



# Benefits Highlights

March 1, 2023 – February 28, 2024





## A Strong Company + Industry Leader + Cutting Edge Services and Products

Alliant Insurance Services is a recognized leader in the insurance brokerage industry, with over nine decades of experience in developing strong relationships, deep market knowledge, and valuable resources. As one of the top 10 largest commercial retail insurance brokerage firms in the U.S., we have the resources and expertise to deliver exceptional results while maintaining a hyper-personalized approach that prioritizes the needs and interests of our clients above all else. Our unwavering commitment to providing excellent service is matched by our dedication to fostering a supportive and fulfilling workplace culture for our team.

With a broad network of offices throughout the country, we offer a wide range of solutions to clients nationwide, including property and casualty, workers' compensation, employee and individual benefits, surety, reinsurance, underwriting, and financial products and services.

## Our Workforce

At Alliant, we have a talented workforce and strong leadership team that is dedicated to excellence. We are entrepreneurial, collaborative, and innovative—and we only bring people on board if they live these values. You're empowered to raise the bar and own the success of the organization. At Alliant, if you see a problem and want to take it on, it's yours and you will be rewarded for success.

## Diversity, Equity, and Inclusion

With support and engagement from Alliant's leadership, our six-pillar Diversity, Equity, and Inclusion strategy helps strengthen our

business and culture by promoting equitable representation across all levels of our organization and within the insurance industry. At the heart of the program is a commitment to implementing accountability measures and focusing on retention strategies. Our goal is to cultivate a culture of authentic allyship where professionals can collaborate meaningfully and achieve organizational success. Our Employee Resource Groups play an essential role in building community within our organization. They provide a platform for ensuring leadership decisions are informed by the communities they represent.

## Be a Part of Our Team!

If you are a hard-working individual who is passionate about building a career in the insurance industry, we encourage you to join our team. Our unique culture is built around an entrepreneurial spirit that sets us apart from other firms in the industry. With a "grow your own" philosophy, we are committed to providing our employees with the tools and training they need to succeed at Alliant.

"Alliant has never lost sight of our focus—attracting and retaining the absolute best professionals in the industry. It's an environment of innovative people who have a passion for entrepreneurialism, service, and ownership, differentiating Alliant from everyone else."

**Tom Corbett**  
Alliant Chairman and CEO



# The Benefit of Working at Alliant



## Health and Wellness Plans

Employees working at least 30 hours per week are eligible to enroll in the following group benefit plans effective the first of the month following date of hire. All plans are available to domestic partners.

### Medical Insurance

Alliant's medical plans are designed to allow the needs of you and your family. These health plan options make it easy for you to do the right thing for your health by providing accounts, information, and services to maintain and improve your health.

### Health Spending Account

Our Health Spending Account (HSA) plan is designed to give you more control over how your benefit dollars is spent, along with the freedom to choose your doctors. The medical plan includes an HSA that you may fund with pre-tax or post-tax dollars. Alliant will also make an employer contribution to assist you with your costs prior to meeting your deductible.

### Dental Insurance

Comprehensive coverage options include PPO or DHMO plan. This benefit is voluntary and is paid for by you.

### Vision Insurance

Exams, contacts, and lenses/frame coverage is provided by EyeMed Vision Care Plan. This benefit is voluntary and is paid for by you.

### Life and AD&D Insurance

All eligible employees are covered for two times their annual salary for basic life and accidental death and dismemberment insurance (AD&D). This benefit is automatic and is paid for 100% by Alliant.

Alliant also provides the opportunity to elect additional voluntary life and AD&D insurance, which may extend coverage to your family. This benefit is voluntary and is paid for by you.

### Business Travel Accident Insurance

Our business travel accident insurance provides supplemental insurance and emergency travel assistance while you are traveling on behalf of Alliant. This benefit is automatic and is paid for 100% by Alliant.

### Long-Term Care Insurance

Long-term care insurance provides benefits if you are unable to care for yourself due to serious chronic illness or injury. This benefit is voluntary and is paid for by you and is available to family members as well.





### **Short-Term Disability Insurance**

Should you elect short-term disability coverage, benefits begin after a 7-day waiting period and continue up to 12 weeks. This coverage is paid for by you and is voluntary.

### **Long-Term Disability Insurance**

If you elect long-term disability coverage, benefits will begin after you have been disabled for 90 days. This coverage is paid for by Alliant and by you.

### **Employee Assistance Program**

Alliant's EAP is a confidential counseling service designed to help you and your family members with a wide range of personal, emotional, and financial issues. This benefit is automatic and is paid for 100% by Alliant.

### **National Discount Gym Membership Program**

Availability of this benefit varies by geographic location.



## **Financial Security**

### **401(k) Plan and Matching Contribution**

Alliant's 401(k) plan offers a convenient, tax-free way to save for retirement. All eligible employees contributing to Alliant's 401(k) plan are eligible for a company match. Alliant will match 75% of the first 4% of compensation you contribute to the plan. Match maximums may apply.

### **Identity Theft Coverage**

Alliant provides identity theft coverage. This benefit is automatic and is paid for 100% by Alliant.





### Flexible Spending Accounts

The Health Care and Dependent Care Spending Accounts (FSAs) allow you to use tax-free dollars to pay for eligible expenses. Alliant's commuter plan allows you to participate on a pre-tax basis for eligible expenses incurred as part of your commute and/or to park at work.



### Work/Life Balance

#### Paid Time Off

Alliant offers generous paid time off benefits that may be used for personal appointments, religious observances, vacation, an employee's illness, or to care for an ill family member.

#### Holidays

Alliant offers nine paid holidays per year, as well as closes offices three hours early the day before any holiday.

### Flexible Working Hours/ Telecommuting

Several offices at Alliant recognize an alternative work week, allow flexible work hours, or telecommuting options. Availability of this benefit varies by office and job function.

#### Volunteer Time Off

The purpose of Alliant's VTO program is to support community service and activism activities that enhance and serve the communities in which we live and work. Alliant offers up to 15 hours of VTO to all eligible employees each calendar year.



### Professional Development

#### Employee Development

Alliant employs a full-time training and education team to assist our employees' education and oversee the educational process. All employees are eligible for voluntary training. Company-sponsored, advanced education courses are provided on a regular basis.

#### Professional Designations and Certificates

This program provides up to 100% of the cost of course fees and books for successful completion of an approved insurance or job-related professional designation that supports the business activities of your current position or department.

#### Educational Reimbursement

Alliant encourages and financially supports you in furthering your knowledge through continuing education.



# Points of Contact

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