



Picture YOU Blue

At AZ Blue, 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

Don't wait for coverage. At AZ Blue, you'll have your medical, dental, and vision benefits on the first of the month following your hire date.

HEALTH INSURANCE

We offer four affordable plans—one of which has a **\$0 premium**.

- All plans include prescription drug coverage.
- Two BlueSignature Prosano PPO plans include access to our Prosano Health Advanced Primary Care Center, mental healthcare services, and lab work at no additional cost.
- Two plans come with Health Savings Accounts that are funded in part by AZ Blue.
- All plans include international travel coverage.
- All plans include BlueCare Anywhere, which offers medical visits via phone or computer.

VISION COVERAGE

Your coverage includes a covered eye exam as well as \$130 toward frames or contacts (when in-network).

DENTAL PLANS

We offer two dental plans to choose from—with AZ Blue funding 25% of your dental premiums. And, yes, we have **options for adult and child orthodontia** (including braces and other treatments), too.

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**

INVEST, GROW, SAVE

INVEST FOR RETIREMENT

We make it easy to save for retirement with:

- **A generous 401(k) match.** AZ Blue 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.** AZ Blue will contribute an additional 2% based on eligibility requirements and annual earnings once a year, even if employees choose not to contribute to the program.

EDUCATION & DEVELOPMENT

AZ Blue 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

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

WORK + LIFE



FLEXIBILITY AT WORK

Our Workability strategy offers a hybrid working environment that optimizes your time in the office, allowing you to build relationships and collaborate with your co-workers, while also offering you the flexibility to work from home.



LIFESTYLE SPENDING ACCOUNTS

This AZ Blue-funded account gives employees **\$500 annually** for reimbursements for eligible expenses designed to support financial, social, emotional, and physical well-being. You can choose to pay for a gym membership, fitness tracker, therapy, networking events, tax services, babysitting, pet care, and more!



PAID TIME OFF (PTO)

We encourage our employees to have a healthy work/life balance. With our PTO policy, employees can **accrue up to 18 days their first year at AZ Blue**. In addition, we have 11 paid holidays, including one floating holiday that you can use any time you wish!



FAMILY-BUILDING BENEFITS

We offer **eight weeks of Parental Paid Time Off following the birth, foster, or adoption of a child**.

And our Infants at Work program allows you to bring your child, up to the age of 6 months, to work (remotely or in-office) with you (with manager approval). Plus, employees adopting a child can be reimbursed up to \$2,500 for certain expenses related to the adoption.



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 on-site and virtual fitness and nutrition consultations** to help you achieve your personal health goals.
- **Stay healthy and connected.** Find a collaborative workspace, healthy food options, free coffee, and working treadmills at The Hub.

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



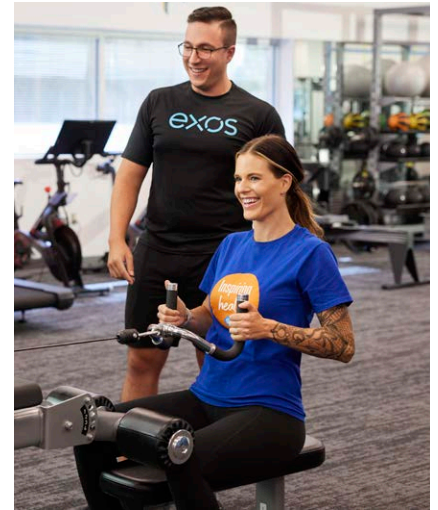
EMPLOYEE ASSISTANCE PROGRAM

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. AZ Blue employees and household members can get **up to eight free counseling sessions per issue per year**.



PET CARE DISCOUNTS

We offer a discount program that provides convenient (after-tax) payroll deductions. **One low price includes preventive, accident, and sick care at in-network vets.**



Building Community



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

- AZ Blue's Diversity, Equity, and Inclusion Council creates opportunities for employees to connect and build a stronger, more diverse AZ Blue.
- Our Blue Gives Back program gives employees a paid day of service each year and connects employees to important community causes.
- AZ Blue 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.

Learn more about our company culture at jobs.azblue.com/culture.