



Picture YOU Blue

BENEFITS OF WORKING AT BLUE

At Blue Cross Blue Shield of Arizona (BCBSAZ), our employees enjoy a robust benefits package that features affordable medical insurance (including a no-cost option), a generous retirement plan, an array of wellness programs, and much more.

INSURANCE BENEFITS



HEALTH INSURANCE

We offer three affordable plans—one of which has a **\$0 premium for employees** who complete our wellness program.

- All plans include prescription drug coverage.
- Two plans come with Health Savings Accounts that are funded in part by BCBSAZ.
- All plans include international travel coverage.
- All plans include BlueCare Anywhere, which offers medical visits via phone or computer



DENTAL PLANS

We offer three dental plans to choose from! And, yes, we have **options for adult and child orthodontia** (which includes braces and other treatments), too.



VISION COVERAGE

Take advantage of the option to get your glasses or contact lenses **covered in full**.



ADDITIONAL INSURANCE

- **No-cost life insurance for employees and eligible dependents**, plus options to add coverage
- **No-cost short-term and long-term disability insurance.** Unlike at most companies, you'll be covered starting the first of the month following 30 days of employment



VOLUNTARY BENEFITS

- **Critical illness insurance**
- **Accident insurance**
- **Legal assistance**
- **Pet healthcare discount**

Building Community



BCBSAZ is known for its heritage of service in Arizona, and we contribute in several ways:

- Our Blue Gives Back program gives employees a paid day of service each year and connects employees to important community causes.
- BCBSAZ matches employees' donations to the United Way dollar for dollar.
- Through our internal recognition program, employees have the option of cashing in the points they earn to donate to a nonprofit of their choice.
- BCBSAZ's Diversity, Equity, and Inclusion Council creates opportunities for employees to connect and build a stronger, more diverse BCBSAZ.

WORK + LIFE



FLEXIBILITY AT WORK

With an emphasis on choice and fairness, **we empower our employees and teams to decide how they work best**, whether that's virtually, in-person, or a hybrid arrangement.



HEALTH SUPPORT

We support our employees' wellness goals in various ways.

- **Gym reimbursements.** We reimburse part of your monthly membership fees—for spouses and domestic partners, too!
- **Wellness reimbursements.** For completion of an approved weight management program or participation in a community run or walk, we'll help cover the costs.
- **Ergonomic assistance.** Learn how to work comfortably and avoid injury in the office or at home. Plus, we can provide equipment that helps ensure your comfort needs are met.



HEALTHY PERKS*

We care about our employees' health and wellness, which is why we offer:

- **A state-of-the-art gym** called Club Blue, located at the Phoenix location, with the latest cardio machines, equipment, locker rooms with showers, as well as a host of virtual class offerings.
- **Free virtual fitness and nutrition consultations** to help you achieve your personal health goals.
- **Working treadmills** for employees who want to add to their step count while answering emails.
- **Healthy meal and snack options** are available at our cafeterias and Work Perqs café.
- **An on-site SpotRx pharmacy kiosk** that provides access to prescription and over-the-counter medications.

*Not all on-site offerings are available at all locations.



PAID TIME OFF (PTO)

We encourage our employees to have a healthy work/life balance. With our PTO policy, employees can **accrue up to 16 days their first year at BCBSAZ**. In addition, we have 11 paid holidays, including a floating holiday that you can use any time you wish!



EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program (EAP) is a resource that can help employees manage personal and work-related issues, including divorce and family problems, legal matters and consumer issues, problems with substance-use disorder, mental health, and more. BCBSAZ employees and household members can get **up to six free counseling sessions per issue per year**.

INVEST, GROW, SAVE



INVEST FOR RETIREMENT

We make it easy to save for retirement with:

- **A generous 401(k) match.** BCBSAZ will match employee 401(k) contributions dollar for dollar up to 5% of eligible earnings. Plus, there's no waiting period to be fully vested, meaning any funds in your account are 100% yours.

- **Retirement Plus.** BCBSAZ will contribute an additional amount based on eligibility requirements and annual earnings once a year, even if employees choose not to contribute to the program.



EDUCATION & DEVELOPMENT

BCBSAZ values education. We offer:

- **Tuition reimbursement** for employees for qualified undergraduate and graduate courses.



DISCOUNTS

BCBSAZ employees have access to discounts on everything from computers and fitness wearables to childcare and entertainment through our various partnerships.