



badgermutual.com



Milwaukee, WI



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CAREERS AT BADGER MUTUAL INSURANCE



Badger Mutual[®] INSURANCE

The Heart of Your Insurance Protection

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Letter from the CEO, Dan Nigro

Since 1887, Badger Mutual has been providing quality insurance and superior customer service throughout our Midwest (WI, IL, MN, MI, IA) and Western (AZ, NV) territories. Even still, after over 130 years, our commitment to personal service, superior protection, and peace of mind is exemplified in every policy we write.

Without a doubt, our employees are the key drivers of our success. Located in Milwaukee's revitalized Brewery District, it's second-nature for Badger employees, from our underwriters to our software engineers, to approach their career and the well-being

of our policyholders with the same Midwestern kindness and compassion they demonstrate in their everyday life.

From day one, our competitive edge has always been our ability to provide the human touch and earn the trust of our policyholders. For that reason, we make it a priority to provide an exciting, engaging corporate environment that inspires our employees to go that extra mile - for our agents, for our insureds, for the Milwaukee community, and for each other.

AS A BADGER EMPLOYEE, FIND COMFORT IN KNOWING THAT YOU HAVE THE OPPORTUNITY TO BUILD A CAREER WITH A COMPANY WHOSE FOUNDATION WAS BUILT UPON COMPASSION, PROTECTION, AND FOSTERING THE EDUCATION AND SUCCESS OF OUR EMPLOYEES.

DAN NIGRO

CEO

BENEFITS

At Badger Mutual Insurance, we take care of our policyholders when they need it most – but we also make it a priority to take care of our employees. Our comprehensive benefit plan allows employees to excel at serving our customers while maintaining a lifelong, successful career and building a financially stable, fulfilling life beyond our office walls.



FINANCIAL

- Competitive salary
- 401(k) Plan (with a corporate match as determined by the Board of Directors)
- Employee Profit Sharing
- 30% discount on your personal Badger Home/Auto/Renter's insurance premium
- Flexible Spending Account (FSA)
- 9 paid holidays per year and 1 paid volunteer day per year
- Paid Time Off (PTO)



HEALTH

- Medical, Dental & Vision Insurance for full-time employees - Up to 70% premium paid by Badger
- Free access to Fitness Center
- Free access to licensed doctors by web, phone, or the Teladoc app



MISCELLANEOUS

- Free parking in an adjacent parking structure
- Group Life and Long Term Disability Insurance after one year of employment
- Paid Medical Leave (FMLA) and Parental Leave
- Ability to work remotely from home
- Flexible scheduling, allowing for a 4-day work week
- Professional development opportunities
- Casual dress code

CAREERS

Our commitment to superior customer care and compassion starts with an outstanding team. The professional yet friendly work environment at Badger Mutual Insurance encourages employees to focus on their strengths and provides them with the opportunity to grow within the company.



UNDERWRITER

As an underwriter, you would be responsible for reviewing applications submitted by our independent agency force and determining if the risks are ones that qualify for our insurance protection.

Underwriters are required to think more strategically and analytically, as they review policies that are coming up for renewal, process endorsements,



and verify claim and billing activity. On-the-job training and continuous education is provided to make sure our underwriters learn the necessary information regarding insurance coverage, our policy contract, and underwriting guidelines.



CLAIM ADJUSTER

After a claim or loss occurs, it is a claim adjuster's job to determine where coverage exists on a policy by investigating, settling, and authorizing payment on the loss. The investigation of losses includes obtaining police

reports, photos, witness reports, and recorded statements when necessary, and searching the internet for pertinent information. A claim adjuster's job is fast-paced and requires an individual who possesses compassion for those involved in the loss, while obtaining the necessary information from our concerned customers in an effective and sensitive manner.

Review our job openings and apply online to become part of the #BeingBadger.

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INTERNSHIP PROGRAM

**DISCOVER INSURANCE. BUILD REAL-WORLD SKILLS.
MAKE AN IMPACT.**



What You'll Experience

Join Badger's summer internship program and gain real-world experience through hands-on projects, professional development, and full exposure to the insurance industry. Get a real feel for the insurance industry and our downtown headquarters by spending time across multiple teams, including Marketing, Finance, Claims, Compliance, and Client Services. Along the way, you'll connect with colleagues through young professional, philanthropic, and social events, plus culture and networking opportunities, marketing and underwriting ride-alongs, executive lunches, and a mentorship.

Capstone Project

Driving improvements in systems, branding, communications, and/or overall customer experience. Each cohort will complete a unique capstone specific to their summer program.

Opportunity to earn a \$1,000 scholarship (separate from hourly pay) depending on project completion.

Program Details

- Sophomore - Senior | Paid internship
- Mon -Thurs (+flex Fri) | 10 weeks
- P&C pre-licensing and Badger-paid licensing exam
- Rotations throughout Underwriting, Marketing, Accounting, Client Services, Claims & Compliance

Why Badger?

- Mentorship & leadership access
- Real-world, résumé-boosting experience
- Meaningful work that impacts the business
- Supportive, collaborative culture
- Modern workspace and amenities in MKE Brewery District

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IT TEAM



SMALL TEAM. BIG IMPACT.

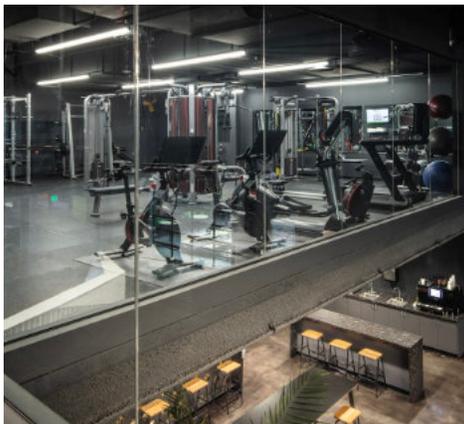
Our IT Department is the only one of its kind in the insurance industry today. While many companies have IT departments consisting of over 100 employees, we pride ourselves on our talented, efficient, and accessible IT team of less than 10 employees. From network administrators, to software developers, to system analysts, our IT department is small and fast-paced, allowing employees to contribute to all aspects of a project from start to finish.

Their responsibilities include designing, developing, and maintaining software with .NET (web and client) and Microsoft SQL, as well as managing Badger's state of the art, ever-growing network infrastructure.

As Badger Mutual continues to build and develop its internal rating system and online agency portal, we are open to building our IT Team. If you enjoy working in a collaborative team environment and have sufficient program development, software, and computer engineering skills, our IT Department may be the perfect fit for you!

MODERN WORKSPACE IN MILWAUKEE'S BREWERY DISTRICT

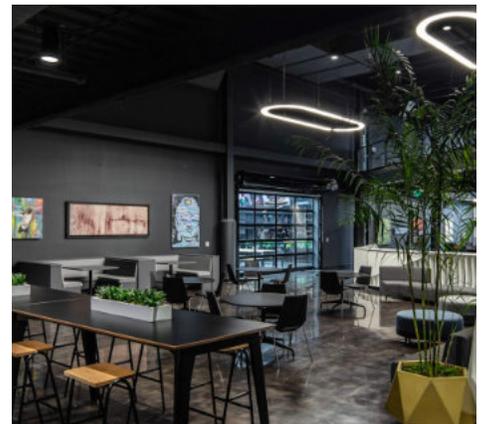
Located at **The 42 Factory Office Suites** alongside **Pilot Project Brewery & Tasting Room**, employees are within walking distance of parks, shops, and restaurants. The *Deer District*, *Historic Third Ward*, *Walker's Point*, *Summerfest* grounds, and many other MKE hotspots are just minutes away.



FITNESS CENTER



ROOF TOP LOUNGE



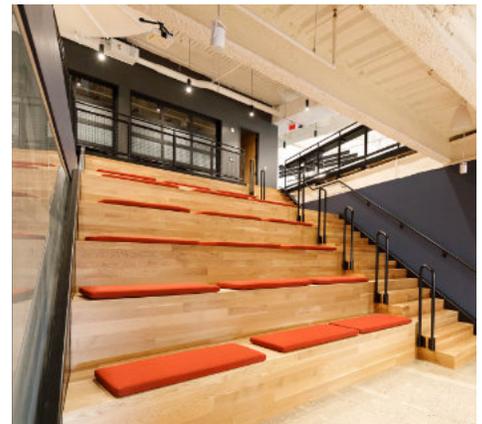
LOUNGE/COFFEE BAR/TEA WALL



GOLF SIMULATOR



LOCATED IN BREWERY DISTRICT



SOCIAL STAIRCASE

BADGER MUTUAL FAM

Badger Mutual is built on strong relationships and a culture of support. We celebrate each other's successes, lift each other up during tough times, and work together to protect the values and integrity that have guided us for 130 years. It feels a lot like family—not because we say it, but because of how we show up for each other every day.



#BEINGBADGER

Our employees continue to dedicate their time and talent to many charities within the community, with special attention to charities located in our immediate neighborhood.



Our #BeingBadger culture of heart, compassion, and lending a hand shows up in countless ways, both inside and outside our Milwaukee HQ. In addition to corporate sponsorships and long-standing community partnerships, our team comes together every Thursday for “Popcorn for a Purpose” — a simple idea that’s grown into a meaningful tradition. Each week, employees sell popcorn in the lobby to raise funds for local organizations and causes. To date, this grassroots effort has supported a wide range of impactful groups, including:



At Badger, giving back isn't a campaign — it's part of who we are. And it's the small, consistent actions of our team that turn #BeingBadger from a hashtag into a meaningful impact in the communities we serve.





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