



Carry a torch for better health

We're lighting the way to better healthcare.

Our care model offers a superior, more positive experience for both patients and providers. **It centers on supporting profound patient relationships, inspiring and empowering them to live healthier lives.**

At Marathon Health, we partner with employers to provide a modern healthcare experience that meets their employees' needs—and saves on costs—through Marathon Health onsite, nearsite, and network health centers.

The clients we serve are innovators – employers across the country who believe that making healthcare accessible is key to creating happier, more productive employees.

Marathon Health promotes a culture of health and wellness in everything we do. It is for this reason we seek to hire individuals who **embrace wellness and model healthy behaviors in their own lives.** We are proud to be a drug and tobacco free company. We value the richness that diversity brings to our workforce and are committed to being an equal opportunity employer and provider (EOE).

Selected candidates must pass a criminal background check and drug test.



Award-winning worksite health services



Best Places to Work

Recognized by Modern Healthcare as a 5-time winner for our exceptional workplace culture.



Best in KLAS®

Recognized for excellence six times for Employer-Sponsored Healthcare Services.



Care is different here



Our philosophy

Marathon Health believes that the best way to help people manage their own health is by addressing the **whole person**, not just a list of symptoms. All Marathon Health providers are trained in health coaching techniques including motivational interviewing, readiness to change, small step rapid cycle improvement, mindfulness, and appreciative inquiry.

Our methodology

We meet patients where they are. And we're slowing certain things down, in a good way. To foster relationships. To make room for deeper conversations that can help catch health concerns before they're serious.

Our **holistic care approach** focuses on **primary care, behavioral health, chronic condition management, integrated wellness, lab and pharmaceutical services**, as well as **care navigation**. To accomplish this work, we hire physicians, nurse practitioners, physician assistants, medical assistants, mental health providers, and more! With a dedicated clinical team alongside expert business teammates, we're delivering a modern approach to healthcare. Hear it firsthand from our teammates:



Having the ability to take the time to work with patients so they are engaged and have a say in their healthcare journey is what separates Marathon Health and makes us a 'different type of healthcare'.

Jon Strychasz | National Director Physical Therapy

Tools and resources

With cutting-edge technology and an easy-to-use EMR, patient care is at the forefront. Our Ignite technology ecosystem enhances the experience of our clinical teammates, members, and clients. The Ignite ecosystem is made up of a custom – developed member portal and mobile app, core tools for member support and referral management, and our data warehouse.

This system allows for **enhanced member interactions, targeted outreach and communications, insightful analytics**, and the opportunity to create a foundation for **future innovation in health** as a result.



We live the mission

The Marathon pledge of 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.

Our culture and impact teams

Our people are more than just employees, they're our teammates.

Our culture supports teammates to live the mission by actively inspiring them to be their best selves - both personally and professionally. You'll get to:

- Support causes you care about
- Build connection with fellow teammates
- Gain new opportunities to work cross-functionally
- Grow collaboration skills
- Have fun!

Included within impact teams

Community impact team: Promote community engagement and recognize teammate volunteerism.

Green team: Support environmental sustainability, education, and projects to reduce waste and resource use.

Health equity team: Provide guidance on social determinants of health (SDOH), connection, belonging, and inclusion (CBI) clinical trainings, and health literacy.

Compliance, health, and safety: Coordinate compliance, health and safety strategies and reporting for CSR/ESG audits and updates (invitation only).

Belonging Council and teammate resource groups: Connection, Belonging and Inclusion Council will lead and align CBI work across the organization with the partnership of Teammate Resource Groups (including BIPOC, LGBTIA+, Ability, Military, and Parenting/Caregiving).



We support a welcoming environment for all

Our mission is to support an environment that welcomes all at Marathon Health in both business and clinical settings. We aim to **promote human dignity and a culture of belonging to inspire innovative ideas and solutions**. We value and promote diversity and are an equal opportunity employer. A welcoming environment helps our patients, customers, and company and strengthens our standing as a leading provider of employer-sponsored healthcare.

Our vision is to **be the leader in fostering respect for the value and dignity of all people, including those who have historically been overlooked or denied justice and equality**. Marathon Nation (teammates, customers, patients) truly reflects and resembles the diverse makeup of the nation in which we live.

The benefits of being a Marathon teammate

All FTE teammates who are regularly scheduled to work 24 hours/week or more are eligible to receive the following benefits:

- Medical, vision & dental insurance
- Paid time off & holidays
- 401(k) with company match
- CME reimbursement & paid time off for eligible roles
- Life & disability insurance
- FSA, CSA & HSA
- Employee Assistance Program
- Marathon for Marathon: access to free primary care, condition management, and mental health services provided by Marathon Health providers through CareAnywhere



Take a look at our [website](#) and check us out on [LinkedIn](#), [Facebook](#), [Instagram](#), and [X](#) to see what we're all about!

Ready to get started?

Our Talent Acquisition team would love to chat with you! Depending on the role, our interview process typically includes a Talent Acquisition phone screen, clinical screen, and cultural-fit interviews.

We support our teammates every step of the way, starting with a virtual week-long training and immersion course upon joining Marathon Health. Teammates have the opportunity to immerse themselves into the company culture, meet with key leaders, functional teams, and receive training in our operations, technology, and resources. Rediscover your why and impact patients' lives – carry a torch for better health.

**Clinical teammates may receive additional training at a health center similar to their assigned site.*



Learn more about current opportunities
Scan the QR code or visit our careers page
marathon.health/careers