

Life@BlueSM

It's so much more than a paycheck



STAYING HEALTHY, ACTIVE AND ENGAGED

- Two **medical plans** with low premiums
- Two **dental plans**
- Vision, life insurance and AD&D, and more!
- Virtual care coverage
- Many wellbeing programs, including employee assistance program, stress management, mental health, diabetes and others
- Wellness incentive, on-site gym, and healthy meal options
- 13 **Associate Resource Groups**



INCREASING WORK-LIFE BALANCE

- **Flexible work environment**
- **PTO*** accrual begins at two weeks for hourly associates and three weeks for exempt and increases with years of service
- Up to 48 hours of accrued **Sick and Safe Time*** each year
- Two **Personal Days*** (granted on or around 01/01 and 07/01)
- 10 **designated paid holidays***
- 20 hours of **paid volunteer time** to support our **community***

** May be prorated based upon date of hire*



CARING FOR OTHERS

- Six weeks of paid **parental leave** at 100%
- **Flexible return** helps parents transition back to work
- **Minnesota Paid Family and Medical Leave** (for eligible associates)
- \$10,000 **adoption, surrogacy and foster care assistance**
- Up to five years **military leave** with pay supplement



PLANNING FOR RETIREMENT

- Total company retirement contribution of up to 8% annually
- **401(k) plan** with up to 4% company match, including a Roth contribution option plus a company true-up feature that ensures a full 401(k) employer match when employees maximize their retirement contribution
- **Cash Balance Pension Plan** that earns a 4% pension benefit based on your annual pay each year and vests after 3 years of service



HEALING WITH CARE

- **Bereavement leave**
- Up to 26 weeks of **short-term disability** to take care of yourself*
- Additional **long-term disability** if you can't return to work yet*

**Available after 90 days of employment*



GAINING CAREER GROWTH

- Up to \$5,250 in tax-free **tuition reimbursement**
- **Public Service Loan Forgiveness** (for eligible associates)
- **Conferences, trainings, and more**