



# WHY HILB

## Local Relationships, National Resources

### INTERESTED IN A PARTNER TO HELP YOU GROW?

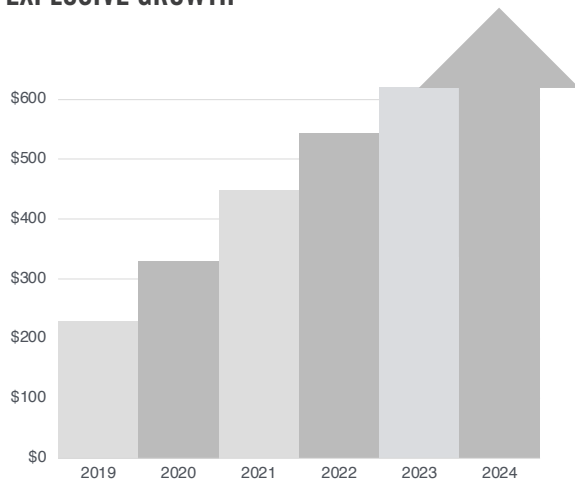
Maybe you have been thinking about a potential partner for your agency. We'd like to invite you to consider Hilb Group as the perfect fit for your business.

Hilb Group is a leading property & casualty and employee benefits insurance brokerage and advisory firm. We help our agencies gain access to the resources of a national company, while also maintaining the same local team and personal relationships their clients have come to know and trust.

Drawing from more than 30 industry specialties, our experienced team – combined with our rapid growth – allows us to provide strong core resources while constantly enhancing our capabilities and systems to build, expand, and innovate to meet the future needs of our clients, and to create unprecedented opportunities for our own people as well.

*When you join Hilb Group, there is a difference. This isn't the end. It's the beginning.*

### EXPLOSIVE GROWTH



(Annualized Revenue in Millions)

### OUR STORY

Hilb Group began in 2009 with a clear vision of building the premier middle-market insurance brokerage platform in the markets we serve through a strategy of both targeted acquisitions and strong organic growth. Since our founding, Hilb Group has rapidly grown to become a Top 20 U.S. insurance broker.

### OUR STRATEGY

Our strategy is simple: Acquire high-quality businesses with great leadership, then partner with them to drive growth by providing the resources and support that allow them to thrive and grow faster through joining with us. A key element of our strategy is the alignment of interests through equity ownership – you have the opportunity to grow with the company and be a true part of our success together.

### OUR CULTURE AND OUR APPROACH

We recognize that our employees are our greatest asset, and we promote a service-driven culture of high performance that encourages career and professional development. As our employees grow professionally, we grow as a company. ***Together, we offer our agencies and our employees the opportunity to be a part of something bigger.***

Operating with a focus on our core values of trust, integrity, and collaboration, Hilb Group combines the resources of a big broker with the passion and personalized service of a local partner. Hilb Group is headquartered in Richmond, Virginia, with over 2,400 employees and more than 100 agency locations in 30 states – and service to all 50 states.

### THE GROWTH MINDSET

**Our goal is to provide the resources to help your agency, your employees, and your net worth grow in partnership with Hilb Group.**

# WHAT WE OFFER

## Resources, and the Ability to Focus on What You Do Best

Through joining Hilb Group, you have opened the path to new resources – expert colleagues, broader functions, and best-in-class technology – to let you and your team focus on greater client offerings. You have the ability to continue to build your customer relationships, collaborate with new teammates, and see greater growth than ever before.

### INNOVATIVE TOOLS AND RESOURCES

- RiskMatch State-of-the-Art Analytics Plus Benchmarking Capabilities
- Extensive Database and AI Tools
- Salesforce CSR Platform, including Marketing Cloud
- Original Industry Content
- Best-in-Class Intranet Platform
- World-Renowned University Leadership Program Partnerships
- Global Agency Management System
- BenefitPoint – Track Revenue and Manage Prospects
- RFP and Proposal Content Software
- Advanced Lead Prospecting Tools and Support
- ImageRight – Boost Claim Management Workflow
- Benefit Administration and Support Technology



### DEEP INDUSTRY EXPERTISE TO GROW YOUR CLIENT SERVICES

- Proprietary Programs Including Dedicated Insurance Specialties
- Customized Client Consulting Services
- Compliance Solutions and ERISA Attorneys
- Self-funded Health Plan Capabilities
- Claims Advocacy and Risk Control Expertise
- Actuarial Consulting and Cost Transparency Toolset
- Population Health Management and Wellness Services
- Pharmacy Consulting Access
- Client Communications Offerings
- Specialized Content for Customers and Prospects
- Full HR Consulting Capabilities, Including Payroll Administration Expertise
- Industry Best Practices Operations and Processes

## Discover More

We deliver greater access to resources, products, and solutions to help agencies immediately enhance services for their clients. Hilb Group CEO Ricky Spiro highlights this emphasis and our commitment to agency partners and employees.

[WATCH VIDEO](#)



# GROW YOUR IMPACT

We are not a bureaucratic organization – we are an open, welcoming culture that is growing, and fast. We want new leaders to come in and offer their ideas, energies, and passion to build on our success. You are no longer a leader in a regional agency and you are not a small member of an international conglomerate – instead, you are now a key player in a growing national company that values your thoughts, input, and solutions to take us to even greater heights, together.



## **STRONG SALES AND SERVICE CULTURE**

We are committed to the growth of your business for the benefit of our agencies, our employees, our clients, and our company.



## **FULL-SERVICE PLATFORM**

We offer a full suite of Property & Casualty, Employee Benefits, and other program capabilities, providing a diversified foundation to support your agency's growth.



## **EXPERTISE ACROSS INDUSTRIES**

Access to experts in a broad range of high-demand industry specialties, including proprietary programs which provide unique marketing advantages.



## **CROSS-SELLING OPPORTUNITIES**

An emphasis on collaboration and leveraging expertise creates additional offerings and services for your clients, and increased revenue for your business.



## **CORPORATE RESOURCES**

HR, IT, accounting, marketing, legal, compliance, support – and more – allow you to focus on sales and clients.

**WE REMOVE THE ADMINISTRATIVE HEADACHES –  
AND LEAVE YOU THE AUTONOMY TO RUN THE BUSINESS.**

“**What really did excite me was the prospect of becoming part of a larger organization and to take the legacy of my family’s agency and help grow it into something bigger. In fact, our agency has doubled in size since we joined Hilb, and it is something I am very proud of.**”

*Elisa Cardone  
Hilb Group Director of Operations*





“ Each new partner brings increased opportunities and enhanced expertise, local community and market presence, and well-developed client relationships, which are the key to fostering growth and providing innovative resources and solutions for all of our employees and customers.

**We are building something special.”**

*Ricky Spiro*  
**CEO**

## ENDLESS POSSIBILITIES

At Hilb Group, our primary objective is to support and enhance the growth of our agency partners and employees. By leveraging the capabilities of acquired businesses across our company and taking advantage of economies of scale, we can create greater value for our agency partners and more opportunities for our employees.

Our culture of collaboration and entrepreneurship fosters cross-selling and creativity, which leads to more robust growth across the enterprise.

### EXPANDED LEADERSHIP ROLE

When you join Hilb Group you will gain the ability to have an impact on our future success and collaborate with other like-minded leaders. We are still a relatively small company with a lean management team.

### VALUE CREATION

You will benefit from the ability to leverage part of the value of your agency into an early-stage equity opportunity with significant potential upside.

### ACCESS TO GREATER RESOURCES

Joining Hilb Group will allow your agency to further grow and prosper through access to best practices, centralized support functions, additional expertise and capabilities, and the capital for local acquisitions.

### STRONG AND SUPPORTIVE CAPITAL PARTNER

Hilb Group has a proven track record of success backed by a leading private equity partner, The Carlyle Group, who is equally committed to continued growth and value creation.

## READY FOR THE NEXT CHAPTER?

Hilb Group has built an outstanding team of agency leaders who are united around common goals of growing our business, both organically and through targeted acquisitions, while increasing shareholder value and creating greater opportunity for our employees. We will continue to grow aggressively and are seeking additional agency leaders who want to join our dynamic team.

**Contact us today to learn more.**

## MERGERS & ACQUISITIONS CONTACTS



### JUD ELLIOTT

*EVP, Mergers & Acquisitions*

804.414.6506, jelliott@hilbgroup.com



### RYAN HAVERMANN

*SVP, Mergers & Acquisitions*

804.414.6508, rhavermann@hilbgroup.com



### LIAM DUFFY

*VP, Mergers & Acquisitions*

203.623.7382, lduffy@hilbgroup.com