COUPE

COUPE HEALTH BENEFITS

It's so much more than a paycheck

STAYING HEALTHY, ACTIVE AND ENGAGED

- Two **medical plans** with low premiums
- Two **dental plans**, including a preventative option
- 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 incentives, on-site gyms 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 on 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% (on top of short-term disability for the birth-giving parent)
- **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 pre-tax 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 **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**

XCELERATE HEALTH BENEFITS

It's so much more than a paycheck

STAYING HEALTHY, ACTIVE AND ENGAGED

- Two **medical plans** with low premiums
- Two **dental plans**, including a preventative option
- Vision, life insurance and AD&D, and more
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HEALING WITH CARE

- **Bereavement leave** to mourn significant people in your life
- Up to 26 weeks **short-term disability** to take care of yourself*
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BlueCross BlueShield Minnesota

LIFE AT BLUE℠

It's so much more than a paycheck

STAYING HEALTHY, ACTIVE AND ENGAGED

- 3 **medical plans** with low premiums
- 2 **dental plans**, including a preventative option
- Virtual care coverage, vision, life insurance, and more
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- Wellness incentives, on-site gyms and healthy meal options
- **Associate Resource Groups**

INCREASING WORK-LIFE BALANCE

- Flexible work environment
- 10 **paid holidays**
- 20 hours of **paid volunteer time** to support our **community**
- 184 hours of **time off** for salaried associates and 144 hours of time off for hourly associates. Time off is a combination of PTO, Sick & Safe, and Personal.

CARING FOR OTHERS

- 2 weeks paid **caregiver leave** at 100%
- 6 weeks of paid **parental leave** at 100% (on top of short-term disability for the birth-giving parent)
- **Flexible return** helps parents transition back to work
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- Employer-funded **cash balance plan** that contributes 4% annually

HEALING WITH CARE

- 5 days **bereavement leave** to mourn significant people in your life
- Up to 26 weeks **short-term disability** to take care of yourself
- Additional **long-term disability** if you can't return to work yet

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Visit careers.bluecrossmn.com to learn more.