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### Corporate Careers

## Get benefits that really matter

Become part of Allstate and enjoy benefits like paid time off, a pension and a flexible work environment.

See our benefits

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## A quick look at what Allstate offers

At Allstate, we're committed to helping you grow personally as well as professionally with benefits that include \$2,200\* to use toward your insurance coverage, 401(k) or to purchase more Paid Time Off (PTO).

Here are some more highlights of our benefits package:

- A cash balance pension plan and 401(k) plan
- 20 total accrued PTO days and nine company holidays
- Options to work in the office, at home, or both
- Free counseling sessions relating to finance and mental health

\*The \$2,200 is pro-rated based on an employee's date of hire in a given year.



## Live a happier, healthier life

Learn about the medical, dental and vision benefits designed to help you and your family thrive.

### Medical coverage

Choose from three options (two high-deductible and one non-high-deductible) to find the plan that best fits your family. One of our Allstate Care Coordinators can guide you through the process.

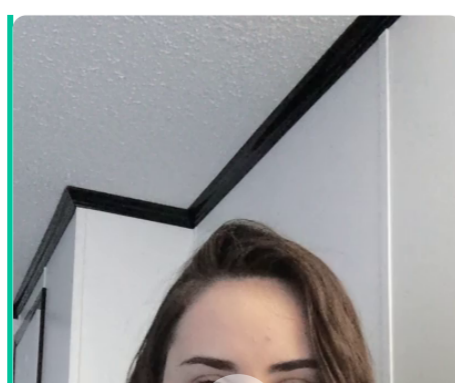
Medical coverage is dependent on availability in your home zip code.

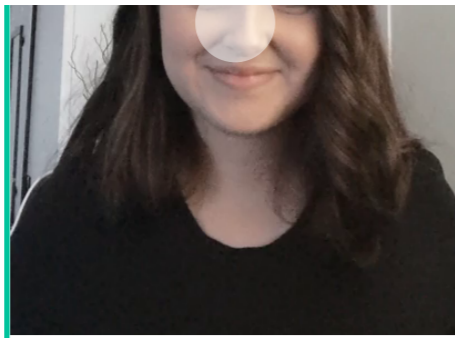
### Dental and vision coverage

Get a dental plan that covers preventative exams and cleanings, and includes services for fillings, crowns and orthodontics. Choose between two vision plan options that include periodic vision exams, eyeglass lenses, frames, contact lenses and other options up to a designated dollar amount.

### Six-week parental leave

Get six weeks of parental leave to spend with the latest addition to your family. This leave is in addition to six weeks of short-term disability for birth mothers.





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**Q: How does Allstate support work-life balance? What has that balance allowed you to do?**

**Ariel I.**  
*Scrum Master/Project Manager*

## Time off well spent

Enjoy a work/life balance with PTO and company holidays.

### 20 PTO days, annually accrued

As a new employee, you get 20 days of paid time off to spend however you want.  
*PTO is pro-rated according to the employee's start date.*



Allstate has an amazing PTO package, as well as many different flexible work arrangement options that benefit our lives outside of work.



**Leslie N.**  
*Claims*

### Buy extra PTO

During the annual enrollment period, you have the option to buy five additional PTO days for the next calendar year.  
*Officers and part-time employees are not eligible to buy PTO.*

### Nine company holidays

Allstate offers nine paid company-designated holidays in addition to your annually accrued PTO.  
*Employees working in Claims receive six paid company holidays.*



## A work routine that's right for you

You know how you do your best work. Allstate's flexible work arrangements allow you to choose where and how work gets done. Plus, enjoy perks like an \$80 stipend for phone and internet to help you succeed.





## Plan for your future

Prepare for your next chapter with Allstate's 401(k) savings and pension plans.

### 4% 401(k) match

The Allstate 401(k) savings plan matches 4% when you contribute at least 6% of your compensation per paycheck, with vesting occurring two years after your start date.

### Pension plan with three-year vesting

Enroll in a cash balance pension plan after your first year of service and become fully vested after three years.

### Free financial counseling

Sign up for the free Ayco financial wellbeing program to meet with a personal finance coach and access 24/7 online resources.



### Did you know?

Allstate is one of only 21 Fortune 100 companies that offers a pension plan.

## Perks and discounts for that extra bit of care

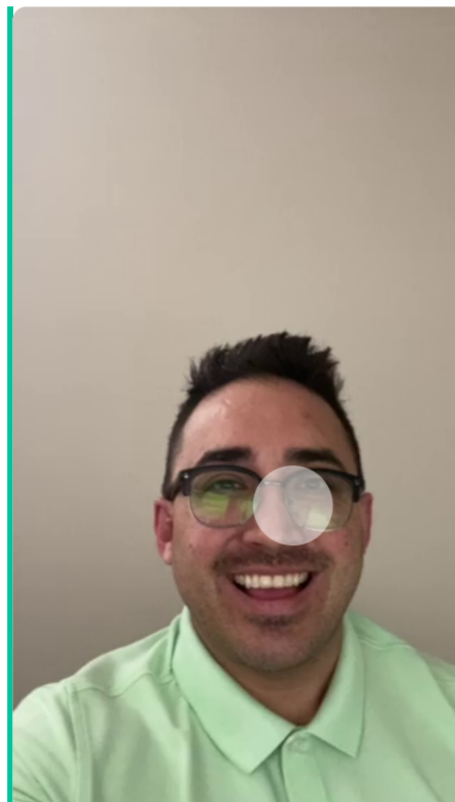
Get more from your personal and professional life with various special programs and resources.

### Recognition rewards

Earn points for employee recognition and appreciation to spend on items like gift cards and electronics.

### Buckle up baby program

Get free infant car seats to keep your little one safe while you travel.



**Q: How would you describe Allstate to someone who has never worked here?**

**Frederic A.**  
Claims

## Improve your mental and physical wellbeing

Live your best life with Allstate's wellbeing programs designed to treat both your physical and mental health.



### Counseling and therapy

Allstate's mental health partner Spring Health offers you and your dependents support with a 24/7 crisis hotline and six free therapy sessions per year with a licensed clinician.



### Workshops and programs

Energy for Life, one of our wellbeing programs, teaches you how to create more energy and use it in a purposeful way.

## Own your career development

Take your career even further with educational resources.

### Full- or part-time talent shares

Take a break from your current role and explore a different job opportunity through Allstate's talent shares. The time and length of each talent share varies, from almost a full year to as brief as one month.

**Tuition reimbursement**

Receive up to \$5,250 per calendar year on pre-approved education expenses, including tuition, textbooks, course fees, registration fees and lab fees when you enroll and successfully complete a job- or career path-related course.



Allstate has allowed me to continue to develop my skillset, establish a solid career path and continue my higher education.



**Sue B.**  
*Catastrophe Communication Manager,  
National Catastrophe Team*

**Learning and development opportunities**

Grow professionally and personally with Degreed, Allstate's one-stop platform that consolidates learning from LinkedIn Learning, Harvard Business Review and other reputable sources.

## Celebrate who you are

At Allstate, we strive to create an inclusive culture. We aim to bring together a variety of different backgrounds, values and beliefs to ensure we're living into our principles of diversity and inclusion. As a new employee, you have access to 11 Employee Impact Groups to help you connect with others across the organization and have your voice heard.

[Learn more](#) →

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