

# THE CASON GROUP'S HIRING PROCESS

## SALES INTERVIEW PROCESS

Our hiring process is designed to be intentional, conversational, and centered on long-term alignment for both our candidates and our team.



### 1. APPLY ONLINE TO THE CASON GROUP & COMPLETE CULTURE INDEX

This step helps us better understand your strengths and alignment with our sales opportunities.  
*Status of application review anticipated within 5 business days.*



### 2. VIRTUAL SCREENING: LEARN ABOUT US AS WE EVALUATE YOUR FIT WITH OUR ORGANIZATION

Update from screening anticipated within 5 business days.



### 3. VIRTUAL INTERVIEW WITH OUR VP OF SALES GROWTH

Focused on reviewing your Culture Index & alignment with our sales opportunities. A follow-up conversation with our VP of Sales Growth may occur as part of this step.  
*Feedback anticipated within 5 business days.*



### 4. VIRTUAL INTERVIEW(S) WITH SALES LEADERS

Based on alignment and interest, select follow-up conversations with sales leaders may be scheduled to further explore division fit, with one or more of the following divisions:

- Group Benefits
- Financial Services
- Individual Medical

In some cases, candidates may also be invited to meet in person at one of our office locations.  
*Updates are typically shared following each conversation.*



### 5. ADDITIONAL FOLLOW UP INTERVIEWS AS NEEDED

Depending on role alignment, timing, and availability, additional follow-up conversations may be scheduled.



### 6. FINAL REVIEW & NEXT STEPS

Our hiring team reviews feedback and determines next steps. We will follow up with you as decisions are made, as the process may span several weeks and vary by role and division.