

COMMONWELL CREW

WE ARE
INDIVIDUALS
Together!



Candidate Playbook





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, dedicated to flexible work and serving the communities of Commonwell Country. From our extensive insurance product offering to our commitment to giving back via our CARE to Grow program, the mutual structure focuses on people, not shareholders. We do what's right for our members, employees, and the communities we serve. We invest in what matters. From a 'remote first' work environment supported by 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



YEARS OF AN AWARD WINNING *Culture*



2019

Great Place to Work

2020

Great Place to Work
Best Workplace in Financial Services & Insurance

2021

Great Place to Work
Best Workplace in Canada
Best Workplace for Giving Back
Best Workplace for Mental Wellness
Best Workplace for Women
Best Workplace in Financial Services & Insurance

2022

Great Place to Work
Best Workplace for Giving Back
Best Workplace in Financial Services & Insurance

2023

Great Place to Work

2024

Great Place to Work
Best Workplace in Canada
Best Workplace for Women
Best Workplace for Giving Back
Best Workplace in Financial Services & Insurance

Premium Perks

REMOTE WORK FIRST



Committed to a 100% remote work environment, offering flexible hours and a 35-hour work week, including options for a compressed schedule.

SOCIAL RESPONSIBILITY



Receive 2 paid volunteer days and \$100 annually to donate to a registered charity.



GROWTH & OPPORTUNITY

10% of our workforce was promoted last year. Employees are also eligible for education reimbursement and completion bonuses for CIP.

PENSION PROGRAM



Contribute 5%, 6%, or 7.5% to the defined contribution pension plan, with The Commonwell contributing 7.5%.

INCENTIVE PROGRAM



All permanent employees are eligible for an annual incentive, based 50% on company performance and 50% on individual performance.

VACATION & DIYW DAYS



Start with 15 paid vacation days and receive 5 paid DoltYOURWay (DIYW) days annually, encouraging a healthy work-life balance.

BENEFITS & WELLNESS



All permanent employees receive up to \$750 annually for wellness reimbursements and earn prizes for taking daily wellness breaks. Flexible benefits are available for permanent roles from day one.

REWARDS & RECOGNITION



Earn *Crew Applause* points when colleagues say thank you and redeem for items like home goods, gift cards, concert tickets, community donations, and more through the Marketplace!

Cross-Country CONNECTION



“At The Commonwell, your professional development is guided by experienced Leaders and strengthened by a culture of collaboration and a shared purpose.”

~Angel
Finance Team



“Working at The Commonwell is to be part of a purpose-driven team where growth is encouraged, support is constant, and employee well-being is truly valued. It’s more than just a workplace - it’s a community that empowers you to thrive.”

~Ayotola
IT Applications Team



“Being part of The Commonwell feels like belonging to a team where collaboration and care are at the heart of everything we do.”

~Lakshmi
IT Infrastructure Team



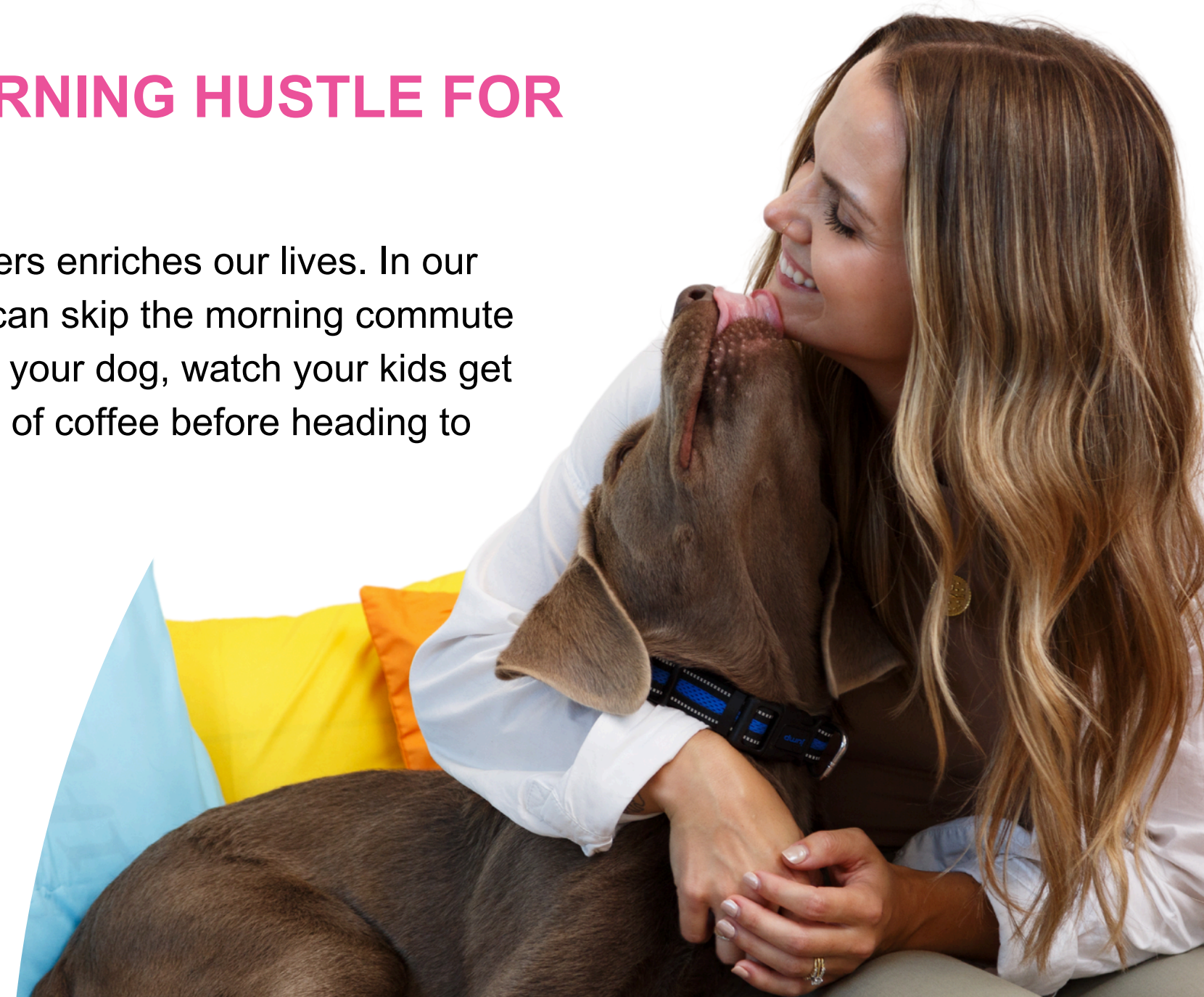
CLOSER TO HOME IN EVERY WAY!



TRADE IN THE MORNING HUSTLE FOR SOME CALM

Taking time for what truly matters enriches our lives. In our remote-first environment, you can skip the morning commute and enjoy a peaceful walk with your dog, watch your kids get on the bus or make a cozy cup of coffee before heading to your home office!

Remote **First**





THE FEELING IS *Mutual*

OUR MISSION

Protecting Individuals, Together.

OUR VISION

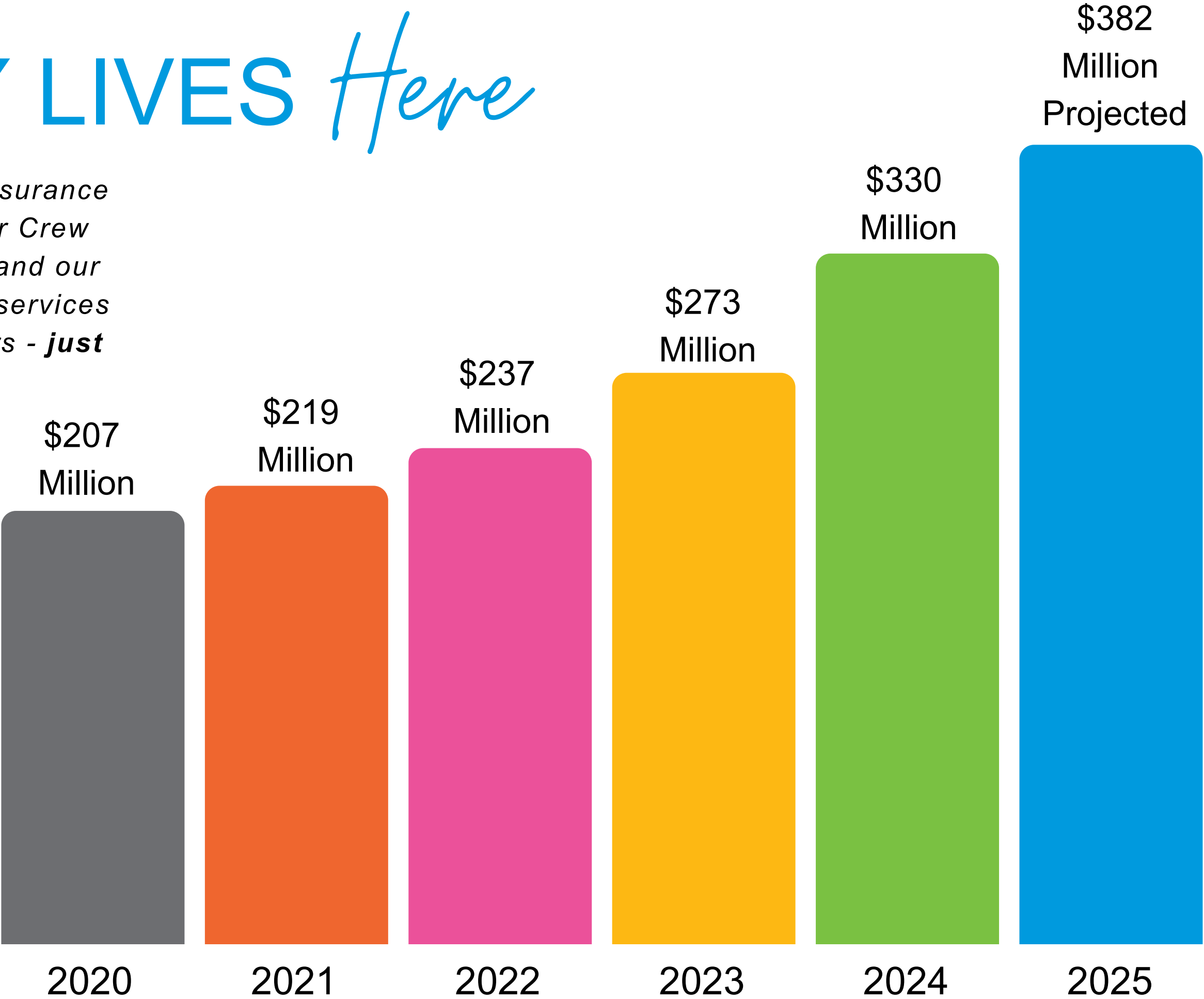
Building Member value by caring beyond us and beyond now.



OPPORTUNITY LIVES *Here*

*In the last 5 years The Commonwell Mutual Insurance Group has experienced significant growth. Our Crew made that happen, and as we continue to expand our territory, and advance through new products, services and technologies, we are looking for go-getters - **just like you!***

**Direct Written
Premiums - YOY**



F
R
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H

...AIR
...IDEAS
...WORK-STYLE

TOP TOOLS & TECH



With top tools and technology, great work and collaboration can happen anywhere with anyone. With technology couriered right to your doorstep, you'll ease right in to connecting with the Crew on your first day.





REWARDING WORK ON MANY LEVELS

HIGH-IMPACT OPPORTUNITY

Vast opportunity lives here. We invest in Crew members with exciting development opportunities and reward high performance with meaningful roles that directly impact the lives of our Members and strengthen the communities we serve.

TOTAL REWARDS

From competitive compensation including an annual incentive program, to premium perks including the competitive pension plan, we look after you just as we do our Members.

High performance is celebrated here.



Opportunity & Rewards

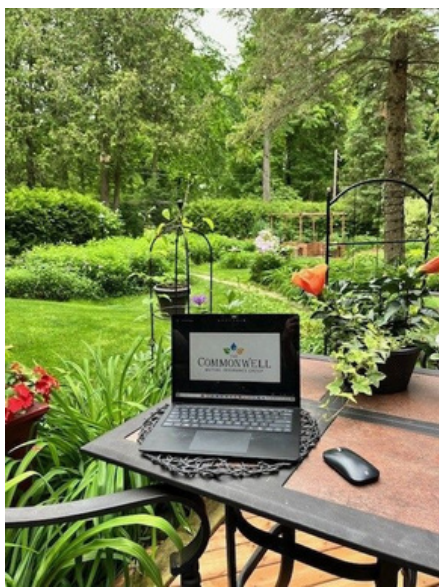
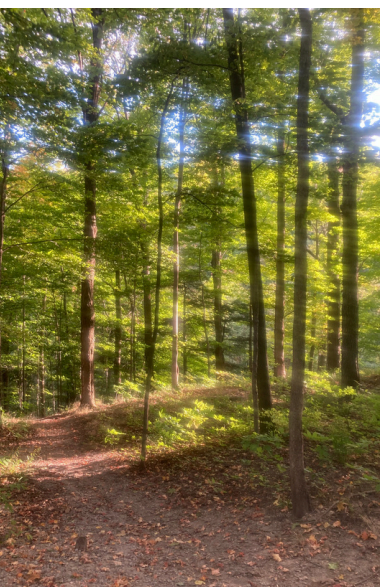


ADD SOME *life* TO YOUR "WORK-LIFE BALANCE"

WELLNESS

We believe wellness matters! From earning prizes for participating in daily wellness breaks, to wellness subsidies for fitness classes, sports equipment, financial planning and more. We make wellness accessible.





From Vacation and
DoltYOURWay (DIYW) days to
paid time off for volunteering, life
outside of work matters.

LIVE MORE
#Recharge

DIVERSITY, EQUITY, & INCLUSION

From education on Reconciliation and Allyship to Employee Resource Groups and Lean In Circles, there are grassroots opportunities for you to get involved in diversity, equity, and inclusion.



We're committed to creating an environment that develops and attracts the very best by empowering everyone to build a workplace where you can perform at your best, be your authentic self, and bring your whole self to work.

WE'RE ALL ABOUT *Social Good!*

Care to Grow is our take on corporate social responsibility. The goal of Care to Grow is to grow community resiliency and capacity through initiatives like investing in new skills, education and training (L.E.A.F) and growing food security in the communities we serve (SEEDit).



\$5.9

Million in funds have
been contributed since
2014



3,000

Hours in paid employee
time off for volunteer
work



260+

Communities
Impacted

MEET THE LEADERSHIP TEAM



**GARTH
WINTERTON**

VP, Operations



**STEVE
COLEMAN**

VP, Information Technology



**CAROLINE
GAFFNEY**

VP, Human Resources



**ENRICO
MASTRANGELI**

*VP, Distribution &
Member Innovation*



**DEAN
COLETA**

*Chief Finance
& Risk Officer*



**NATASHA
PALACIO**

*VP, Legal &
Regulatory Compliance*

WHAT THEY ARE ALL ABOUT

Driving efficiency and balance, maximizing impact at work and quality time at his family cottage.

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

Champion of all things people and culture, when she's not designing strategies to empower our team you'll find her balancing life and work on the yoga mat!

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

Finding fun in numbers and translating them into stories with whomever will listen. Including the interesting tales of his golf scores.

Building and nurturing meaningful relationships whether at work, in the community and within her personal life... All while chasing after and raising three amazing kids.



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

Love...



GROWTH AND
OPPORTUNITY



CARING BEYOND
US, BEYOND NOW



#TheFeelingIsMutual

WE ARE
INDIVIDUALS. TOGETHER.



#CommonwellCrew

From our business model to the way we serve Commonwell Country, the difference is clear - it's 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 the communities we serve, focusing on 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.



WE ARE
INDIVIDUALS. TOGETHER. 
#CommonwellCrew

WE *Saved* YOU A SPOT!