



You're In Charge®

TAKE CHARGE of YOUR

Lincoln Financial Group®
Leadership Preparation
Program

FUTURE

Love your work!

It's more than a job. At Lincoln Financial Group, a Fortune 500 company, we love what we do and here's why...

We enjoy knowing that the work we do empowers our customers to take charge of their lives.

We thrive in an uplifting and collaborative culture of respect that values relationships, embraces diversity, encourages learning and volunteerism, and supports each individual in making meaningful contributions on the job and in our communities.

We feel empowered by the wealth of professional development resources and the ample rewards that Lincoln Financial provides to support us in building fulfilling careers.

Take charge now. Learn how to accelerate your career growth through full-time employment in our Leadership Preparation Program (LPP).

"My experience with LPP allowed me to take on several different roles, in different departments and locations. It helped me to effectively position myself in the financial sector."

Accelerate your career growth

The Leadership Preparation Program at Lincoln Financial is designed to prepare high-achieving college graduates for important roles within our company. This two-year program consists of two 12-month rotations in up to two geographic locations.

- ✓ Participate in a variety of developmental experiences to help fulfill your personal and professional potential
- ✓ Receive ongoing coaching and mentoring from an assigned program champion
- ✓ Gain exposure to senior executives and learn the subtleties of various leadership styles and techniques
- ✓ Contribute to our diverse and inclusive culture of excellence within our company and by giving back to our community
- ✓ Build a valuable network of peers, managers and leaders across the company

The Leadership Preparation Program is a career opportunity of incomparable value. As an LPP participant, you will gain skills that allow you to make an immediate impact on the business and accelerate your career growth. Perhaps even more valuable is that you become part of a highly engaged and supportive network of professionals who will continue to support you throughout your career.

Once you have completed the program, we help guide you to the best professional opportunities at Lincoln Financial that align with your personal career aspirations.



Discover new places to grow

Opportunities abound for program participants who are open to new possibilities. Our company's commitment to LPP candidates extends across all Lincoln Financial Group® business areas and locations.

Locations

Radnor, Pennsylvania
(corporate headquarters)

Concord, New Hampshire

Fort Wayne, Indiana

Greensboro, North Carolina

Hartford, Connecticut

Omaha, Nebraska

Field office locations across
the United States

"Coming out of school to join this program was one of the best decisions I could have made. It gave me the high-profile opportunity I was looking for, along with the flexibility to try new things."

What it takes to be a leader

Proven leaders take charge of their futures, and that takes passion, intelligence and drive—key attributes we look for in LPP participants.

Program qualifications include

- Prior internship and/or work experience
- Demonstrated leadership skills
- Self-motivated and results-oriented
- Exceptional communication and presentation skills
- Effective networking skills
- Detail-oriented
- Ability to go beyond the details and see the “big picture”
- Strong problem-solving skills
- Authorization to work in the United States without sponsorship
- A minimum GPA of 3.0

Business areas include

- Risk Management
- Finance
- Sales & Relationship Management
- Information Technology
- Operations
- Law, Compliance & Public Policy
- Underwriting & Actuarial
- Customer Service
- Marketing & Communications

If you meet these requirements, we want to hear from you.

Apply through your university, or visit LincolnFinancial.com/careers.





Our investment in you

Lincoln Financial Group has the reputation, market leadership, and programs to empower employees for success. We make a serious investment in our employees' futures through Your Total Rewards— a broad range of wealth accumulation and protection plans, health and wellness programs, and career development resources designed to help each individual reach their personal and professional goals.

Your Total Rewards include

Compensation

Base salary, incentive programs and merit increases

Retirement benefits

401(k) retirement plan with generous employer contribution plus matching contributions

Health and wellness benefits

Medical plan, domestic partner eligibility; plus optional dental and vision, healthcare flexible spending accounts, wellness/health management/health advocacy programs

Income protection

Short-/long-term disability and group life insurance

Professional development and tuition assistance

Career development programs and resources, including tuition assistance, available at all levels of the organization

Additional work/life benefits

Employee Assistance Program, flexible work arrangements, volunteer opportunities and much, much more!

"The variety of experiences I've had working in the program really helped me decide where I want to take my career."

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LCN1205-2068107

ECG 8/13 **Z03**

Order code: LFG-LPP-BRC008



You're In Charge®

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Lincoln Financial Group is an Equal Opportunity Employer, M/F/D/V.