



Benefits at a Glance

alliant offers comprehensive benefits that help support and strengthen your health, and the health of your eligible dependents. From generous employer-paid plans to optional plans you can select to customize your coverage, you have flexibility to choose what works best for you. This benefits snapshot provides an overview of the benefits available to alliant professionals. Additional details can be found on alliantgroupbenefits.com.

Eligibility

Many benefits you choose as a new hire take effect on the first of the month following your date of hire. If you enroll during the annual Open Enrollment period, your benefits take effect on January 1 of the following year. You may enroll eligible dependents, including your domestic partner, in many of the same plans you choose for yourself.

Medical

alliant offers two medical plans through Blue Cross Blue Shield of Texas (BCBSTX). Select between a traditional medical PPO or a High Deductible Health Plan (HDHP). The HDHP allows you to open a Health Savings Account (HSA) to help pay for qualified health care expenses. alliant pays 100% of the Single Coverage premium for the HDHP plan option. The cost of PPO Single Coverage and dependent coverage premiums for both plans is shared by alliant and the professional.

alliant's HSA Contribution

Enroll in the HDHP, open an HSA, and alliant will contribute \$187.50 per quarter (single) or \$375.00 per quarter (family) into your HSA. The quarterly fundings will be deposited on the 1/15/26, 4/15/26, 7/15/26, and 10/15/26 payrolls. You must be employed by alliant with active medical coverage to receive these contributions. You can also elect to contribute into your HSA via pre-tax payroll contributions. The money in your HSA rolls over year to year and can be used to pay for current medical, dental, and vision expenses or can be saved for future use. The money is yours to keep, you never lose it.

Flexible Spending Accounts (FSAs)

FSAs allow you to set aside pre-tax money for health or dependent care expenses. Professionals enrolled in the traditional medical PPO may participate in the Health Care FSA (up to \$3,400/year), while all eligible professionals may contribute to the Dependent Care FSA (up to \$7,500/year). FSA funds do not roll over from year to year, so it is important to plan your contribution amounts accordingly.

Dental

The BCBSTX dental plan provides comprehensive coverage, including orthodontia for adults and children. alliant pays 100% of the Single Coverage premium for the dental plan and the cost of the dependent coverage premium is shared by alliant and the professional.

Vision

The EyeMed vision plan includes in-network and out-of-network benefits.

2026 Per-Pay-Period Employee Contributions (Pre-Tax)

	Medical PPO	Medical HDHP	Dental	Vision
Single Coverage	\$50.00	\$0.00	\$0.00	\$3.49
Employee + Spouse/DP	\$290.00	\$189.00	\$15.25	\$6.63
Employee + Child(ren)	\$258.00	\$168.00	\$18.00	\$6.98
Employee + Family	\$424.00	\$276.00	\$27.50	\$10.27

Voluntary Benefits

Accident and Hospital Indemnity insurances help cover gaps in other health care coverage. These plans pay you a lump sum if you are injured in an accident or require hospitalization. As medical bills mount, this money can help cover your deductible, go toward rent and mortgage payments, or pay for travel expenses associated with your care. You may enroll yourself and your eligible dependents in coverage, regardless of medical plan participation.



Group Life and Accidental Death and Dismemberment (AD&D)

alliant provides you \$100,000 of basic life and \$100,000 of AD&D coverage, at no cost to you.

Supplemental Life and AD&D

You may purchase additional life insurance for yourself, your spouse, and your children at group rates. You may be subject to evidence of insurability (EOI) from the insurance company.

Short- and Long-Term Disability

You are eligible for short- and long-term disability after six months of continuous employment. These benefits provide up to 60% income replacement if you are unable to work due to an injury, illness, or birth of a baby.

Maternity Leave and Benefits

alliant has a dedicated Maternity Program to provide you with support during and after pregnancy, including free breastfeeding supplies and fully stocked moms' rooms. After one year of employment, you may receive up to four weeks of paid maternity leave at 100% of your base salary. Maternity leave benefits begin after short-term disability is exhausted.

Fertility and Family Planning

After two years of service, you may access top-of-the-line fertility services and treatment through Progyny.

Employee Assistance Program

Get free, confidential counseling and advice for personal, family, and work-related issues for you and your eligible dependents. Receive up to eight sessions per member, per issue, and unlimited phone sessions are available.

401(k)

You are eligible for the 401(k) plan on the first of the month following 30 days of employment. You can add money to your 401(k) through pre-tax and/or after-tax (Roth) contributions. alliant matches up to 50% of your contributions, up to 6% of your pay. Company matching contributions are 100% vested on your three-year anniversary.

Paid Time Off (PTO)

PTO is prorated in your year of hire based on your hire date. In the year of hire you accrue 1.25 days per month. PTO may be used after your first 90 days of employment. Annual PTO allotments start at 15 days per year and increase by one day every two years of continuous employment (up to a maximum of 20 PTO days per year).

Holidays

alliant observes the following as paid holidays:

- New Year's Day, Thursday, January 1, 2026
- Martin Luther King Jr. Day, Monday, January 19, 2026
- Memorial Day, Monday, May 25, 2026
- Independence Day, Friday, July 3, 2026
- Labor Day, Monday, September 7, 2026
- Thanksgiving Day, Thursday, November 26, 2026
- Day after Thanksgiving, Friday, November 27, 2026
- Christmas Day, Friday, December 25, 2026

More Great Perks!

These programs help round out your total rewards package.

- **Pet Insurance:** Protect your furry friends with coverage directly through Nationwide. Pet insurance provides up to 70% reimbursement for eligible vet bills and can provide coverage to help pay for accidents, injuries, illnesses, and more.
- **Legal Assistance:** Elect this coverage for help with life's legal situations. The plan pays for 100% of in-network attorney fees for covered matters.
- **Free Parking:** Professionals in the Houston office receive free covered parking. Onsite car detailing is also available.
- **Onsite Gym:** The Houston office offers a free on-site gym. Pilates classes and group wellness activities are available.
- **Employee Referral Bonus Program:** Know a qualified candidate? If alliant hires your referral, you will receive a cash bonus once completion of criteria is met.
- **Office Attire:** alliant follows a casual dress policy, situation permitting.

Additional Benefits and Partnerships

alliant offers partnership discounts to help you save money. Featured vendors and programs include:

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| • Ryde | • Blue 365 Wellness Program |
| • Sweat | • BCBSTX gym discount program |
| • Dogtopia | • Other BCBSTX Wellness Programs |
| • Trufusion | • United Airlines ("Break from Business" discount) |
| • Woodhouse Spa | |
| • Sudor Sauna Studio | |
| • Nourish Cooking Co. | |

Please email any questions about your benefits to talentmanagement@alliantgroup.com.

This summary highlights the alliant benefits offered. Your actual rights and benefits are governed by the official plan documents and company policies. If any discrepancy exists between this summary and the official plan documents or company policies, the plan documents and company policies will prevail. alliant reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment.

