

Sovereign Recognized as a Kincentric Best Employer 2021

September 20, 2021 – Sovereign Insurance today announced it has been recognized as a Best Employer in Canada as part of Kincentric’s Best Employers global certification, a program that measures and recognizes leading employers who capture the full power of their people to drive results and create sustainable competitive advantage.

With 20 years of experience in Best Employer certification across the world, backed by over 50 years of employee research and a robust global database, the Kincentric Best Employers certification compares organizations to identify those that strive to continuously inspire their people, spark change and accelerate business success.

“The Kincentric Best Employer distinction is a great pulse check on the health of our organization and the engagement of our people – who are at the heart of driving our purpose forward,” said Steve Phillips, COO, Sovereign Insurance. “I’m so proud of the dedication and commitment of our employees who make Sovereign such a special place to work. In turn, we continually look to build upon and enhance our approach to creating a workplace experience that enables all our employees to be their best.”

To achieve recognition through the Kincentric Best Employers certification, Sovereign was assessed on four measures:

1. **Employee Engagement:** Employees speak positively about their employer, intend to stay and are motivated to exert extra effort at work.
2. **Organizational Agility:** Employees see that the organization is highly adaptive, innovative, inclusive and responsive to the changing needs of its customers.
3. **Engaging Leadership:** Leaders are deeply connected with employees to drive engagement, communicate a clear vision and exert strong personal values.
4. **Talent Focus:** Employees see that the organization is focusing on attracting and retaining great talent and creating an inspirational environment where people can thrive.

“The measures that Kincentric uses to award a Best Employer certification align closely with Sovereign’s core focus areas,” said Jo-Anne Yanuziello, VP Marketing, HR & Corporate Admin, Sovereign Insurance. “Organizational agility, employee engagement, strong leadership, and an utmost focus on attracting and retaining high performing talent are cornerstones of our success. These focus areas were key to helping us maintain our resilience through the pandemic, and we strive to continually improve upon them each year.”

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About Sovereign Insurance

The Sovereign General Insurance Company (Sovereign Insurance) empowers Canadian businesses to succeed by developing and distributing risk solutions they trust and value. Sovereign is passionate about protecting Canadian businesses and the communities they serve and is driven by the belief that whether you’re a partner, client or employee, your experience matters. Canadian owned and operated since 1953, Sovereign is a wholly owned subsidiary of The Co-operators General Insurance Company, a leading Canadian provider of multi-line insurance products with assets of \$8.3 billion. Sovereign operates in six offices across Canada and is proud to carry an AM Best A- (Excellent) rating. To learn more, visit www.sovereigninsurance.ca.

About Kincentric

Kincentric, a Spencer Stuart company, approaches human capital differently — we help you identify what drives your people, so they can drive your business. Formerly a part of Aon, our decades of expertise in culture and engagement, leadership assessment and development, and HR and talent advisory services enable us to help organizations change from the inside. And our global network of colleagues, our proven insights and our intuitive technologies give us new ways to help organizations unlock the power of people and teams — fostering change and accelerating success. For more information, please visit kincentric.com.

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