



Join Our Winning Team

Career Opportunities with Brown & Brown

CUSTOMER FOCUSED

COMPETITIVE

DISCIPLINED

INNOVATIVE

PRINCIPLED

A MERITOCRACY

ABOUT BROWN & BROWN

Brown & Brown is a leading insurance brokerage firm with a long-standing history of proven success.

We are a lean, decentralized, highly-competitive, profit-oriented sales and service organization comprised of people of the highest integrity and quality, bound together by clearly defined goals and prideful relationships.

What do we do? We help to protect what our customers value most.

Through licensed subsidiaries across our four business segments, we offer insurance and risk management solutions to individuals and businesses.

Why consider a career with Brown & Brown?

- We are a big company that doesn't act like one.
- We are problem solvers who help people every day.
- We have a unique culture that drives our performance.
- We work hard, and we play hard.
- We support and are active in our local communities.

Working with Brown & Brown is more than a job. It's a meaningful experience.

WHY CHOOSE BROWN & BROWN

We think of ourselves as a team, so we have teammates—not employees, and "meritocracy" is a word we live by.

While diverse and varied in experiences and abilities, the Power of WE drives our performance. We are all connected through our core values and a shared mission—always doing what is best for our customers.

A FOREVER COMPANY THAT IS BUILT TO LAST

Founded in 1939, we have grown to become one of the industry's most powerful and influential leaders. Significant teammate ownership in our company strengthens our shared focus on forever.

A UNIQUE CULTURE THAT DRIVES PERFORMANCE

We are a team with grit, persistence, and integrity. We are a team that values fun and a "can-do" attitude. We are a team that supports the local communities where we live, work, and play.

DEDICATED TO THE COMMUNITIES WE SERVE

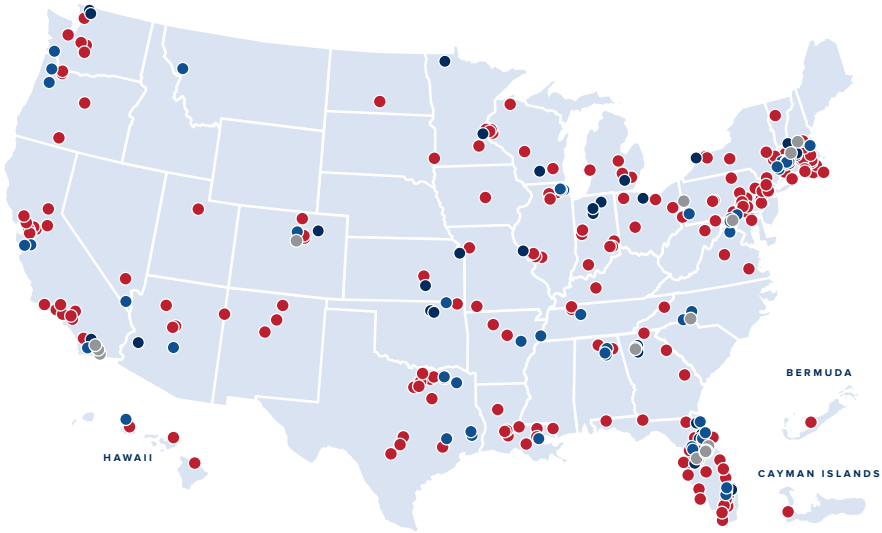
Servant leadership and a Culture of Caring help build a better organization. Our team is passionate about giving back and serving those in need.





WE ARE WHERE YOU WANT TO BE

With more than 14,500 teammates in 450+ locations worldwide, we are committed to providing innovative strategies to help protect what our customers value most.



- Retail offices
- National Programs offices
- Wholesale Brokerage offices
- Services offices

OUR COMPANY STRUCTURE

We are a big company that doesn't act like one, arguably making us the most efficient operating platform in the insurance brokerage business.

Agility, persistence, and vision allow us to thrive in the competitive, ever-changing insurance industry. We understand that the only constant is change and pride ourselves on our unique ability to deliver focused solutions to customers at the local level.

LEAN AND DECENTRALIZED

With a team that is as connected nationally as it is locally, we provide the personalized service of a local insurance agency with the exceptional capabilities of a top 10 brokerage firm.

As a decentralized organization, rigid rules and bureaucratic interference are minimized. Decision-making power remains with local leaders allowing them to determine the resources, solutions, and technology that provide the best value to their customers. While we don't act like a big company, our teammates maintain direct access to the powerful resources, carrier clout, and dynamic capabilities of a global broker.



CAREER OPPORTUNITIES

Do you have the grit, focus, and drive to be on our team?

We recognize the value of bringing together talent with diverse knowledge, experience, skills, and perspectives. Our continued success is built upon our ability to attract and develop the best and the brightest.

SALES & PRODUCTION

CUSTOMER SERVICE & SUPPORT

HUMAN RESOURCES

CLAIMS

FINANCE & ACCOUNTING

OPERATIONS & INTERNAL AUDIT

ADMINISTRATIVE

INFORMATION TECHNOLOGY

We endeavor to treat our people fairly, free of discriminatory practices, and make employment decisions on the basis of job-related qualifications, including personal merit, competence, and potential for advancement. We take pride in the diversity of our team and seek diversity in our applicants. We are an Equal Opportunity Employer.

COMPETITIVE EDGE

Our Performance-Driven Approach to Sales

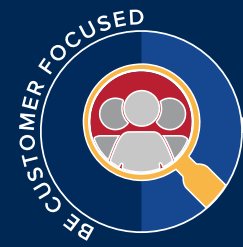
- No Commission Caps for Sales Roles
- No Geographic or Territory Restrictions
- W-2 vs. 1099
- Customer Service Support
- Ability to Cross-Sell
- National Access to Markets
- Professional Designation & Continuing Education Support

TEAMMATE BENEFITS

Our Comprehensive Benefits Package

- Medical & Pharmacy
- Dental & Vision
- Group Term Life Insurance
- Short-Term & Long-Term Disability
- Voluntary Benefits (Life, Accident, Critical Illness)
- Employee Assistance Program (EAP)
- Teammate Wellness Program
- Employee Savings Plan - 401(k)
- Employee Stock Purchase Plan (ESPP)
- Competitive Time-Off Allowance for Work-Life Balance
- Health Savings Accounts
- Flexible Spending Accounts
- Education Assistance Program
- Preferred Partner Discounts

THE POWER OF **BE**
HOW TO BE AN
AWESOME TEAMMATE



EXPERIENCE BROWN & BROWN

We look for driven, disciplined individuals who embrace our culture and demonstrate The Power of BE.

Our BE's are a set of powerful behaviors, skills, and characteristics that create a link between what we do and how we do it—our cultural DNA.

OUR BE'S

BE Customer Focused

Build strong relationships.

BE Smart

Make decisions that propel us forward.

BE Clear

Use a concise message that resonates.

BE A Winner

Consistently achieve results.

BE Gritty

Have courage and determination.

BE Trustworthy

Build trust through authenticity.

BE A Mentor

Support growth and development.

BE The Link

Create teammate connections and energy.

BE A Talent Magnet

Attract the brightest and best talent.

BE A Futurist

Create innovative ways to be successful.

To learn more about The Power of BE, visit bbinsurance.com/careers

AN OWNERSHIP MINDSET

We strive to provide opportunities for teammates to have ownership in our company and create personal wealth.

- More than 60% of our teammates invest in our company through the Employee Stock Purchase Plan (ESPP).
- Teammates create personal wealth by participating in our stock purchase plan, as well as our competitive 401(k) program with employer match, and can earn eligibility for performance-based stock grants.

KNOWLEDGE IS POWER

We are committed to giving teammates the training, mentoring, and tools they need to succeed.

- Brown & Brown University (BBU) offers curriculum in leadership development, professional development, and technical training.
- We support and encourage continuing education for professional designations.
- Our Education Assistance Program supports eligible teammates with tuition reimbursement, repayment of student loans, and a Brown & Brown-sponsored National Merit Scholarship for eligible dependents.

A MERITOCRACY®

Work hard. Get rewarded.

- We operate as a meritocracy, meaning we promote individual initiative and are focused on recruiting and developing teammates who are driven to succeed.
- Our environment allows teammates who demonstrate a proactive and entrepreneurial spirit to thrive and grow in our organization.



J. POWELL BROWN | PRESIDENT & CEO

HEALTH, FAMILY, BUSINESS

We encourage a healthy work-life balance for all teammates. Your health and well-being come first, along with the health and well-being of your family.

This philosophy is personal to us, from the top down, starting with our CEO, Powell Brown. Powell leads by example, prioritizing health and family, and encouraging teammates to do the same.

We believe that when we, as an organization, collectively value and support these priorities, our company will continue to be driven by a positive, engaged, and productive team.



Stay up-to-date and explore the latest career opportunities at bbinsurance.com/careers.

Connect with us!



Since our beginning, we have known that doing what is best for our customers requires constant persistence and vision. The cheetah, which represents vision, swiftness, strength, and agility, embodies our company culture and has served as a symbol for Brown & Brown since the 1980s.



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