

THE WILLIS CAUSE

- We thoroughly understand our clients' needs and their industries.
- We develop client solutions with the best markets, price and terms.
- We relentlessly deliver quality client service.
- We get claims paid quickly.

... WITH INTEGRITY

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The Willis logo is displayed in white serif font on a dark blue rectangular background. This logo is positioned in the top right corner of a large vertical image that shows a low-angle view of several tree trunks reaching upwards towards a dense canopy of bright green leaves. The top of the image has a yellow-to-blue gradient bar.

THE WILLIS RISK MANAGEMENT ANALYST PROGRAM 2012

INSURING YOUR GROWTH

■ **BE A PART OF AN INDUSTRY THAT IS ESSENTIAL TO THE SURVIVAL AND GROWTH OF EVERY BUSINESS**

■ **WORK IN AN ENVIRONMENT OF INNOVATION AND INTEGRITY**

■ **RECEIVE TRAINING FROM ONE OF THE WORLD'S LEADING GLOBAL INSURANCE BROKERS**

■ **DEVELOP A CAREER PATH AS AN INSURANCE PROFESSIONAL**

WHO IS WILLIS?

Willis Group Holdings plc is a leading global insurance broker. Through its subsidiaries, Willis develops and delivers professional insurance, reinsurance, risk management, financial and human resource consulting and actuarial services to corporations, public entities, and institutions worldwide. Willis has more than 400 offices in nearly 120 countries, with a global team of approximately 17,000 Associates serving clients in virtually every part of the world. In sectors that range from aviation to utilities, construction to health care, and specialties as cutting-edge as cyber and media, clients turn to us for innovative solutions and consultancy that help them to manage risk effectively. We are publicly traded on the New York Stock Exchange (NYSE: WSH). Additional information about us may be found on our website: www.willis.com.

Willis is undergoing rapid transformation – a process that presents tremendous opportunities in an exciting work environment. If you thrive on change and wish to influence the direction of a globally ambitious organization, Willis is the place for you.

We offer a competitive salary and a comprehensive benefits package including life, medical, dental, vision, flexible spending accounts, disability, 401k and an employee stock purchase plan, as well as many other options to full-time employees.

Willis is an EEO/AA employer that supports diversity.

WHAT IS THE RISK MANAGEMENT ANALYST PROGRAM?

The Willis Risk Management Analyst (RMA) Program offers high-potential college graduates an outstanding opportunity to begin a career in the insurance brokerage business. Working in one of Willis' major locations, such as Atlanta, Boston, Chicago, Dallas, Los Angeles, New York, or Washington D.C., each RMA will progress through a one-year curriculum that consists of on-the-job training, internal courses offered through the Willis Academy and group events.

Each RMA will gain experience within major business segments such as Property, Casualty, Human Capital, and Executive Risks by rotating through both Client Service and Placement functions. At the completion of this client-focused program, RMAs will possess basic knowledge and skill sets in key business areas.

PROGRAM FACTS

- Rigorous selection process
- Program begins in June of 2012
- In addition to a track leader, each analyst is assigned a mentor and a buddy
- One year rotational program embedded in the business
- Performance feedback is continuously provided
- Intense on-the-job training and Willis Academy classes
- Opportunity to build a professional network with Willis Associates and clients
- Upon successful completion of the program, RMAs will be placed into specific positions

DEVELOPMENT TRACKS

RMAs will learn the fundamentals of insurance by partnering with seasoned Client Service and Placement professionals within major business segments.

CLIENT SERVICE

RMAs will learn how Willis:

- Defines and delivers client service. Solutions are delivered quickly, policies are issued on time and compliance is a way of life.
- Builds and manages business relationships with clients
- Leverages resources to assess, mitigate, manage, transfer and, where possible, eliminate clients' risks
- Maintains account profitability and ensures retention of clients' business over time

PLACEMENT

RMAs will learn how Willis:

- Analyzes clients' risks
- Develops innovative solutions
- Maintains strong market relationships
- Creates submissions and negotiates in the insurance marketplace for best markets, price and terms

RECRUITMENT PROCESS

1) COMPLETE AN ONLINE APPLICATION AVAILABLE BY CLICKING HERE.

2) ASSESSMENT & SELECTION

- First round phone screen with program recruiter
- Business case analysis and presentation
- Individual/group interviews

3) OFFER EXTENDED

4) PROGRAM BEGINS IN JUNE 2012

APPLICATION REQUIREMENTS

- Candidates should be pursuing a Bachelor's Degree with a minimum GPA of 3.0
- All majors are considered
- Candidates must be eligible to work in the U.S.
- Application deadline - February 1, 2012
- **NOTE:** A resume does not supplant an application (to be assessed properly, please submit a complete and detailed online application)