



ORCHID  
INSURANCE

A woman with long, wavy brown hair, wearing a white lace top and light-colored pants, is smiling and leaning on a dark desk. In the background, two other people are partially visible, and a computer monitor displays the Orchid Insurance website. A blue rectangular box with white text is overlaid on the bottom right of the image.

Your Journey  
Begins Here



## WHEN YOU JOIN THE ORCHID TEAM

We are happy you are considering joining a fast-growing organization that is committed to excellence and supporting our company and individual objectives.

At Orchid, our vision is to be the leading specialty underwriter of catastrophe-exposed property insurance, and we can't do that without a strong group of talented and motivated team players.

We believe our most valuable asset is our people, and our diverse backgrounds and experiences make us stronger. We act as one company and believe when we work together, we best meet the full needs of our customers and our community. We appreciate the passion, drive and energy every individual brings to Orchid each and every day. Orchid team members are confident, free to explore and innovate, and not afraid to make a difference.

Regardless of the role you are seeking at Orchid, you will be an important member of our team. We will be committed to your success and you will become a part of the best team in the industry.

## WHY CHOOSE ORCHID?

At Orchid, you'll be part of a team of driven people whose experiences and successes are real. We believe new employees who join our team should be able to immediately immerse themselves in hands-on and challenging projects so they contribute from day-one.

# WHO WE ARE

## Our History

Orchid is The First Choice for catastrophe property insurance for thousands of agencies from coast to coast. For more than 20 years, our products, process and people have consistently delivered outstanding coverage solutions in the insurance industry.

In 1998, Orchid was established after a group of business partners saw an opportunity in the Excess & Surplus (E&S) catastrophic homeowners market to bring together sophisticated underwriting, superior workflows and dedicated underwriters. Since then, we have set the industry standard in providing competitive products for Personal Lines with great coverage combinations and flexible options, including Multi-Peril, Wind-Only, Ex-Wind, Flood, Excess Flood, Inland Marine/Personal Article Floaters and more.

We take pride in our partnerships with select retail agents and brokers, servicing them with only A.M. Best A- or Better Rated carriers.



We offer proprietary and customized insurance solutions with a distinguishable ease of use and expertise. We deliver by meeting or exceeding our commitments to all we serve.

At Orchid, this means:

- Specialists that provide customized insurance solutions
- Pursuing an environment of engagement, growth, and learning
- Embracing and driving change
- Teamwork and collaboration that drives exceptional client results
- Delivering WOW in all aspects of customer experience for complete resolution
- Ensuring highest level of transparency and integrity in all we do
- Winning spirit and commitment to underwriting profitability



## Our Culture

We are The First Choice in delivering a great experience for employees, agents, carriers, insureds & investors.

- **“First Choice” for Employees** means providing opportunities to positively engage and grow as part of a dynamic company which continuously improves our overall effectiveness.
- **“First Choice” for Agents** means offering customized insurance solutions on a single platform where there is an emphasis on ease of use and breadth of products.
- **“First Choice” for Carriers** means producing exceptional underwriting and business results while being fully transparent on the risks they are assuming.
- **“First Choice” for Insureds** means delivering high value insurance products from carriers who will be willing and able to deliver on their promises when they matter most.
- **“First Choice” for Investors** means self-sustaining organic growth model which invests in our people, products and processes while achieving our financial plans.

We are The First Choice  
in delivering a great experience  
for agents, carriers,  
insureds and investors.



# WHAT WE BELIEVE

## Our Values

We encourage our employees to go above and beyond expectations, work collaboratively, and provide best-in-class service to our customers. We recognize that cultivating a strong culture is an ongoing effort, fostered day after day in both formal and informal ways. Building a unified culture requires thoughtful, purposeful action. To make the experience better every day, we must:



### Deliver Together

We are committed to supporting each other in achieving our individual and company objectives. We act as one company and believe when we work together, we best meet the full needs of our customers and our community.



### Act Responsibly

We believe that integrity and mutual respect are shared principles within our business. We require timely responses and solutions not only to our customers but to each other. We discuss and resolve differences openly and value feedback and coaching.



### Empower and Lead Change

We believe our teams are confident, free to explore and innovate, but also willing to make mistakes and to learn from them. We encourage a culture with an adaptive mindset to be inspired, to be accountable, and to take ownership.



## Our Benefits

We offer the following benefits to our employees:

- Company-subsidized health insurance
- Fully paid life insurance and long-term disability
- 401k plan with a company match and immediate vesting
- Goal-sharing bonus plans based on company performance
- Ten paid holidays and paid time off
- Educational support and tuition reimbursement

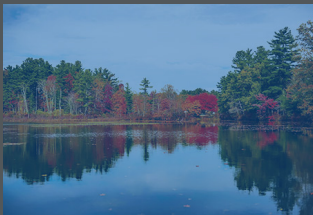


Find current open positions at  
[orchidinsurance.com/careers](https://orchidinsurance.com/careers)

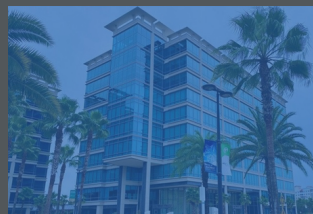
## Our Office Locations



Headquarters  
1201 19th Place  
Suite A-110  
Vero Beach, FL 32960



High Net Worth  
PO Box 399  
Reading, MA 01867



Tampa Office  
4030 W Boy Scout Boulevard  
Suite 200  
Tampa, FL 33607

## Orchid Human Resources

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Orchid Insurance



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