

Picture YOU Blue

BENEFITS OF WORKING AT BLUE

At Blue Cross Blue Shield of Arizona (BCBSAZ), our purpose is Inspiring Health across our state, and we believe that starts with us. That's why we offer a benefits package designed to inspire health in our employees. In addition to receiving competitive pay, 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. Read on to learn more about our 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.



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

With our vision plan, get **free designer glasses or contact lenses**.



Additional Insurance

- **No-cost life insurance**, plus options to add coverage for employees and their dependents
- **No-cost short-term and long-term disability insurance**, available the 1st of the month following 30 days of employment
- **Critical illness insurance**, voluntary, at an additional cost
- **Accident insurance**, voluntary, at an additional cost
- **Legal assistance**, voluntary, at an additional cost



Healthy Campus*

We want employees to be well while they are at work, which is why we offer:

- **A state-of-the-art gym** called Club Blue. It has the latest cardio machines and equipment. Plus, coaches teach daily classes and offer personal instruction, and a dietitian is available for free nutrition guidance, too. During the pandemic, when employees have been working from home, Club Blue has offered fitness classes and nutrition consultations virtually.
- **Hydration stations** that inspire employees to drink more water while being environmentally friendly.
- **Working treadmills** for employees who want to add to their step count while answering emails.
- **Healthy food meal and snack options** are available at our cafeterias and Work Perqs café.
- **Weight Watchers (WW)** offers on-site programs throughout the year.
- **An on-site SpotRx pharmacy kiosk** that provides access to more than 400 prescription and over-the-counter medications.
- **A BlueCare Anywhere kiosk**, which lets employees access our telehealth service as well as tools to check blood pressure and temperature to share with the BlueCare Anywhere provider during the virtual visit.



Healthy at Home

We support our employee's wellness goals outside of work, too.

- **Gym reimbursements.** We reimburse part of monthly membership fees—for spouses and domestic partners, too!
- **Wellness program reimbursements.** For completion of an approved weight management program or participation in a community run or walk, we'll help cover the costs.
- **BlueCare Anywhere.** BCBSAZ's telehealth service can be accessed via a computer or mobile device to talk to a board-certified medical professional—anytime, anywhere.
- **Blue Embrace,** provides support for employees who've been diagnosed with COVID-19 or another complex health condition or experiences a serious life-altering event.



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.**



Saving for Retirement

We make it easy to save for retirement with:

- **Flexible saving.** Contributions may be made on a pre-tax or after-tax basis.
- **A generous 401(k) match.** BCBSAZ will match employee 401(k) contributions dollar for dollar up to 5% of eligible earnings.
- **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.



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!



Education & Development

BCBSAZ values education. We offer:

- **Tuition reimbursement** for employees for qualified undergraduate and graduate courses.
- **Scholarship opportunities** for children of our employees.
- **Ongoing training** for employees who wish to grow in their careers, acquire skills, and become managers.



Discounts, Discounts, & More Discounts

Who doesn't love free stuff?! BCBSAZ employees have access to discounts on everything from computers and fitness wearables to childcare and entertainment through partnerships we have with participating vendors.

BUILDING COMMUNITY



BCBSAZ is known for its heritage of service in Arizona. We take our role in the community seriously and contribute in several ways:

- **Service and volunteerism.** With our Blue Gives Back program, we encourage employees to serve in various capacities and help connect employees to causes that matter to them.
- **Our United Way partnership.** BCBSAZ matches employees' donations to the United Way dollar for dollar.
- **Charitable donations.** Through our internal recognition program, employees have the option of cashing in the points they earn to donate to a nonprofit of their choice.
- **Diversity, Equity, & Inclusion (DEI) Council.** BCBSAZ's DEI Council creates opportunities for employees to connect and build a stronger, more diverse BCBSAZ.