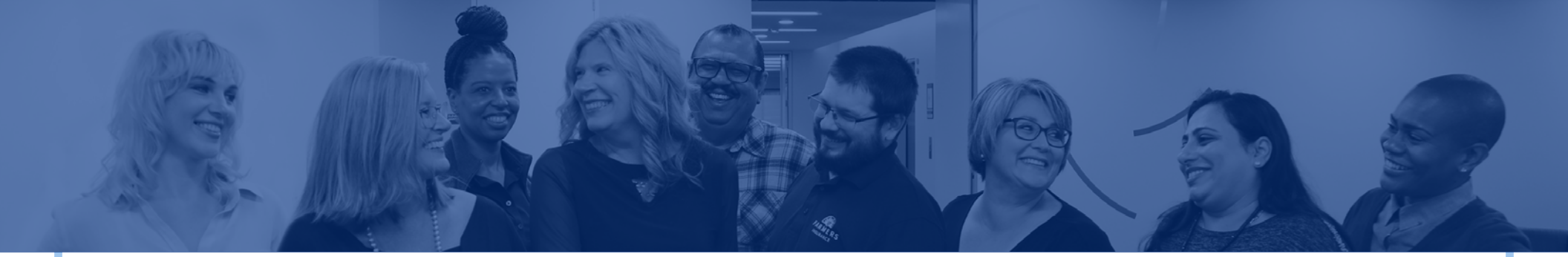


TOGETHER, WE ARE FARMERS®

EMPLOYEE VALUE PROPOSITION

FARMERS®
INSURANCE



WELCOME

You may already recognize Farmers Insurance® as the insurer who *knows a thing or two because we've seen a thing or two.* But there's so much more to life at Farmers than catchy commercial slogans. We are diverse innovators, creators and strategists with a passion for giving back to the community and helping customers.

In 1928, two men shared a dream of providing a quality insurance product at a reasonable price. In the decades that followed, we've grown and adapted to meet the changing needs of consumers. But one constant has remained: We have an unwavering commitment to uphold our founding ideals to provide industry-leading products and first-rate services to the customers we're privileged to serve.

We're proud of more than 90 years of serving our customers and excited about the future as we continue to evolve. Personalized attention is a hallmark of the Farmers experience, and that includes over 18,000 employees like you! Come take a look inside our employee culture and see what it means to be a part of the Farmers Family.



AN INSIDE LOOK AT...

1 **BEING OUR BEST SELVES** 06
Our Health And Well-being
Balancing Our Lives
Supporting Our Growing Families
Investing In Our Financial Security

2 **OWNING OUR CAREERS** 12
Resources For Our Career Development

3 **EMBRACING EVERY PERSON, EVERY PERSPECTIVE, EVERY DAY** 16
Diversity, Equity, Inclusion & Belonging (DEI&B)
Our Employee Resource Groups (ERGs)
Corporate Initiatives
Growing Golf

4 **STRENGTHENING COMMUNITIES, IMPROVING LIVES TOGETHER** 23
The Heart Of Who We Are
Economic Empowerment
Nonprofit Partners
Getting Involved By Giving Back
Being There For Each Other
Environmental Sustainability

OPPORTUNITY AWAITS

THE FUTURE IS SHAPED BY US

With more than 90 years of experience, Farmers® understands change and the importance of adaptability. While we diligently serve the ever-evolving needs of our customers with innovative products and services, we also focus on fostering a workplace environment that helps support the growth of our people and empowers them to thrive in their roles. People throughout the enterprise remain dedicated to actively upholding our purpose and values as one of the nation's leading employers and Property and Casualty insurance providers.

THE WAY WE WORK

At Farmers, our high-performance culture is focused on results and the people who achieve them. We encourage a growth mindset that empowers employees to identify and build skills and capabilities to develop themselves. We put great emphasis on how we make decisions, organize and deliver value to our customers, our agents and employees. Whether looking to grow in their current role or working toward the next step in their career, employees own their career at Farmers.







CULTURAL ELEMENTS WE EMBRACE

To better understand our culture here at Farmers, check out the six cultural elements in motion, or "How-To's", employees use to anchor their careers, collaborate with peers and serve our customers.



SEEK SOLUTIONS

I prioritize effectively and make data-based decisions. I collaborate with others, communicate transparently, and navigate competing needs.



OWN IT

I take an owner's mentality. I optimize the organization's bottom line. I am responsible and accountable for a quality outcome and the efficient use of dollars, time and resources.



KNOW YOUR IMPACT

I impact the customer. Whether I directly or indirectly impact their experience, I find the line of sight to the customer by constantly connecting them to my work. I let that guide my decision making and ask relentlessly, "how will this impact the customer?"



GROW THROUGH DISCOMFORT

I am a professional who desires to learn in all I do. I give and receive feedback; it is a gift, I embrace the discomfort that comes with difficult conversations and other challenges. I respectfully ask questions, even if it feels uncomfortable. Change is a constant and I welcome new ways of working.



EXPLORE THE UKNOWN

I am curious and question the status quo in pursuit of mastering my craft. I face uncertainty head on through calculated risk-taking with confidence, knowing that sometimes my best work is revealed through adopting a test and learn approach.



GRIT TO GREATNESS

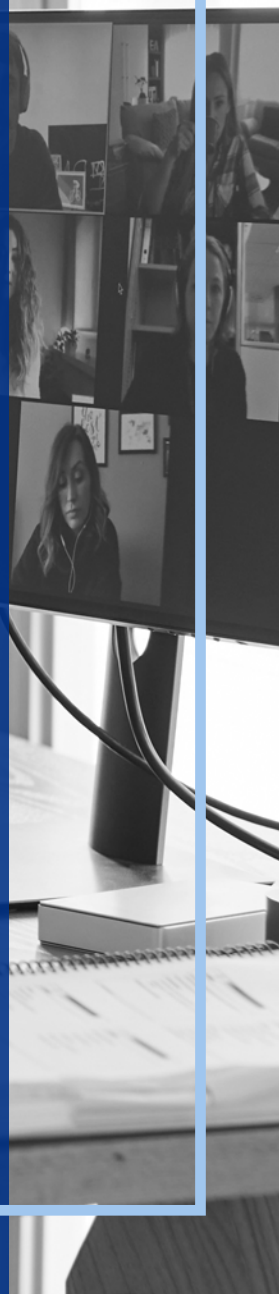
I see setbacks as opportunities. Not knowing an answer doesn't make me weak. I relentlessly tackle challenges and obstacles. I put in the effort – even when it is hard. I move confidently knowing I will overcome for the betterment of myself, the organization, and the customer.



1

BEING OUR BEST SELVES

It's clearer than ever, support in the workplace is important. As a prospective employee, you may ask yourself "What can Farmers offer as an employer?" Farmers Insurance seeks to offer benefits that can help employees be their best selves, focusing on areas such as health, well-being, work-life balance, and financial security. No matter what stage you're at in your career, Farmers is proud to provide resources to help individuals and families. For additional information on support and benefits, *click here.*



OUR HEALTH AND WELL-BEING



MEDICAL, DENTAL AND VISION INSURANCE THAT INCLUDES HSA AND FSA OPTIONS FOR ELIGIBLE EMPLOYEES

Plus, Farmers will contribute to eligible employees' HSAs! And eiligible employees also have the option to enroll in a Hospital Indemnity, Critical Illness and/or an Accident Insurance program.

DIABETES REVERSAL AND MANAGEMENT PROGRAM

Eligible employees and dependents have the opportunity to participate in either the Type 2 diabetes reversal program or the diabetes management program for Type 1 or Type 2 diabetes.

TELADOC

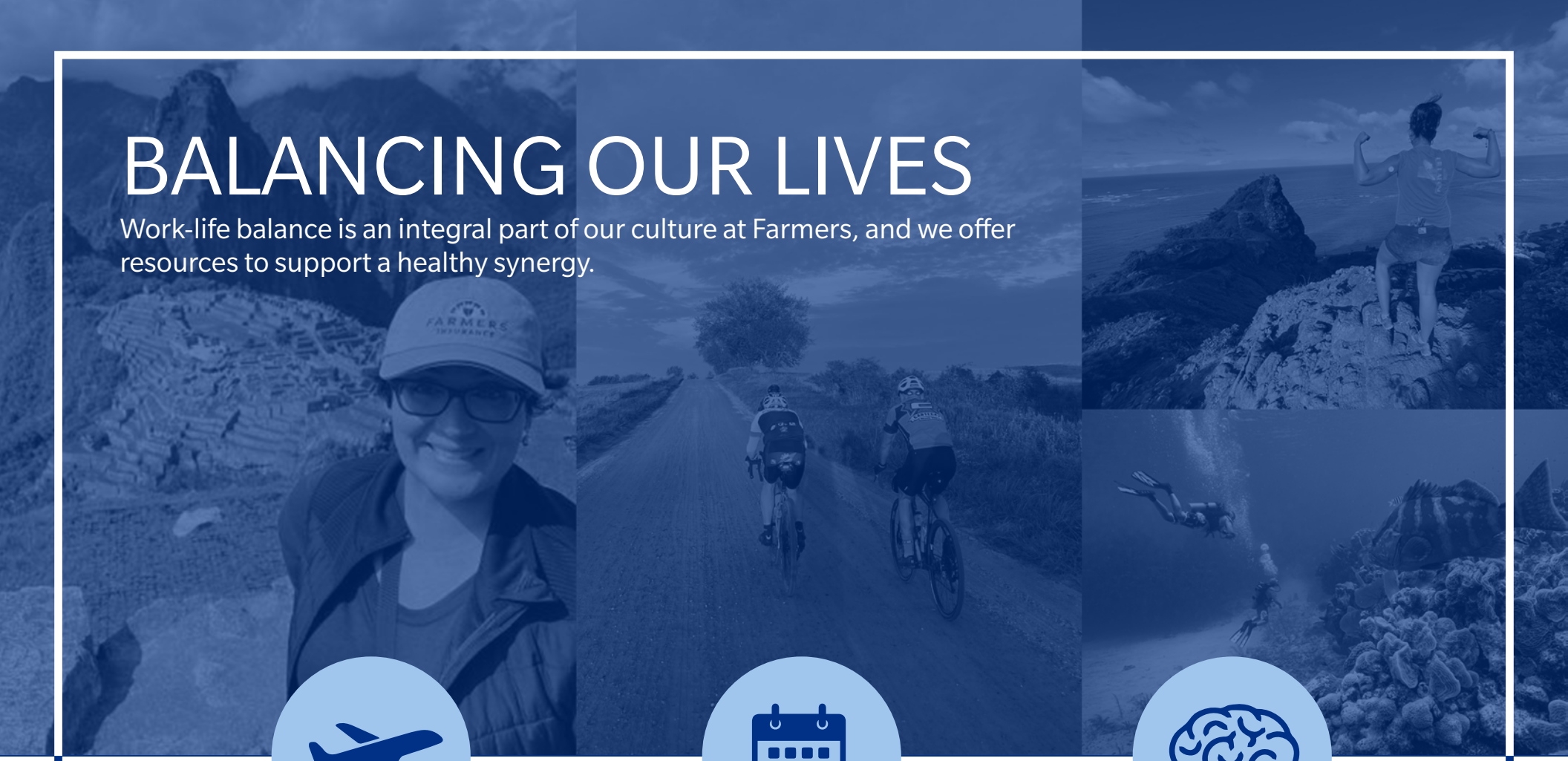
Teladoc is a convenient and cost-effective option available on demand to diagnose, treat, and prescribe medication, if necessary, for certain non-emergency medical and behavioral health issues, and it's just one way Farmers offers flexible options to help eligible employees.

LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

LONG TERM AND SHORT TERM DISABILITY COVERAGE

WELL-BEING PROGRAMS INCLUDING

An Employee Assistance Program (EAP) with mental health services, financial planning, legal assistance, crisis support and convenience services, like information on childcare and elderly support, wellness challenges, and more!



BALANCING OUR LIVES

Work-life balance is an integral part of our culture at Farmers, and we offer resources to support a healthy synergy.

PAID TIME OFF

Enjoy a generous PTO policy that increases with your time at Farmers! We provide eligible employees with 19-34 paid days off based on your time with the organization.

PAID HOLIDAYS

Farmers also observes an average of 10 paid holidays per year, including Martin Luther King Jr. Day, Memorial Day, and more. Use these days to recharge, reconnect, and celebrate.

HEADSPACE®

Each employee has free access to the meditation app, Headspace®! One of the best ways to maintain balance is to practice mindfulness, and Headspace® helps make taking time for you possible – anytime, anywhere!

SUPPORTING OUR FAMILIES

We have several programs to support working parents.

PAID PARENTAL LEAVE

10 weeks of 100% Paid Parental Leave to eligible employees who become new parents through birth, surrogacy, non-family legal adoption or legal adoption placement. This gender-neutral and inclusive benefit means Farmers working parents can take time off to care for and bond with a new child.

CARE.COM

This caregiving benefit extends to all benefits-eligible employees and provides access to the Care.com network of background checked caregivers that can provide short or long-term care for children, pets, home and more. In addition, employees have access to subsidized backup care for children, adults and pets.

MAVEN MILK®

Eligible nursing moms have access to Maven Milk®, a service that provides a safe solution for shipping refrigerated breast milk home when moms are on the road for both business and personal travel. Maven Milk also provides on-demand access to Care Advocates and lactation consultants to answer breastfeeding questions.

ADOPTION ASSISTANCE

Adoption Assistance of up to $5,000 for each eligible legal adoption.

BEREAVEMENT

Eligible employees may take up to 5 days of paid bereavement leave, including for pregnancy loss.

OTHER BENEFITS

Additional covered services include (limitations and eligibility requirements may apply) Infertility Benefits, Transgender Services, Pet Insurance, and Applied Behavioral Analysis (ABA) therapy for autism.









Between Farmers generous Short-Term Disability and Paid Parental Leave benefits, I was able to take 16 weeks of fully paid leave after my son was born. I came from a field where being able to do that would be unheard of. Farmers was so supportive during my time away and when I returned. To be able to take that time to properly recover physically, figure out how to be a first-time parent, and spend those newborn months with my son is something that I will be forever grateful for.

Parenting is stressful and is sometimes absolutely overwhelming. At one point when I was feeling especially overwhelmed, I used our Employee Assistance Program Benefits to get free sessions with a professional who had specific experience with postpartum mental health concerns. The benefit is easy to use, confidential, and takes away the stress of the financial expense of getting support.

Deb Sullivan
Senior Talent Acquisition Consultant

INVESTING IN OUR FINANCIAL SECURITY

Farmers is proud to support employees' abilities to save for their futures and make smart financial decisions.



401(K) SAVINGS PLAN

Farmers matches eligible employees' 401(k) contributions dollar for dollar, up to 6% of eligible pay. Additionally, Farmers makes an automatic 4% base company contribution to the 401(k) Savings Plan based on your eligible pay. The 4% base company contribution has a three-year vesting period and is in addition to the plan's company match amount. Essentially, by contributing 6% Farmers gives 10% - meaning you can save 16% of your salary for retirement!

ANNUAL INCENTIVE PLAN

Spring is one of the most exciting times of year at Farmers, as eligible employees enjoy spending (or saving!) their annual payout. This financial incentive is linked to a combination of individual and company performance, and is designed to motivate and reward employees for their contributions towards the organization's success.

CREDIT UNION

All employees of Farmers can join the Farmers Insurance Federal Credit Union (FIGFCU). Our not-for-profit financial institution returns profits to Members through higher savings yields, lower loan rates, and discounts you won't find at the big banks. And, as an employee, you can get paid up to two days early (cha-ching!). It's all part of the Credit Union's mission to help Members lead their best financial lives.

EMPLOYEE PERKS

Referrals are one big way Farmers hires great talent– that's why we offer a $1,000 referral bonus to eligible employees. Farmers also offers multiple enterprise-wide employee recognition and reward programs.



2

OWNING OUR CAREERS

The suite of benefits available are just the start of what makes Farmers a great place to work. Now, it's time to go a step further and explore how a career at Farmers can help an employee build their professional skills for the future. Farmers is focused on cultivating a high-performance culture, and therefore is committed to developing our people by providing the capabilities for career growth. These various development opportunities allow employees to remain customer-focused, empowered, and accountable. At Farmers, we adopt a growth-mindset to keep our shared purposes and values at the forefront of all we do. Rest assured, time spent with Farmers can be more than a job – we want you to build your career.



2006
MAIL CLERK

2012
DISTRIBUTION MANAGER

2014
MARKETING CONSULTANT

2017
AWARDS & INCENTIVES MANAGER

2023
MARKETING CONSULTANT II

My first job at Farmers was in 2006 as a mail clerk at the former Chino Materials Distribution Center. It didn't take long for my career to take off with Farmers — I even made the decision to go back to school because of the tuition reimbursement benefit here! I quickly worked my way up from mail clerk to supervisor to manager while also earning my college degree.

As I considered how to expand my role, I was advised by a former colleague that, "sometimes you need to take a step to the side or take a step down in order to take a leap ahead." As such, in 2014 I made the transition to home office distribution, where I took on a role as a Marketing Consultant. I looked at this transition as a tremendous learning and growth opportunity, and it paid off!

After a few years working as a Marketing Consultant, I got promoted into a manager position, and most recently transitioned into a Marketing Consultant II, where I am responsible for managing several high-profile programs.

As I look back on my journey with Farmers, there are a few key things that helped me get to where I am today. It all starts by saying yes to new opportunities! When making a career-related decision, never hold yourself back or second guess what you're capable of accomplishing. You may encounter roadblocks, but don't let that stop you from pursuing your goals. It's also important to have pride in your work, take advantage of the benefits offered (such as tuition reimbursement and Employee Resource Groups), and build purposeful relationships along the way. I've had an incredible set of mentors at Farmers who've inspired me and offered invaluable advice. These individuals, and my faith in myself, played a crucial part in my development and success with Farmers.

Phil Corona
Marketing Consultant II

RESOURCES FOR OUR CAREER DEVELOPMENT

UNIVERSITY OF FARMERS

The "U of F" offers a variety of learning and development resources to help you grow as an insurance professional, leader, customer experience or sales superstar and much more!

MY COMPANY

Our employee advocacy platform helps employees build their own professional online brand with pre-curated, industry-relevant content.

LINKEDIN LEARNING

Take ownership of career development through LinkedIn Learning. All Farmers employees have access to thousands of professional development courses and videos to help them build skills, increase technical acumen, or take careers to the next level.

ENTERPRISE MENTORSHIP

A successful mentoring relationship can benefit both the mentor and the mentee. Built on trust and respect, it encourages skill sharing, networking, leadership development and much more. Here at Farmers, we encourage employees to be proactive about their own career development and, to help, provide a matching tool to find the perfect mentor.

WORKFORCE EDGE

Looking to grow a career and enhance marketability? Farmers competitive Tuition Assistance Program can help offset up to $5,250 in expenses per year when pursuing a college degree, earning a designation, or taking individual courses for development.

LEARNING PLAYLISTS

Core, Functional, and People Leader Capability playlists: Our employees have access to a set of curated Learning Playlists that help them grow Core and Functional Capabilities as they develop along their Career Journey at Farmers.

RESOURCES FOR OUR CAREER DEVELOPMENT



INTERNAL JOB POSTINGS

Open positions are posted internally to allow eligible employees an opportunity to apply anywhere in the organization. By taking on new challenges, our existing employees help Farmers continue to grow.



EMPLOYEE FEEDBACK

Employees are encouraged to have regular and meaningful conversations with their people leaders to review their successes, strengthen their skills, and grow and develop in their career journey.



PROPS!

Props! is the program that puts the power of recognition in our employees' hands, so they can use it to acknowledge demonstrated behaviors that are important to Farmers. Points can be awarded for noteworthy contributions which can then be redeemed for merchandise or travel! We also celebrate Milestone Service Anniversaries in five year increments via Props!, where eligible employees receive celebratory points and congratulatory messages from coworkers.

3

EMBRACING EVERY PERSON, EVERY PERSPECTIVE, EVERY DAY

“Our commitment to diversity, equity, inclusion and belonging (DEI&B) is foundational and a core value of our organization. We’ve been on a journey to live our values for years now and believe continuing to prioritize DEI&B is simply the right thing to do for our employees, our business, our customers, and our communities.”



Mark Welch
Chief People and Diversity Officer

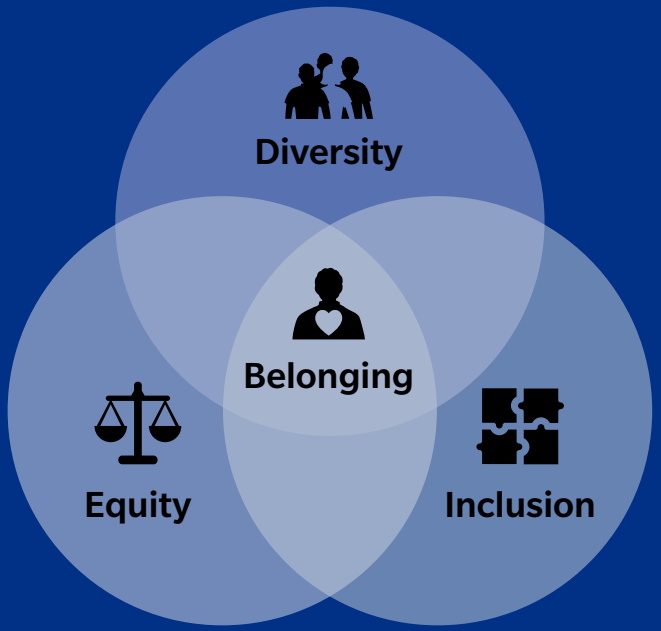
OUR COMMITMENT TO DEI&B

Farmers Insurance has a longstanding commitment to DEI&B, which serves as the foundation of our culture and helps guide the organization in our mission to make a positive difference in the communities where we live and work. Through workplace and corporate citizenship initiatives, Farmers continues to focus on achieving our vision for DEI&B by embracing workforce diversity and the differences that make us stronger, nurturing an accepting and inclusive culture where employees feel a sense of belonging, and supporting programs that work to eliminate financial barriers for low-moderate-income communities that we are proud to serve.

CEO ACTION FOR DIVERSITY & INCLUSION™

Farmers Insurance is a proud signatory of CEO Action for Diversity & Inclusion™, the largest business-led initiative to advance diversity, equity and inclusion in the workplace. As part of this commitment, we pledge to cultivate a workplace where diverse perspectives and experiences are welcomed and respected, and where employees feel comfortable and encouraged to discuss diversity, equity, inclusion, and belonging topics.

Inspired by CEO Action Pledge's "Day of Understanding" initiative, Farmers observes "Days of Understanding" events throughout the year, inviting employees to participate in voluntary activities and candid conversations designed to help better understand and celebrate each other. Over the past few years, "Days of Understanding" events have encouraged meaningful dialogue and education surrounding important topics, including allyship, microaggressions, cultural understanding, unconscious bias and more.



For all DEI&B information at Farmers, *visit here.*

EMPLOYEE RESOURCE GROUPS

One way we uphold our commitment to DEI&B is through our nine Employee Resource Groups (ERGs), which are open to all employees. These groups allow employees from any background, location, and line of business to find commonalities and build inclusive relationships. They also encourage diversity of thought and strive to support employees in bringing their whole selves to work. An ERG can be a meaningful way to network, learn, and grow, both professionally and personally.



BLACK PROFESSIONALS ALLIANCE (BPA)

The BPA is dedicated to attracting, retaining, and developing talented and well-informed business professionals who can deliver value through thought leadership, inclusive insights and marketing intel in support of Farmers strategic priorities. Through increased awareness and discussions surrounding social justice issues, the BPA played a role in securing matching funds that resulted in a donation to the Los Angeles Urban League and matching employee donations to the Equal Justice Initiative; the Center for Policing Equity; the NAACP Legal Defense Fund; and the Urban Leagues of Grand Rapids, MI, Olathe, KS, Phoenix, AZ, and Houston, TX.



CAREGIVER CONNECT

Caregiver Connect focuses on providing information and tools that help Farmers parents, grandparents, guardians, caregivers, and allies be their very best at work and at home. To that end, we offer caregivers valuable resources including webinars and thought sharing activities, as well as fun events like our hybrid Bring Your Kids to Work Day and Halloween Photo Contest. We also take great pride in supporting our fellow ERGs through initiatives that allow caregivers with specific support needs to have small group conversations about the challenges they may be facing in their own caregiving journey.



DISABILITY INCLUSION GROUP (DIG)

DIG aims to promote awareness, provide education, and foster a greater understanding of the disabilities and, in many cases, the challenges our employees, families, friends and customers encounter. Our objectives are to raise awareness, increase our visibility in the community, help attract top candidates, and help promote the organization's career development tools and resources. Our key initiatives are Special Olympics, Rides for Hope, Neurodiversity at Work, and Autism Speaks.

EMPLOYEE RESOURCE GROUPS



FARMERS ASIAN ALLIANCE (FAA)

FAA's mission is to empower our members as they work towards their personal and professional goals while promoting awareness of various Asian cultures and giving back to the community. We've organized bystander intervention training, executive panel discussions, and more resources for Asian Heritage Month and Farmers DEI&B overall.

FARMERS FUTURE

Farmers Future strengthens the Future of Farmers by supporting our employees as they acclimate, develop, and evolve through their career journey. We support all employees who are looking to learn and grow, whether they are new to the organization or trying to maximize their careers. In fact, we contact 100% of new hires to provide them with resources and networking opportunities to acclimate to life at Farmers.

FARMERS PRIDE

The Farmers Pride ERG elevates LGBTQ+ considerations within the workplace to help create a secure and inclusive environment where everyone can bring their full and authentic selves to work. We complete several successful philanthropic events, as well as celebrate Pride Month with the Farmers Family!

EMPLOYEE RESOURCE GROUPS



SOMOS FARMERS

Somos aims to create and sustain a work environment that attracts, develops and supports the personal and professional growth of its members while providing relevant and knowledgeable resources that enrich the Farmers brand within the reach and diverse Hispanic/Latinx community. Each year Somos celebrates Hispanic Heritage Month with activities and information for the whole organization!

VETERANS AND ADVOCATES

Veterans and Advocates ERG builds awareness and recognizes our Veteran's unique identity, military service, experience, culture, and community promoting esprit de corps within Farmers. The ERG is inclusive of all employees – whether Veterans or family, friends, and colleagues of Veterans – who wish to join and support this group, as well as veterans in our local communities. Our continued support of the Veterans Community Project (VCP) in their national expansion allows us to help Veterans across the country. We also partner each year with the Wreaths Across America program to remember our fallen soldiers on Wreaths Across America day by sponsoring wreaths and volunteering.

WOMEN'S INCLUSION NETWORK (WIN)

WIN is a source of mentors, role models, sponsors, and colleagues who can provide valuable knowledge and information, and is open to all Farmers employees. This openness creates a unique opportunity for employees to step beyond their normal network and expand their circle of contacts, influence, and skills. WIN helps to create a culture that attracts, develops and retains talent who contribute to the achievement of our business goals.

CORPORATE INITIATIVES

Farmers also supports three expansive Corporate Initiative Groups, which similarly work to bring together employees to encourage and support one another and accomplish enterprise-wide goals.



FARMERS FIT

Farmers cares about the all-around wellness of its employees and this include physical, mental, and financial wellness. The Farmers Fit group promotes physical and social well-being by making positive lifestyle choices at work, home, and in our communities. They support positive mental health by highlighting resources and support available at Farmers, as well as opening up the conversation on mental health in an effort to reduce stigma. The Farmers Fit group also brings awareness to the financial benefit resources that employees could take advantage of to help prepare for different life events.



COMMUNITY CHAMPIONS

Farmers Community Champions, or FCCs, are local employee leads who have stepped up to support their local communities. These leads facilitate the completion of enterprise-wide initiatives, like the annual Spring into Service campaign during National Volunteer Week, where Farmers employees give back across the country in a variety of virtual and in-person volunteer activities.



GO GREEN TEAMS

The Go Green Team is a group of sustainability champions across the enterprise that support program communications and employee engagement around building an organization that's good to our people AND our environment. Although we encourage sustainability by sharing information and resources year round, extra-special employee activities are planned on days like Earth Day and International E-Waste Recycling Day.

GROWING GOLF

Farmers recognizes the opportunity to help increase diversity in the game of golf by supporting minority players at all stages of development -- from first introduction to the sport, through youth golf and college to the professional ranks.



APGA TOUR (ADVOCATES PROFESSIONAL GOLF ASSOCIATION)

Farmers® has a long-time relationship with the APGA Tour, a professional tour with a mission of bringing greater diversity to golf and advancing its golfers to the PGA TOUR. Farmers annually hosts the APGA Tour Farmers Insurance® Invitational during the Farmers Insurance Open®, the first APGA Tour event held in conjunction with a PGA TOUR event. In 2022, the event expanded to a two-day event and became the first APGA Tour event to be televised.

Click here for more info

WOMEN IN GOLF FOUNDATION

Farmers also supports diversity in golf at the collegiate level through their sponsorship of the Black College Golf Coaches Association and the Women in Golf Foundation, which create opportunities and exposure for the golf programs at Historically Black Colleges and Universities (HBCUs). In addition to the support for these events, Farmers is cultivating relationships with schools and students, and providing access to learn more about career coaching, internships and other resources to support career development and professional aspirations.

Click here for more info



4

STRENGTHENING COMMUNITIES, IMPROVING LIVES TOGETHER

Our field of work is naturally focused on helping others through hard times, but we don't stop at just completing our day jobs. By offering the tools needed to be successful, Farmers also opens the door to employees to be a part of something more. Through charitable donations and various employee programs, we're able to make giving back an even greater foundation of our culture. We encourage all employees to volunteer and engage in meaningful service that makes a positive impact on local communities.
For in-depth information, *click here.*

THE HEART OF WHO WE ARE

One major way we serve our customers and communities is by being there when they need us most. After all, we are an insurance organization that frequently sees the impact that disasters such as tornadoes, hurricanes, and fires have on people and communities. Together with our nonprofit partners, we support philanthropic efforts and programs that help communities plan and prepare for natural disasters and recover in the aftermath.



GET READY

We help communities get ready by sharing best practices and safety information/education materials.

GET THROUGH

We help communities get through by providing immediate and experienced response.

GET STRONG

We help communities get strong by helping them rebuild more sustainably and resiliently.

ECONOMIC EMPOWERMENT

Farmers supports programs that work to eliminate financial barriers for low-moderate-income communities. We'll be working with organizations to deliver financial literacy, insurance education and career development opportunities, and help grow diversity in the game of golf.

SUPPORTING

Supporting career development and career readiness programs, helping to develop the next generation of talent.

GROWING GOLF

Growing the game of golf to help bring greater diversity to the sport and helping to eliminate the financial barriers of the game at all levels.

FINANCIAL LITERACY

Funding programs to deliver financial education and introduce risk and insurance at a younger age, connecting the dots between financial readiness and being prepared for the unexpected.



NONPROFIT PARTNERS

As Farmers works to maintain a high standard of responsible corporate citizenship, we donate our time and resources to nonprofits that help make a difference in our communities. We have strategically aligned ourselves with these two national nonprofits.



SBP

SBP's mission is to shrink the time between disaster and full recovery by working with communities prior to a disaster and then helping disaster-impacted citizens and communities recover in a prompt, efficient and predictable manner. Since its founding in 2006, SBP has directly rebuilt homes for over 2,140 families with the help of more than 130,000 volunteers in cities across the United States and Puerto Rico.

OPERATION BBQ RELIEF

Operation BBQ Relief provides comfort to those in need by connecting, inspiring, serving and educating in communities far and wide. The nonprofit was founded in May 2011 in response to a need for relief efforts in tornado-stricken Joplin, Missouri, and continues to respond to natural disasters and other situations to help feed displaced residents and emergency personnel.

GETTING INVOLVED BY GIVING BACK

We are passionate about making a difference in the communities where we work and live, which is why Farmers Corporate Citizenship team supports several employee volunteer programs to achieve these goals. Helping others in their time of need isn't just our business – it's our culture!



DISASTER RELIEF MATCHING

To help make it easy for our employees to contribute to nonprofits working on the ground to save lives, respond, and rebuild after natural disasters, we set up giving campaigns and, in some instances, match dollars donated by our employees.



FARMERS INSURANCE OPEN

An insurer being heavily involved in the world of golf may seem unusual. But, the Farmers Insurance Open® is way more than just another tournament! The Farmers Insurance Open, a marquee event on the PGA TOUR, continues to make an impact on the community through its charitable platform. For more information, *click here.*



COMMUNITY GRANT PROGRAM

This is an employee-driven program that supports nonprofits aligned to our corporate giving initiatives. These grants help support opportunities for employees to volunteer as part of enterprise and team building activities.



COMMUNITY CHAMPIONS

Each year we recognize at least one stand-out star for going above and beyond in their community with a grant to the charity of their choice.



BENEVITY AND VOLUNTEER INCENTIVE PROGRAMS

Employees can search our database for virtual and in-person volunteer opportunities, log those hours, and even turn them into donations to charities! These fan-favorite programs allow all employees the chance to give back, no matter where they live or what their schedule is like.

BEING THERE FOR EACH OTHER

Our employee hardship initiative, The Farmers Family Fund, offers grants to employees experiencing unexpected financial hardship. This fund is fueled solely by employee donations, and is a really unique way that we can support and give back to one another. This fund reinforces the importance of helping not only our local communities, but also our employee community.



I was diagnosed with Stage IV Metastatic Breast cancer in August of 2022 – I had been living cancer free for 9 ½ years after having a double mastectomy in 2013. This was devastating news to me. I was hospitalized for 2 weeks, underwent 10 rounds of radiation, and started treatment with my oncologist. I was left wondering if I would be able to return to a job that I loved and how would I be able to keep up the medical bills. Farmers Family Fund gave me assistance the first time I had cancer, so I reached out again for help. Not only did the Farmers Family Fund assist me financially, but the outpouring of love and support from my Farmers Family was incredible. It gave me the strength I needed to return to work and the job that I love. Thank you to all those that donate to the Fund – you are all amazing!



Jenny Henson
Senior Customer Service Associate
Farmers Insurance

IMPROVING OUR FUTURE THROUGH ENVIRONMENTAL SUSTAINABILITY

Farmers continues to take measures to become a more environmentally focused organization that operates in a way that benefits our people, planet, and communities, and promotes a culture of less waste. In 2019, Farmers launched our Go Green initiative to engage internal stakeholders across the enterprise and raise awareness around environmental sustainability. This strategy incorporated two key commitments: reducing internal print and eliminating single-use plastics in our offices.



REDUCED PAPER

We reduced our internal paper use by over 80% in the last five years through a significant reduction in internal print communications.



REDUCED PLASTIC

In 2019, polystyrene and plastic were removed from our operations wherever biodegradable alternatives were practical.



TREES PLANTED

Got a green thumb?
30,000 trees have been planted across the country on behalf of all Farmers employees through a collaboration with various environmentally focused nonprofit organizations.

OUR PURPOSE AND VALUES

- Our pupose is to strive to deliver peace of mind.
- Our values are the things we care deeply about at Farmers, and the basis for the choices we make: Belonging, Responsibility and Integrity.

Our purpose and values are at the core of who we are at Farmers – helping to guide the decisions we make and the environment we create. From our commitment to diversity, equity, inclusion, and belonging to employee benefits, and everything in between, we aim to build a space for employees to be strongly customer-focused, empowered and accountable, and continually learn using a growth mindset.





TOGETHER, WE ARE FARMERS®

These four major sections are just a taste of everything the culture at Farmers Insurance aims to achieve. We're constantly evolving with the world around us to better support our employees and our customers. But the true backbone of our organization is our people, who uphold our missions and values in order to offer incredible service and support to our customers, and communities, and one another.

Now that you've seen what makes Farmers great, take the next step in your career and explore our job opportunities by *clicking here.*

ThisIsFarmers Farmers Insurance ThisIsFarmers

The benefits described in this document may be governed by policies or plan documents. Farmers may modify, amend, suspend or terminate these benefits or plans at any time and for any reason at its sole discretion.