

A GREAT BENEFITS PACKAGE THAT LETS YOU KEEP MORE OF YOUR PAYCHECK

Erie Insurance values our employees. One of the ways we express our gratitude is by providing robust benefits. It's the right thing to do, and it helps you to keep more of your paycheck where it belongs—in your wallet.

Here's an overview of how ERIE's benefits for full-time employees could be a great benefit to you.

HEALTH INSURANCE

We currently pay up to 97% of your monthly medical and prescription premium. Full health, vision and dental coverage for you and your covered family members starts on your first day, with no waiting period.



PENSION PLAN

What's a pension? It's guaranteed income in retirement. You stop working, but Erie Insurance continues to send you a check. Once you've worked with us for five years, you'll have a pension!

401(k) SAVINGS PLAN

We match up to 4% of your payroll contributions for retirement.



FREE, FREE, FREE

Many of our employee benefits are entirely company-paid. Because free is your favorite price, right?

- Free basic life insurance
- Free short- and long-term disability insurance
- Free premium *Care.com* membership
- Free credit counseling and debt management services
- Free personal financial management services
- Free college loan refinance service
- Free parking at all office locations

FREE

EXPECT MORE AT ERIE INSURANCE

At Erie Insurance, we strive to be Above all in Service® to our customers—and to our employees. That's why we offer “above all” benefits that you might not expect, including:

- \$250 annual health and well-being incentive for you and for your spouse
- Orthodontia coverage for children and adults
- Fertility and infertility coverage
- \$10,000 adoption allowance, per child
- Access to medical Centers of Excellence, including travel reimbursement
- Paid volunteer hours for service to your community
- Dollar-for-dollar match of your charitable gifts, up to \$12,500 a year
- Tuition reimbursement program

TIME AWAY

Erie Insurance understands the restorative power of time away from work. It's why we offer company-paid vacation days, personal days, sick days, bereavement days and parental leave.

You'll have time away to use immediately, and can even convert unused vacation days into cash, a 401(k) contribution or a student loan payment.

DID YOU KNOW?

Since its founding in 1925, Erie Insurance has never laid off an employee. Instead, we are committed to developing and retraining our current workforce to meet changing business needs. If stability is important to you, you'll find it here.



WORK WITH THE BEST

- Forbes America's Best Employers
- Forbes America's Best Employers for Diversity
- Best of the Best, Professional Woman's Magazine, Black EOE Journal, Hispanic Network Magazine
- Top 25 ERG Diversity Impact Award, ERIE African American Affinity Network and Dignity & Respect Affinity Network
- Business Group on Health Best Employers, Excellence in Health & Well-being

**AMERICA'S
BEST INSURANCE
COMPANIES**

**Forbes
2022**

POWERED BY STATISTA

For more about Forbes 2022 America's Best Insurance Companies and how the list was compiled, please go to www.forbes.com/best-insurance-firms/

To learn more about the benefits offered by Erie Insurance or about a specific benefit, speak to your talent acquisition partner.



Please note that this information is provided for your convenience and does not supersede, modify, or otherwise alter the actual Benefit Plan document provisions, which in all cases are the final authority. Furthermore, the benefits outlined above are subject to change at Erie Insurance's sole discretion.