



You'll **Thrive** in the Connected World of Assurant

Assurant Careers

We're curious about the potential a connected world has to change lives. But, most of all, we're passionate about strengthening the connections between people. Because when people connect, innovations are born. We've been around for over a century because we're always ready for what's next. That's why visionary brands around the world choose to partner with Assurant.

For more information and to explore our open roles, visit: jobs.assurant.com



ASSURANT®

About Assurant

We work with the world's top brands to make smart devices simpler. Vehicles last longer. Homes more secure. Problems easier to solve. And we volunteer in communities all over the globe to help the world become a greener, better place. We come from a variety of countries, cultures and backgrounds. But we're united by common sense, common decency, uncommon thinking and uncommon results. So connect with us.

Bring us your best work and your brightest ideas. And we'll provide a place where you can thrive.

Total Rewards

Assurant is committed to providing a competitive rewards package that goes beyond the value of your paycheck. We offer an array of **competitive benefits** and resources to support your physical, emotional, financial and social well-being goals. These include programs to help you invest in your financial future such as savings programs, as well as competitive health and well-being benefits to support you and your family.



Health Coverage

We offer **competitive health and well-being benefits** to support you and your family. You can choose from a range of health and dental plan options, as well as health plan accounts. We also offer family-friendly benefit options to support a variety of families and caregivers.



Disability and Life Insurance

We provide short- and long-term disability insurance, life and accidental death and dismemberment insurance.



Retirement

Assurant offers retirement savings plans globally. U.S.-based employees are offered a 401(k) plan in which **Assurant matches 100%** of every dollar contributed, up to 6% of eligible pay.

Employee Stock Purchase Plan

Assurant's Employee Stock Purchase Plan (ESPP) allows employees to purchase shares of Assurant, Inc. stock at a 10% discount with funds contributed through after-tax payroll deductions.



Career Development

Assurant offers a variety of internal courses, workshops, special projects, coaching and mentoring programs. Tuition reimbursement and other **professional enrichment opportunities** are also available to encourage continuous learning.



Work-Life Balance

We strive to provide a work environment that encourages work-life balance. Options depend on job responsibilities and may include flexible work schedules, telework, paid time off and part-time employment.



Diversity, Equity & Inclusion

At Assurant, we celebrate the differences that make us who we are. By assembling extraordinary teams from a variety of races, religions, sexual orientations, gender identities, ages, experiences and abilities, we're able to better reflect the global communities where we live and work. By working to remove barriers, we ensure equity for everyone. The pursuit of inclusion rests with each of us. Because it's only by listening and responding to the unique voices of every individual that we can innovate for all.

- **Workforce Goals:** Build a diverse workforce supported by targeted development and performance opportunities
- **Workplace Goals:** Foster an inclusive environment that enables employees to thrive
- **Marketplace Goals:** Engage community and strategic partnerships that align with our vision

How this impacts the interview process: In 2021, we rolled out interviewing requirements designed to enhance diverse representation for all jobs at the manager level and above.

Employee Resource Groups

In 2022, we launched Employee Resource Groups (ERGs) as one way to cultivate a sense of community and belonging at Assurant. When we harness the collective strength of our unique differences, we work better together, unlock creative potential and ultimately make Assurant a stronger, more innovative company.

Our first ERG, Women@Assurant, aims to support women with their personal and professional growth by providing mentorship, leadership development and sponsorship to drive empowerment and engagement.



Sustainability

We strive to protect, connect and inspire the communities where we live and work. Some of the achievements we're most proud of include:

- **\$5 million** in grants, disaster relief and in-kind donated through the Assurant Foundation in 2021
- Nearly **1,700 charitable organizations** supported
- Over **15,000 volunteer hours** reported



The Assurant Way: Our Culture Defined

At Assurant, our culture is the secret of our success. We do things differently here. We call it The Assurant Way. The four dimensions of The Assurant Way describe the things that make our company culture unique: **our purpose**. **Our values**. **Our commitments**. And **our vision**.

Our purpose inspires us. It's the reason we exist as a company, and why the work we do each day matters to us and to the people we serve.

Our values ground us. They are fundamental to who we are and how we relate to others. **Our commitments propel us.** These behaviors provide a clear understanding of what we can do to be successful at Assurant. **Our vision unites us.** By living our purpose, values and commitments, we're working together toward a common goal: creating the future of Assurant.

The Four Dimensions of THE ASSURANT WAY

