



FINANCE & ACCOUNTING LEADERSHIP DEVELOPMENT PROGRAM (FALDP)

The Finance & Accounting Leadership Development Program (FALDP) is a comprehensive, three-year rotational program designed to develop the next generation of finance and accounting professionals. Through a combination of diverse assignments, specialized training and continuous mentorship, participants will build a strong foundation for success within the organization. Additionally, the program provides the opportunity to gain work experience that qualifies for the CPA certification. Upon completion of the program, participants will place into an impactful finance or accounting role, joining a diverse and successful group of FALDP alumni across all levels of the organization.

PROGRAM COMPONENTS

- **Rotational Experience:** Gain hands-on experience with annual rotations in the following disciplines:
 - Audit/Accounting or Controllership
 - Financial Planning & Analysis (FP&A) or Financial Analysis
 - The opportunity to explore a function such as field operations, executive support or enterprise risk, etc.
- **Training Curriculum:** Access to instructor-led classes including discipline and industry-specific topics, as well as self-paced learning.
- **Leadership & Mentorship:** Focus on personal development through mentorship, networking opportunities and so much more.
- **CPA Certification Support:** Sponsored pursuit of the certified public accountant designation, including education assistance, exam support and a bonus payment upon successful completion.

LOCATIONS

First year rotations available in Hartford, CT and St. Paul, MN. Participants may have the opportunity for a rotation in another office location. Rotations may require relocation.

FALDP CANDIDATE ATTRIBUTES:

- **Education:** College graduate with a bachelor's degree in Finance and/or Accounting.
- **Academic Performance:** A preferred GPA of 3.0 or above.
- **Skills:** Intermediate knowledge of MS Excel.
- **Leadership Experience:** Demonstrated leadership potential through internships, extracurricular activities or work experience.
- **Drive for Excellence:** Self-motivated with a strong work ethic and a high level of critical and analytical thinking. Exhibits sound judgement and decision-making skills, along with emotional intelligence to build strong relationships.



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TRAVELERS 