANKERS

For more than 130 years, Bankers Life and Casualty Company has been helping individuals and families protect their financial security and prepare for retirement.

We are a leading provider of health and life insurance products and annuities to the retirement market, and we're dedicated to delivering affordable solutions that address retirees' most pressing concerns—payment of healthcare expenses and adequacy of retirement income.



## Our Product Portfolio

- Annuities
- Life Insurance
- Long-Term Care
- Medicare Supplement\*
- Medicare Advantage Plans\*
- Medicare Part D Prescription Drug Plans\*

*\*Offered through one of our affiliated or non-affiliated carriers. Statistics as of 2010.*

# LEARN ABOUT OUR MARKET

## Who We Serve

Bankers proudly serves everyday Americans, an underserved market in need of easy-to-understand products, personal service and education to plan for a financially secure future. The majority of our customers are:

- Retirees over age 65
- Pre-retirees between the ages of 50 and 64

## What They Need

For our clients, the education provided by a Bankers agent is often their first exposure to retirement planning, which means the impact we can make on people's lives is significant. We work to help our policyholders:

- Protect their assets from unexpected healthcare costs
- Plan for their long-term medical expenses
- Create lasting retirement incomes
- Plan for a spouse's financial future
- Provide an inheritance to pass to family

## Where We're Going

The retirement market currently numbers 88 million Americans and is rapidly growing. As the Baby Boom generation enters retirement, we expect consumer demand for our services only to increase. Our vision is to become a leading provider of financial security to this ever-expanding, underserved market.

### Size of the Retirement Market



Source: LIMRA, *The Retirement Income Reference Book*, 2009.

# ACCELERATE YOUR POTENTIAL

## The Opportunity

To meet the needs of the growing and underserved retirement market, Bankers is opening several branch satellite sales offices. We are currently recruiting qualified candidates that we can develop to manage these offices through the Manager Trainee Program.

## Your Role

The Manager Trainee is an entry-level field sales management position designed to fast-track you from learning how to sell insurance to how to manage your own office.

## Growth Potential

After successfully completing this program, you may have the opportunity to run one of our new satellite offices. Some candidates may also have the opportunity to relocate at Bankers' expense.

## Workplace Variety

During the Manager Trainee Program, you'll learn Bankers' business from the ground up. Throughout the program, you will perform the duties of various branch office roles in order to learn the skills necessary for leading a successful office and sales team.

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## Development Track\*

First 90 days	4-6 months	7-10 months	11-18 months
<b>NASvision</b> Basic Sales Training  <b>Virtual Clock</b> Focused Sales Training	<b>Winners Edge</b> Intermediate Sales Training  <b>Virtual Clock</b>  <b>Agent Bankers U</b> Best Practices Forum	<b>Building the Practice</b> Advanced Sales Training  <b>Unit Field Trainer School</b> Agent Skill Transfer	<b>Top Gun School</b> Further Advanced Training  <b>Bankers University</b> Management Best Practices Forum
<div style="background-color: #c0a080; padding: 10px; display: inline-block;">6-18 months</div>			

Leadership and management training delivered by Bankers leaders and external experts.

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*\*Based on anticipated development. Exact dates may vary by candidate.*



Grow into one  
of our company's  
future leaders.



Train for the  
opportunity to  
manage your  
own Bankers  
office and  
sales team.



# JUMP-START YOUR CAREER

## Training

As part of the Manager Trainee Program at Bankers, you will undergo highly structured, award-winning training that includes both formal and on-the-job programs. You will learn all aspects of the management role including direct sales to our target market, selecting and training agents, and successfully running your own sales office.

## Mentorship

As a Manager Trainee, you will be assigned a mentor at a local Bankers branch office to help you navigate the entire program.

## Professional Development

We encourage professional development throughout your Bankers career. Our Manager Trainees pursue industry designations such as:

- Certified Financial Planner (CFP®)
- Chartered Advisor for Senior Living® (CASL®)
- Certified in Long-Term Care (CLTC)



# REWARD YOUR SUCCESS

## Compensation

As a new Bankers Manager Trainee, your compensation will start with:

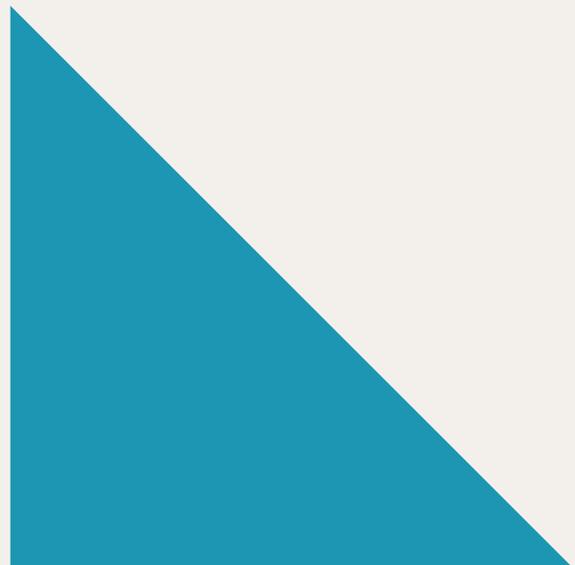
- Initial base salary
- Commission and bonuses based on personal production
- Full employee benefits including:
  - Medical, dental and vision coverage
  - 401(k) plan
  - Tuition reimbursement

## Contests and Incentives

Manager Trainees at Bankers have the opportunity to participate in unique programs and contests that reward and recognize top producers on a local, regional and national level.

## Annual Sales Convention

Bankers' yearly recognition event is held at premier resorts and celebrates high-performing managers and agents.



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Bankers Life and Casualty Company  
Chicago, IL  
bankers.com



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