

First American Where You Always Come First

At First American, we put People First. When you join our Company, you have access to ongoing opportunities for rewarding work and professional growth as well as a robust benefits program designed to enhance every area of life.

Eligibility

You are eligible for health and welfare 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 in building a healthy lifestyle, we offer a variety of benefits:

- Medical
- Dental
- Vision
- FA Wellbeing



#firstamcares



First American has a rich legacy of serving the communities where we live and work. We support organizations that work toward these three core causes:

- Community Development
- Women's Advocacy
- Human Services

Your Support

To make life easier, First American offers free services to support you throughout your journey:

- Accolade Benefits Navigation Services
- Employee Assistance Program
- Expert Medical Opinion
- Paid Time Off



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 Savings

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:

- Health Savings Account (HSA)
- Flexible Spending Accounts (FSAs)
- 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 15% discount each quarter
- 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-provided and voluntary plans if you are eligible:

- Life and Accidental Death & Dismemberment (AD&D)
- Disability
- Business Travel Accident
- Critical Illness, Accident, Hospital Indemnity
- Auto Insurance
- Group Legal Plan
- Identity Theft Protection
- Pet Insurance

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:

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



#JoinFirstAm

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

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