



*Do something meaningful*

AT SEDGWICK, CARING STARTS  
WITH YOU



Taking care of people  
is at the *heart* of  
everything we do, and  
we start by taking care  
of our valued colleagues.

Our colleagues are the reason we're able to support people around the world in their time of need, helping them restore their lives and livelihoods. Colleagues are the reason we're an industry leader and continue to make a positive global impact. That's why caring starts with our colleagues.

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Our colleagues are the foundation of our success and we want them to build a rewarding career at Sedgwick.

We stay tuned into what our colleagues want and need and deliver a world-class colleague experience that demonstrates how much we value their unique contributions to our business.

**A** career at Sedgwick means experiencing our culture of caring. It means having flexibility and time for all the things that are important to you.

It's an opportunity to do something meaningful, each and every day. It's having support for your mental, physical, financial and professional needs. It means sharpening your skills and growing your career. And it means working in an environment that celebrates diversity and is fair and inclusive.

A career at Sedgwick is where passion meets purpose to make a positive impact on the world through the people and organizations we serve.

If you are someone who is driven to make a difference, who enjoys a challenge and above all, if you're someone who cares, there's a place for you here.



*Passion  
meets  
purpose.*



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JOIN US  
JOIN US  
JOIN US



# Caring starts with YOU

*Our colleagues believe in our purpose of taking care of people, and we take care of our colleagues, first and foremost.*

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## A culture of caring

What many colleagues say they like most about Sedgwick is our culture of caring. Caring counts, whether we're helping people, restoring property, preserving brands or empowering performance.

**W**e show we care by living our core values of empathy, accountability, inclusion, collaboration and growth.

These five core values are more than just words on a page; they are deeply ingrained into life at Sedgwick, and they guide our behaviors and decisions. They ensure that we act with empathy, reinforce accountability, inspire inclusion, nurture collaboration and that we serve as a guide for growth.

When our 33,000 colleagues around the world embrace these core values and our shared purpose of taking care of people, we collectively achieve something greater than we could ever achieve on our own. That's why it's so important that we live our core values every day, and that we celebrate each other when we see it happening through Props, our recognition program.



As a Sedgwick colleague, *you*  
are part of an organization with  
an unwavering commitment  
to taking care of people and  
doing the right thing for those  
we serve, and for *each other.*

It's not just something we talk about; you'll see and feel  
it firsthand. Every day, and in every interaction, you'll  
experience what it's like to work for an organization  
where caring counts.

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*This recognition program empowers colleagues at all levels to acknowledge one another for delivering excellence and demonstrating our core values.*

Give **recognition.**

Get **recognition.**

Choose your **rewards.**

At Sedgwick, we believe in recognizing great work when we see it. Through our global recognition and rewards program called Props, you can discover, share and celebrate the accomplishments of our colleagues who are making a positive impact.

Props gives everyone an opportunity to celebrate one another.



Caring counts

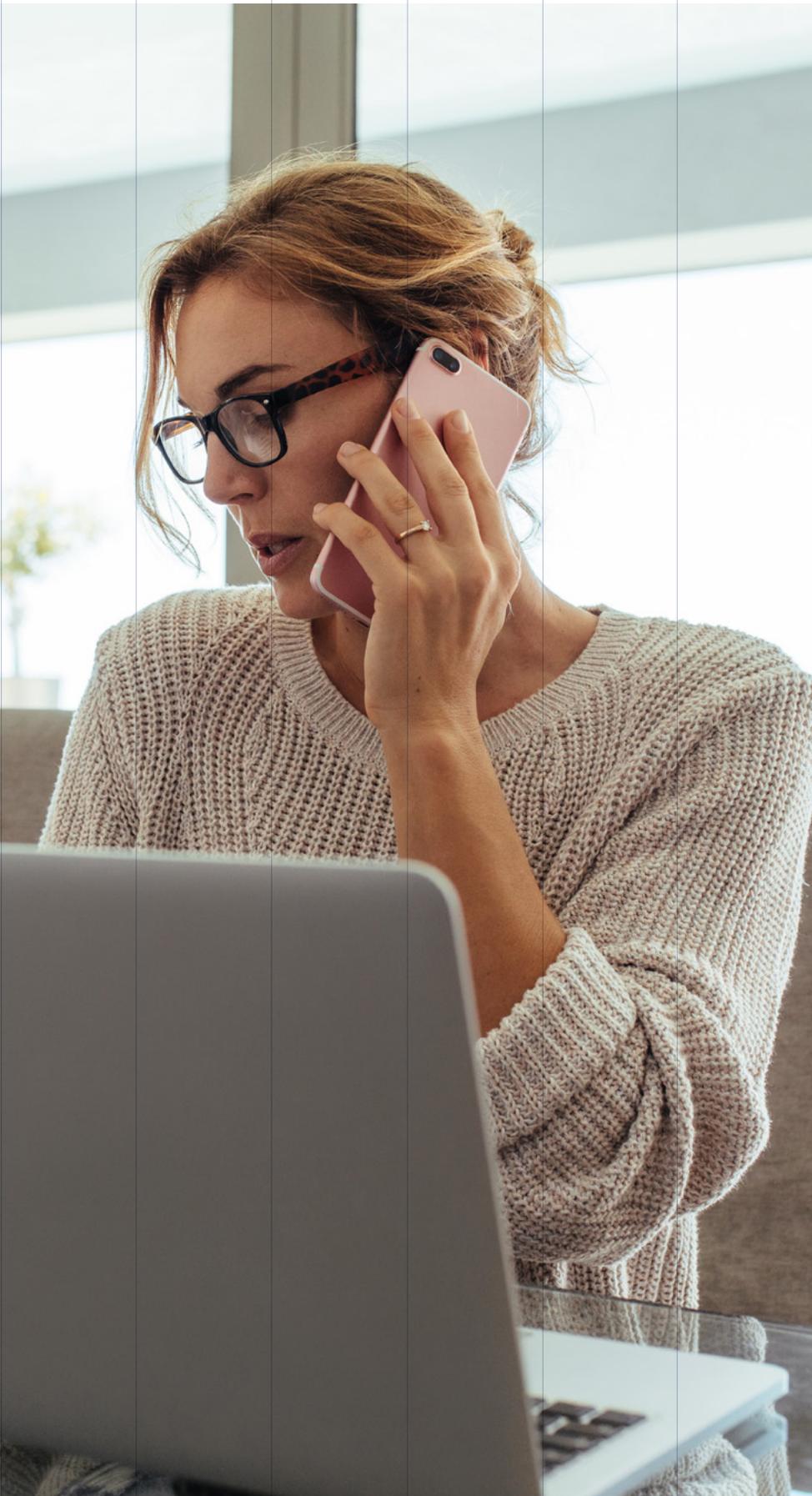
Act with empathy

Reinforce accountability

Inspire inclusion

Nurture collaboration

Guide for growth



## Work-life balance

And we believe it should be. We're dedicated to providing flexibility whenever possible, and that includes where you work and when you need time away from work.

Sedgwick follows a flexible-first location approach that includes colleagues working remotely, in the office or in a hybrid environment, based on the needs of each colleague and the business. No matter where you work, our goal is the same:

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*Provide a work environment that contributes to a great colleague experience and encourages you to contribute fully and productively.*



*“As a parent, the ability to have a consistent yet flexible schedule is critical. I literally couldn’t work here without it.”*

Whether you work from home, in the office or a combination of both, we’ll support you with the right technology, equipment and collaboration tools to be successful, and we’ll provide you with the flexibility to do your best work.

While the work we do is important, so is taking time for yourself and spending time with family and friends. We provide generous paid time off, company holidays, paid parental leave and more to help our colleagues maintain a work-life balance.



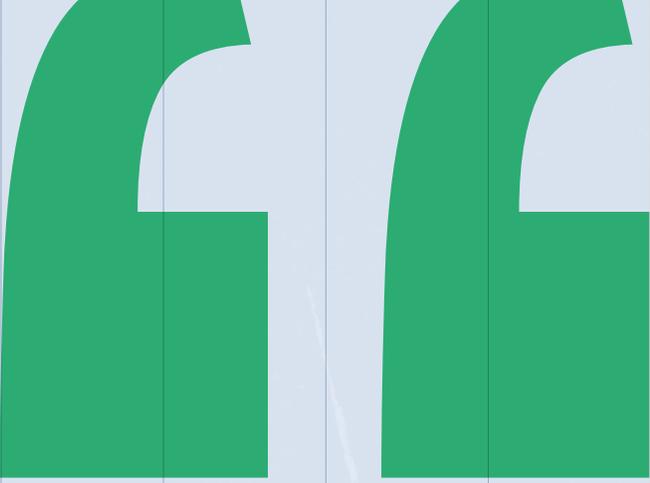
## Meaningful work

As a Sedgwick colleague, you'll have the opportunity to contribute to the good in the world. We help people and make a meaningful difference in the moments when support is needed most – such as following an injury or medical diagnosis, damage from a natural disaster, an auto accident and more.

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*When there's a life-changing event, our colleagues are the ones who respond, helping people restore their lives and livelihoods, while demonstrating respect, understanding and empathy.*





*“We view taking care of people as an incredible honor and responsibility, and it's something we don't take lightly.”*

**W**e view taking care of people as an incredible honor and responsibility, and it's something we don't take lightly. We look for colleagues who embrace our purpose, because it takes all of us working together as one to achieve it. When we say “caring starts with you,” that means we not only take care of our colleagues first and foremost, but we also look for colleagues who believe in the meaningful work we do every day and contribute by being a force for good.

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*Whether you're a claims examiner, loss adjuster, contact center representative, nurse, engineer, IT professional or hold another position at Sedgwick, everyone— at every level of the organization — plays a part in us delivering on our purpose and making a positive impact on the world. If you are someone who cares, there truly is a place for you here.*

# Benefits and well-being

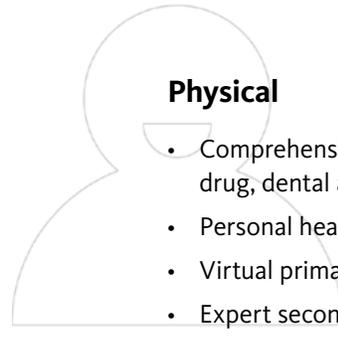
Your benefits and well-being are important, and we're committed to taking care of you and your family. With our comprehensive benefits and rewards package, you'll have support for you and your family's mental, physical, financial and professional needs – because self-care matters.

In addition to self-care, we also look out for your total well-being by providing a flexible work environment and promoting a healthy work-life balance. We provide benefits to demonstrate how much we value you as a person and the meaningful work you do for our clients around the world every day.



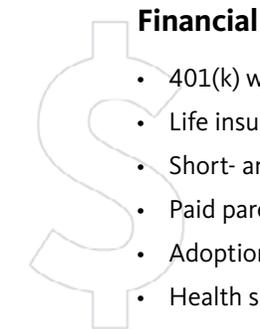
## Mental

- Paid time off
- Mental health coaching
- Access to self-guided care
- Virtual and in-person therapy and psychiatry
- Telephonic counseling and support
- Access to caregiver network
- Parenting support for developmental and learning needs



## Physical

- Comprehensive medical, prescription drug, dental and vision coverage
- Personal health assistant
- Virtual primary and urgent care
- Expert second medical opinion
- Diabetes reversal and management
- Hypertension management
- Digestive health support
- Weight management
- Fertility solutions
- LGBTQ+ specialized healthcare and support
- Digital physical therapy and pelvic health therapy from home



## Financial

- 401(k) with company match
- Life insurance
- Short- and long-term disability
- Paid parental leave
- Adoption and surrogacy reimbursement
- Health savings account
- Flexible spending accounts
- Legal support services
- Identity theft protection
- Sedgwick family fund



## Professional

- [Sedgwick University](#)

You'll find specialty benefits – things like a personal health assistant, mental health coaches, weight management programs, financial planning and more – provided at no cost to *you or your family.*

We include these services because we want you to have the resources you need to keep your well-being at the forefront.

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## Career growth

We view ourselves as a partner in your professional journey. We take the time to understand and support your passions and goals, so you can build a rewarding career with us.

We recognize that every Sedgwick colleague is on their own unique journey. Whether Sedgwick is your first job or you're coming to us as a seasoned professional, we're committed to meeting you where you are and guiding you to where you want to be. Growth is a core value at Sedgwick, and we believe in helping each colleague reach their full potential by investing in them from day one – and every day after.

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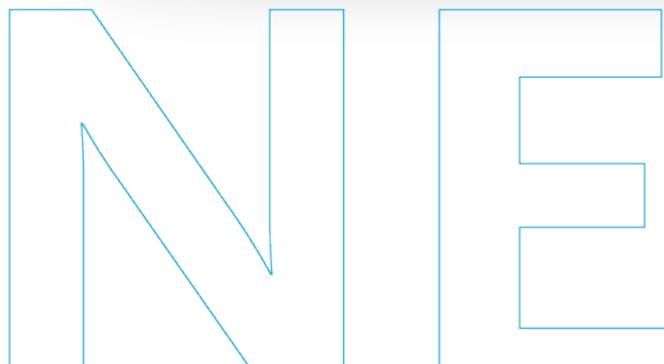
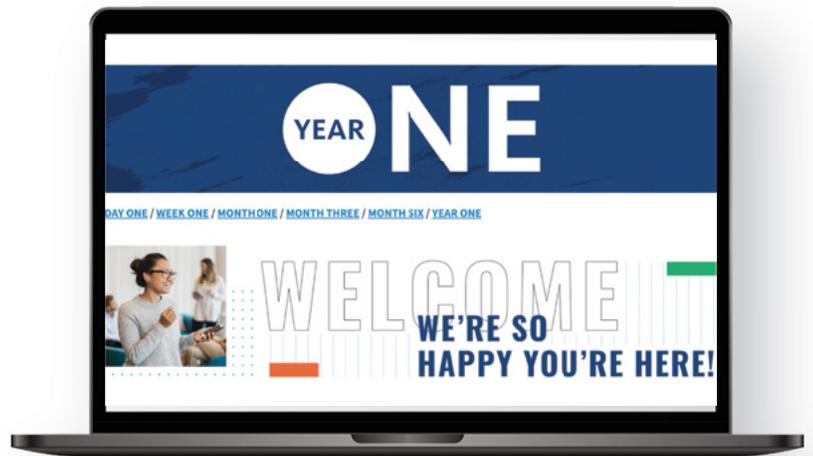
*Sedgwick is a respected industry leader with a large global reach and more than 50 years of experience, and that translates into opportunities for you. As a Sedgwick colleague, you'll have the resources you need to learn and grow personally and professionally. You'll also have options to advance or move laterally at a company that prefers to promote from within.*

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### SUPPORT FOR YOUR CAREER

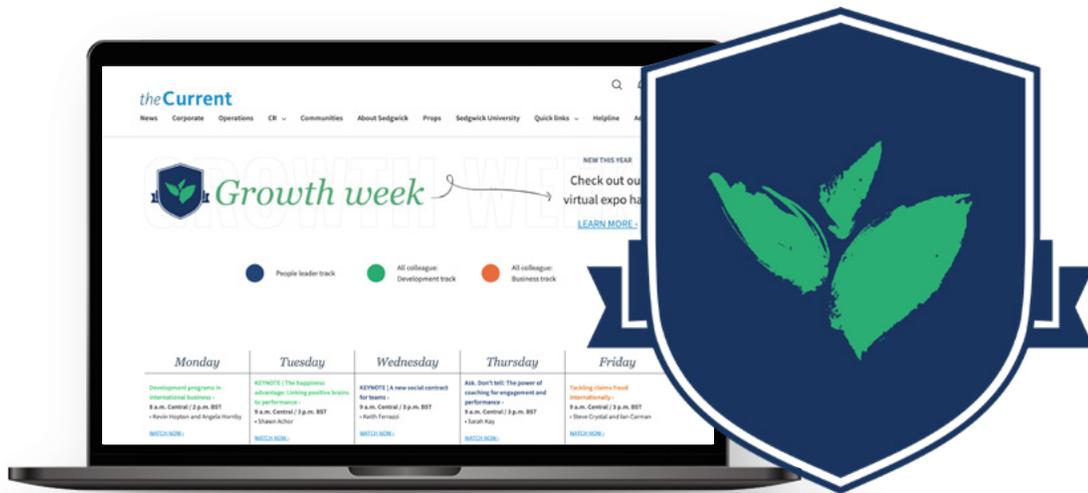
#### Year ONE:

Feel welcomed from your very first day on the job through our onboarding experience, Year ONE. Throughout your first year, we'll provide communications, tools, resources, connection opportunities and more to help you feel engaged, get inspired, learn and innovate.



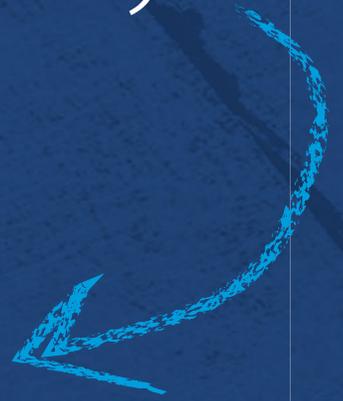


Learn and grow on an ongoing basis with more than 15,000 courses on demand, training specific to role and opportunities to continue your formal education – all available to you starting from your very first day at Sedgwick. Our proprietary offering Sedgwick University is the most comprehensive training and development program in the industry and forms the foundation of our culture of learning.



*We annually celebrate growth with Growth Week, where we provide a fun and exciting week full of opportunities for colleagues to learn, develop, innovate and get inspired.*

Whatever your  
*passions and goals,*  
you'll find  
*support*  
for them here.





*“The growth and promotion options are outstanding. Once you voice any type of interest in them, Sedgwick will help them grow.”*

**Featured programs**

**INDUSTRY ADVANCEMENT PROGRAM (IAP)**

Kick-start your claims career through this training and development program.

**GENERATION NEXT**

Take your career to the next level with a program that grooms up-and-coming adjusters to become senior-level adjusters.

**CONTINUING EDUCATION PROGRAMS**

Go back to school in a relevant field or obtain your professional certifications and designations, with financial support from Sedgwick.

**COLLEAGUE RESOURCE GROUPS (CRGS)**

Get involved and feel a sense of belonging with these colleague-led affinity groups that offer networking across cultural and business lines, professional development and leadership skills.





*At Sedgwick, taking care of people is at the heart of everything we do. We are committed to creating and continuously fostering a diverse, equitable and inclusive environment where all voices and perspectives are welcomed, valued, respected and heard. This focus enriches our culture and better enables us to take care of each other, our clients and our communities.*

**MIKE ARBOUR, CHIEF EXECUTIVE OFFICER**



**CEO ACTION FOR  
DIVERSITY & INCLUSION**

## Commitment to DEI

We know we're made stronger by the diversity of people, thoughts, skills and experiences at Sedgwick. We celebrate all the things that make you one of a kind and contribute to Sedgwick being a great place to work.

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*Here, you'll find a home for your unique talents and perspectives.*

Inclusion is one of our core values, and we believe that everyone deserves to feel welcomed, valued, respected and heard. We want you to feel a sense of belonging where you can be your most authentic self, because, at Sedgwick, you can be.

Beyond promoting diversity and inclusion, we're also committed to ensuring workplace equity. As a Sedgwick colleague, you'll be treated fairly and will have equitable access to opportunities. We recognize that our colleagues may need different things to advance and be successful, and we're dedicated to empowering everyone with what they need to thrive.

## Our pledge for advancing DEI

Sedgwick has always had a strong focus on diversity, equity and inclusion (DEI), and that commitment starts at the very top of our organization. Our CEO Mike Arbour is part of CEO Action for Diversity & Inclusion, a global network of CEOs who have pledged to advance DEI practices in the workplace. We continue to build on our efforts through a DEI council and advisory board, learning courses and more.



## Join a colleague resource group (CRG)

Build a sense of belonging, connect with other colleagues and help raise awareness for DEI by participating in our global colleague-led business groups. Any colleague can join one or more of our available groups and immediately start benefiting from an online community, lunch and learns, group mentoring and more.

**Our CRGs support our colleagues with offerings around:**

*Professional development*

*Business engagement*

*Community outreach*

*Member engagement*



# Recognitions

Sedgwick has continually been recognized and validated as a great company to join. Experience our culture for yourself and find out why so many colleagues say it's a great place to work.



JOIN US  
JOIN US  
JOIN US

**A** career at Sedgwick offers the opportunity to do something meaningful — where passion meets purpose to make a positive impact on the world through the people and organizations we serve.

Whether you are a recent graduate or an experienced professional, we have a wide variety of opportunities in the areas of *customer service, nursing, engineering, claims, IT* and more! Explore our hot jobs or search for an opportunity in your country today.

[Visit \*sedgwick.com/careers\*](http://sedgwick.com/careers)

## About Sedgwick

*Sedgwick is a leading global provider of technology-enabled risk, benefits and integrated business solutions. Every day, in every time zone, the most well-known and respected organizations place their trust in us to help their employees regain health and productivity, guide their consumers through the claims process, protect their brand and minimize business interruptions.*

**33,000**  
*colleagues*

**10,000**  
*clients*

**80**  
*countries*

*Helping* **PEOPLE**, *restoring* **PROPERTY**,  
*preserving* **BRANDS** *and empowering* **PERFORMANCE**

There's a place  
for you  
*here.*



[sedgwick.com/careers](https://sedgwick.com/careers)

