

Employment Application

Marsh and McLennan Companies Inc. is an Equal Opportunity Employer and does not discriminate on the basis of race, color, creed, national origin, ancestry, religion, age, citizenship, sex, marital or veteran status, disability or handicap, sexual orientation or any other basis prohibited by applicable law. Marsh and McLennan Companies Inc. also takes affirmative action to employ, and advance in employment, qualified women, minorities and protected veterans. Marsh and McLennan Companies Inc. also makes reasonable accommodations for qualified individuals with disabilities, in accordance with the Americans With Disabilities Act, Section 503 of the Rehabilitation Act and applicable state laws.

P E R S O N A L	Last Name	First Name	Middle Initial	Telephone # with Area Code
	Present Address	City	State	Zip
	Home Email Address			Willing and Able to Travel ?
	Position Desired	Full-Time/Part-Time	What are your salary expectations?	

Are you at least 18 years or older? If not, will you be able to obtain the necessary working papers?

Do you currently have unrestricted authorization to work for any employer in the U.S.? Will you need sponsorship?

List current or most recent employer first. Identify all periods of time during which you were employed or attending school (e.g., military service). Please account for your entire employment history (including volunteer positions). Attach additional sheets of paper, if necessary.

E M P L O Y M E N T	1	Name of Employer	Address	HIRE DATE
		Your Position	Description of Duties	DATE LEFT
		Supervisor's Name & Title		Supervisor's Telephone Number
		Reason for Leaving		
	2	Name of Employer	Address	HIRE DATE
		Your Position	Description of Duties	DATE LEFT
		Supervisor's Name & Title		Supervisor's Telephone Number
		Reason for Leaving		
	3	Name of Employer	Address	HIRE DATE
		Your Position	Description of Duties	DATE LEFT
		Supervisor's Name & Title		Supervisor's Telephone Number
		Reason for Leaving		
	4	Name of Employer	Address	HIRE DATE
		Your Position	Description of Duties	DATE LEFT
		Supervisor's Name & Title		Supervisor's Telephone Number
		Reason for Leaving		

May we contact your current Employer? If no, your current Employer will only be contacted with your consent or after you have given notice of resignation.

E D U C A T I O N	SCHOOLS	NAME AND LOCATION	AREAS OF STUDY		# of Yrs. Completed	Did You Graduate?	Degree Awarded
			Major(s)	Minor(s)			

	Professional Licenses Held or Pursuing (specify):	Designations Held or Pursuing (specify):
	Relevant Office Skills/Software:	Language Proficiencies (read/speak/write):

	<p>Are you related to a current employee of Marsh & McLennan Companies, Inc., Marsh Inc., Marsh USA Inc., Guy Carpenter & Company, I LLC, Affinity & Private Client Services, Seabury & Smith, Inc., Marsh & McLennan Risk Capital Corp., Victor O. Schinerer & Co., Inc., or CS Stars LLC?</p> <p style="padding-left: 40px;">If yes, please provide employee's name, company and department and your relationship to the employee. _____</p> <p>_____</p> <p>This information will be used for job placement purposes, consistent with applicable law.</p>
	<p>Have you ever been employed by: Marsh & McLennan Companies, Inc., Marsh & McLennan, Inc., Marsh Inc., Marsh USA Inc., Johnson & Higgins, J&H Marsh & McLennan Inc., Guy Carpenter & Company, LLC, Seabury & Smith, Inc., Marsh & McLennan Risk Capital Corp., William M. Mercer Companies, Inc., National Economic Research Associates, Inc., Lippincott & Margulies, Inc., Putnam Investments Inc., Mercer Management Consulting, Inc., Sedgwick James or other Sedgwick Company, Wilcox Incorporated Reinsurance Intermediaries, A. Foster Higgins & Co. Inc., Shipowners Claims Bureau, Inc. or Henry Ward Johnson & Company, Inc. , Victor O. Schinerer & Co., Inc., or CS Stars LLC?</p> <p style="padding-left: 40px;">– Please specify the company name, location, dates, and last position: _____</p> <p>_____</p> <p>Reason for Leaving: _____</p> <p>_____</p>

Read each of the statements carefully and affirm that you understand and consent to them by signing at the bottom of the page. Please date your signature.

False Application False answers or omissions to questions or false statements or omissions made on this application, during interviews or in your resume, or in supplement thereto, including, but not limited to, with respect to duties, responsibilities, job title, education or salary and bonus information, may invalidate your application or, if you are hired, may be grounds for discharge from employment.

Handbooks, Manuals, Policies, Procedures, Benefits, Etc. The Company may, at its sole discretion, hold in abeyance or revoke, amend or modify, abridge or change any benefit, policy, procedure, practice, condition, or process affecting employees. Descriptions of these that may be contained in any handbook, manual, policy, and the like are for informational purposes and are not intended to be, nor should they be construed to constitute, an employment contract, an offer of initial or continuing employment, or a promise or a guarantee made by the Company.

Immigration Reform and Control Act (IRCA) This federal law prohibits the employment of unauthorized aliens and further requires that, if you are hired, Marsh and McLennan Companies Inc. verify your identity and your authority to work in the United States on a Form I-9, even if you are a U.S. citizen. This must be done within three days from when you begin employment. You are responsible for obtaining and providing the documentation required to perform the verification. Failure to provide required information will result in termination of employment. [Information concerning the verification procedure and requirements is available upon request.]

State Polygraph Notices **MASSACHUSETTS APPLICANTS: IT IS UNLAWFUL IN MASSACHUSETTS TO REQUIRE OR ADMINISTER A LIE DETECTOR TEST AS A CONDITION OF EMPLOYMENT OR CONTINUED EMPLOYMENT. AN EMPLOYER WHO VIOLATES THIS LAW SHALL BE SUBJECT TO CRIMINAL PENALTIES AND CIVIL LIABILITY. MARYLAND APPLICANTS: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.**

Authorization I voluntarily give Marsh and McLennan Companies Inc. or its authorized agent the right to make any investigation of my background deemed necessary by them including, but not limited to, my present and former employment, my educational background, and my personal or professional references; and I hereby authorize those persons or institutions contacted by Marsh and McLennan Companies Inc. or its agents to provide the information requested, including the reasons for termination of my employment, work performance, and other information pertinent to my qualifications for employment. Any offer of employment is contingent upon the successful completion of the Company's total pre-employment screening process.

Employment is "At Will" Employment at Marsh and McLennan Companies Inc. is for an indefinite and unspecified duration. If you are hired, you may leave employment at will, and the Company may discharge you or any or all other employees at any time, without notice, and for any reason not prohibited by law. The preceding sentence may not be changed or superseded by any oral or written statement, Company manual, policy, or benefit plan, and may only be changed or superseded by: 1.) A special written agreement specifying in detail the duration and terms of your employment, which has been executed by you and an executive corporate officer of Marsh and McLennan Companies Inc. or 2.) A written, formal restatement of the employment relationship by the Chairman or President of the Company. The Company disavows any oral or any other written statements to the contrary, and you should not now or in the future rely on any such statements with respect to your employment.

Applicant's Signature/Acknowledgement	Date
eSignature	

This document has been electronically signed using Taleo.