



## ***Accelerate FAQs – About the program***

### **How long is the *Accelerate* program?**

The Career Acceleration Program also known as '*Accelerate*' is 3 years long.

### **What is this program exactly?**

*Accelerate* is a 3-year accelerated professional development program into our Underwriting and Claims departments.

### **Why should I join your program?**

The program offers accelerated professional and personal growth opportunities by way of an annual in-person conference, the opportunity to interact with the company's senior leadership, structured internal and external training, cross-departmental networking opportunities and more.

### **What makes one successful in the program?**

We are looking for recent graduates of any discipline who are curious, innovative, ambitious and analytical who work well in a collaborative environment. And, as the world ever changes, people who can deal with ambiguity, who can see the bigger picture and are able to use this to the company's advantage.

### **What degree courses are considered for the program?**

Anything goes. From Risk Management to History and English. It's the skill- and mindset which determines your success.

### **Can I choose which line of business I join?**

We understand most students have a (very) limited understanding of the Specialty Insurance industry, Tokio Marine HCC and the Claims and Underwriting departments specifically. So while we will consider your preference, the final decision will be made by experienced colleagues who have a good understanding where one might fit best.

### **What locations are you hiring for? Can I choose the location of the position?**

We are hiring for different locations across the USA. The locations are listed in the job posting. As positions fill up, your preferred location choice may no longer be available. Candidates who are open to relocate stand better chances to join. Also, a few lines of business require early career talent to be mobile at the start of their career and rotate to different location(s) for maximum exposure.

### **Is there a minimum CGPA requirement?**

We believe the CGPA does not tell the whole story of a person and we look for the person behind the CGPA.



**What are the career opportunities after completing the program?**

Completing the Accelerate program in 3 years will place you in a position of experience and knowledge that normally takes 8-10 years to achieve. This opens a host of career possibilities much earlier in your career than most insurance professionals, particularly given the scope and variety of TMHCC businesses.

## ***Accelerate FAQs – About the external insurance training***

**What exactly is this external insurance training?**

To accelerate your professional development, program participants either complete the CPCU or CEBS training. These trainings are provided by external vendors and are premier programs widely recognized in the specialty insurance industry.

CPCU is the Chartered Property Casualty Underwriting program and certification. This program consists of four foundational courses, one elective course and three courses in either the personal lines or commercial lines concentration. This program may take up to two years to complete.

CEBS is the Employee Benefit Specialist program and consists of Group Benefit Associate and Retirement Plans Associate parts with a total of 5 courses. This training ordinarily takes 3 years to complete.

**Can I choose which training I complete?**

Most people in the program will complete the CPCU program. Only program participants assigned to the Medical Stop Loss line of business will complete the CEBS program.

**Is this mandatory?**

Participation in the external training is mandatory and part of the program to accelerate your professional development.

**Do I need to study for the training and exams in my own time? If so, what is the time commitment?**

Because the training and exams are required for the program, company time will be used to complete this portion of the program.

**Do I need to pay for the training, study materials and/or exams myself?**

The company will pay for all training and training related expenses.

**Do both Claims and Underwriting program participants complete an external training?**

Yes, all participants are required to complete the components necessary to earn the CPCU or CEBS designation.



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**What are consequences if I fail an exam of my external training?**

Failure of an exam disqualifies you from continuing in the program.

**Will I receive an incentive if I pass an exam?**

Yes, there are financial rewards attached to completing a set of designation components within a particular timeframe.

## ***Accelerate FAQs – About the selection process***

**How do I apply to the position?**

All applications are welcomed via our career web pages: [TMHCC.com/en/careers](http://TMHCC.com/en/careers). Search for 'Early Career'. If the position does not show, it means we don't accept applications at that point of time and we encourage you to check the website at a later date. Only fully completed online applications can be considered.

**What does the selection process look like?**

If you meet the minimum criteria, you may be invited to a 30-minute video interview. After successful completion, you may be asked to complete two online assessments: one personality assessment and one cognitive ability assessment. The final step in the selection process is to participate in an information session and half-day assessment center.

**Is the selection done virtually or in-person?**

At this point of time, the selection process is fully virtual.

**How can I prepare for the selection process?**

Ensure you visit the Tokio Marine HCC website and learn all you can about the company and the career opportunity so you can make a well-informed decision whether to join us.

**Will the company provide sponsorship?**

Unfortunately we are not in the position to provide sponsorship.