



**PARTNERS TOGETHER.
ENDLESS POSSIBILITIES.**

FOUNDING PRINCIPLES

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 its founding, Hilb Group has rapidly grown to become a Top 30 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 allows them to thrive and create additional value. A key element of our strategy is the alignment of interests through equity ownership.

OUR STRUCTURE

Rather than a top-down philosophy, our approach is agency-centered. Our corporate office exists only to support the growth of our agencies. In short, our agency partners have operational independence with minimal corporate oversight. We want to grow **together**.

OUR CULTURE

We recognize that our associates are our greatest asset and we promote a culture of high-performance that encourages career and professional development. As our associates grow professionally, we will grow as a company.



BUSINESS INSURANCE

#9 Fastest Growing Brokers in 2017
The Hilb Group

OUR CORE VALUES



TRUST

Build relationships
Be transparent
Do what you say you will do



INTEGRITY

Be honest
Be accountable
Do the right thing



COLLABORATION

Communicate often
Be responsive
Be respectful of others
Embrace diversity



PASSION

Love what you do
Show empathy for others
Have fun

OUR FORMULA FOR SUCCESS

AS WE GROW, WE CONTINUE TO FOCUS ON FUNDAMENTALS THAT ARE KEY TO OUR SUCCESS AND THE SUCCESS OF OUR ACQUIRED AGENCIES.



Acquire great businesses with outstanding leadership and allow them to do what they do best.



Decentralized operating model utilizing technology, data analytics and core competencies in key functional areas such as human resources and finance to streamline operations and promote synergies.



Improve organic growth through collaborative selling across our platform, improved access to markets and unique programs, higher commissions and contingent income through consolidated volume and systematic producer hiring and training programs.



Alignment of interests through equity ownership.



Support strategic growth through local acquisitions and fold-ins by providing capital, M&A and integration support and expertise.



PARTNERS TOGETHER

AT HILB GROUP, OUR PRIMARY OBJECTIVE IS TO SUPPORT AND ENHANCE THE GROWTH OF OUR AGENCY PARTNERS.

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 associates.

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

Our corporate office is intentionally lean to allow greater growth opportunities for potential partners and associates within their agencies.

When interests align, great things happen.

“Each new partner brings increased opportunities and well-developed relationships, which are the key to fostering growth and providing innovative resources and solutions for all of our associates and customers.”

- Ricky Spiro, CEO



ENDLESS POSSIBILITIES

EXPANDED LEADERSHIP ROLE

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

VALUE CREATION

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, 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, abry partners, who is equally committed to continued growth and value creation.



READY FOR THE NEXT CHAPTER?

The 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 associates. We will continue to grow aggressively and are seeking additional agency leaders who want to join our dynamic team.

**TO LEARN MORE ABOUT BECOMING A PARTNER IN OUR SUCCESS,
PLEASE CONTACT:**

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