

# *Equal Opportunity Employment*

We are an Equal Opportunity Employment employer dedicated to providing an inclusive workplace where the unique differences of our employees are welcomed, respected, and valued. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other legally protected characteristics.

At HCSC, we are committed to maintaining an environment of Equal Opportunity. If you need accommodation to access the information provided on this website, please contact HCSC at **1-866-977-7378**

- [EOE/AAP Policy Statement](#)
- [Federal Wage and Labor Laws](#)
- [Federal Contractors](#)
- [District of Columbia Wage and Labor Laws](#)
- [Illinois Wage and Labor Laws](#)
- [Montana Wage and Labor Laws](#)
- [New Mexico Wage and Labor Laws](#)
- [Oklahoma Wage and Labor Laws](#)
- [Texas Wage and Labor Laws](#)

## Legal and Privacy

### Careers Website Terms of Use and Privacy Statement

Welcome to the Health Care Service Corporation (HCSC) Careers website. Please review the following Terms of Use and Privacy Statement. They describe the rules governing the use of this website as well as information about privacy, security, links to other websites, copyright infringement, and other important information.

[Careers Website Terms of Use and Privacy Statement](#)

---

### California Privacy Rights Act (CPRA) Notice

This California Privacy Rights Act (CPRA) is a law that applies to California consumers. The CPRA Notice explains your rights under the CPRA, and how you can exercise those rights. The CPRA does not apply to information collected from health plan members or applicants. Our plan members should refer to the Privacy Practices Notice above.

[Review notice](#)

---

## Code of Ethics and Conduct

HCSC and its subsidiaries are committed to the highest standards of business ethics and integrity as well as strict observance and compliance with the laws and regulations governing its business operations. HCSC has adopted a [Code of Ethics and Conduct](#) for our workers, as well as a [Vendor Code of Ethics and Conduct](#) for those vendors who conduct business with us and/or provide services to our customers.

---

## Copyright Infringement Notice

If you are a copyright owner or agent for such an owner and believe that any content on this website infringes on your copyrights, review the Copyright Infringement Notice for information and how to contact us.

[Review notice](#)

---

## Open Sans Font License

Copyright 2010 Steve Matteson

Licensed under the Apache License, Version 2.0 (the "License"); you may not use this font except in compliance with the License. You may obtain a copy of the License at:  
<http://www.apache.org/licenses/LICENSE-2.0>

Unless required by applicable law or agreed to in writing, the font distributed under the License is distributed on an "AS IS" BASIS, WITHOUT WARRANTIES OR CONDITIONS OF ANY KIND, either express or implied. See the License for the specific language governing permissions and limitations under the License.

## Website Terms of Use and Privacy Statement

### Terms of Use

Thank you for visiting the Health Care Service Corporation (HCSC) Careers website. HCSC has contracted with Radancy, an independent company, to provide online technology that supports HCSC's recruitment and hiring process. Please read the following information in its entirety since it represents a binding agreement between you and HCSC.

### Information Displayed on this Website

HCSC has made reasonable efforts to present accurate information on this website; however, it is possible that information found on this website may be out-of-date.

Any medical and health-related information presented on this website is general in nature. HCSC does not furnish or render professional health care services or medical care. Therefore, the information presented on this website is not a substitute for professional medical advice, diagnosis or treatment, nor is it intended to provide you with a specific diagnosis or treatment for a specific ailment. The information is made available to you for educational and informational purposes and does not constitute the practice of medicine and/or as a substitute for consultation with your personal health care provider, nor does it constitute an offer to sell or promote any product or service to any

residents outside of the states in which HCSC is licensed by the Blue Cross and Blue Shield Association to sell products and services.

## Online Security

When you are submitting or transferring data via this website, it is protected by Transport Layer Security (TLS) technology, the leading security protocol for data transfer on the Internet. Even though there are many benefits to using this website, as with all electronic communications there are some risks which may include:

- Failure of hardware, software and/or Internet connections; we are not responsible for failures, distortions, delays, or other problems resulting from equipment configuration, connection, signal power, hardware, software or any equipment used to access the Internet.
- No guarantee that the confidentiality or security of electronic transmissions via the Internet can be assured due to potentially unsecure computers and links. This could result in your data becoming lost or intercepted during transmission. Please use good judgment before deciding to send information via the Internet.

## Third-Party Links

The website may offer you links to other websites, pages or iframes hosted by independent third parties. At times, HCSC works with such third parties to create the content on these websites; at other times, a link to these websites is provided solely as a resource or convenience for our users. Since these third-party websites are not hosted or maintained by HCSC, we do not make any guarantees or warranties as to the validity or accuracy of the information posted on these websites, or for any products or services that may be available on these websites. As a result, you agree that HCSC has no liability for any damages you may incur as a result of your use of or the information you receive from or submit to these third-party websites.

The use of these third-party websites may subject the user to separate binding agreements, including terms of use and privacy statements, which can be found on the third-party website if applicable. Be sure to read these additional agreements and statements and have a working understanding of the terms.

## You agree to not:

- Use any device or computer program in order to interfere or attempt to interfere with the proper operation of this website (e.g., hacking, denial of service attacks), including any activity that precedes attempts to breach security such as scanning, probing, or other testing or vulnerability assessment activity, or engaging in or permitting any network or hosting activity that results in the blacklisting or other blockage of our IP space;
- Copy, reprint, modify, lease, distribute, assign, sell content, license, reverse engineer or create derivative works retrieved from this website or any of the third-party websites we may provide links to;
- Use this website in a manner that may adversely affect this website's resources or its availability to others, or that violates U.S., local, state or federal law.

## Privacy Statement

We know how important the security and privacy of data is to you. Therefore, please review the following statement which explains what data we collect, how we use the personal information you provide, and how we keep that information secure. "Personal Information" refers to data that is unique to you such as name, birth date, address, email address, IP address and telephone number. If you encounter a screen or page that requests information you do not want to share with us, do not enter the information and do not proceed with that screen or page.

### Information Collected and Used

For purposes of this site, we may collect and use your email or phone/text number that you provide to respond to your inquiry or to send you information about a service or resource that you expressed interest in. We will continue to send you information unless you request us to stop or opt out. In addition, we may receive information from the third-party sites that you access through the HCSC site.

You may also decide to use your email or text number to ask us questions and provide comments about our website or services. You are encouraged to provide this feedback. We do share these messages with individuals in the organization who can appropriately respond; we may preserve the content of your message along with our response. At times, we may use a third-party vendor to determine if you open and use any information that we share via email, as well as to solicit your feedback through online surveys. Responding to these surveys is optional.

It is important to use good judgment when sending information to us via email or text. These messages may pass through private and public networks with varying levels of security. Some networks may have taken steps to secure these transmissions while others have not which could affect the privacy and integrity of the information you send.

We also collect electronic data about you to provide a positive website experience, offer health care programs, products and services and report on user activity. We use different tools to do this; please be aware that none of these tools provide HCSC with the ability to read any data residing on your computer. We use the data collected to recognize repeat users and track usage patterns.

The following are examples of how we use the information we collect:

- Tracking resources and data accessed on the site
- Recording general site statistics and activity
- Troubleshooting website problems
- Tracking what tools users are accessing on the site

We may combine any of this information with other information that we have about you for data analytics, marketing and reporting, but only as permitted by law.

## Miscellaneous

### Governing Law

These Terms of Use and your use of our website are governed exclusively by the laws of the State of Illinois, without reference to its rules regarding choice of law.

### Limitation of Liability

You agree that you use this website at your own risk. HCSC and its licensors have no liability for any damages (whether direct or indirect, special, incidental, consequential or punitive) incurred by you as a result of your use of this website or the information you receive from or submit to this website.

HCSC and its licensors shall have no liability whatsoever for failure of electronic or mechanical equipment or communication, telephone or other connection problems, computer viruses, unauthorized access or interception of data from this website, theft or errors.

### Ownership and Copyright Protection

All rights, title and interest in the content (including software, text and images) and other intellectual property (including trademarks, service marks and copyrights) on this website are solely and exclusively the property of HCSC or its licensors, and are protected by intellectual property laws. Blue Cross, Blue Shield and the Cross and Shield symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans. You acknowledge that content available through the website, including, without limitation, content of third parties is protected by copyright, trademark, patent or other intellectual proprietary rights and laws.

### Changes to the Website Terms of Use and Privacy Statement

HCSC may change this Terms of Use and Privacy Statement from time to time. When updates are made, the version date below will be updated to reflect that a revision has occurred. We encourage you to occasionally revisit the Terms of Use and Privacy Statement to check if we made any changes.

## Contact Us

If you have any questions or need more information, please [email us](#)

## Copyright Infringement Notice

If you are a copyright owner or an agent for such an owner and believe that any content on this website infringes on your copyrights, you may submit notice in writing under the Digital Millennium Copyright Act ("DMCA") (see 17 U.S.C.512(c)(3). To do so, you must provide our Copyright Agent with the following:

1. A physical or electronic signature of a person permitted to act on behalf of the copyright owner;
2. Identification of the material that you believe has been improperly copied, published or displayed. If you believe there is more than one instance of such improper use of materials at our online website, include a list;
3. Identification, by location or link, of the material or activity that you believe infringed on your copyright and that is to be removed, or access to which is to be disabled;
4. Information that enables us to contact you, such as an address, telephone number and email address;
5. A statement that you believe in good faith that use of the material in the manner complained of is not allowed by the copyright owner, its agent, or the law; and
6. A statement that the information in your notice is accurate, and under penalty of perjury, that you are given power to act on behalf of the copyright owner of the material that is allegedly infringed.

Our designated Copyright Agent to receive notifications of claimed infringement is:

Marketing Communications  
Health Care Service Corporation  
300 East Randolph Street  
Chicago, Illinois 60601-5099  
Email: [CopyrightInformation@hcsc.com](mailto:CopyrightInformation@hcsc.com)

If you fail to meet all of the requirements, your DMCA notice may not be valid. Please also note that under Section 512(f) of the DMCA, any person who knowingly reports falsely that material or activity is infringing may be held legally responsible.