



JOIN US
**Make a Difference
with IMA**

Don't just start a job, begin a career.

[IMACORP.COM/CAREERS](https://imacorp.com/careers)

Who We Are



Our Mission

To Protect Assets and Make a Difference

At IMA Financial Group, Inc. (IMA), we're difference-makers. IMA is among the largest independent, employee-owned brokerages in the U.S. The services we provide to our clients help them to manage risk, operate safely and care for their employees.

For nearly 50 years, we've been a leader in the integrated financial service industry and consistently ranked amongst the top 20 brokers in the United States. Our company is deeply rooted in the industry as being a trusted advisor to our clients and offering an award-winning culture for our associates.

96%
CLIENT
RETENTION RATE

\$640M+
IN ANNUAL REVENUE

IMA is The Broker of the Future



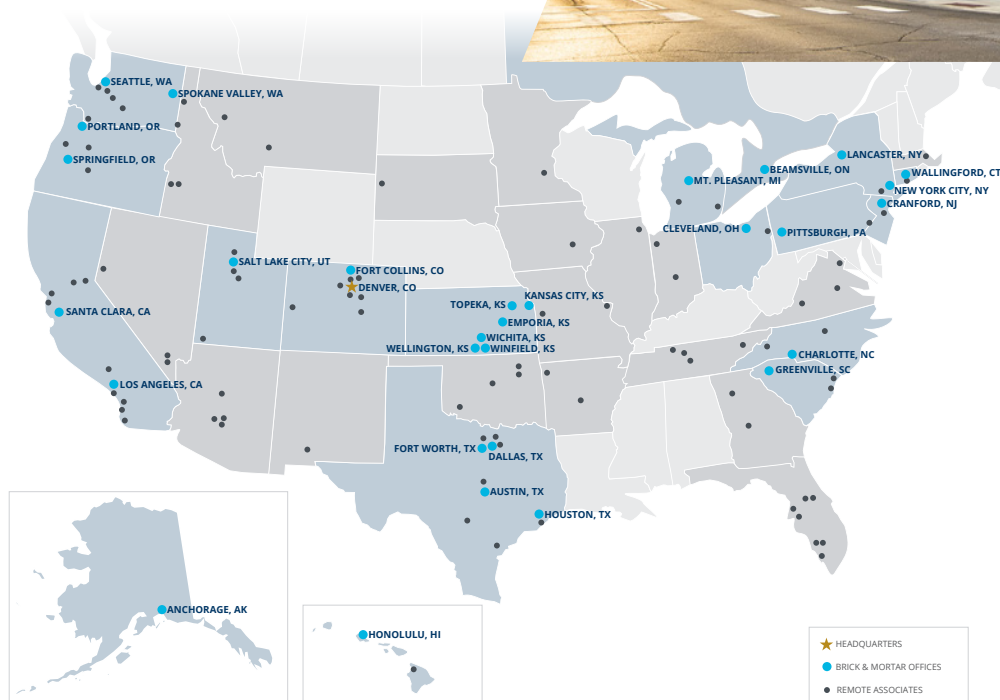
Who We Serve

IMA provides diverse solutions for our clients, including businesses of all sizes across industries and individuals. We offer:

- + Insurance brokerage services and consulting for Property & Casualty and Employee Benefits
- + Unique risk management solutions
- + Workers' Compensation
- + Specialty programs
- + Wholesale insurance brokerage
- + Managing general agency and underwriting services, with a specialty in energy and construction
- + Personal insurance
- + Wealth management services for individuals, businesses of all sizes, foundations and non-profits

We are a company dedicated to protecting assets and making a difference.

We have a national footprint, with major offices located in Alaska, California, Colorado, Connecticut, Hawaii, Kansas, New York, North Carolina, Oregon, Pennsylvania, South Carolina, Texas, Utah and Washington.



Who We Hire

DIVERSE DIFFERENCE MAKERS

We know that you're likely to have several careers over your lifetime – why not have them all at IMA? Whether you have an interest in developing client relationships, innovating unique solutions, or consulting and providing next level service for our clients, IMA is uniquely positioned to offer a variety of career paths just for you.

READY TO MAKE A DIFFERENCE WITH US?



Our most common career fields include:

- + Accounting & Finance
- + Claims Processing
- + Communication & Marketing
- + Employee Benefits Insurance
- + Human Resources
- + Information Technology
- + Personal Lines Insurance
- + Property & Casualty Insurance
- + Risk Management
- + Underwriting
- + Wealth Management
- + Workers' Compensation

We welcome applicants from various educational backgrounds and work experience. Whether you're a seasoned insurance professional, just starting in your career, or finishing up school, IMA has a place for you. We believe a diverse workforce leads to diverse thoughts and ideas.

How You Grow

IMA offers an abundance of opportunities for growth and development. We are ready to invest in you and your career. **IMA not only offers internal training programs, but we also invest in your insurance licenses, certifications and continuing education to help you become part of our trusted advisor team.**

We're looking for good people who show up every day to make a difference. Together let's make the journey as interesting as possible and become the broker of the future together.



Felicia Shanklin
Account Specialist

How You Benefit

BENEFITS DESIGNED WITH YOU IN MIND

At IMA, we respect and celebrate the individuality of all our associates and their families. We're committed to making sure we can provide benefits that meet the varying needs of our associates.

We provide the standard benefits at affordable rates you've grown to love and expect, including:

- + Medical & Prescription
- + Dental
- + Vision
- + Health Savings Account with Employer Contribution
- + Flexible Spending Accounts
- + Employee Family Assistance Program
- + Company Paid STD / LTD
- + Company Paid Life and AD&D Insurance
- + Voluntary Benefits
- + 401(k) with employer match



But what sets us apart is our investment in benefits that are as unique and forward thinking as our company, including:

ASSOCIATE STOCK PURCHASE PLAN – IMA associates can voluntarily acquire a proprietary interest in IMA through the purchase of common stock. The purchasing of stock is an opportunity to become personally involved in the future growth and success of IMA.

MAVEN – We value your family and are happy to help support you through life-changing moments. Through Maven, associates and their spouse, can receive around-the-clock support for menopause and family planning needs from top-rated providers in over 20 specialties.

LIFEBALANCE PTO – IMA is built on the foundation of balance, trust and respect of our associates. That's why we provide an unlimited amount of paid time off and flexibility that works for you.

Many of our associates who qualify for baby bonding time under FMLA utilize our LifeBalance PTO benefit, which helps to cover pay for eligible associates up to 100%.

THRIVE AND REVIVE SABBATICAL PROGRAM – We want you to feel equipped to be your best self, at work and in your personal life. To reward associates for their dedicated years of service, IMA provides paid-time off and a cash stipend for eligible associates after every five consecutive years of service with IMA.

IMA DREAM COACH – Our Dream Coaches help you to see the value of your contributions, your potential and purpose in your personal and professional life goals.

These benefits are just the start! Explore all that IMA has to offer:

BENEFITS AT A GLANCE »

“IMA has the heart to help others feel seen and heard.”

-Betsy Campbell, Dream Coach





What We Value

As employee owners, we write our own path forward, and when one of us succeeds, we all succeed. IMA employs over 2,200 full and part time associates; each one bringing a unique and valued perspective to the company and we're better because of it.

We win business through our innovative approach, our vast experiences and expertise, and the results we consistently deliver on. We're on the path to becoming the broker of the future and we are daring to imagine the impossible and delivering innovative ways to make a difference in the lives of our clients, our communities and our people.

Our values are our foundation.

CORE VALUES

Professionalism

We set the standard with an unwavering commitment to excellence.

Relationships

We nurture relationships built on trust, integrity, honesty, humility and mutual respect.

Expertise

We are knowledgeable, hands-on, collaborative, innovative and passionate about service.

Balance

Our environment encourages a balance of work, family and community.

Results

We constantly strive for profitable growth.

Equity

We embrace diversity, equity and inclusion and are uncompromising in our support and encouragement of all voices.





DIVERSITY, EQUITY & INCLUSION

Cultivate it. Embrace it.

We believe a diverse and inclusive workplace, focused on welcoming and understanding our colleagues, clients and community improves our organizational culture, the hiring and retention of top talent, and provides greater innovation, higher profits and stronger customer relationships. IMA continues to move forward with its pledge to Listen, Learn and Lead through our Associate Resource Groups and local DEI committees.

“A culture of diversity, equity and inclusion helps ensure that every IMA associate brings their authentic self and is able to reach their full potential. IMA has been focusing on DEI in the workplace to build a more inclusive environment for all.”



- June Taylor, Director of Diversity, Equity & Inclusion



Protecting Assets is What We Do. Making a Difference is Who We Are.

THE IMA FOUNDATION

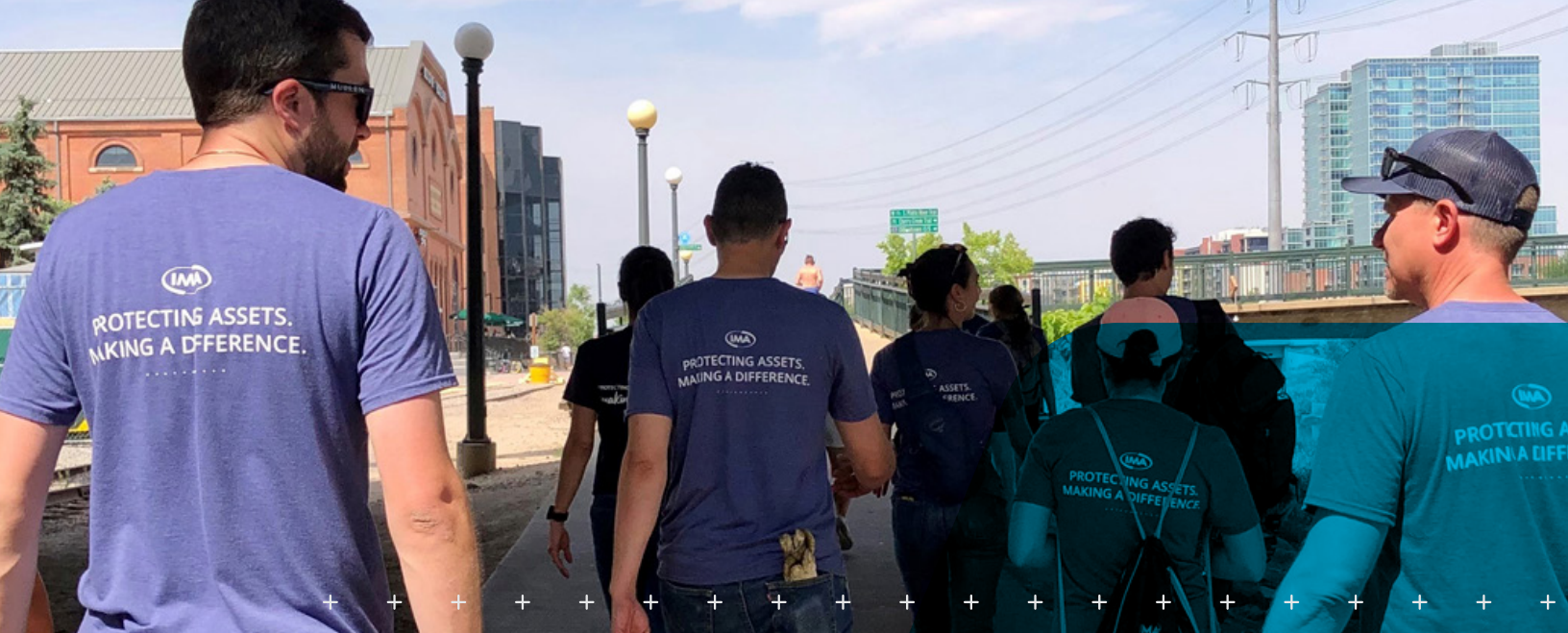
IMA is committed to aligning our work in the community with our business strategy. We recognize our responsibility to not only our clients and associates, but to the communities where we live, work, learn and play. The IMA Foundation provides grants to deserving nonprofits whose missions reflect its giving areas: Advancing Youth, Arts & Culture, and Education.



IMA sponsors annual fund-raising events for the foundation where our associates, business partners, and community members come together to make a difference. Competitive spirits really shine in ping pong, pickleball, putt-putt, volleyball and cornhole tournaments. Each event's funds go back into their community and support local nonprofits through donations and grants.

In addition, the IMA Foundation strives to represent the passions of IMA associates by supporting volunteer efforts and donations through multiple programs including our Matching Gifts program, Dollars for Doers, and the IMA Difference Maker Fund.





Our Hiring Process

EMPOWERING YOU TO THRIVE

Our associates are our most valued asset at IMA. We believe in creating an environment that fosters innovation, collaboration and empowers you to have a seat at the table. You'll work with a team of professionals that will challenge you to take your career to new heights and thrive along the way.

During our hiring process, you'll share your unique experiences, expertise and perspectives. We want you to love the place you work and be confident that you're selecting a company that values you and is ready to invest in your career and growth.

HOW TO APPLY

Apply online at imacorp.com/careers to be considered for a position. We recommend that you tailor your experiences and skills to the job description to ensure you stand out. If you know someone who works at IMA, we encourage you to reach out and learn from our associates about our culture and whether you'd be a good fit. You can include an associate referral on your online application.

OUR INTERVIEW PROCESS

If your application stands out, you will receive a call from one of our recruiters to learn more about you. They will give you more information about the job and the team hiring for the position. After your call, you may be invited for a follow-up interview.

Our interview process can take place on-site or virtually. In most cases, you will meet with a panel of individuals, including the hiring manager and associates from the team, who understand the needs of the role and what it takes to be successful at IMA. We encourage candidates to come with an understanding of our business, mission and vision, and ask questions during the process to ensure you are being set up for success.

OFFERS

Once selected, you will get a call from our recruiter, and we will send you an official offer letter. The timing of the offer is dependent on team needs, location and the specific job. After accepting your offer, a background check will be required. Once this process is complete, a start date will be agreed upon, and we will welcome you to IMA.

Come Make a Difference with IMA

APPLY TODAY »



Protecting assets. Making a difference.



IMA Financial Group, Inc. provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, IMA Financial Group, Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.

IMACORP.COM/CAREERS

This material is for general information only and should not be considered as a substitute for legal, medical, tax and/or actuarial advice. Contact the appropriate professional counsel for such matters. These materials are not exhaustive and are subject to possible changes in applicable laws, rules, and regulations and their interpretations.

NPN 1316541 | IMA, Inc dba IMA Insurance Services | California Lic #0H64724
©IMA Financial Group, Inc. 2023

CT-B-IMA-HR-083123