

Employer of Choice

ProAssurance is a family of companies, each with unique product offerings and employee cultures. Beyond these unique attributes, we recognize the importance of identifying a company-wide foundation of guiding principles that all employees understand and live by each day. This foundation, *The ProAssurance Way*, is what links us and provides clear direction for our business decisions and interactions with each other and those we encounter. *The ProAssurance Way* encompasses our [Mission, Vision, and Values](#):

The ProAssurance Mission

We exist to Protect Others.

Our Shared Vision

We will be the **best in the world** at understanding and providing solutions for the risks our customers encounter as **healers, innovators, employers, and professionals**.

Through an [integrated family of specialty companies](#), products, and services, we will be a **trusted partner** enabling those we serve to focus on their vital work.

As the **employer of choice**, we embrace every day as a singular opportunity to reach for **extraordinary outcomes**, build and deepen **superior relationships**, and accomplish our mission with **infectious enthusiasm** and **unbending integrity**.

Corporate Values

Integrity

Leadership

Relationships

Enthusiasm

We will honor these values in the execution of “Treated Fairly” to perform our Mission and realize our Vision.

A key element in bringing these statements to life and integrating them into our shared culture is our commitment to an Employer of Choice business model.

From time to time ProAssurance undertakes efforts to measure employee engagement and collect feedback for improvement. In our most recent comprehensive employee survey, 831 of 926 eligible employees responded—a remarkable 90% survey participation rate. Employees provided more than 5,000 comments in addition to answering 77 questions in 13 categories. Responses to the survey questions in aggregate and by line of business were made available to all employees. To further understand employees’ motivations behind survey responses and to explore key themes expressed in the comments, the independent research group that conducted the study then conducted focus groups with more than 100 volunteers. Armed with that feedback we created six Cross-Organizational Teams (COTs) involving employees from disparate business segments and geographic locations, to develop and implement strategies to address those areas of opportunity for improvement.

Our ongoing commitment is to facilitate and perpetuate employee engagement.

We continuously measure employee engagement and satisfaction by conducting quarterly “Pulse” surveys that provide real-time feedback from our employees on key issues which strengthens their engagement. The results are delivered to our Executive Leadership Team for review and implementation of changes our leaders deem beneficial to the Company and our employees.