What's the process? Here are the steps to becoming an Approved Candidate for a State Farm agency. The process takes about six to eight weeks. Once selected for a specific opportunity, the licensing and training process takes about six to nine months.

Background Overview Assessment Check

To begin the selection process, you complete a questionnaire called the Sales & Leadership Career Profile (SLCP). If you receive an acceptable rating, you move forward. If you don't receive an acceptable rating, you may complete the SLCP again in one year. The assessment considers the following about you:

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

After you receive an acceptable rating on the SLCP, you receive more details about becoming an agent and hear from successful State Farm agents in their videos. You find out more about the Company, agent business support, and compensation. This step includes standard reviews of your credit report, work history, and motor vehicle record. These reports help determine your eligibility for meeting state/provincial and federal licensing and sponsorship requirements. If approved, you're invited

to continue.

Interview & Executive • • • • • • • • • • • **Understanding** Approval

Career

This experience is designed to

help you better understand the

daily activities and career of

a State Farm agent. You meet

agents, agency leadership, and

others with keen insights about

being an agent. State Farm

learns more about you too.

A competency-based panel interview with State Farm executives and agency field leadership helps us learn about your strengths and skills. You present your business proposal. If approved, you join the Approved Candidate pool for current or future agent career opportunities.

Posting & Site Interview

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As part of the **Approved** Candidate pool, you have access to agent postings across the U.S. and Canada. Once you've posted for an opportunity, you may be invited to a site interview held by local management to select candidates for intern training. If selected, a job offer is made contingent upon a clear background check and drug screen (U.S. only).

Internship

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Once selected for internship, you become a paid, full-time employee of State Farm. Intern training lasts about six to nine months. It includes self-study, classroom training, licensing, field visits, and time with a State Farm agent to gain hands-on experience in the role. State Farm offers assistance in training your team wages, up to 90 days,

12-Month Term Independent **Contractor Agent**

After successfully completing your internship, you are appointed a 12-Month Term **Independent Contractor Agent** (TICA), receive a signing bonus (amount may vary by market), and open your agency. of your TICA agreement, you sign the State Farm agent's agreement.

More about the SLCP: The guestionnaire 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.

The answers you provide are processed by LIMRA International, compared with answers from a large pool of successful State Farm agents, and returned to State Farm as a rating. Acceptable ratings indicate a better-than-average chance for success. Of course, an unacceptable rating indicates a lower chance for success. The results do not, however, indicate your chance for success in any other career choice.

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, proctored or unproctored. 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.