

Entrepreneurialism, Stewardship and Service

An Interview with Thomas W. Corbett, Chairman and Chief Executive Officer, Alliant Insurance Services, Inc.

EDITORS' NOTE *Thomas Corbett serves as Chairman and Chief Executive Officer of Alliant Insurance Services and sits on the company's board of directors. He joined Alliant in 1977 as a producer and launched its Newport Beach-based Public Entity Group. Prior to joining Alliant, he was with Allendale Insurance in Los Angeles and spent three years as a loss prevention engineer at Factory Mutual Engineering Association. Corbett is a graduate of California State University, Long Beach, and is involved in various community and charitable organizations.*



Thomas W. Corbett

COMPANY BRIEF *Alliant Insurance Services (alliant.com) is one of the nation's leading distributors of diversified insurance products and services. Operating through a national network of offices, Alliant offers a comprehensive portfolio of services to clients.*

How do you define Alliant's purpose?

Alliant's purpose is simple: we help clients protect their businesses and assets. We stay focused on our clients' needs, which allows us to continue innovating better solutions and provide them with stellar service. Our roots as an organization reach back more than 96 years, and while we have seen significant change and growth over this time, our core foundation of entrepreneurialism, stewardship and service continue to guide all of our efforts. We will continue to change and evolve with the times but will remain steadfastly dedicated to making a positive and long-lasting impact through our dedicated employees and our deep resources. Alliant has always been synonymous with outstanding service and innovative thinking, and that will never change.

What have been the keys to Alliant's industry leadership and how critical is culture to the success of the company?

Alliant's continued leadership is rooted in our culture; one of entrepreneurialism, service and strength. We keep our management structure flat so our employees can play a direct role in our success. We provide them with freedom and resources to drive great results for our clients, and ultimately, Alliant. As a result, we have been highly successful at attracting and retaining high-performing individuals from across the industry who are forward-thinking and fiercely independent. This manifests itself in a collaborative culture where everyone is inspired to operate at the highest level no matter what their role. It is a true culture of leadership.

How important is it for Alliant to build a diverse and inclusive workforce to bring diverse perspectives and experiences to the table when making business decisions?

We believe that making a strong investment in diversity, equity and inclusion plays a direct role in our success. Having a wide variety of different backgrounds, perspectives, and ideas on our team is a significant competitive advantage and also promotes a healthier and stronger workforce. Alliant's Diversity, Equity & Inclusion initiative takes a broad-based approach to this perspective

through partnerships with like-minded organizations, Employee Resource Groups, and a proactive effort to provide career growth and advancement to employees from all walks of life. Our commitment to diversity fuels better business decisions and sets the stage for long-term growth and sustainability.

What do you see as the responsibility of leading companies to be engaged in the communities they serve and to being a force for good in society?

We recognize that a successful business and a successful community go hand-in-hand. As a result, we are deeply committed to investing in our local communities and in the health and well-being of the people who live and work in each of them. This requires a multifaceted approach that includes working with a broad array of charitable organizations and empowering our employees to find charities and causes that they wish to support. This is an organization-wide approach that uses collaboration and stewardship to ensure we make the widest positive impact possible both for today and long into the future.

Will you discuss Alliant's long history and heritage of community engagement?

Giving back to our community has long been a critical component of our business strategy. The current need for critical assistance through donations, volunteerism, and resources has never been more crucial. Alliant supports a broad array of programs nationwide that:

- Support women and minority-owned businesses
- Encourage healthy lifestyles
- Assist organizations that facilitate the development of on-the-job skills
- Help people with disabilities
- Provide vital services for victims of abuse
- Promote the educational development of children

- Ensure the welfare of the elderly and those in need of additional care
- Promote access to a wide array of crucial resources that promote the general well-being of the community
- Combat hunger

How does Alliant decide where to focus its philanthropic efforts?

Our employees are a key driver of our philanthropic efforts. We are fortunate to have a diverse and compassionate workforce that is proactively engaged with a range of causes locally, domestically and internationally. We respond by providing them with the tools and resources necessary to organize and give back on a grassroots level within each of our offices across the nation. Alliant supports the efforts of our employees through corporate giving and matching gift programs, and we also encourage our employees to engage with their communities directly, offering paid time away from the office to volunteer.

Has the insurance industry done an effective job of telling its story and promoting the innovation taking place in the industry in order to excite the next generation of leaders?

The story of innovation in the insurance industry is ongoing, and many new and emerging professionals may not be fully aware of just how innovative our industry has become. At Alliant, we are continuously launching new and innovative ways to improve both our products and how we deliver them through technologies that not only improve results, but also enhance the service experience. There is a direct correlation between being technologically savvy and building a successful career in insurance. Additionally, the emergence of remote work has facilitated an environment where employees can enjoy greater flexibility and the ability to achieve an outstanding work/life balance.

What do you tell young people about the type of career the insurance industry offers?

A career in insurance opens up a world of opportunities. The diversity of our industry allows a young professional to pursue a wide range of paths based on their strengths and passions. Whether you are a sales professional, a service professional, a creative or an analytical person, there will always be an opportunity to find a career path that you are passionate about and directly suits your unique skillset. Additionally, the insurance industry has also proven to be highly stable, even in uncertain economic climates. The opportunity to build a long and fulfilling career is readily available in the insurance industry, and we are always looking to add young, career-minded individuals to our team. ●