



BENEFITS HIGHLIGHTS

March 1, 2024 – February 28, 2025

A Strong Company

With a history dating back to 1925, Alliant Insurance Services is one of the nation's leading distributors of diversified insurance products and services. Operating through a national network of nearly 100 offices, Alliant provides property and casualty, worker's compensation, employee benefits, surety, and financial products and services to a wide range of clients nationwide. Alliant ranks among the 15 largest insurance brokerage firms in the United States and has a diverse and growing national employee base.

An Industry Leader

In its nine decades, Alliant has developed the relationships, resources, and market knowledge to emerge as one of the nation's most innovative and results-driven insurance brokerage firms.

Cutting-Edge Products and Services

With years of commitment and dedication to delivering the best products and services available, Alliant remains on the cutting edge of creating customized insurance programs for our clients.

Our Workforce

We have a strong workforce and leadership team of talented professionals in sales, corporate services, and business operations. We believe in excellence in customer service, and it reflects in all that we do.

Diversity

There are many facets of what comprises Alliant, and we believe it is our differences that make us great! Each employee brings a unique perspective, special talents, and abilities—and all are appreciated and recognized.

Be a Part of Our Team!

Alliant is a well-established company that appreciates the value of hard-working individuals who have a quest for building insurance industry experience. Our unique culture is dedicated to upholding an entrepreneurial spirit that has made our company a standout in the insurance industry. With a "grow your own" philosophy, we are highly effective at teaching our employees the skills necessary to be successful in our company.



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 you to choose the best coverage that meets 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 are 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.

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.



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