

# BUILD YOUR CAREER AT ENCOVA INSURANCE

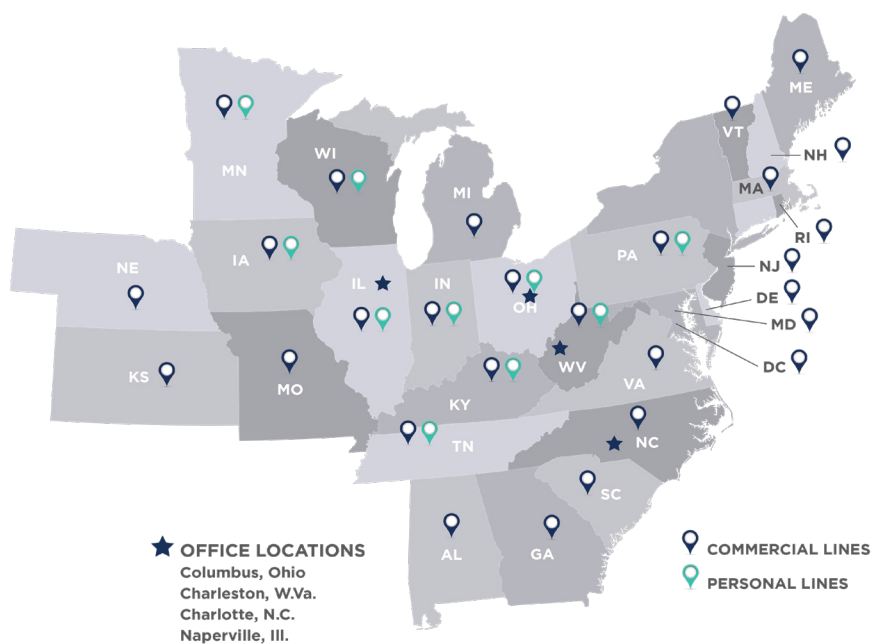
## WE VALUE OUR ASSOCIATES

Our associates are the heart of our business. We know our exceptional culture makes Encova a special place to work and gives us a unique advantage. No matter where you are on your career path, you can experience growth at Encova and we encourage you to consider joining our team.

When you work at Encova, you'll enjoy:

- Positive work/life balance
- Hybrid or remote work schedule (depending on role)
- Competitive compensation, including bonus plans
- Performance-based annual merit potential
- Competitive 401(k) company match
- Comprehensive medical, dental, vision and prescription drug plans
- Results-based wellness program
- Company-provided life and income protection plans
- Paid time off and eight paid holidays
- Professional development opportunities
- Dress-for-your-day dress code
- Discounted auto/home insurance
- Opportunities to give back to your community
- Making a difference in a mission-driven environment
- Associate resource groups that provide opportunities for networking, professional development and community involvement

## OUR FOOTPRINT



## LIFE AT ENCOVA

Building and sustaining Encova's unique culture requires intentional effort from everyone in the company. We believe that achieving results and building trust are interrelated. Through connection, character and competence, we build trusting relationships with associates, agents and policyholders to achieve excellent results.

Through our collaborative team structure, we find professional and personal growth. We never stop learning and always seek to improve ourselves.

## INCLUSION AND BELONGING

We know that creating an environment of inclusion and belonging for associates fosters our competitive edge by giving voice to every individual's unique talent and perspective. When associates experience inclusion and belonging, all can contribute to the fullest extent of their knowledge, skills and ability.

Associates are encouraged to participate in our associate resource groups. These voluntary, associate-driven groups are organized around a shared interest or commonality and give opportunities for professional development, community involvement and a place of support among peers.

## JOIN OUR TEAM

Visit our online career center to view current openings:  
[encova.com/careers](https://encova.com/careers).



If you don't see an opening that interests you, click **Sign In** at the top right corner to create **Job Alerts**. Here you can select your job search criteria using various filters. You will be notified via email if a new position becomes available that matches your requirements.

AN A (EXCELLENT) COMPANY AS RATED BY AM BEST

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TOP 25



MUTUAL INSURANCE COMPANIES

\$5.4 BILLION



IN ASSETS

1,100+



ASSOCIATES

2,000+



INDEPENDENT AGENCIES

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