

PMA sends a clear message to our employees that we not only value them as an employee, but also their families and lives outside of work. PMA supports these values by offering a comprehensive array of benefits, employee-friendly policies and support for the everyday needs of employees from assisting with life issues, supporting community involvement and offering education and career development opportunities. The leadership of our organization values and respects the contributions our employees make to PMA's success, and recognizes that value through continued investment in programs and practices that make PMA Companies a great place to work.

For Your Career:

- New Employee SMART Start Onboarding Program
- Continuing Education & Tuition Reimbursement Program
- Paid Educational Courses and Seminars
- Leadership Development and Management Skills Training
- Online Employee Learning and Training Portal
- Internal Job Posting Program
- Professional Designation Award Program
- Service Recognition Award Program
- Annual Performance Evaluation Program

For Your Time Off:

- Paid Vacation (2 –5 weeks depending on years of service)
- Paid Holidays (7-8 days)
- Paid Personal Time (varies from 4-5 days per year)
- Purchased Time Off (Option to purchase up to 3 additional days off)
- Paid Sick Time (7 days per year)
- Paid Jury / Witness Duty (unlimited)
- Paid Leave for Military Duty (unlimited)
- Paid Bereavement Leave (up to 5 days)
- Paid time off for Part-Time employees
- Paid Sabbatical Time (1 week at yr 10 and every 5 yrs thereafter)
- 1 Day Paid for Day Before Employee's Wedding
- 1 Day Paid for Insurance Exam Study Time
- Paid Time Off to Volunteer for Charitable Organizations

For Your Finances:

Beyond your annual income, PMA also offers:

- Employee Referral Program (receive \$2,000—\$6,000 if PMA hires a candidate you refer)
- Company-Paid Life and AD&D Insurance (2x annual salary)
- Two (2) 401(k) Plans with Company Contributions to Both Plans

For Your Health & Wellbeing:

- A comprehensive Health Plan including two (2) Medical/ Prescription Drug options, Dental Insurance, Vision Insurance, HSA and Healthcare FSA.
- Company-paid Short Term Disability after 1 year of Service
- Long Term Disability Insurance
- Gym-Membership Reimbursement Program
- Hearing Aid Discount Program(s)
- Secure Workplace Environment



For Your Family:

- Paid Parental Leave
- Adoption Assistance Program
- Employee Assistance Program
- No Cost Funeral Planning Services
- Optional Supplemental, Spousal and Dependent Life Insurance
- Dependent Care Flexible Spending Account
- Nursing Mothers Rooms



Extras:

- Quarterly Video-Conference with President and CEO
- Retail Discount Program
- Travel Assistance Program
- Free on-site Parking
- Company-paid cell phones (for certain positions)
- Company-paid vehicles (for certain positions)
- Business Casual Days
- Denim Days for a Cause Days
- On-site Dry Cleaning (certain offices)
- On-site Auto Detailing (Corporate Headquarters only)
- Company-paid Holiday Parties
- Company-paid Sports, Concerts and Event Tickets
- Company-supported Community Involvement and Charitable Giving

“PMA was founded on October 29, 1915 and we are proud of our history of providing property/casualty insurance for more than 100 years. We have a long and successful history, and our performance-based culture, that links accountability for business results to our individual actions and behaviors, is key to our success. As employees, we demonstrate on a daily basis to our clients and to our brokers and agents (our key business partners) that PMA’s success is due to passionate, focused execution.”

- Vincent T. Donnelly
Executive Chairman
PMA Companies