



TOTAL REWARDS



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

The Old Republic Companies Employee Benefits Plan is a comprehensive package that offers the flexibility to select those benefits that best meet your personal needs through a "cafeteria" style approach. Old Republic's goal is to provide benefit-eligible* employees quality employee benefits while managing cost.

HEALTHCARE BENEFITS

Medical/Rx Coverage	Dental Coverage	Vision Coverage	Other Benefits
Blue Cross Blue Shield of MN (National Network) 2 Options: <ul style="list-style-type: none"> Traditional PPO High Deductible Health Plan (HDHP) with optional HSA account <ul style="list-style-type: none"> Annual Employer HSA Contribution 	Delta Dental PPO Plan includes coverage under 2 Provider Networks: <ul style="list-style-type: none"> Delta PPO Network Delta Premier Network 	VSP Vision Plan <ul style="list-style-type: none"> Covers eye exam, lenses or contacts once per year. Eyeglass frames every year Average 20% discount on additional glasses, sunglasses and lens options 	Healthcare and Dependent Daycare Flexible Spending Accounts (Further): <ul style="list-style-type: none"> Pre-tax payroll deduction to save for healthcare and dependent/elder care Debit Card provided Voluntary Benefits: <ul style="list-style-type: none"> Critical Illness Insurance Accident Insurance Pet Insurance

LIFE AND DISABILITY BENEFITS

Group Term Life Insurance	Paid Leave of Absence Benefits	Long Term Disability (LTD)	Employee Assistance Program
<ul style="list-style-type: none"> 2x salary – Company Paid Life & AD&D (max of \$500k) May purchase additional life coverage up to 5x salary (max of \$500k) May purchase spousal & dependent life insurance 	<ul style="list-style-type: none"> Leave for Parental/Bonding, Family Member Caregiving, or Medical Disability Salary continuation plan – 80% of regular earnings up to a max of 12 work weeks depending on reason for the leave Company Paid 	<ul style="list-style-type: none"> Optional 60% benefit Starts on the 91st day of disability 	<ul style="list-style-type: none"> Provides access to free, confidential assistance 24 hours, 7 days a week on issues such as: <ul style="list-style-type: none"> Financial Retirement Parenting Health & Wellbeing

*Health & Welfare Plan Eligibility: Regular Full and Part-Time employees who work 30+ hours per week. Eligibility for all Health & Welfare benefits begins on the 1st day of the month following (or coinciding with) 30 days of employment.

401(k) PLAN & COMPANY CONTRIBUTION

Employee Savings & Stock Ownership Plan (ESSOP)

- Employees can contribute between 1 and 100% of their compensation to the Plan on a pre-tax basis.
- Annual Company matching contribution of 0% to 140% (up to 6% eligible annual earnings).
- Automatic Enrollment Contribution Feature of 6% if you do not enroll by electing a contribution % or elect to opt-out of the Plan by selecting the 'opt-out' option, within 60 days of hire date.

Baseline Security Plan (BSP)

- Company contributions only and participation is automatic.
- Annual company contribution of 0% to 10% of salary.

Service	Percent Vested
1 year	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

Immediate eligibility to enroll in Plans.

Must complete 1,000 hours or more during the year to receive company contributions.

Loans or withdrawals (of any type) are not allowed under the ORI ESSOP or BSP as an active employee.

PAID TIME OFF

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

PROFESSIONAL DEVELOPMENT

- New Employee S.M.A.R.T. Start Onboarding Program
- Continuing Education Program
- Tuition Reimbursement Program for both Undergraduate and approved MBA programs
- Paid Educational Courses and Seminars
- Leadership Development and Skills Training
- Online Employee Learning and Training Portal
- Internal Job Posting Program
- Professional Designation Award Program
- Service Recognition Award Program
- Annual Performance Appraisal and June/October Performance Discussions

ADDITIONAL REWARDS

- PMA Proud - Employee Reward and Recognition Platform
- Employee Referral Program (receive \$2000 - \$6000 if PMA hires a candidate you refer)
- \$300 Annual Wellness Reimbursement Toward a Qualified Fitness Club/Virtual Membership
- Retail Discount Program
- Travel Assistance Program
- Funeral Planning Assistance and Will Preparation Services
- Adoption Assistance Program
- Company paid Holiday parties
- Virtual and In-person Employee Engagement Activities
- Company paid Sports, Concerts and Event Tickets
- Video Business Updates with Executive Leadership
- Nursing Mothers Room
- Everbridge Emergency Alert System
- Flexible work environment with remote, in office, and hybrid options available
- Company supported Community Involvement and Charitable Giving