

Benefit Programs for Marlin Alliance Team Members

At the Marlin Alliance, your goals are our goals! Our team is our lifeblood, and only with their skill, dedication, and vision can we continue to achieve our goals. We are committed to our team's health and well-being and have designed our benefit packages to show our appreciation for our team and provide them with the opportunity to thrive professionally and personally.

Health, Illness, Life, and Voluntary Benefits

Our health benefits program offers a broad array of protection to suit your various needs, insulating you and your family from the financial risks of illness and injury.

Medical, Dental, Vision

You get to choose from several National PPO Healthcare offerings; Gold, Silver, and Bronze packages in both full and tandem networks; to best protect you and your family. In addition to healthcare you have the option of enrolling in dental and vision coverage.

Healthcare Flexible Spending Accounts

Using our broad array of Flexible Spending Accounts (FSAs), you have the ability to pay for qualified expenses on a pre-tax basis. These accounts include medical FSAs, dependent care FSAs, transit FSAs, and parking FSAs.

Voluntary Insurance Options

The Marlin Alliance offers you the opportunity to enroll in voluntary benefits through AFLAC, such as Accident Protection, Hospital Confinement Coverage, Disability Coverage, and Cancer Assistance, along with additional life insurance options.

Life Insurance

As an employee at the Marlin Alliance, you are enrolled in a fully Employer Sponsored Life Insurance coverage at no cost. Family is part of our culture here, and we strive to provide continual support.

401(k)

Our 401(k) plan is available after one year of employment. The 401(k) plan allows you to make pre-tax 401(k) and Roth after-tax contributions via convenient payroll deductions up to the annual maximum Internal Revenue Service (IRS) limit. The 401(k) plan offers a dollar for dollar match on up to 3% of eligible compensation and 50% match on 3%-5% of eligible compensation.

If you are age 50 or older, you may make an additional "catch-up" contribution to your voluntary 401K account each year—up to the annual maximum IRS limit.

Paid Leave Programs

Holidays

The Marlin Alliance offers 11 fixed paid holidays each year following the Federal Holiday schedule.

- New Year's Day
- Martin Luther King, Jr. Day
- Washington's Birthday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

Paid Time Off (PTO)

The Marlin Alliance provides you with a pool of PTO to use for pleasure, appointments, and illness.

Bereavement Leave

We grant up to 3 days of paid leave in the unfortunate circumstance of a loss of a family member and an additional 2 days of unpaid leave.

Military Reservist Leave

We appreciate our service members and offer our reservists up to 5 days of paid leave per calendar year for reported reserve duty.

Professional Development

The Marlin Alliance considers investing in our employees as a pillar of maintaining a successful company. We offer employees the opportunity to continue growing professionally by funding continued learning and training, while also providing career mapping, support and mentorship. Your aspirations are welcome here!