

Good Work. Good Life. Good Hands.®

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The people who work for us are our greatest asset. That's why it's our goal to provide them with a challenging and rewarding work environment, competitive pay and an opportunity to forge their own career path.

We believe in the strength of diversity and that every person deserves respect. In addition, employees are encouraged to take care of their health, look after their family and enjoy life.

With more than 75 years of experience, we're a solid company that believes our employees make a difference every day by helping individuals and families protect their futures.

Are you in Good Hands®?

To find out more, go to www.allstate.jobs.





Help wanted: From trial attorneys to IT professionals.

When you think of an insurance company, you probably think “insurance agent” or “claims representative.”

We *are* America’s largest publicly traded insurance company, but we’ve evolved to be much more. We also help people prepare for the future with retirement and college savings, life insurance and more.

Today it takes all kinds of people to run Allstate. We employ lawyers, writers, designers, accountants, building engineers, project managers, human resource specialists and much more. We hire creative types, analytic types, IT types, and almost every other type you can imagine.

Working for an insurance company might be more exciting than you think.

So check us out.

No matter who you are or what you do, we may have a place for you.

Read about the departments and positions in this brochure to see where you might fit in the Allstate family. To find out more or to apply for a job, visit www.allstate.jobs.

Administration and Real Estate

Finding the right place.

Our facilities services and real estate teams strive to keep our employees productive by establishing and maintaining workplaces that are comfortable, safe and efficient. To help achieve this, we have several divisions within our Administration and Real Estate department.

Typical positions include:

- Architects and Engineers
- Building Assistants
- Building Engineers
- Computer Assisted Drafting Operators
- Facilities Managers
- Lease Analysts and Managers
- Mail Room Assistants
- Meeting Support Assistants

Agency and Customer Support

"How can I help you?"

If you like people, a position in Agency and Customer Support might be just the job for you. This department helps support customers and agents in a variety of areas, such as claims, policy updates and much more.

Typical positions include:

- Customer Service Managers
- Customer Service Representatives
- Field Operations Managers
- Operations Consultants
- Operations Specialists
- Support Center Managers
- Trainers



The average Allstate employee gets 5 weeks of personal time off a year.

Agency Distribution

Support the front lines.

This team provides support to the agency force. There are more than 14,000 agencies and exclusive financial specialists nationwide that depend on Agency Distribution in various ways, including agency communications and consulting services.

Typical positions include:

- Agency Process Managers
- Agency Support Specialists
- Educational Designers
- Project Managers
- Sales Leaders

Allstate Financial

Help customers gain financial freedom.

Would you like to play a role in helping others build their financial security? Allstate Financial provides life insurance, supplemental accident and health insurance, annuities, banking and retirement products designed for individuals, institutions and worksite customers. These products are distributed through Allstate agencies, independent agents, financial institutions and broker-dealers.

We hire a broad range of professionals, including:

- Accountants
- Actuaries
- Claims Processors
- Customer Service Representatives
- Financial Business Analysts
- Product Managers
- Sales Managers
- Technical Project Managers
- Underwriters

Allstate Investments, LLC

Help manage more than \$120 billion in assets.

Allstate Investments, LLC manages more than \$120 billion in assets and invests in all major asset classes, including taxable and tax-exempt fixed income, equities, private securities, commercial mortgages and more. This department also supports Allstate with related services such as operations, planning and analysis.

Common positions include:

- Accountants
- Financial Analysts
- Portfolio Managers
- Research Analysts
- Technology Specialists
- Traders

Allstate has been named one of the 100 best companies for women by Working Mother magazine for more than 15 years.



Last year, the Allstate Foundation donated \$16 million to nonprofit organizations.



Corporate Relations

Help get the word out.

The team in Corporate Relations has broad public relations and communications responsibilities with one simple goal: keeping people informed about all the great things Allstate is doing. Whether it's spreading the word about a new product or enhancing the company's reputation, we've got news for customers, communities, thought leaders, shareholders and others.

We need professionals in the following areas:

- Audio/Visual Communications
- CEO Support
- Corporate/Executive Positioning
- Crisis Management
- Internal Communications
- Media Relations
- Reputation Management
- Shareholder Communications
- The Allstate Foundation

Emerging Businesses

An incubator of new ideas.

Our Emerging Businesses group develops and tests new ideas for products and distribution methods that complement Allstate's core products, providing a diversified portfolio to meet our customers' needs. Working in Emerging Businesses will expose you to "powersports" (like boating and motorcycling), small business owners, finance and insurance departments at auto dealerships, and the country's first national motor club.

Typical positions include:

- Actuaries
- Business Analysts
- Customer Service Representatives
- Pricing Analysts
- Product Managers
- Underwriters

Finance

Money makes the world go 'round.

Our Finance department uses a wide range of support services to help ensure Allstate's financial strength and stability. Areas include: Accounting, Corporate Risk Management, Enterprise Resource Planning and Reporting Solutions, Investor Relations, Procurement Governance, Six Sigma, Tax, Treasury and Planning, and more.

Typical positions include:

- Accountants
- Auditors
- Financial Analysts
- Procurement Specialists
- Tax Managers

Human Resources

Help us find and keep the right people.

Our people make Allstate the company that it is today. The Human Resources department strives to attract, retain, develop and motivate the talent Allstate needs to drive our future success.

We hire professionals in these areas:

- Benefits Design and Planning
- Compensation
- Diversity, Inclusion and Worklife
- Education and Development
- HR Generalists
- Organizational Effectiveness
- Performance Management
- Talent Acquisition
- Workforce Measurement
- Workforce Relations

Law and Regulation

Get in on legal action.

Love the law? You might fit right into our Law and Regulation department. As the principal legal counsel for Allstate, we help manage legal risks, provide counsel to ensure compliance with laws and regulations, and help Allstate resolve legal disputes.

We need attorneys and paralegals in the following general practice areas:

- Corporate Litigation
- Corporate Security
- Government Relations
- Legal Advisory Services
- Litigation Services

92% of employees

say they're proud

to work for

Allstate.



Last year, Allstate
invested \$521,000
in a variety of
fitness programs
for its employees.



Marketing

Help boost the brand.

The Marketing department works hard to help Allstate create new and innovative products and services that meet consumer needs, attract and retain customers, and build brand equity. It helps that we're one of the nation's most highly recognized brands. We have several core areas, including Customer Experience, Marketing Communications, Marketing Operations, Marketing Research, Program Management and Regional Marketing.

Common positions include:

- Direct/E-Mail Marketing Specialists
- Graphic Designers
- Marketing Communications Managers
- Multicultural Marketing Managers
- Program/Brand Managers
- Regional Marketing Managers
- Researchers, Modelers and Analysts
- Writers and Editors

Property-Casualty Claim Service Organization (P-CCSO)

Help customers pick up the pieces.

Our claims representatives make a real difference in the lives of customers, helping them to recover after losses ranging from fender benders to major catastrophes. Allstate is recognized as one of the best claims organizations in the insurance industry today.

P-CCSO:

- Employs more than 16,000 claims professionals
- Has a national network of more than 100 claims offices
- Handles more than 6 million claims per year
- Operates Tech-Cor, an industry-leading high-tech interactive educational facility

Our team comes from a wide variety of backgrounds, including automotive, construction, customer service and law enforcement. Common positions in P-CCSO include:

- Auto Damage Estimators/ Re-Inspectors/Technicians
- Claims Managers/Supervisors
- Claims Processing Specialists
- Claims Service Adjusters
- Instructors
- PRO Damage Evaluators/Re-Inspectors
- Property Damage Adjusters/ Technicians
- Subrogation Specialists
- Switchboard Operators

Product Operations

Innovators and thinkers wanted.

This department manages catastrophe risk for Allstate and helps fulfill two Good Hands® promises at once. First, it develops products and services to help meet customers' needs, and second, it offers them at competitive and accurate prices.

Typical positions include:

- Actuaries
- Business Analysts
- Customer Service Representatives
- Predictive Modelers/Statisticians
- Pricing Analysts
- Product Managers
- Project Managers
- Research Analysts
- Underwriters

Technology

Help keep information flowing.

Every major Allstate project has a critical technological component. In a company the size of Allstate, it's crucial to have talented technology specialists who can develop new IT solutions and keep things up and running at all times. More than 4,000 strong, our IT organization uses today's latest Web-based technologies to design, implement and maintain technology solutions for Allstate's business strategies.

Typical positions in IT include:

- Application Developers
- Business Process Specialists
- Business Systems Analysts
- Database Administrators
- Information Security Specialists
- LAN/WAN Administrators
- Network Engineers
- Project Managers
- Quality Control Analysts
- System Testers
- Technical Architects
- Technical Writers
- Voice/Telecommunication Specialists
- Web Developers

Allstate insures

1 out of every

8 homes in

the U.S.



DiversityInc
 magazine has named
 Allstate one of the
 top 10 companies
 for diversity.

Administrative Assistants

Help us get organized.

Administrative Assistants are the gears and pulleys that help plan meetings with key players, organize information, send out important communications and so much more. This position supports a range of executives and departments in every area of the company.

We hire the following positions:

- Administrative Assistants
- Executive Administrative Assistants
- Senior Administrative Assistants

Summer Internships

What I did last summer.

Many of our departments offer summer internships. For students looking for challenging and meaningful work, we offer the opportunity to apply education to real world experiences, a competitive salary, and the chance to become familiar with Allstate's business and culture.

When available, summer intern positions are listed at www.allstate.jobs. To view these opportunities, select "Is there an Internship Program?" from the category menu.



About Allstate.

Bragging rights.

We're proud to say that we've been in business for more than 75 years. Plus ...

- We insure more than 17 million households and employ more than 38,000 professionals
- We're a *Fortune* 100 company that consistently receives high ratings from independent rating companies based on our financial stability
- *Fortune* magazine ranked us one of America's Most Admired Companies — coming in at number three in our industry

We help take care of our own.

When you're an Allstate employee, you'll get more than a competitive salary. Our total compensation package includes medical, dental, life and vision benefits, pension, profit sharing and flexible work options. You'll also have a place where you can grow to your potential and forge your own career path.

We help take care of our communities.

Since 1952, The Allstate Foundation has invested millions of dollars annually in nonprofit organizations that help make life better for Americans. The Foundation's goal is to build stronger communities by focusing on three key areas:

- Safe and vital communities, including neighborhood revitalization and teen safe driving
- Economic empowerment, including helping victims of domestic violence
- Tolerance, inclusion and diversity, including teaching tolerance to youth

Additional money is earmarked to help Allstate agents and personal financial representatives improve quality of life in their own communities.

To find out more, go to www.allstate.jobs. When you click on Community Commitment, you'll find a link to our latest Corporate Responsibility Report.

Powered by diversity.

At Allstate, diversity isn't just a people issue, it's a business issue. The power of diversity is central to our competitive innovation and continued leadership in an ever-changing world.

We owe much of our success to the workplace environment we've carefully created. Here, the talents and ideas of every person are encouraged and respected. This open exchange of ideas and an appreciation of our differences help make us the highly respected industry leader we are today.

Join an award-winning team.

Diversity, balance, innovation and providing an environment where employees can thrive. These are all core values for Allstate, and we've got the awards to prove it. For more, go to www.allstate.jobs and select "About Us".

The World's Leading Top 100 Companies

Forbes magazine

25 Best Places to Work in Chicago

Chicago magazine

Diversity Elite - America's Best 50 Companies for Minorities

Fortune magazine

100 Best Companies for Working Mothers

Working Mother magazine
15-year award winner and
Hall of Fame inductee
(1990, 1992-2005)

Top 40 Best Companies for Hispanics to Work

Hispanic Business

Top 10 Companies for African Americans to Work

DiversityInc

Top 100 Best Places to Work in IT

Computerworld magazine
Award winner for 9
consecutive years

Top 100 Companies for Employee Training and Development

Training magazine

You can read more about Allstate's diversity awards by going to www.allstate.jobs and, under "Why should I work at Allstate?", selecting Diversity and Recognition.

Let us surprise you!

No matter what your skills or interests, consider Allstate as the next step in your career. We think you'll be pleasantly surprised.



Look here for more reasons to consider Allstate.

To find out more, go to www.allstate.jobs.