

THE HANOVER'S FUTURE LEADERS INTERNSHIP PROGRAM (FLiP)



BUILDING SUCCESSFUL CAREERS

The Hanover Insurance Group is seeking to attract quality college students and provide them with meaningful opportunities for personal and professional growth, as well as a rewarding career path.



The Hanover's Future Leaders Internship Program (FLiP) provides college juniors with the opportunity to work on a variety of critical business assignments, test your skills, use your academic knowledge and match your interests to a real job over the course of 10–12 weeks. Your knowledge will be applied in the function of:

- Finance
- Technology
- Human Resources
- Claims
- Marketing
- Actuarial
- Service & Operations
- Underwriting

Through the Program, you will be mentored by and have exposure to Hanover leadership and recent college graduates working in the business.

Students who meet the program criteria and who are accepted into the program are assigned to a specific position within one of our FLiP departments based on their interest, experience, skills, and professionalism.



SKILLS & COMPETENCIES

- Collaboration and teamwork
- Strategic thinking
- Project management
- Time management
- Creativity & innovation
- Financial acumen

LENGTH

The Hanover's FLiP is 10-12 weeks in duration; typically throughout the summer (June–August).

REWARDS

The Hanover's FLiP participants are competitively paid at an hourly rate.

EXPECTATIONS

We have very high expectations of our participants and anticipate their strong dedication to the program and to our company. They should have a sense of ownership in their career development and a commitment to excellence. We expect to recruit highly skilled students for future job placements in our full-time Future Leaders Program upon graduation. A cumulative GPA of 3.0 or better is required.

COMPANY OVERVIEW

As an employee at The Hanover Insurance Group, you are part of a diverse, energetic and innovative team with a tremendous range of industry, technical and professional experience. Our staff is self-motivated to achieve their business goals and objectives. They are provided with the resources and encouragement needed to help make it happen while balancing the demands of work with personal and family needs. You can expect to be challenged by your work, encouraged by co-workers and collaborators, and supported with outstanding career development and training tools.

The Hanover Insurance Group, Inc. (NYSE: THG) operates as The Hanover Insurance Company, except in Michigan, where we do business as Citizens Insurance



Company of America. The Hanover, based in Worcester, Massachusetts, is a leading provider of Property and Casualty insurance products for individuals, families and businesses. The Hanover offers a wide range of Property and Casualty products and services through an extensive network of Independent Agents.