

LIFE AT BLUESM

It's so much more than a paycheck



STAYING HEALTHY, ACTIVE AND ENGAGED

- 3 **medical plans** with low premiums
- 2 **dental plans**, including a preventive option
- Virtual care coverage, vision, life insurance and more
- Many wellbeing programs, including stress management, mental health, diabetes and others
- Wellness incentives, on-site gyms and healthy meal options
- 12 **Associate Resource Groups** that bring together people with common backgrounds and interests, influencing and strengthening workplace culture



INCREASING WORK-LIFE BALANCE

- Flexible work environment
- 11 **paid holidays**, including a diversity 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, surrogacy and foster care assistance**
- Up to 5 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 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**