

COMMONWELL CREW

WE ARE
INDIVIDUALS
Together!



Candidate Playbook



Welcome!





ALL ABOUT:

Building a strong business and community through our incredible team!

WE ARE INDIVIDUALS

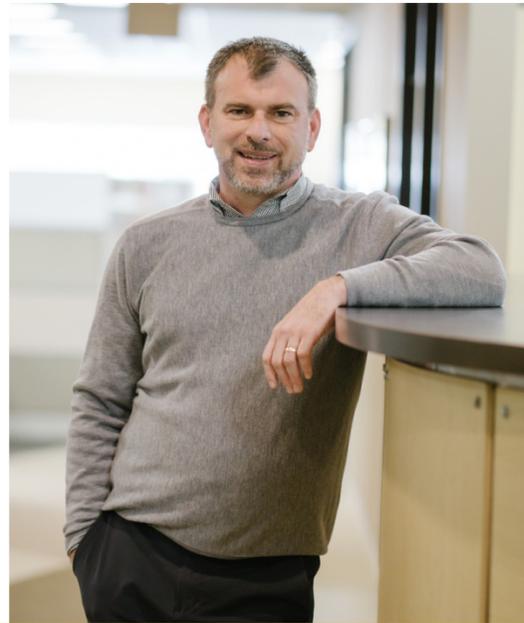
Together!

Welcome to The Commonwell! We're so glad you decided to get to know us better. We're different by design and celebrate that uniqueness in all that we do. Here we are mission-driven and dedicated to serving the local community. From our extensive insurance product offering to our commitment to giving back via our CARE program, our mutual structure focuses on people, not shareholders. We do what's right for our members, employees, and the local community. We invest in what matters. From top technology to a robust wellness program, we double down on the best for our team and our members. The outcome is a rich high-performance culture, a strong sense of togetherness with a respect for what makes us individuals, and genuine team spirit. Ready to experience the difference for yourself? We would love to get to know you better!

TIM SHAUF

President & CEO

THE LEADERSHIP TEAM



GARTH
WINTERTON

*VP,
Operations*

ALL ABOUT:
Continuous improvement at work and on the ice with his two hockey playing sons.



DAN
TEGUH

*Chief Financial
Officer*

ALL ABOUT:
Attacking each day with an enthusiasm unknown to mankind



CAROLINE
GAFFNEY

VP, Talent

ALL ABOUT:

Building connection through meaningful collaboration at work and at home on the farm.



ENRICO
MASTRANGELI

*VP, Distribution &
Member Innovation*

ALL ABOUT:

Moving things forward from progress in the industry to cycling through the region's bike paths.



STEVE
COLEMAN

*VP, Information
Technology*

ALL ABOUT:

Building partnerships to get the job done smarter at work and at home while strumming his guitar.

WE ARE INDIVIDUALS *Together!*

WE ARE
INDIVIDUALS. TOGETHER. 

#CommonwellCrew

From our business model to how we serve our local community, The Commonwell difference is right in our name. We have a common vision and purpose that unites us all and is powered by our high-performance culture.

We opt for serving the best interests of our local community members over shareholders. We believe that big dreams can come from small places, where the impact of our work serves our neighbours and friends. We opt for calmer commutes and lively connection, ***a feeling of closer to home in every way!***

We claim more out of life and our careers!

We are
individuals. together.



Community

CLOSER TO HOME IN EVERY WAY!



FAMILY SPIRIT

Our team and our members are people, not numbers. With genuine care for each individual's personal well-being, real connection and relationships are built here.

LOCAL IMPACT

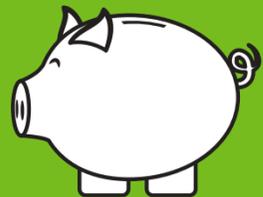
Nothing is more meaningful than protecting the people we know and care about. Who we are directly centers around the impact we can make in our local communities. We don't work for shareholders, we work for our friends and neighbours, and giving back is just how we are wired! Our CARE program is committed to building strong communities.

REWARDING WORK ON SO MANY LEVELS



HIGH-IMPACT OPPORTUNITY

Vast opportunity lives here. As a thriving high performance organization, we make it a point to share our growth with our team via development opportunities. We invest in our people and reward their drive with meaty roles they can sink their teeth into.



TOTAL REWARDS

From competitive compensation including an annual incentive program, to premium perks including our pension plan, we look after our team just as we do our members. High performance is celebrated here!



Opportunity & Rewards



Flexibility

Participants: [Icons for Participants, Apps, More, Camera, Mic, Share]

[Video feed of a man]

[Video feed of a woman]

[Video feed of Aidis Balita]

[Video feed of Jim Geelen]

[Video feed of a man]

[Video feed of Sarah Loyst]

[Video feed of Colleen McCormick]

[Video feed of a woman]

[Video feed of Kimberly Beneteau]

[Video feed of Debbie Sauve]

FRESH AIR FRESH IDEAS FRESH WORK-STYLE



WORK FROM HOME

Impactful work can happen anywhere! Our agile workstyle provides employees the flexibility to work from home to deliver their most meaningful contribution.



TOP TOOLS & TECH

With top tools and technology, great work and collaboration can happen anywhere with anyone.



READY FOR AN INSPIRING WORKPLACE? JUST ADD WATER!



LEAVE THE DAILY GRIND

We leave the daily grind behind in place of inspiring scenery, open roads, and endless possibilities.



WELLNESS

We believe wellness matters! From fitness subsidies to our inspiring surroundings, we make wellness accessible.



Inspiration



Lifestyle

ADD SOME LIFE TO YOUR "WORK- LIFE BALANCE"



CALM COMMUTES, LIVELY CONNECTION

From a more peaceful commute to deeper connections at work and home, our lives are enriched by making time for what matters.



LIVE MORE

From vacation to paid time off to volunteer, not to mention personal days, life outside the office matters to us.

DIVERSITY, EQUITY, & INCLUSION AT THE COMMONWELL!

Our vision is to build an environment that develops and attracts the very best by empowering everyone to create a workplace where everyone can perform at their very best, be their authentic self and bring their whole self to work.

The Commonwell is committed to Equal Employment Opportunity without regard to age, race, ethnicity, gender, disability, sexual orientation, gender identity or religion. It's important to us that people of all identities and backgrounds see themselves represented and included in our work so we actively encourage people of all identities and backgrounds to apply" and We are committed to providing an accessible environment for all members, employees and job applicants. If we can provide a specific adjustment to make the recruitment process more accessible, please advise the recruiter directly.



Inclusivity



**AMAZING
PEOPLE**



**GROWTH &
OPPORTUNITY**



**EGO-LESS
LEADERSHIP**



**SOCIAL
RESPONSIBILITY**



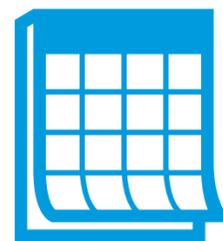
**REMOTE WORK
FLEXIBILITY**



**TOP TOOLS &
TECHNOLOGY**



**INCENTIVE &
PENSION PROGRAM**



**VACATION &
PERSONAL DAYS**



**WELLNESS
PROGRAM**



**REWARDS &
RECOGNITION**

WE'RE ALL ABOUT

Social Good!



C.A.R.E.



The Commonwell Mutual Insurance Group invests in local education, training, and learning to help our communities grow in capacity, resiliency, and opportunity.



YOU GET NOTICED MORE
FOR YOUR WORK HERE



WE PUNCH ABOVE OUR
WEIGHT IN TECHNOLOGY



THE ACCESSIBILITY OF THE
LEADERSHIP TEAM HERE

WHAT OUR
EMPLOYEES
ARE

Saying...

GROWTH AND
OPPORTUNITY



THE IMPACT TO
THE COMMUNITY



#TheFeelingIsMutual





16%

OF OUR WORKFORCE EXPERIENCED A
PROMOTION WITHIN THE LAST YEAR

WE ARE
INDIVIDUALS. TOGETHER.



#CommonwellCrew

