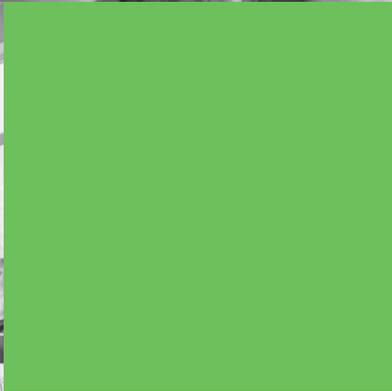




2021 THB GRADUATE PROGRAMME

YOU, EVEN BETTER



The specialist broking partner



Who Is THB?

THB is a specialist international (re)insurance broking and risk management group, with 563 employees in the UK and Europe.

It's our job to identify and organise suitable insurance cover for commercial organisations and private clients. This can range from insuring the cargo of ships to hotels in Florida.

THB is headquartered in London where we run one of the largest and most successful Lloyd's broking operations in the city. Through our global platform of owned offices, network partnerships and local expertise, we have clients, markets and spheres of interest on every continent.

THB International is made up of operations around the world, with offices in North and South America, Europe, Asia and Africa.

As part of AmWINS Group, Inc. the largest wholesale broker in the United States, THB has the commercial and intellectual resources required to meet the most exacting demands of our clients around the world. Most importantly, the THB brand still embodies the same values of integrity and entrepreneurialism on which we were founded in 1968.

We are a growing organisation with huge ambition. We are committed to investing and developing our people and are looking for talented individuals to join us at this exciting time.

\$2bn+ Premium into Lloyd's
and London market

Top **10** Lloyd's contributor

Clients in **150** countries

563 People in the
UK and Europe

Areas of expertise:

1. Aviation
2. Marine and transportation
3. Fleet
4. Financial institutions and professional lines
5. Construction and engineering
6. Property/ catastrophe
7. Special risks
8. Reinsurance
9. Energy
10. Casualty and liability

THB Values

Our values are at the core of what we do and how we do it.



We do the right thing

This means trusting that if we do the right things we will get the right results; being fair with both our internal and external customers and transparent in all our business dealings acting with integrity and having the courage and professionalism to take responsibility for our actions.



We are one team

This means working hard and having fun in what we do; supporting our colleagues to grow professionally and personally therefore creating a collaborative, diverse and inclusive workforce.



We strive for excellence

This means relentlessly pursuing excellence and delivering the highest quality performance in everything we do. Through creativity and innovation we seek to continuously improve. We are committed to personal growth and professional development and take responsibility to develop our knowledge and skills so that we are experts in what we do.

We look to all employees to meet the highest ethical standards when delivering quality work, recognising that we all have a part to play in making our values matter.

Our Culture

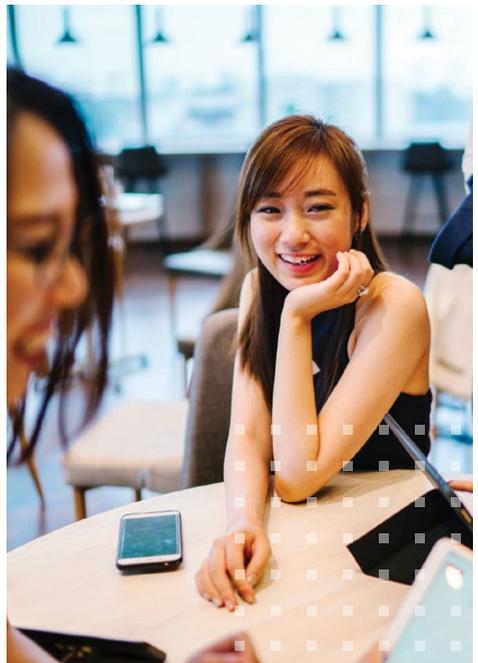
THB is committed to supporting diversity and creating an inclusive culture across our company. Our business is all about people and we need diverse teams to ensure that we deliver the best possible solutions for our customers' risk and insurance needs. We aim to attract the top talent from all backgrounds and groups as we believe diversity is important to our business success.

Our Commitment to Inclusion and Diversity

We are committed to taking positive steps to attract diverse talent and enabling all our employees to develop and thrive.

- We have established a D&I Steering Group that works with the leadership team to accelerate cultural change and provide a sounding board for practical diversity and inclusion initiatives.
- We have introduced Early Career initiatives, with our Insight, Internship, Apprenticeships and Graduate Programmes. These give students and undergraduates the chance to learn about our business.
- We have launched a formal Mentoring Programme. Our Commitment is that anyone who wants a mentor will have one.
- We have a wide range of networking groups such as our Young Professionals Network, our mentoring programme and Women@THB Network, creating more opportunities for THB employees to meet, discuss issues that matter to them and spend time with members of the leadership team.
- We participate in and sponsor market-wide inclusion initiatives. THB is represented on the Inclusion@Lloyd's Committee. We were

among the first brokers to sign up to the Lloyd's Diversity & Inclusion Charter and our membership of the Employer's Network of Equality and Inclusion gives us access to high quality, practical advice to support the development and implementation of our plans in this area. Each year, THB support the 'Dive In' festival, which aims to enable everyone to achieve their potential in the Insurance industry and to "level the playing field for talent comprehensively including gender, gender identity, age, cultural background, sexual orientation, social mobility, faith, caring responsibilities, mental health and physical impairments". We have signed the industry's Inclusive Behaviours in Insurance Pledge to confirm our commitment to inclusion.



Our Commitment to Employee Wellbeing

At THB we care deeply about the health and wellbeing of our employees. We are aware of the importance of supporting employees in maintaining both their physical and mental health. Employees at THB are eligible to sign up to our private medical insurance scheme and can access 24/7 medical help through our subscription to Digital GP. We have invested in training employees and managers throughout the company as Mental Health First Aiders, so that anyone who is struggling can access support immediately. THB runs regular wellbeing seminars on Mental Health Awareness, Women's health, finances, exercise and fitness and more to encourage employees to engage with their wellbeing in a holistic way. Each year, we run our Wellbeing Week to further highlight the importance of wellbeing at work. Our Employee Assistance Programme (EAP) offers 24/7 support and advice to those who are struggling with a variety of issues, ranging from physical and mental health to finances.



Your Learning And Development

You will receive continuous learning opportunities as you move around the business with a strong focus on your personal development by attending relevant workshops available

through our current in-house THB Learning and Development Programme. We will support you in your professional development and you will be required to achieve Diploma CII status by the end of the Programme and full ACII status within 2-3 years.

Our Benefits

We offer a competitive salary with an excellent benefits package, including:

- Matched employer pension contributions of up to 9%
- A discretionary bonus
- 25 days annual leave with the option to buy extra days
- A sabbatical after qualifying length of service
- Family leave: including enhanced maternity, adoption and paternity
- Dependents leave - time off work when you need it most
- Free eyesight testing
- Flu Jab
- Free digital GP service
- Check4Cancer
- Cycle to Work scheme
- Subsidised health club membership
- Insurance including private medical, income protection, and dental
- Life Assurance (death in service)
- Employee Assistance Programme – a confidential helpline that provides free advice and counselling
- An interest free travel loan
- Educational guidance and tools to help employees manage their finances
- Sponsorship of professional qualification and payment of professional membership subscription fees
- Sports and Social Events



Our Graduate Programme

We are looking for enthusiastic individuals with fantastic communication skills, a great work ethic, the desire to learn and the ability to build relationships quickly.

Our programme offers you the opportunity to learn about roles within our broking teams through exposure to a wide range of different areas of the business. We offer:

- A rotation programme of 18 months giving you a rounded introduction to the insurance industry;
- Additional mini placements including an external underwriter and the operational side of the business;
- A comprehensive onboarding programme and an ongoing personal development programme to help you develop the essential skills and knowledge you will need to succeed at THB;
- Exposure to different parts of the business including Broking Divisions, Claims and Operations;
- A THB mentor to provide you with advice and support throughout your time on the scheme;
- A THB buddy as a point of contact to help you settle in and introduce you to your peers;
- Professional Qualifications up to advanced diploma level with the Chartered Institute of Insurers.

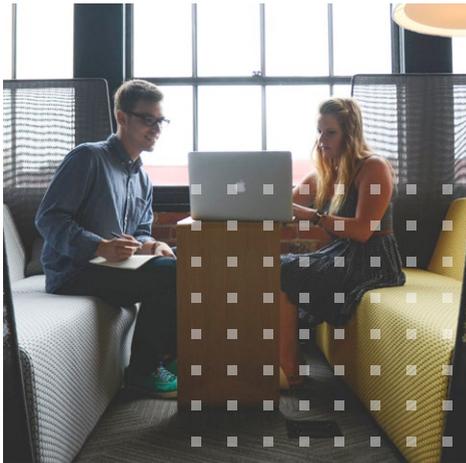
Who Can Apply For The THB Graduate Programme

You are welcome to apply if:

- you are eligible to work in the UK (please note we are unable to support visa applications)
- you have a 2:1 degree or above in any subject
- you have GCSE Maths and English – a minimum of grade C/level 5

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.

THB's recruitment partner Next Employment will be managing the screening process for our 2021 Graduate scheme. Please send your CV and covering letter to them at THB@nextemployment.co.uk



Meet Some Of Our Graduates

Who?

Joshua



What You Studied and Where?

Durham University, Modern Languages, and Cultures (French and Spanish)

What Rotations Did You Do and Where Are You Now?

I rotated around a selection of different departments including International Property, US Transportation and Aviation. My role has naturally differed from team to team, but the overall focus was Broking in the London and International markets. Rotating around different areas of the business has been great for getting a holistic idea of how the Company operates and has helped me to develop a wide range of skills. I completed the Graduate scheme earlier this year and I'm now working as a broker in the Aviation division.

Proudest Moment During The Scheme:

The Scheme had several stand-out moments, but one particular highlight was placing my first risk – it was encouraging to see the development I had made since starting the programme and gave me a sense of achievement as I could see that I had made a positive contribution to the success of the business.

Top tip for a new grad:

I think one of the best pieces of advice I could give to any new grad/employee would be to take advantage of the events organised by THB's social committee – it's a very good way to settle into the company on a social level, and is great for meeting people from outside your area of business who you wouldn't naturally come across on a day-to-day basis.

Who?

Harriet

What You Studied and Where?

Durham University, French and Hispanic Studies

What Rotations Did You Do and Where Are You Now?

I did:

- 6 months in the Caribbean Property Team
- 1 month in the Commercial D&O Team within the Professional Financial Risks Division
- 5 months in the Financial Institutions team, also within the Professional and Financial Risks Division.

I'm now working as a broker in the Professional and Financial Risks Division.

Proudest Moment During The Scheme:

Placing my first risk

Top tip for a new grad:

When you join THB print off a map/seating plan of Lloyd's from their website, and note where each Underwriter sits after meeting them. Lloyd's can be confusing when you first start broking solo, but this helped me locate people if I was ever unsure.

Also have business cards printed so you can give them to Underwriters when you first start shadowing in Lloyd's.

**Who?**

James McInnes

What You Studied and Where?

MSc Environmental Assessment and Management at the University of Brighton. I believe that completing a degree that requires a range of skills has helped me adapt to the varying nature of the role.

So Far At THB:

1 year in Worldwide Property – with placements planned for both underwriting and claims.

Proudest Moment So Far:

Placing my first risk has been a highlight of the first year. However, organising and leading events for the THB Young Professionals' Network has also been very rewarding. These events included interviewing various senior leaders at THB/AmWINS, in front of an audience, to gain an insight into how young professionals' can become future leaders in the industry.

Top tip for a new grad:

Network! Whether internally or in the market, it is really important to meet as many people as possible. My top tip is to be sure to ask for business cards and send a follow up 'it was nice to meet you' email.



Our Commitment To Our Local Communities

Among the volunteering opportunities we make available to colleagues are those promoted as part of THB's membership of the Lloyd's Community Programme. Volunteering can help develop your professional and personal skills in the workplace and complement more formal training routes.

Last year THB supported:

- 34 charities
- 1,200 volunteer hours
- Contributed £70,000 to charitable causes and community projects

THB continued to support the Alzheimer's Society campaign Insurance United Against Dementia including participating in the sponsored Memory Walk and by registering 51 colleagues as new Dementia Friends.

SUMMER
OF SERVICE

LLOYD'S





THB Networks

Social

The Sports and Social Club London (SSC) and Cheltenham Engage are two social networks which we have established to create community amongst employees at THB. Our value for working as “one team” extends beyond the workplace, and these networks enable colleagues to try new experiences together and to develop new relationships. These social clubs organise all sorts of events throughout the year ranging from HIIT workout classes and yoga sessions to quiz nights, wine tasting, bingo and virtual escape rooms.



Young Professionals' Network

THB Graduates can join our Young Professionals' Network. This network runs events which range from networking drinks, quizzes and talks to Q&A sessions with our senior leaders and more. The YPN aims to increase young professional's access to leaders and senior individuals within THB, to support young professionals' career progression and to provide them with development opportunities. It also aims to improve outreach and promotion of the insurance business into the wider community. As well as running events, the YPN offers individual support to young professionals within THB, assisting them with establishing themselves on LinkedIn and providing them with a space in which they can learn more about the industry from those working in different areas of the company.

Follow us on:



THB's Young Professionals' Network



lifeatthb

The specialist broking partner

