

Benefits

Because employees enable our Company's success, we offer you a comprehensive compensation and benefits package to support your optimal health, wealth and overall wellbeing.

It is up to you to decide how best to use your benefits to achieve your long-term goals—and we are here to provide you resources along the way. We know that benefits are a big part of the decision to join a company and First American offers competitive health, dental and vision coverages along with a robust variety of voluntary benefits to fit your life style.

We Care: Benefits at First American



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In addition to competitive health, dental and vision coverage, here are some unique benefits that we offer:

Wellness Programs

First American has a comprehensive wellness program that provides a high-level care strategy and multi-level development programs. Employees can manage and improve their health through the use of FA Wellbeing, an

abundance of free health support programs that delivers access to diet plans and personal health coaching sessions. If various activities are completed, they can earn rewards points worth up to \$450 annually. Fitness challenges, benefits and wellness fairs, biometric screenings, gym discounts, TeleDoc, generous discount programs, and on-site amenities round out a package of benefits that supports the well-being of all employees.

FA Recognition

First American developed a robust recognition program based upon suggestions received through employee engagement surveys and focus groups. The FA Recognition program allows managers and peers to recognize an employee's hard work and dedication whenever the occasion presents itself. Managers electronically reward employees with recognition certificates and points that convert into redeemable rewards (1 point = \$1). A gallery featuring thousands of merchandise items, music downloads, movie tickets and gift cards are available for redemption. Employees can also send coworkers recognition certificates for a job well done.

Settlement Services Reimbursement

First American reimburses employees for their title policy and escrow fees when buying, selling or refinancing their principal residence. This very popular benefit ranges from \$200 to \$7,000 depending on the value of the property, and there is no limit on how often it can be used.

Employee Stock Purchase Program

The Employee Stock Purchase program allows employees to purchase shares of First American stock at 15% off the closing stock price at the beginning or end of the purchase period, whichever price is lower. Employees can then benefit from both increases in the stock price and the substantial dividends the company provides.

Adoption Assistance

This benefit provides employees with financial reimbursement when adopting a child under the age of 18. Eligible adoption-related expenses are reimbursed up to a maximum of \$6,000 per adopted child with a lifetime maximum

of \$10,000 per employee or family.

Pet Insurance

First American recognizes that pets are family too and provides pet insurance that can save hundreds, even thousands of dollars, in pet medical bills with Veterinary Pet Insurance (VPI).

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