PERR KNIGHT

BUILD A REWARDING CAREER AT PERR&KNIGHT

A Workplace Where Insurance Professionals Thrive.

PERR&KNIGHT'S COMMITMENT TO OUR TEAM'S WELLBEING

For 30+ years, we have been the industry's top independent insurance consulting firm, providing actuarial, product development, compliance, and technology support services to companies of all sizes. Perr&Knight is proud and privileged to employ the industry's best and brightest, who approach each day with a fresh perspective on insurance's toughest challenges. Our dedication to our employees is reflected in our continuous efforts to foster an intentional company culture and curated employee benefit package that help our team members thrive personally and professionally.

CLIMATE NEUTRAL CERTIFIED

Great Place To Work® Certified MAY 2024-MAY 2025 USA

We're proud to be a certified Great Place to Work®. This prestigious award is based entirely on what our current employees say about their experience working at Perr&Knight.

FINANCIAL WELLBEING

Financial freedom and setting oneself up for a solid future is a universal goal, which is why we're committed to protecting and supporting the financial wellbeing of our staff.

+ Competitive Salary

We recognize the value of our team members' experience and skills, which is why we pay competitive salaries with merit increases awarded based on annual performance reviews. Employees have the opportunity to earn additional salary increases and bonuses by obtaining specific credentials through company-sponsored education programs.

+ 401K

All employees are eligible to participate in Perr&Knight's 401k. Individual contributions are matched by the company and managed by a premier investment advisor. In addition to traditional and Roth IRA contributions, our 401k allows eligible employees to make after-tax, non-Roth contributions, which they can then convert into their Roth account. This enables participants to maximize their tax-advantaged retirement savings up to the highest IRS limits. Employees also have access to free investment classes and one-on-one sessions with Perr&Knight's investment advisors, furthering their progress toward a stable financial future.

+ Profit Sharing Bonus

Perr&Knight directly aligns pay with performance through annual profit-sharing bonuses. Bonus amounts are tied to individual, company, and department performance. Most positions are eligible.

+ Discount Programs

Eligible Perr&Knight employees have access to various lifestyle-enhancing discount programs that provide cash-back offers on travel, electronics, events, and more.

> *"The people at Perr&Knight are very friendly and helpful. There are also ample incentives to work harder – and high-quality work is always rewarded."*

Feedback from 2024 GPTW Survey

PHYSICAL WELLBEING

Staying healthy is fundamental to high performance. Our thoughtfully designed benefits program aims to make it easier for our team members to manage their health by taking time off and accessing first-rate resources and care.

+ Medical, Dental & Vision Insurance

We provide comprehensive subsidized medical, dental, and vision insurance plans for eligible full-time and part-time employees, with subsidized dependent coverage also available. Employees can select from multiple plans to suit their needs upon starting at Perr&Knight.

+ Company-Funded Term Life Insurance

We provide life insurance for every eligible employee in the amount of $50,000 at no charge. Increased benefit amounts are also available for purchase at competitive rates.

+ Accidental Death & Dismemberment Insurance

Perr&Knight offers employees the option to purchase supplemental AD&D coverage for dependents to further support their households in the event of a sudden tragedy.

+ Spending Accounts

We provide eligible employees access to pre-tax spending accounts to help offset the costs of medical treatment, daily commuting and parking, and childcare.

+ Supplemental Disability Insurance

Qualifying Perr&Knight employees may choose to enroll in group short- or long-term disability insurance through a leading carrier.

+ Baby Bonding Leave

We support our teams' growing households and protect their time to nurture new family members. Perr&Knight offers time off for baby bonding to all employees not eligible for FMLA.

+ Paid Time Off

We recognize the importance of taking time away from work to rest and recharge. As such, Perr&Knight provides a generous annual paid time off ("PTO") allowance that begins accruing on the first day of employment. New employees accrue PTO hours per paycheck at the rate of 3 or 4 weeks per year, depending on their position. Additional PTO days are given at milestone anniversaries..

FLEXIBLE WORKING ARRANGEMENTS

+ Location

From our Los Angeles and Boca Raton locations, which are just steps from the sand, to our Hudson waterfront office overlooking Manhattan, Perr&Knight has a presence from coast to coast. Our physical offices are spacious, accommodating, and full of modern technology. Each office features IT support, state-of-the-art conference rooms, and ergonomic furniture to help team members do their best work.

We welcome and support employees in areas not close to a Perr&Knight office – or whose commute or personal responsibilities are alleviated through some remote work. Many of our positions are eligible for full-time telecommuting or hybrid office/home schedules.

Our doors are always open to remote working employees traveling near a Perr&Knight office who want to work onsite for the day. Employees can also apply to temporarily telecommute from alternate locations within the United States, such as second homes or rented properties.

+ Schedule

Perr&Knight supports all chronotypes through our flexible workday scheduling. Early birds who like to beat everyone else to the "office" can schedule their start time as early as 6am. Night owls who like to sleep in, and employees do their best work in the afternoon, can generally schedule their daily start as late as 10am. We also offer part-time schedules on a permanent or temporary basis to support work/life balance. In addition, many of our in-office and hybrid office/home employees are in positions eligible for a "4-9-4"work schedule.

> *"Perr&Knight's work-from-home program is very accommodating and flexible to support the best employee work. Our offices are great, too – so if you live close to the office you can work part of the time in the office and part-time at home, which is great!"*
>
> **Feedback from 2024 GPTW Survey**

EMOTIONAL + SOCIAL WELLBEING

We want our team to feel fulfilled in everything they do, so we create space to collaborate and contribute in meaningful ways – both at work and in the world.

+ Employee Engagement Survey

Every year, we issue a comprehensive survey to obtain honest employee feedback across nine categories: Communication, Social Connection, Professional Development, Management Training, Company Mission, Work/Life Balance, Diversity & Inclusion, Feedback, and Compensation. These results directly inform company changes that bolster our team.

+ Employee Assistance Program

Our employees can access support for stress, debt, family issues, and more. Perr&Knight's no-cost Enhanced Employee Assistance Program, sponsored by our benefits provider, offers 24/7 phone support from qualified counselors.

+ Community Support

We proudly support our local communities and the causes that are important to our team. Perr&Knight offers matching monetary gifts to charities, paid time off to volunteer, grants, and impact dollars to further the efforts of meaningful programs.

+ Open-Door Policy

Our team's input helps us grow. Suggestions for improving the company are always welcome. We maintain an open-door policy for employee suggestions, complaints, ethical concerns, questions about their job, working conditions, or the treatment they receive. All comments are addressed and given due attention.

> *"I have developed great, long-lasting relationships here at Perr&Knight. I enjoy seeing the people I work with every day – it honestly feels like they're part of my family."*
>
> **Feedback from 2024 GPTW Survey**

+ In-Person Get-Togethers

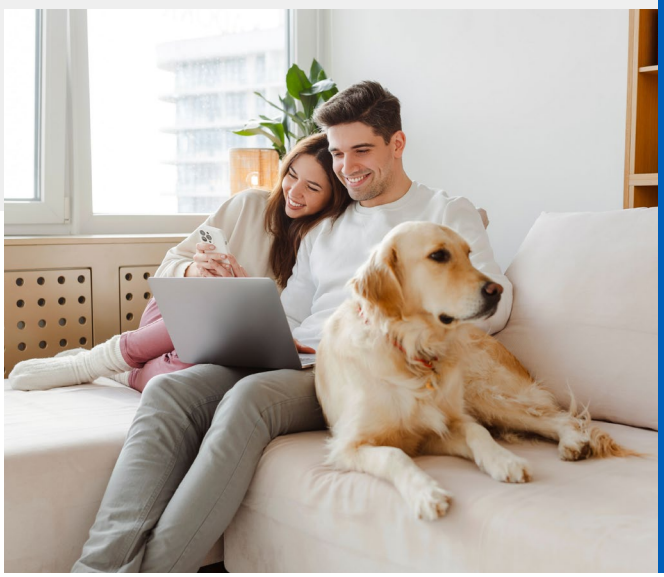
In today's working environment, there are reduced opportunities for face-to-face time with coworkers and company management, particularly for remote workers. Perr&Knight recognizes that time together is important for training, socialization, and developing trust. So, we plan various get-togethers throughout the year, including on-boarding meetings, team meetings, clubs for shared hobbies, holiday parties, and more.

+ Employee Recognition Program

At Perr&Knight, we celebrate the successes and accomplishments of our peers. We use the online employee recognition platform **Assembly** to enable team members to recognize and thank one another in a social-media-style platform. Each recognition allows for a personal message of thanks or congratulations, a tag to one of our corporate values, and a gift of "trophies." Employees can exchange their peer-awarded trophies for gift cards or impact dollars to donate within our corporate giving platform.

MORE OFFERINGS FOR A HAPPY HOME LIFE

- + Pet Insurance
- + Legal Shield
- + IDShield
- + Travel Assistance



150+
CREDENTIALED ACTUARIES AND INSURANCE PROFESSIONALS

25+
STATES IN WHICH OUR EMPLOYEES LIVE AND WORK

3
LOCATIONS NATIONWIDE

> *"One thing I value about Perr&Knight is that it's an employee-friendly company where every individual is given equal opportunity to grow and excel in their careers."*
>
> **Feedback from 2024 GPTW Survey**

CAREER WELLBEING

We encourage everyone at Perr&Knight to pursue their professional goals by providing clear opportunities for professional growth and career wellbeing.

+ Professional Development Education Program

Continuing education is vital to a successful career in insurance. We offer reimbursement for study materials, exams, and membership fees for completing approved Foundational, Advanced, and Specialty designations in compliance, data management, and more. Successful completion of certain programs results in an automatic bonus or salary increase.

+ Actuarial Study Program

Membership in the Casualty Actuarial Society (CAS) or Society of Actuaries (SOA) is an important part of an actuarial career at Perr&Knight, and we support the pursuit of additional credentials. For actuarial employees making serious attempts to pass CAS/SOA exams, reimbursement for study time and materials will be granted. Passing exams and obtaining associateship and fellowship credentials result in salary increases.

+ Credential Maintenance

Many designations maintained by our employees require annual dues and/or completion of continuing education credits. We support our employees' mandatory membership fees and pursuit of continuing education by reimbursing expenses and providing paid time away from work for seminars and conferences.

+ Skillsoft Percipio

We partner with this leading online learning platform to provide employees with access to an extensive library of classes to improve their skills, from AI to business operations to soft skills improvement, and more. Employees can take courses related to their position at Perr&Knight or receive after-hours training related to their hobbies and non-professional interests.

ABOUT PERR&KNIGHT

For over 30 years, Perr&Knight has provided insurance consulting and software solutions to the property & casualty and life, accident & health industries.

Our consulting services combine deep insurance expertise with technology, data and automation to help clients move from strategy through execution. Our capabilities include strategy (PK Blueprint), actuarial consulting, applied AI consulting, product development, insurance policy and forms consulting, regulatory compliance, compliance and operational assessments and training, state filings, agency and entity licensing, technology consulting, statistical reporting and data services, predictive analytics, and bureau monitoring and maintenance.

PK1Cloud is Perr&Knight's integrated insurance technology platform, designed to bring product development, filings, compliance, data, workflows, and institutional knowledge into a connected environment. The platform incorporates a growing range of AI and automation capabilities to help insurance professionals analyze information, streamline routine work, accelerate product development and navigate regulatory requirements more efficiently. From concept to market and throughout the ongoing product lifecycle, PK1Cloud helps carriers, MGAs and program administrators work faster, improve visibility and control, reduce friction and manage regulatory complexity with greater precision.

With offices nationwide and nearly 200 insurance professionals, including more than 35 credentialed actuaries, PK is among the largest independent actuarial and insurance consulting firms in the United States. For more than three decades, we have helped our clients not only respond to change in the insurance industry, but build what comes next.

888.201.5123 x2 | www.PerrKnight.com

Copyright© 2026 Perr&Knight. All Rights Reserved.

PERR KNIGHT

Interested in joining Perr&Knight?
Browse our open positions.

Visit PerrKnight.com/Careers

Copyright© 2026 Perr&Knight. All Rights Reserved.

Perr&Knight is not a law firm and does not provide legal advice, services and/or opinions. Perr&Knight and its employees cannot act as legal counsel with respect to any matter and no attorney-client relationship is implied or created by anything contained herein. To the extent that during the course of providing consulting and other services, any information regarding legal matters is provided, Perr&Knight has made commercially reasonable efforts to ensure that such information is accurate. However, as laws vary from jurisdiction to jurisdiction and change rapidly, such information may not be up to date and all legal matters should be reviewed by your own in-house counsel, outside counsel and/or other legal advisors as appropriate who are licensed or otherwise permitted to practice law in the jurisdiction(s) involved.