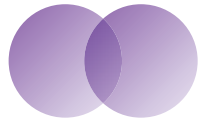


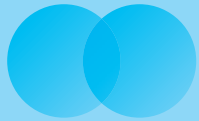
Opportunities for graduate actuaries





Contents

	Page
About Zurich	4
Culture	5
Welcoming new talent to Zurich	6
Exciting opportunities for aspiring actuaries	7
Study support scheme	8
Reap the rewards	9
Zurich Basics	10
Zurich Cares	11
Case studies	12
Our locations	15
Equal opportunities/Contact us	19



About Zurich

Zurich Financial Services Group is an insurance-based financial services provider with a global network of subsidiaries and offices in North America and Europe as well as in Asia Pacific, Latin America and other markets.

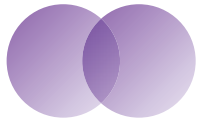
Founded in 1872, the Group is headquartered in Zurich, Switzerland. It employs approximately 58,000 people serving customers in more than 170 countries.

Our core business is general and life insurance. We provide insurance and risk management solutions and services for individuals, small and mid-sized businesses, large corporations and major multi-national companies. We also distribute third-party financial services products.

In the UK our life and general product range covers:

- investment
- protection
- pensions
- insurance
- risk management

Zurich has a diverse range of businesses, managed and inspired by a co-ordinated team of talented individuals who deliver top quality products, services and support for an equally diverse range of customers.



Culture

Working with Zurich is all about collaboration – pooling knowledge and skills to achieve collective success across the globe. And we're always looking for new people with fresh ideas to contribute.

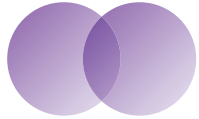
You'll find we have a strong, shared culture rooted in a set of values and behaviours that are the foundation of everything we do.

Join Zurich and it will be up to you to turn these words into actions, helping us maintain true leadership in our markets.

Our culture is:

- **fast moving** – we take decisions promptly, keep it simple, display courage, stay ahead of the game
- **customer-centric** – we relentlessly pursue true customer understanding, create win/win outcomes, encourage and reward behaviour that reinforces customer focus, live our brand values
- **results driven** – we're never satisfied, focus on continuous growth, welcome accountability and delegate authority, behave as if Zurich is our company, recognise and reward achievements rather than activity
- **innovative** – we look to build on others' ideas, learn and bounce back from failure, challenge the norm, recognise that innovation has many shapes and sizes, reward risk-takers
- **engaging** – we listen and respond to other Zurich employees, use feedback and coaching effectively, look beyond the obvious contributors, share information.





Welcoming new talent to Zurich

We recognise that employing a broad mix of exciting talents across the full range of roles is vital to the future growth of our business. In fact, without a regular injection of new blood there would be no business.

However, bringing in great people who share our values is just the beginning. We've established a whole raft of training, mentoring and benefits programmes to inspire individuals to give their best in every situation.

Working with people who are able to demonstrate they have the skill, knowledge and experience to meet the full demands of their roles allows us to concentrate on things that can really make a difference. Once on board, individuals undergo a comprehensive induction to ensure they get the best possible start to their actuarial Zurich career. Our performance management programme encourages higher levels of performance every step of the way.

Personal development plans are just one way of ensuring we treat people as individuals. It's important to us because quite apart from making sound business sense, helping an individual fulfil his or her potential is one of the truly great management experiences.

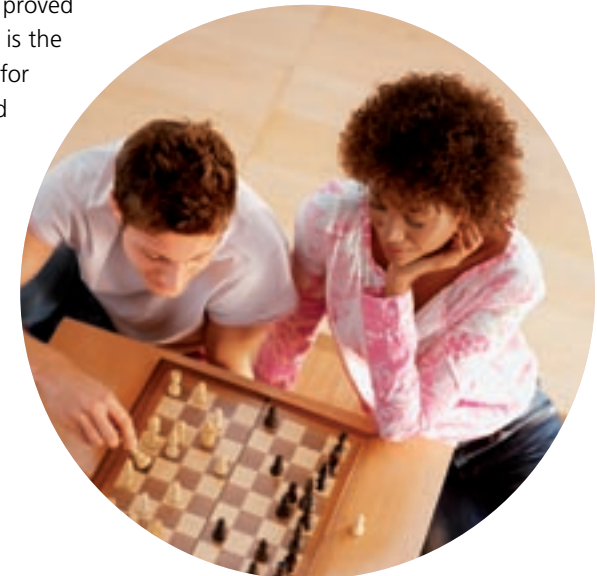
Training and development is provided through e-learning, classroom training, mentoring and on-the-job experiences.

Through our network of global offices and initiatives, Zurich can offer you numerous opportunities to develop your professional career.

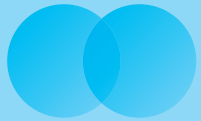
Graduate and **Talent Development programmes** provide capable people with the support and challenges they need to be successful. These bespoke programmes sit alongside a variety of training modules designed to develop interpersonal, business, leadership and technical abilities.

As in any business, commercial growth is the result of combining great teamwork with excellent individuals and superb leadership.

Time and again we have proved that working with Zurich is the ideal career springboard for those with the desire and ability to succeed.



We'll make the most of your talents.



Exciting opportunities for aspiring actuaries

Actuaries identify, analyse and quantify financial risk and its consequences – a fundamental concern for our business. In doing so, they study historical data, assess current risks and create models to forecast the likely knock-on effects of commercial decisions.

Actuarial areas

Life and general opportunities:

- Product development and re-insurance
- Reserving and financial reporting
- Pricing and portfolio management
- Financial risk management and modelling
- Management of with-profits business and projects

Whichever specialist area you are working in, be that as a life or general actuary, you'll be applying actuarial techniques to support critical commercial decisions and the creative management of our business.

Advancing your career

As a global company we pride ourselves on being a keen investor in people.

As a graduate trainee, there are many ways in which you can advance your career. You are likely to be studying towards a numerically related degree and have strong teamworking and interpersonal skills. We will work with you to further develop your skills.

We're always looking to source talent from within. Many of our senior actuaries and senior managers started their careers with Zurich as a graduate trainee.





Study support scheme

Zurich offers all actuarial graduates a competitive study support package. This includes all relevant study materials, attendance of tutorials and study leave for preparation.

We offer financial support and we will cover most costs associated with your qualification and exams. As a valued member of the actuarial team you'll receive expert support from colleagues to promote your on going professional development and a mentor to assist with your progress through the exams.

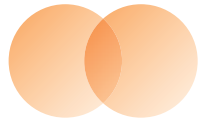
First things first

The minimum qualification for actuarial trainees joining us is a 2:1 Honours degree (or equivalent). Each new recruit undergoes a period of training, which is part examination and part practical application of this knowledge within the office. Assignments are tailored to the individual's needs and abilities so that appropriate experience is gained across a wide spectrum of actuarial work.

Study leave

You can use your study leave to attend tuition courses or revision courses. Study leave will be arranged in agreement with your manager. Your performance and progress will be regularly reviewed against objectives and pre-agreed criteria. We will do all we can to help you succeed in your examinations.





Reap the rewards

Zurich is serious about attracting and retaining the very best new talent around.

Join Zurich and we'll give you a starting salary that is competitive plus we will reward you for outstanding performance. We'll also offer you a comprehensive benefits package that includes a competitive pension scheme, life assurance and medical cover.

And one of the major benefits of the package is that it will be unique to you. Because it's flexible, you'll be able to mould it to suit your particular lifestyle and changing needs. Salary enhancement is reflected by exam success and exceptional performance.

Attracting the very best talent means offering a benefits package that's up there with the very best.

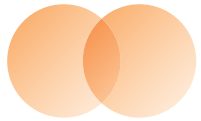
Some of the benefits on offer

Standard benefits

- Private medical cover.
- Competitive pension scheme.
- Incentive scheme including an annual performance bonus.
- Company sick pay.
- Insurance discounts.
- 22 plus days holiday.

Flexible benefits

- Private medical cover for your family.
- Private dental cover.
- Season ticket loans.
- Ability to buy or sell holiday entitlement up to 30 days a year.
- Childcare vouchers.



Zurich Basics

It has been said that the true sign of greatness is not where you stand, but where you are going.

Zurich Basics is a behavioural code that shapes our attitude to achieving success in a continually changing marketplace. It encourages us to look beyond established parameters to find new ways of capitalising on business opportunities, and to better analyse the factors that dictate trust and build long-term value.

Our core values

- We have total customer dedication.
- We are pioneers.
- We excel in all we do.
- We encourage everyone to contribute.
- We act with integrity.

Our basic principles:

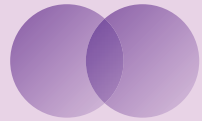
Zurich Basics drives success. It challenges each of us to give 100% to customers, shareholders and each other, every single day.

Basic principles

- **Value and trust**
- **What's required and right**
- **Drive and fairness**
- **Respect**
- **Responsibility and accountability**
- **Wise and prompt decisions**
- **Social contribution**
- **Teamplay**

Key words

- We are passionate about building value and trust.
- We act lawfully and seek to do what is right.
- We play vigorously but fair.
- We treat others with respect.
- We take personal responsibility.
- We make decisions using the right standards.
- We are good corporate citizens.
- We are one Zurich.



Zurich Cares

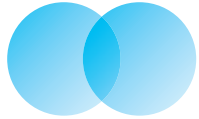
We believe in playing a responsible, caring and visible role in our communities. Which is why so many people throughout the organisation devote their time, money and energy to supporting others in the UK and beyond.

From giving grants and fundraising to volunteering, we are proud to help disadvantaged people discover a more independent future for themselves. Zurich's community involvement provides our people with a wealth of opportunities to give something back while developing skills and enhancing their careers.



Here are just some of the ways our people show they care:

- Giving a proportion of their pay every month, which Zurich then matches.
- Volunteering their time through our annual Challenge programme, lunchtime volunteering and through sharing their business skills.
- Raising money through departmental activities and sponsored events.
- Devoting their time to community organisations by sharing their skills.
- Sitting on committees that give grants to staff-chosen charities.



A day in the life...

Find out what it's like to be an actuary at Zurich by reading the case studies below. The case studies detail why our people joined us, why they like working for Zurich and what their aspirations are within the company.

Case Study: Venothan Thayaparan

Actuarial Trainee, General business

Why did you choose to become an actuary?

I have always been ambitious, seeking new and exciting challenges and I wanted my career path to follow this trend – for it to be an extension of myself. Becoming an actuary offered me this distinct possibility, giving me the platform to show my true potential and be highly regarded amongst my fellow colleagues.

Qualified actuaries hold significant senior roles within large organisations and their ability is respected and valued greatly. The examinations are tough and are designed to truly test your grasp of a wide range of topics, giving you the option to specialise in subjects and branch out into different financial areas.

When and why did you join Zurich?

I joined Zurich during September 2006 after the completion of my degree in Actuarial Science from City University and a well-deserved rest.

The Zurich graduate scheme appealed to me, as it not only provided the support needed to undertake the examinations, but also gave me the opportunity to meet and interact with other graduates around the country, working in different areas of the business. This has been something I have enjoyed thoroughly.

Tell us about your role.

I currently work within the Actuarial Global Corporate Reserving team in London.

Typically, a day is never typical. I could be working on projecting reserves (part of our core work) or one of any number of unplanned projects that might arise. Given the nature of our work, accuracy is essential and you have to have a good eye for detail. Real business problems are never repeated, therefore the actuary faces a constantly changing environment.

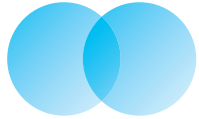
Being heavily involved in fundamental business decisions which help shape the face of the company gives me a great sense of pride and satisfaction.

What is the environment like? The team culture?

The London office's open plan interior allows easy communication and enhances the feeling of space. My team consists of six actuaries, three qualified and three students, all with different backgrounds and levels of experience.

Progression and future opportunities?

Zurich regard graduates as the future of the business and their progression and development is a priority. Working for such a multinational company, the opportunities open to staff are seemingly endless and it is up to the individual to take advantage of them.



A day in the life...

Case Study: Gary Williams, FIA 1997

**Strategy and Planning Director,
UK Life business**

Why did you choose to become an actuary?

The financial rewards were obviously attractive, plus I knew an actuarial career would give me the chance to really use my analytical skills in a business environment.

When and why did you join Zurich? In which location do you work?

I did a maths degree and then joined Allied Dunbar, as the Life business was then, in Swindon in 1993. Whilst then studying for my exams, our rotation system meant I worked across a diverse range of areas – including product pricing, distributor support, business planning and corporate actuarial.

Tell us about your role.

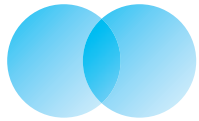
I'm currently the Strategy and Planning Director for the Life business. Once fully qualified as an actuary, I rotated into broader parts of Finance, most recently heading our Commercial Actuarial team. This gave me the opportunity to work closely with senior people within the business, and from there the CEO asked me to move into the business and work directly for him running our strategy and planning area. I really enjoy my current role as it still enables me to utilise my analytical skills, and my proximity to very senior management gives me the opportunity to really make a difference to the way Zurich is going.

What is the environment like? The team culture?

I would say we have a very dynamic and fast-moving environment. It's relatively informal but has a strong delivery culture. Relative to other companies I've heard about, I think Zurich is a very open and honest organisation. There's a clear understanding from the top right the way through the company of what our goals as an organisation are and how we intend to achieve them. I really enjoy the company of my colleagues and challenge of working within an extremely able team of people.

Progression and future opportunities?

Being part of a global group that has a strong culture of valuing and nurturing talent, my opportunities are wide ranging, both in terms of business area and geography. Time will tell, but my next move may well provide me with exposure to a new challenge in one of Zurich's international business units in North America or Europe, perhaps as a CFO, or otherwise moving into broader business management.



A day in the life...

Case Study: Tracy Pollard, IS 2006

Actuarial Trainee, Life business

Why did you choose to become an actuary?

As I studied statistics at university, actuarial work seemed like a natural choice. I wanted a career that would allow me to further develop the analytical skills I'd acquired during my studies and I was attracted by the problem-solving nature of actuarial work. Plus, it is a field that focuses on constant development so I knew I wouldn't get bored.

When and why did you join Zurich?

I joined Zurich through the graduate programme in July 2006.

I joined Zurich because I wanted to work for a reputable, forward-looking company with an open and honest atmosphere. The level of study support the company provides was a big factor as well since I knew I'd be spending the next few years completing my actuarial qualifications.

Zurich clearly stood out from the other companies from the very first contact I had with the recruitment department. The friendly, unpretentious atmosphere I experienced at interview was very different. This favourable impression was endorsed by friends who had been on work placements at Zurich – they simply could not stop telling me how much they enjoyed working here.

Tell us about your role.

Actuarial students are rotated between teams to help them gain experience by exposing them to different areas of actuarial work. After working for a year in the Operations team, I rotated into my current role in the Stochastic team.

A typical day's activity involves producing EEV results through stochastic modelling and carrying out process improvements to produce results efficiently without jeopardising the reliability of the output.

What is the environment like? The team culture?

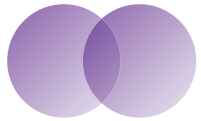
The office environment is generally friendly and sociable. There is definitely a buzz around the office especially when deadlines loom at key reporting periods such as quarter-ends.

There is a sense of autonomy which reflects my manager's trust in my abilities. Even from an early stage, he has listened keenly to the different ideas and suggestions I've had.

There is also fantastic support for study progression. In addition to the formal support I receive from the Actuarial Study Scheme (such as study days), many of the qualified and part-qualified actuaries are happy to help with any study queries and advice I need.

Progression and future opportunities?

My main goal for the next few years is to qualify as an actuary and complete several job rotations within the actuarial department. These are clearly mapped out both on a short-term and long-term basis through regular review and discussion with my manager and study co-ordinator.



Our locations – London

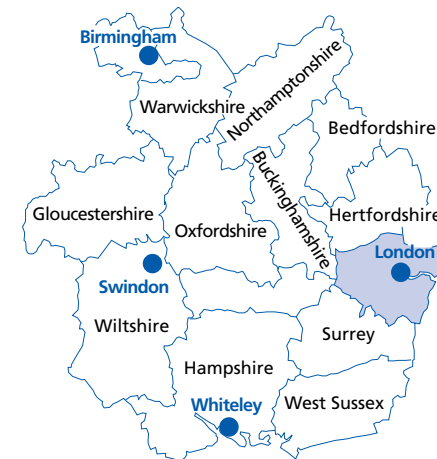
The ancient City of London still retains its medieval boundaries but the name London has long applied more generally to the whole metropolis which has grown up around it.

An important settlement for two thousand years, London is today one of the world's leading business, financial and cultural centres, and its influence in politics, education, entertainment, media, fashion and the arts all contribute to its status as one of the major global cities.

London is the most densely populated city in Europe. 7.5 million (mid-2006) people live within the city limits but it has a metropolitan area population of between 12 – 14 million.

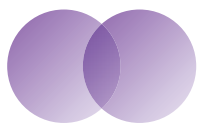
It has five international airports and a large shipping port. It's the largest aviation hub in the world and Heathrow carries more international passengers than any other airport in the world.

London is a major tourist destination with four world heritage sites, a number of royal parks and numerous famous landmarks. Other attractions include the British Museum, the National Gallery and a multitude of West End shopping, social and entertainment venues.



Average rail journey times to/from London

- **London** to Cardiff 120 mins
- **London** to Brighton 60 mins
- **London** to Reading 25 mins



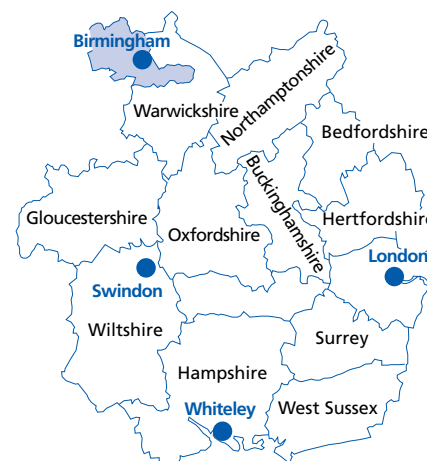
Our locations – Birmingham

Travellers from near and far will find Birmingham an incredibly easy place to reach. Situated at the very heart of England, Birmingham has a range of transport services second to none. So whether you're driving, flying, travelling by coach, plane or train, Birmingham is closer than you think.

Pulsating with cultural activity, Birmingham offers a wide range of concert halls, theatres and galleries. Symphony Hall is widely regarded as the finest concert hall in Europe whilst the NIA and NEC Arena attract leading performers from the world of rock and pop. The Hippodrome is home to the world famous Birmingham Royal Ballet. The world's finest collection of Pre-Raphaelite Art can be found in Birmingham Museum and Art Gallery whilst the Barber Institute of Fine Arts was voted Art Gallery of the Year 2004 in the Good Britain Guide.

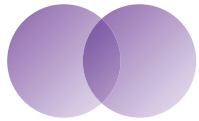
Come rain or shine, Birmingham offers many diverse activities. The gem of the Jewellery Quarter is home to both unique shops and fascinating museums whilst all aspects of Asian culture can be experienced in the Balti Triangle. As well as hosting many high profile sporting events Birmingham boasts many top attractions that assure family fun including Thinktank, Cadbury World and The National Sea Life Centre.

Birmingham has excellent travel facilities. Its international airport has more than 50 airlines flying from over 100 destinations. Alongside the NEC and Birmingham International Rail Station, it's just eight miles from the city centre. And New Street Station is right in the city centre, providing a regular service to London Euston and other major cities. All of Birmingham's three mainline stations have generous parking facilities and convenient bus services.



Average rail journey times to/from Birmingham

- **London Euston** to Birmingham 100 mins
- **Manchester** to Birmingham 120 mins
- **Cheltenham** to Birmingham 40 mins



Our locations – Swindon

Set in delightful countryside between the Cotswolds, the Thames Valley and the Wiltshire Downs, Swindon enjoys immediate access to motorway and inter-city rail networks.

Swindon is an intimate town with an ambitious, big-city attitude as shown by the current ten-year £2 billion regeneration project which is set to bring 3000 new homes plus 100,000 sq m of new office, retail and leisure facilities to the town. That's in addition to existing social facilities which include:

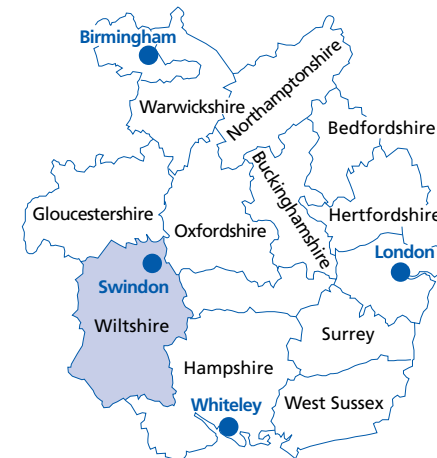
- multi-sport Link Centre
- walking
- water sports
- golf
- tennis
- numerous gyms
- superb cycle routes
- Thames National Trail.

And for those in need of serious retail therapy, The Swindon Designer Outlet Village is a choice destination.

The Cotswold Water Park offers 133 lakes and a wide range of activities including canoeing, sub-aqua, jet skiing, fishing, power boating, sailing and bird watching.

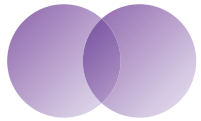
The Cotswolds itself is an Area of Outstanding Natural Beauty, renowned for rolling hills and hidden valleys. The quintessential English landscape.

Swindon is bounded by Oxford's dreaming spires to the east, the buzz of Bristol and the cultural variety of historic Bath to the west. The regency town of Cheltenham Spa famous for its horse racing, music and literature festivals is to the north west and rural Salisbury is to the south.



Average rail journey times to/from Swindon

- **London Paddington** to Swindon 60 mins
- **Bristol Temple Meads** to Swindon 40 mins
- **Bath** to Swindon 30 mins



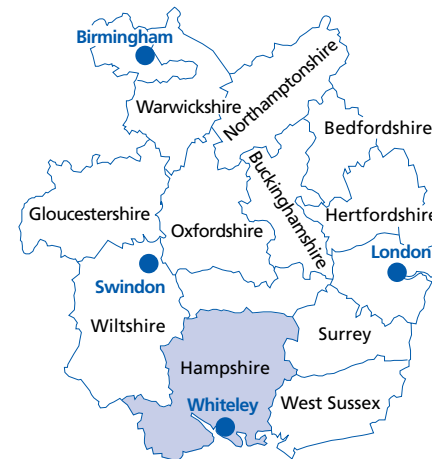
Our locations – Whiteley

Less than three miles from Fareham in the beautiful county of Hampshire lies Whiteley. It's situated roughly midway between Portsmouth and Southampton. Road connections are excellent thanks to the M27 motorway (Junction 9 is really close).

Fareham also has easy access to a long and varied coastline and lovely beaches, with regular ferries to the Isle of Wight and good links to the continent.

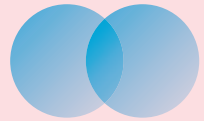
The New Forest, first protected in the time of William I, is a wonderful place to explore and great fun for families. There are many lovely small towns and villages to investigate too, like Romsey, Lymington, Brockenhurst and Winchester (the Saxon capital of England). Chichester is also within easy reach by car.

If you're considering relocating to the area, an important factor to consider if you have a family, is education. The lists of schools and colleges is endless for the surrounding counties.



Average rail journey times to/from Whiteley

- **London Paddington** to Whiteley 120 mins
- **Brighton** to Whiteley 70 mins
- **Southampton** to Whiteley 30 mins



Equal opportunities

Zurich's Equal Opportunities policy provides a strong basis for all our policies, practices and procedures. It ensures they comply with standards of fairness and that no one is disadvantaged by unjustifiable conditions or requirements.



Everyone at Zurich has a personal responsibility to comply with our policy and to do their bit to make it work. We also apply the spirit of our policy to our contact with third parties and will not tolerate discrimination against our customers or clients.

Contact us

This fact file gives you a snapshot of the exciting opportunities available with Zurich as a graduate trainee.

For additional information, please email:
actuaries@uk.zurich.com or visit our websites at:

www.zurich.co.uk/graduates

www.loveactuary.com

As a leading financial services organisation Zurich has a diverse range of businesses and a wide variety of customers. However, one of the things all our businesses have in common is confident and talented people who deliver the best products, service and support.

Because change happenz™

