

A GREAT RETIREMENT PACKAGE WILL MAKE YOUR FUTURE SELF SAY “Hey, I made a really smart move when I went to work at Erie Insurance.”

Erie Insurance values its employees and their well-being—now and in the future. That’s why we’re **one of only 13 companies** in the FORTUNE 500 to offer employees the financial security of both a pension and a 401(k) savings plan.

Here’s an overview of how ERIE’s retirement benefits for our full-time employees could be a smart benefit to you.



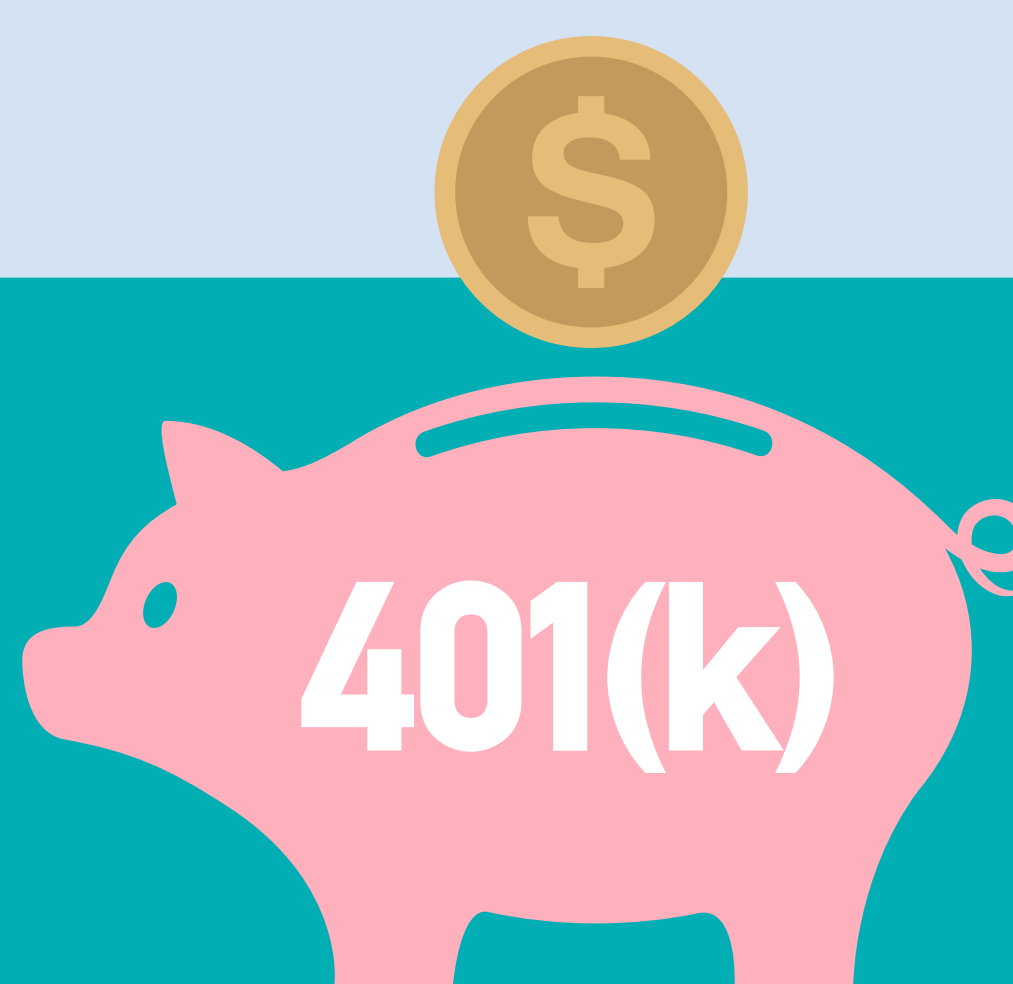
WHAT’S A PENSION?

A pension is guaranteed income in retirement. You stop working, but Erie Insurance continues to send you a check **every month**. Once you’ve worked with us for five years, you’ll have a pension!

Erie Insurance’s pension is a company-paid benefit provided at **no cost** to you.

WHAT’S A 401(K) SAVINGS PLAN?

A 401(k) is a tax-friendly way to save for your future. Each month, you contribute to your 401(k) through a payroll deduction, and Erie Insurance matches up to 4% of your contribution. It’s like getting free money just for saving a bit of your paycheck.



TIME IS YOUR FRIEND

There are many factors that influence the final value of your pension and 401(k), but one thing you can count on: The longer you work at Erie Insurance now, the greater financial security you’ll enjoy later.

In the case of your pension, your monthly benefit will be based on **your salary and the number of years you work** with us. For illustrative purposes, let’s say you join us at age 25 with a starting salary of \$50,000 and receive a 3% raise each year.

Retire at 55 and you’ll have \$21,000 in annual income for life.

Retire at 65 and you’ll have \$46,000 in annual income for life.

LET’S STAY TOGETHER

Erie Insurance wants to have a long-term relationship with its employees. That’s why we’ll give you the education and developmental tools you need to learn and grow into roles with more responsibility—and higher salaries. These **promotional opportunities** will increase the value of your pension and 401(k), too.

FREE, FREE, FREE

We know finances play an important role in overall wellness for you and for your family, so Erie Insurance offers you additional savings-building benefits starting your very first day of work:

Do you want to build an emergency fund, or save for a house or a baby? Whatever your goal, a financial coach can help you to reach it.

- Free financial coaching
- Free college loan refinance service
- Free credit counseling services
- Free debt management services
- Free basic life insurance
- Free short- and long-term disability insurance

FREE

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. Only those individuals who meet the Benefit Plan definitions for eligibility may participate in the plan. Any calculations or estimates are for illustrative purposes only. Furthermore, the benefits outlined above are subject to change at Erie Insurance’s sole discretion.