

LIFE AT BLUESM

It's so much more than a paycheck



STAYING HEALTHY AND ENGAGED

- 4 **medical plans** with low premiums, including a company subsidy for certain roles
- 3 **dental plans**, including a no-cost option
- Virtual care coverage, vision, life insurance and more
- Many **wellbeing programs** to support your holistic health, including **incentives**, on-site gyms and healthy meal options
- A **Thrive account** that offers the flexibility to spend employer dollars on what is meaningful to you
- 11 **Associate Resource Groups** that bring together people with common backgrounds and interests, influencing and strengthening workplace culture



INCREASING WORK-LIFE BALANCE

- Flexible work environment
- 10 **paid holidays**, including a diversity floating holiday
- 20 hours of **paid volunteer time** to support our **community**
- **PTO** accrues at 3.5 weeks for hourly associates and 4.5 for exempt and increases with years of service



CARING FOR OTHERS

- 2 weeks paid **caregiver leave** at 100%
- 6 weeks paid **parental leave** at 100% (on top of short-term disability for the birth-giving parent)
- **Flexible return** helps parents transition back to work
- \$10,000 **adoption assistance**, foster care and surrogacy
- Up to 5 years **military leave** with pay supplement
- **PTO Donation Program** to help associates get back on their feet



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 and Roth contribution option plus a **company true-up** feature that ensures full 401(k) employer match when employees maximize their retirement contribution
- 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



GAINING CAREER GROWTH

- Up to \$5,250 in tax-free **tuition reimbursement**
- **Student debt repayment** including \$500 annual company match
- **Conferences, trainings, and a no-cost LinkedIn Learning membership**
- **Gigs** provide opportunities to develop skills that can be used across the enterprise