

First American

Where You Come First

At First American, we put people first. When you join our team, you have access to ongoing opportunities for rewarding work and professional growth as well as a robust benefits program designed to enhance many areas of life. First American has a rich legacy of serving the communities where we live and work. We support a variety of causes, including community development, human services, and women's advocacy.

Eligibility

You are eligible for health and wellbeing benefits on the first of the month following your hire date. This applies to those new hires scheduled to work 30 hours or more per week.

Your Health and Wellbeing

Your health is the foundation of your life. To support you where you are in your journey, we offer a variety of benefits:

- Medical
- Dental
- Vision
- FA Wellbeing
- Other Health Programs
 - Diabetes Management
 - Health Lifestyle Support
 - Nurseline
 - Telemedicine
 - Virtual Physical Therapy Care

Your Support

When you need assistance, First American offers free services and programs to support you throughout your journey:

- Accolade Benefits Navigation Services
- Employee Assistance Program
- Expert Medical Opinion
- Mindfulness and Resiliency App

Your Time

A healthy work-life balance is an important part of feeling happy and satisfied, which we support with:

- Leaves of Absence
- Paid Holidays
- Paid Time Off
- Sick Time



Diversity, Equity, and Inclusion

At First American, we are committed to creating and promoting a diverse and inclusive work environment with a wide range of backgrounds, perspectives, and skill sets. This allows us to better understand and meet the needs of our customers and communities, increase operational flexibility, expand into new markets, and develop innovative products.

Your Wealth

Saving for the future is an important part of financial planning. First American gives you a variety of ways to save – both in the short-term and long-term:

- 401(k) Retirement Plan with Company Match
 - Auto-enrollment at 6% after 60 days unless you opt out or change the percentage
 - Contribute on a pre- and/or post-tax basis
 - Fully vested after two years
 - Eligible for annual discretionary Company match if an active employee on the last business day of the year
- Employee Stock Purchase Plan (ESPP)
 - Purchase Company stock at a minimum 15% discount each quarter (including quarterly pricing look-back feature)
- Flexible Spending Accounts (FSAs)
- Health Savings Account (HSA) with Company Match
 - Employer contribution available when enrolling in an HSA-eligible medical plan
- Memberships, Discounts, and Other Programs
 - Childcare, Credit Union, Fitness, Tuition, Settlement Services, and more
- Telecommuting
 - Partial reimbursement for personal Internet service and/or phone while using a remote office

Your Protection

First American helps you keep your family, income, and assets safe through a variety of Company-paid and voluntary plans if you are eligible:

- Business Travel Accident
- Critical Illness, Accident, and Hospital Indemnity
- Group Auto Insurance
- Group Legal Plan
- Identity Theft Protection
- Life and AD&D
- Pet Insurance
- Short-Term and Long-Term Disability

Your Family-Friendly Support

First American recognizes that families come in all shapes and sizes. We offer a variety of benefits and programs to help you build your family, your way:

- Adoption Assistance
- Fertility, Pregnancy, and Parenting Support
- Healthy Maternity Program
- Paid Parental Leave

#JoinFirstAm



These benefits are just the start and we have more for you. Visit firstam.com/careers to learn more about what makes First American a great company.

©2022 First American Financial Corporation. All rights reserved. First American and FA Benefits are registered trademarks or trademarks of First American Financial Corporation and/or its affiliates.

This is a high-level, informational summary only, qualified in its entirety by the governing plan documents. This summary gives you no rights and may not be used as a basis for claiming benefits. You should carefully review the plan prospectus, plan documents, and amendments (collectively, the “plan documents”) that may be obtained by contacting the plan administrator and will otherwise be made available to you in accordance with applicable law. If there is any conflict between this document and the provisions of the plan documents, the plan documents will govern. Remember, along with the opportunity for financial gain, there are also risks involved in any stock investment.