



Sales Early Career Talent Development Program

For Full Time Candidates

Interested candidates may apply online at:
guardianlife.com/corporate-careers

About Guardian

The Guardian Life Insurance Company of America® helps protect families, secure futures and improve well-being through insurance and wealth management offerings for individuals, employers and businesses. Our ability to always put our 26 million customers first is driven by our 158-year heritage as a mutual company committed to serving the long-term needs of our policyholders. With approximately 9,000 employees and a network of over 2,750 financial representatives in 55 agencies nationwide, the entire Guardian team is passionate about advancing innovation, service and knowledge to help build strong families and communities for generations to come.

Guardian is a mutual company, meaning that it is owned by its policyholders. As owners, whole life policyholders share in Guardian's actual financial results through annual dividends, which Guardian has paid every year since 1868.¹



Corporate Social Responsibility

Strategic Philanthropy – Guardian is focused on financial capability, workforce development and children's oral health for low-income and low-asset families and individuals.

Sustainability – Guardian's sustainability efforts are concentrated in environmental stewardship, driven by the priorities of its businesses and the passion of its employees.

Employee Engagement – Guardian employees volunteer their time and skills in a variety of educational and community service events.

¹Dividends are not guaranteed. They are declared annually by Guardian's Board of Directors.

Program Overview

The Early Career Talent Development Program prepares candidates for a successful career in business-to-business sales. Industry knowledge & selling skills are developed through on-the-job and in-person classroom training. Candidates will learn to build relationships with customers and deliver benefits to meet their client's needs.

The program includes:

- Selling skills training
- Mentorship from top performers
- Travel to in-person learning events
- Networking with Guardian Leadership

Preferred Candidates

Candidates for the program should possess the following:

- Bachelor's degree
- Excellent communication skills
- Ability to develop relationships
- Demonstrated ability to work with teams
- Leadership qualities
- A strong desire to win

Program Contacts

Craig Snyder, Program Manager

610-217-9684 Craig_Snyder@glic.com

Gretchen Carrolla, HR Talent Acquisition

212-919-8427 Gretchen_Carrolla@glic.com

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What we Offer

Guardian employee benefits add up. At Guardian, we depend on our employees every day. In return, we offer our employees, eligible family members, and domestic partners important Guardian benefits that include:

- Medical
- Dental Care
- Vision Care
- Income Protection – Disability Income Insurance
- Life Insurance
- Retirement Planning - 401(k)
- Flexible spending accounts
- Critical Illness and Accident insurance
- Generous paid parental leave policy
- Discounted commuter programs
- Matching donations to educational institutions

Employee Development

Join a company that makes it clear they care about employees. At Guardian, continuous learning and career development is an intrinsic part of the corporate culture. From Day One, our employees are part of the Guardian community.

- Development Is Linked To Our Value System
- Professional And Leadership Development
- Performance Management
- Tuition Reimbursement
- Professional Affiliations:
 - American Management Association (AMA)
 - Life Insurance and Market Research Association (LIMRA)
 - Institute for Management Studies (IMS)
 - Corporate Leadership Council (CLC)
 - The Conference Board

Success Stories



Grace Elliott, Atlanta

I joined Guardian in June 2013 after graduating from the University of Georgia. I chose Guardian because I knew I had found more than my first job – I had found the start of my career. A Marketing major with zero experience in insurance industry, I was seeking a sales role at a reputable company that would mutually invest in my personal development. I found that with Guardian. The training program and the support of colleagues led to my personal growth and success, and after five years I was promoted to Large Market. The dedication to continuing our reputation of excellence for over 150 years, along with the amazing people and culture, make me proud to say “I am a Guardian sales rep.”



Jeff Kari, San Francisco

This job is the best kept secret. I admit that at first, the idea of selling insurance did not exactly thrill me. After graduating from Lafayette College in 2010, I joined Guardian not really knowing what to expect. Here is what I have learned: each day will be different and challenging, the compensation is great, interacting with C-Suite executives at various businesses is common, competitive go-getters will thrive, and Guardian will invest heavily in your professional & personal development. Most importantly, Guardian really cares about its employees; the company trains you for success and support you entirely. They even helped me to relocate from NYC to San Francisco.

Our Offices

Regional Group Offices (Sales)

With approximately 160 Group Sales Consultants, Sales & Client Management offices are located in major cities throughout the country.

Albany	Hartford	Philadelphia
Atlanta	Houston	Phoenix
Austin	Indianapolis	Pittsburgh
Birmingham	Jackson	Portland
Boston	Kansas City	Richmond
Buffalo	Little Rock	Rochester
Charleston	Long Island	Sacramento
Charlotte	Memphis	San Antonio
Chicago	Milwaukee	San Diego
Cincinnati	Minneapolis	San Francisco
Cleveland	Nashville	Seattle
Columbus	New Jersey	St. Louis
Dallas	New Orleans	Syracuse
Detroit	New York City	Tampa
Ft. Lauderdale	Newport Beach	Tulsa
Grand Rapids	Omaha	Washington DC

Home Office

7 Hanover Square
New York, NY 10004

Bethlehem Campus

6255 Sterner's Way
Bethlehem, PA 18017



**The Guardian Life Insurance
Company of America**

guardiananytime.com