



LIFE AT MARATHON

Carry the torch for *real care*

Shaping the future of healthcare, one patient at a time

**Great
Place
To
Work®**

Certified

APR 2026-APR 2027
USA

At Marathon Health, we're building a better model for healthcare with advanced primary care. Whether your talents lie in providing that care or supporting our business, discover what it's like to work with us and make a meaningful impact.



Building a *healthier future*, together

American healthcare is overdue for a shift. At Marathon Health, we're creating a future where more people can access proactive, affordable, whole-person care. We're always looking for passionate clinical and business teammates to support our mission.

Advanced primary care is a radical return to what we know works:



For patients

Trusted, continuous relationships with their providers



For our care teams

The tools and time to deliver highly personal care and simply "do the right thing"



For employers and labor organizations

A proven strategy to improve outcomes and reduce costs

A value-based model that changes care for the better

Without time constraints, advanced primary care frees providers to focus on prevention and outcomes, while analytics support care teams' understanding of population health. Same- or next-day appointments and flexible hours fit people's real-life schedules, and technology-enabled engagement helps make sure care continues between visits. Multidisciplinary teams address the whole person, providing value-driven referrals and warm handoffs that keep care connected.

"This type of work is my vision of what I thought medicine could be. ... I am able to provide the best care possible for these patients, and it's why I got into medicine in the first place."

— Kathleen, Marathon Health provider



Healthcare with heart starts here

Here's why our teammates love working at Marathon:

- The space to act in line with your values
- More meaningful time spent with patients
- Technology and tools that make work easier
- Supportive schedules and manageable workloads
- A collaborative, inclusive, and caring culture
- Comprehensive benefits built for you
- The chance to make a lasting impact

Our clients

We've built onsite, nearsite, and network health centers, plus delivered virtual care, for clients including:





Empowering you to do work that *matters*

Care is different at Marathon. Whole-person health and patient-provider relationships are at the center of everything we do. Whether you're a clinical or a business teammate, working here means having the tools, time, and trust to make a real impact.

Embracing care for the whole person

In our eyes, the best way to help people manage their health is to address the whole person and not just the symptoms. That's why we take a holistic approach to care:

- Wellness and preventative care
- Immediate and sick care
- Chronic condition care
- Mental health support
- Musculoskeletal care
- Occupational health
- Lifestyle management
- Lab services and pharmacy
- Care navigation
- Virtual care

Nurturing deep, ongoing patient relationships

We make room for our providers to engage patients in meaningful conversations, helping to catch health concerns before they become serious problems. All providers at Marathon are trained in health coaching techniques, including:

- Motivational interviewing
- Readiness to change
- Small step rapid cycle improvement
- Mindfulness
- Appreciative inquiry

Transforming your day with helpful tools

Marathon's Ignite technology ecosystem and EHR ease administrative burden for our teammates and support providers in helping their patients truly thrive. At the same time, these resources create a better experience for our clients and members.



Tools

Custom member portal and mobile app, core tools for member support and referral management, data warehouse



Impact

Stronger member interactions, targeted outreach and communications, insightful analytics



“The big difference at Marathon is that it's not ‘How many patients can you see today?’ It's ‘How much can you do for each patient who walks through the door?’ We're focused on caring for the whole patient.”

— Jennifer, Marathon Health provider



Every day is full of *heart*

We know that healthcare is hard work—it's heart work. At Marathon, we don't just clock in, we commit because we're here for something bigger than ourselves. We pledge to live by our values, from working to fix the care system to making everyday interactions matter.

Our values



Courage

We demonstrate bravery, honesty, authenticity, and integrity in our actions and decisions, even when it is difficult or unpopular.



Empathy

We seek first to understand others' perspectives. By leading with compassion, we create a caring community where everyone feels valued, heard, and respected.



Service excellence

We commit to consistently delivering exceptional experiences for our patients, clients, and fellow teammates.



Teamwork

We believe our collective strength is greater than the sum of our individual talents. We actively build a culture of diversity and belonging by partnering with teammates, patients, and clients to achieve our shared goals.



Bias to act

We acknowledge desired outcomes are not guaranteed. We lead with intent, and we proactively seek out solutions to deliver results. We speak up, take the first step, and commit to continuous improvement that helps us exceed expectations.



Joy

We are passionate about doing meaningful work. We have fun, celebrate our collective impact, and seek to take home positive energy to our family, friends, and communities outside of work.

Fostering inclusivity for all

When people feel valued, supported, and encouraged to be exactly who they are, they thrive. As an equal opportunity employer, we respect the dignity of all people and nurture a culture of belonging, including for those who have historically been overlooked or denied justice and equality. Our teammates, patients, and clients truly reflect the diverse makeup of our nation.

88%

of our teammates say that when you join the company, you are made to feel welcome¹

95

is our physical safety score, meaning our teammates feel secure here²

92 to 95

is the range of our scores for fair treatment regardless of race, gender, or sexual orientation³

97%

of our teammates plan to stay with us for the next 12 months⁴



Here, your ideas are heard

At Marathon, you're more than an employee. You're a teammate. That means you'll have the chance to collaborate, influence decisions, and make a difference beyond your day-to-day role.

Clinical councils and committees

Share your expertise on topics such as clinical practice, care models, innovation, and medical education to help shape the future of care at Marathon.

Teammate resource groups

Enrich our culture of connection, belonging, and inclusion as part of teammate-led resource groups such as BIPOC, LGBTQIA+, Military, Ability, and Parenting/Caregiving.

Corporate social responsibility

Strengthen the communities where we live and work by participating in initiatives for causes such as health equity, workplace health and safety, volunteerism, and sustainability.



Caring for you, too

At Marathon, we care about the work and each other. We wholeheartedly believe that every teammate deserves physical, emotional, and financial well-being. That's why we offer competitive benefits, flexibility, development opportunities, and the support you need to do your best work.

All full-time teammates who regularly work 24 hours per week or more are eligible for:

Marathon for Marathon

Experience healthcare the way our patients do with free M4M

- Same- or next-day appointments
- No copays or deductibles
- Unlimited in-person and virtual primary care
- Unlimited virtual mental health services
- Free routine labs
- Select prescriptions and vaccinations at no cost

Comprehensive benefits

Stay healthy and well at work and in life

- Medical and dental plans with a national network of providers
- Low-cost medical premiums
- In-network and out-of-network vision coverage
- Wellness incentives with the chance to earn up to \$400 annually
- Employee Assistance Program (EAP) for 24/7 confidential counseling
- Career growth and development
- Continuing medical education (CME), depending on role
 - \$3,000 and 40 hours for physicians
 - \$250 and 8 hours for medical assistants

Generous time off

Spend your time with those who matter most

For those who work at least 20 hours per week:

- Accrual-based paid time off
- Flexible time off for eligible roles
- Eight company holidays and one floating day for what matters to you

Financial wellness and retirement planning

Gain peace of mind for your future

- 401(k) with company match for eligible roles
- Financial planning, investment, and legal resources and counseling
- Tax-advantaged spending accounts (HSA/FSA)
- Company-paid life and AD&D insurance
- Short- and long-term disability coverage
- Other voluntary insurance coverage

Family forming and reproductive health

Count on the support you need for growing your family

- Hormonal health benefits
- Fertility and reproductive treatments
- Adoption and surrogacy benefits
- Paid birthing and non-birthing parental leave
- Parenting and caregiving resource groups





Your *growth* matters here

Learning isn't limited to your first few weeks on the job—it's how we work every day. No matter what stage you're at, you'll find opportunities to learn, contribute, and continue building a meaningful career.

Marathon Health University

Get access to flexible learning tools, resources, and experiences to support every stage of your professional journey.

Clinical growth

Advance your practice with CME and clinical education, specialty and role-specific learning, clinical councils, mentorship, and evidence-based practice updates.

Career growth

Build a plan to reach your unique goals with individual development support, cross-functional projects, stretch assignments, coaching, and internal career opportunities.

Leadership development

Expand your leadership at every level from communication, coaching, feedback, and accountability to how to lead high-performing teams.

Supporting you at every step of your hiring journey



Interviews

- Phone screen
- Clinical screen
- Cultural fit



Onboarding

- Virtual week-long training and immersion course
- Meetings with leaders and functional teams
- Operations, technology, and resources training
- Additional training at health centers for clinical teammates



Where clinical and business careers *with purpose* begin

Do you want to join a team that's changing care for the better? Explore our open positions and discover the difference you can make with Marathon.

marathon.health/careers