

I Am *ACUITY*



What makes *ACUITY* great?

That's easy—it's you! Our people are the strength of *ACUITY* and the reason we enjoy the competitive advantages we do. People do business with people they know and trust. With voluntary turnover of less than 2% annually, we can provide our agents with the knowledge base and trusted relationships they covet. Our exceptional financial performance, technological superiority, and world-class claims service are deeply rooted in the talent and intellect of our staff. No matter your position with *ACUITY*, your contributions are important, and they are recognized.

In short, you are *ACUITY*.



Ben Salzmann, President & CEO

Letter From Our President

FORTUNE® and Great Place to Work

ACUITY moved up one spot, to number 2 in the 2016 *FORTUNE* “100 Best Companies to Work For®” list. Best Medium Workplace in America in 2004, 2010, 2011, 2012, and 2013.



Ward Group

Top 50 best run property & casualty companies in the nation



ACORD

Winner of more technology awards than any other property & casualty insurer in the world

National Underwriter

Among largest property & casualty companies in the nation

- ✦ Leadership Training Program
- ✦ Corporate Training Resources
- ✦ Personal and Professional Lunch and Learns
- ✦ Insurance Industry Newsletter
- ✦ Professional Development Workshops
- ✦ Tuition Reimbursement



Training and Development



ACUITY leaders recognize the importance of investing in the company's intellectual capital—its employees.



ACUITY BUILDS TRUST

We make an all-out effort to keep every employee informed and up to date.

- ✦ Ben's Gossip Line
- ✦ *!nfocus*, Agent Newsletter
- ✦ *inSIDER*, Employee Newsletter
- ✦ Town Hall Meetings
- ✦ Lunch With an Executive
- ✦ Visible Strategic Plan
- ✦ Annual Report Presentation



Company Communication



ACUITY Charitable Foundation is a major philanthropic organization enriching the lives of people.

- ✦ Social Stewardship
- ✦ Capital Investments
- ✦ *ACUITY* and the Arts

"I am proud to work for an employer that is so committed to education, the arts, and social services in our communities."

**ACUITY
RECOGNIZES
EXCELLENCE**

**We understand how our
employees contribute
to our success.**



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Employee Recognition

- ✦ "When Magic Happens" Performance Recognition
- ✦ Service Recognition Bonus
- ✦ Annual Top 100 Corporate Accomplishments List
- ✦ CPCU Inductee Award Trip
- ✦ President's Fitness Challenge Awards Program
- ✦ Seasonal Gifts





ACUITY recognizes that work is a part of life and strives to help you look after loved ones and build a rewarding life. Our programs offer those “extras” that make us a top employer.

Life/Work Balance



- ✦ **Vacation Package That Credits Prior Industry Experience**
- ✦ **Flex Time**
- ✦ **Paid Holidays**
- ✦ **Subsidized Cafeteria**
- ✦ **Free, On-Site Fitness Center With Fitness Classes**
- ✦ **Business Casual Dress Code**
- ✦ **Mothers' and Wellness Rooms**
- ✦ **On-Site Banking and Dry Cleaning**
- ✦ **ACUITY Garden**



At ACUITY we like to have fun!

Building camaraderie through employee, family, and community events

Company Events

- ✦ Summer Picnic
- ✦ Free Breakfasts
- ✦ Free Chair Massages
- ✦ Lunchtime Entertainment
- ✦ All-Company Luncheons
- ✦ Holiday Party
- ✦ School Supply Drive
- ✦ Book Fairs
- ✦ Chocolate Fair
- ✦ Holiday Gift Drive
- ✦ Bring a Child to Work Day
- ✦ Year-End Review

“Our Employee Activity Committee is provided with the resources to plan amazing holiday parties, picnics, and fun events throughout the year.”



ACUITY supports employees who have healthy lifestyles and employees seeking healthier habits.

"I love telling people I work at ACUITY. From the work environment to training, job opportunities, salary and benefits, ACUITY provides everything for their employees. I feel very fortunate to work here."



Your Health



- ✦ **On-Site Fitness Center**
- ✦ **Nutritious Cafeteria Choices**
- ✦ **Indoor/Outdoor Walking Paths**
- ✦ **On-Site Weight Watchers**
- ✦ **Health Education Programs**
- ✦ **Flu Immunization**
- ✦ **President's Fitness Challenge**
- ✦ **On-Site Massage Therapy**
- ✦ **Wellness Rooms**

ACUITY CARES SO HEALTH CARE COSTS LESS

Over the last 12 years, employee's premium increase was less than 1% per year annualized. And overall benefits improved.

- ✦ Free In-Network Preventative Care
- ✦ Robust Network of Doctors
- ✦ Generous HSA Contribution
- ✦ Employee Education
- ✦ Patient Care Advocates
- ✦ Nurse Navigator Service



Your Health





ACUITY has the right
opportunities for the
right individuals.
And that is you!

CUSTOMER SERVICE

MARKETING

COMMERCIAL PROCESSING

PROGRAMMING



Career Opportunities

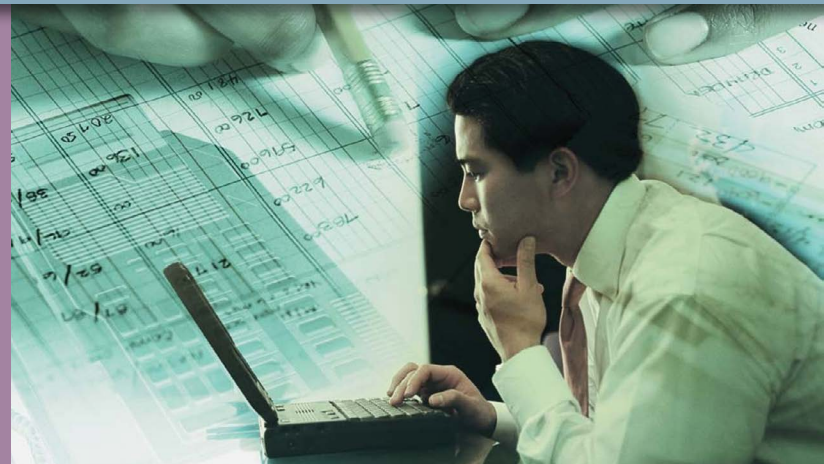
ACCOUNTING

BUSINESS
CONSULTING

UNDERWRITING

CLAIMS

*"When people find out I work
for ACUITY, they have only good
things to say which makes me
feel even more proud to be a
part of this company."*



Your Financial Well-Being

- ★ ACUITY 401(k)
- ★ Salary Continuation
- ★ Long-Term Disability Insurance
- ★ Life Insurance
- ★ Flex Spending Account
- ★ ACUITY College Scholarships
- ★ Easy Payroll Deduction for 529 College Saving Plans
- ★ Free, On-Site Retirement Planning Services

Your Health

- ★ On-Site Fitness Center
- ★ Nutritious Cafeteria Choices
- ★ Indoor/Outdoor Walking Paths
- ★ On-Site Weight Watchers
- ★ Health Education Programs
- ★ Flu Immunization
- ★ President's Fitness Challenge
- ★ On-Site Massage Therapy
- ★ Wellness Rooms

Life/Work Balance

- ★ Vacation
- ★ Flex Time
- ★ Paid Holidays
- ★ Subsidized Cafeteria
- ★ Mothers' Rooms
- ★ On-Site Bank and ATM
- ★ On-Site Dry Cleaning Service
- ★ ACUITY Garden

Summary of Benefits



Visit us at www.acuity.com



ACUITY is a regional, mutual property/casualty insurer operating in 23 states. *ACUITY* has been serving the needs of businesses and consumers since 1925.

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