



# Dream careers. Offered here.

Be a State Farm® agent.

 **State Farm**®

# Choose a career you can't outgrow.

Help people protect what's important to them. With the support of a Fortune 500 company, the State Farm agent calling is one of a kind.

**Take your career to a better state.**



## **Make a smart career choice and keep growing.**

Being a State Farm agent offers fulfilling, rewarding career growth — while working for something you believe in.

**That's what being a State Farm agent is all about.** It's about building a business by helping people in your community.

On the pages that follow, you'll find general information about becoming a State Farm agent.

More than 18,000 State Farm agents serve our customers across the United States.

Their backgrounds and experiences are diverse,

but this they share ...

They have chosen a career that offers the flexibility to balance their lives.

**All of this, with the support, stability and strength of the State Farm brand behind them.**

State Farm agents are independent contractors and are not employees of State Farm.

**Be a State Farm agent.** Visit [statefarm.com/careers](https://statefarm.com/careers) today.



# Challenge the status quo.

**State Farm agents** market products to help State Farm customers meet their insurance and financial services needs. Break from the norm and face each day with confidence **knowing you're backed by an industry leader.**

**Why not position yourself with a company that has challenged the status quo since 1922?** As a leader recognized for innovation, financial strength, community involvement and customer service, State Farm has been called one of “America’s Greatest Brands.”

**What motivates you?** It feels good to help people and support your community.

From intangible rewards to traditional compensation, every reward you earn as a State Farm agent is based on skill, hard work and hitting the goals you set for yourself as an agent.

**Rewards may include:**

- Signing bonus
- Product commissions
- Production incentives
- Bonuses
- Travel

**What do agents market?** State Farm agents have approximately 100 individual products\* to market to help people protect the present and prepare for the future.

**Products include:**

- Auto insurance
- Homeowner and other property/casualty insurance
- Life insurance and annuities
- Financial services, including deposit and loan products

\*Some products and services may not be available in all areas.

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# What's the process?

The steps for becoming a new State Farm agent candidate are described here. Once selected for a specific opportunity, the training process takes approximately 17 weeks.

## Questionnaire

A screening tool called the Sales and Leadership Career Profile (SLCP) is designed to **predict the likelihood of success in a sales production and business leadership career**. This questionnaire considers the following about you and your experiences:

- Background
- Current situation
- Financial situation
- Recruiting experience
- Work preferences, goals and motivations
- Familiarity with career
- Business Leadership aptitude

You must achieve an acceptable rating on this questionnaire in order to move to the next step in the Agency Career Track (ACT) process.

A “not acceptable” rating requires the candidate wait 12 months before trying again.

## Assessment

This assessment tool is designed to **identify candidates who possess a key set of knowledge, skills, abilities and other attributes critical to success** as a State Farm agent.

You must achieve an acceptable rating on this assessment in order to move to the next step in the Agency Career Track (ACT) process.

A “not acceptable” rating requires the candidate wait 12 months before trying again.

## Candidate Review

We conduct a background check that includes reviews of your **credit report, criminal record, work and education history, and motor vehicle record** to determine your eligibility for meeting employment and state licensing requirements.

An acceptable background check allows you to move to the next step in the ACT process.

## Career Understanding

A web-based experience designed to help you **better understand the activities and career of a State Farm agent** through learning modules and videos. Included in this component are email and chat tools that allow you to connect with State Farm contacts and other agent candidates.

Successful completion of all Career Understanding components, including a final coaching conversation, allows you to move to the next step in the ACT process.

**More about the SLCP:** The questionnaire was designed by the Life Insurance and Market Research Association (LIMRA) International to help predict the probability of success in a sales-focused branch of the insurance and financial services industry.

**More about the process:** You will need to possess your state resident insurance producer licenses (property & casualty and life/health). Expenses associated with obtaining your state licenses are your responsibility.

## Business Proposal Presentation

You will have the opportunity to **apply your knowledge of the agent opportunity** and your learnings from Career Understanding through the **creation and presentation of a business proposal.**

## Posting and Site Interview

**With appropriate state licenses confirmed** you have access to agent postings across the U.S.

Once you decide to compete for an open agent opportunity, you may be invited to an interview with Field Leadership involved in the selection of new agents in their market areas. If selected, a job offer as an agent intern is made contingent upon an acceptable background check and drug screen.

## Internship

Once selected, you will enter the agent internship\* program, which may last **approximately 17 weeks** and includes:

- State Farm product training
- Non product training
- Field development involving hands-on experience with a State Farm agent.

**Compensation will include a base hourly rate and milestone payments.**

\*During the Internship process, you will be an employee of State Farm Insurance. Following Internship, you may be offered an agreement to become an independent contractor agent.

By completing the SLCP, you are describing yourself. Each candidate is unique and every person's answers will vary, so be sure to answer the questions honestly.

The questionnaire is not timed and is administered by computer. Any condition or circumstance that might affect your ability to complete this questionnaire should be reported to State Farm prior to testing. If you make such a request, please be prepared to provide verification of your need for accommodation.

Unauthorized exposure to actual questionnaires prior to completing your SLCP will automatically disqualify you from consideration.



**You're made for more.  
Take the reins.**

**State Farm agents** market products to help customers protect what's important to them. From insurance to financial services, agents are backed by a brand **like no other.**

**Make your move.** Align yourself with a stable, well-known company and get the support you need while maintaining the freedom to make your own decisions.

**We're there.** Few business opportunities offer the level of support provided by State Farm. Throughout your State Farm agent career, extensive resources are just a call, click or email away:

- From development, to business planning and marketing assistance, your sales leader helps you become a more strategic leader in running your business.
- Also, Administrative Services, Claims, Public Affairs and Underwriting provide help and resources.
- Agency/Sales Resources is your resource for things like compensation, licensing, incentive programs and more.
- The Bank Response Center staff is ready to assist customers and agents with any State Farm Bank<sup>®</sup> deposit- or loan-related business.
- Our Customer Response Center representatives are there 24/7 to assist State Farm customers and agents. When your office is closed, we take good care of customers and provide the information you may need to follow up.
- You don't have to be a computer whiz. The Insurance Support Center provides 24/7 computer and IT support for you.

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# Got questions?

Here are answers to some frequently asked questions about becoming a State Farm agent.

## **Do I have to quit my job while I'm in the State Farm Agency Career Track program?**

**No.**

## **Do I need a college degree?**

**A college degree is not required.**

## **What about insurance licenses?**

You will be required to possess insurance producer licenses **prior to competing for an agency opportunity.**

## **Can I select my agency location?**

**Once you have become eligible, you can compete for opportunities as they become available in the market area(s) of interest to you.** Once selected for an opportunity, you will consult with your sales leader to determine the exact location of your office.

## **Will I be an employee of State Farm Insurance?**

**During the Internship process, you will be an employee of State Farm Insurance.** Following Internship, you may be offered an agreement to become an independent contractor agent.

## **If I have to move, are relocation benefits available?**

**Relocation benefits may be available to homeowners and renters hired from outside of State Farm.**

Benefits may include:

- Lump-sum payment (\$4,000 renters, \$10,000 homeowners)
- Movement of household goods
- Temporary storage (if needed) for up to 90 days
- Home marketing and home-finding assistance
- Spousal employment assistance

State Farm employee candidates may also be eligible for relocation assistance. Please see the HR > Relocation information on SFnet.

# We are State Farm

**We have answers.**

**Be a State Farm agent.**

Visit [statefarm.com/careers](http://statefarm.com/careers) today.

## **Lines of Business**

- Property and Casualty insurance
- Life and Health insurance
- Annuities
- Banking products

## **State Farm ...**

- Is a mutual company, with policyholder members
- Insures more cars and homes than any other insurer in the U.S.
- Is a leading insurer of watercraft
- Is ranked in the top 50 on the Fortune 500 list of largest companies since 1995
- Has more than 65,000 employees
- Has over 18,000 independent contractor agents

## **By the Numbers**

- Policies and Accounts – 82 million at end of 2014
- Nearly 44 million in Auto
- Over 27 million in Fire
- Nearly 8 million in Life
- Nearly 900,000 in Health
- 73rd largest bank in U.S. in terms of assets – \$17 billion in assets
- Offers approximately 100 products
- Processes about 35,000 claims a day

Fortune 500 is the registered trademark of Time Inc.



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