

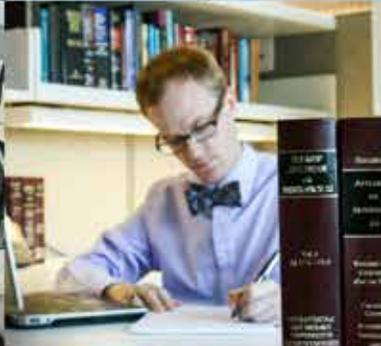


GREAT WEST CASUALTY COMPANY

The Difference is Service®

GREAT PEOPLE GREAT CAREERS

Great West Casualty Company



Connect with us on
LinkedIn

Great Reasons to Choose Great West Casualty Company

SERVICE

INDUSTRY LEADER

VALUE-DRIVEN™ CULTURE

LEARNING & DEVELOPMENT FOCUSED

SOCIAL RESPONSIBILITY

Great West Casualty Company seeks individuals to join our team of over 800 who are dedicated to providing quality insurance products while delivering impeccable service to our customers.

Want to learn more about how your interests and skills are a fit for **Great West Casualty Company**?

Take a look at the following pages to learn about the career opportunities we have to offer.



“ At Great West, with hard work, commitment, and personal and professional growth, the limitations to your career advancement are in your hands. This has never been more true than in my career path.

Nearly forty years ago, I began my journey as a part-time employee answering the phone in the off-time hours. Following college, I began my career in underwriting and followed that career path. Eleven years later I transferred to an owned agency in Denver, Colorado. I was later promoted to lead a regional office in Boise, Idaho, before being asked to return to the corporate office as Chief Executive Officer.

I believed each day of work I was interviewing for my next job. Being prepared and positively responding to challenges provides each individual their professional career path. You may not become the CEO of Great West, but you are the CEO of your job. Always do it the best you can.



JAMES D. JENSEN
Chief Executive Officer



Service & Industry Leader

SERVICE

Our business philosophy, The Difference is Service,[®] inspires our relationships and drives our success. It is important for us to deliver quality service because we exist to serve others. Great West continuously identifies, develops, and implements service opportunities. **Our team members are the reason service is our competitive advantage.**

INDUSTRY LEADER

Great West was founded over 60 years ago to serve the needs of the trucking industry. In that time, we have become one of America's largest insurers of trucking companies because of our reputation for unparalleled products and services.

The growth of Great West has come from knowing, understanding, and serving the needs of the trucking industry while meeting and exceeding our insureds' needs. We have five offices to keep in touch with customers and their needs in over 40 states. We are a part of the Old Republic Group of insurance companies.

As a leader in the trucking industry, we offer you **stability** and **support** to help reach your full potential at work, at home, and in the communities in which you live. We offer all of this in an open-door work environment that encourages and rewards individual contributions and teamwork.

- ★ Rated A+ (Superior) by A.M. Best Rating Services
- ★ Rated A+ by Standard & Poor's
- ★ Rated A2 by Moody's Investors Service



“ Great West has a reputation of being a trucking insurance leader. We are known for our high level of service, which is driven by our quality employees. ”

JERRY

Sr. PDC Claims Adjuster

Value-Driven™ Culture

OUR MISSION

To be “the” premier provider of insurance products and services for truckers.

OUR VALUES

The character of our company is demonstrated by the daily actions of our employees and agents. We hold these nine values as keys to our success:

- ★ Integrity
- ★ Ethics
- ★ Service
- ★ Excellence
- ★ Teamwork
- ★ Fun & Enjoyment
- ★ Resourcefulness
- ★ Security
- ★ Courage

OUR GOLDEN RULE

Respect the dignity of each individual and treat all persons impacted by our actions and decisions with fairness and honesty.

FUN AT WORK

Each office regularly plans events in and out of the office for you and your family.

- ★ Sporting Events
- ★ Theme Park & Zoo Outings
- ★ Picnics
- ★ Outdoor Events
- ★ Departmental Competitions
- ★ Theater Performances
- ★ Take Your Child to Work Day
- ★ Cookouts & Luncheons
- ★ And many more!

“Great West Casualty Company has always supported a family atmosphere even as they’ve grown larger. They believe in a healthy work/life balance while still giving an employee ample opportunity to have a successful career.”

SARAH

Vice President, Underwriting



Learning & Development

LEARNING & DEVELOPMENT

We invest in continuous education and development to help you advance as an industry expert and to grow with our team. A dedicated team of training and development professionals ensure each phase of your educational journey adds value to your professional development. To best fit your learning style, we offer a multi-faceted approach which includes a mix of internal instructor led courses, online courses, external courses, conferences, and seminars. Success at Great West is recognized through internal promotions, transfers, and progression up designated career ladders.

LEARNING OPPORTUNITIES:

- ★ **New Employee Orientation**
We provide an orientation that familiarizes team members with our culture, values, departments, and benefits.
- ★ **Learning-Centered On-The-Job Training**
We provide you with hands-on training that is tailored to your needs and learning styles.
- ★ **Interactive E-learning**
We provide access to hundreds of courses to empower you to improve job performance and develop personal skills.
- ★ **Continuous Education Support - Tuition Reimbursement**
We provide assistance in achieving formal education goals to further your knowledge and advance your career.

DEVELOPMENT OPPORTUNITIES:

- ★ **Career Ladders**
We offer job specific development paths to encourage attainment of career goals while enhancing your knowledge, skills, and abilities.
- ★ **Formal Mentor Program**
You will be paired with a mentor who will guide you and be a source of professional support and advice.
- ★ **Support and Recognition of Professional and Industry Designations**
We provide study materials, exam fees, a paid study day, and monetary awards to encourage successful completion of a qualifying professional or industry designation. Great West is a testing site for many insurance industry exams.
- ★ **New Leader Development**
In-house instructors deliver a comprehensive management training program to all new team members hired and those promoted into leadership roles. Development is further supported with external and online courses.



“ The training provided by Great West was comprehensive, relevant, and efficiently delivered. The combination of orientation, on-the-job training, and specific industry training prepared me with the tools needed to feel knowledgeable and be successful. ”

LAMPORN

Sr. Workers Compensation Underwriting Assistant

Social Responsibility



We endeavor to enrich and make our local communities better places to live through charitable donations to local organizations and support of national charities. Our employees generously give their gifts of time and resources with company encouragement and support.

CHARITABLE GIVING

Great West Charities provides opportunities for team members and our business partners to contribute gifts of time, talent, and treasure to promote volunteerism and philanthropy. All contributions benefit affected employees and not-for-profit charitable organizations.

SAFETY

Our dedicated team of Safety professionals are committed to improving safety standards of the trucking industry and making the roads safer for everyone.

ENVIRONMENT

Our corporate and regional Green Teams actively find ways to minimize the environmental impact of our operations.

COMMUNITY ENGAGEMENT

As active participants in our communities, we encourage our employees to participate in community events and serve in volunteer leadership roles of local organizations. We additionally sponsor local events.

“ There is a tremendous social responsibility associated with being a successful company. It is exciting to work for a company that understands that financial success and a commitment to society are intertwined. It is satisfying to see how each decision we make considers our employees, the local community, and the good of the public. ”

STEVE
Business Analytics Manager



Benefits

WORK-LIFE BALANCE

- 37.5 hours/week
- Schedule Flexibility
- 10 Days Vacation Earned In Year One
- 9 Paid Holidays Per Year
- 1.5 Paid Personal Holidays Per Year
- 60 Hours Excused Absences Earned Per Year
- Funeral Pay
- Military Leave

HEALTHY LIFESTYLES

- Medical / Dental / Vision
- Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA)
- AFLAC Supplemental Insurance
- Fitness Club Subsidization (Employee + Spouse)
- Daily Stretching Program
- Wellness Challenges & Activities
- LifeWorks Employee Assistance Plan
- Travel Assistance
- Smoke-Free & Tobacco-Free Workplace

FINANCIAL WELL BEING

- Employee Savings & Stock Ownership Plan (ESSOP)
- Baseline Security Plan
- Life Insurance
- Short-term and Long-term Disability Plans
- Tuition Reimbursement
- Relocation Assistance
- Scholarship Fund for Children and Dependents
- Performance Bonus
- Matching Gift Fund
- Employee Purchase & Discount Program
- Funeral Planning Services

Committees



At Great West we understand that there is more to your professional life than just “doing your job.” Opportunities to impact the organization beyond your day-to-day duties are available through participation in committees and ad hoc project groups.

As a committee member, you will have the chance to collaborate company-wide and represent a variety of departments in each of our offices.

GREAT WEST CHARITIES

Promotes volunteerism and philanthropy among team members through gifts of time, talent, and monetary donations to local and national charitable organizations.

GREEN TEAM

Finds and develops ways to decrease the environmental impact of our operations by decreasing paper usage, volunteer activities, recycling drives, up-cycling competitions, adopt-a-street/trail programs, shoe donation drives, and educational events.

FUN

Plans on-site events for team members and off-site events in which family members can participate. Activities have included chili cook-offs, recess day, and sporting event outings.

CAFE & LUNCHEON

Sponsors lunchtime events, themed menus, and activities. Events have included BBQ's, luau's, and ice cream socials.

HEALTH, SAFETY, & WELLNESS

Plans events that are fun and support healthy lifestyles through fitness activities and learning. Step and stair challenges, lunch walking groups, blood drives, and health screenings have all been organized by this group.

MEDICAL EMERGENCY RESPONSE TEAM (MERT)

Ensures team members are ready, willing, and trained in each office to handle medical emergencies and act as a first line of care until emergency personnel arrives.

PROJECT GROUPS

Short-term focused groups created to address a specific project or goal. Groups have worked on topics such as customer service, new employee program launches, and management development program design.

Career Paths

CORPORATE

No matter what your area of interest or expertise may be, we have a career path for you. We offer a variety of corporate positions in our regional offices and headquarters. As part of corporate, you will work with our operational departments to uphold the Great West mission and deliver quality service both internally and externally.

Corporate careers include: **Accounting, Account Representatives/ Agents, Actuarial, Aviation, Business Analytics, Call Center, Human Resources, Internal Audit, Information Technology, Legal, and Marketing.**

CLAIMS

If you are a good negotiator with quick problem-solving skills, you should consider a career in claims. Ultimately, the Claims department helps us uphold our promise to the companies we insure and claimants who have experienced a loss. They must act quickly and thoroughly to make sound decisions. Our Claims professionals interact with vendors, insureds, agents, and claimants on a daily basis. Our Claims department is further specialized into:

- Physical Damage & Cargo (PDC)
- Liability
- Workers' Compensation

Claims careers include: **Adjusters, Claims Assistants, Office Claims Processors (OCP), Subrogation Professionals, and Support Specialists.**



“ I enjoy working for a company that takes so much pride in the work they do. I feel like I make a significant impact at Great West, albeit indirectly. Accurate rates and models go a long way in ensuring that Great West products are priced appropriately and profitably. ”

AARON
Sr. Actuarial Assistant



SAFETY

If you are an analytical thinker with strong decision-making and communication skills, consider a career as a Great West Safety professional.

Our Safety professionals partner with our insureds, agents, and underwriters to develop clear and concise risk management programs to ensure safety and efficiency. Safety professionals travel extensively to build relationships and to deliver quality service.

UNDERWRITING

If you are a team-oriented problem solver who is committed to excellent customer service and building relationships, you should consider a career in Underwriting. Underwriters partner with agents to gather information from multiple sources, evaluate potential loss hazards, and determine policy terms and pricing.

A successful underwriter must possess strong analytical thinking, negotiation, and decision-making skills. At Great West, our Underwriters utilize and maintain high standards for the companies we insure to promote safety and ethical conduct.

“ By having direct contact with our insureds, I am able to find solutions that work for both the customers and Great West. ”

KORAH
Underwriter





BOISE

2950 E. Goldstone Drive
Meridian, ID 83642
800.628.4415



SOUTH SIOUX CITY

1100 W. 29th Street
South Sioux City, NE 68776
800.228.8602



BLOOMINGTON

3042 N. Lintel Drive
Bloomington, IN 47404
800.437.2699



ARLINGTON

624 Six Flags Drive, Ste. 240
Arlington, TX 76011
800.257.8757



KNOXVILLE

10100 Global Way, Ste. 100
Knoxville, TN 37932
800.998.9288

