



BLUE CROSS & BLUE SHIELD OF KANSAS CITY

Our mission at Blue KC is to provide affordable access to healthcare and improve our members' health

HEALTH CARE

Highly competitive medical plan options with a range of product and network choices

- Medical, Dental & Vision: **1st day eligibility**
- HSA & FSA options with employer HSA contribution

LIFE AND AD&D INSURANCE

Employer provided basic life insurance of 2x salary with option to purchase additional supplemental life insurance on self, spouse and/or children

VOLUNTARY PLANS

- ID Theft Protection
- Critical Illness, Hospital Indemnity & Accident Insurance
- Legal Plan

WELLBEING & EMPLOYEE ASSISTANCE PROGRAM

- EAP Program available to all employees and their household
- A Healthier You employee focused health and wellbeing program
- Free Onsite Fitness Center open 24/7, along with a variety of virtual and onsite fitness classes.

SHORT TERM & LONG TERM DISABILITY

Company paid benefits after 6 months of continuous employment

RETIREMENT – 401(k) MATCH

- **1st day eligibility** with pre-tax and after-tax employee deferral opportunity
- Company Match of \$0.50 on the \$1.00 for the first 10% employee contributes
- Annual company contribution based on company performance
- Vested following 3 years of service

PAID TIME OFF & LEAVE

- Competitive timebank (PTO) offering
- 10 company paid holidays
- Bereavement, Jury Duty, Military Obligations
- 6 weeks of 100% paid Parental Leave (eligible after 6 months of employment)
- Adoption Assistance Program (eligible after 6 months of employment)

COMPENSATION

In addition to competitive base compensation, incentive plans and/or commission plans are available to eligible employees.



Kansas City



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TUITION REIMBURSEMENT

Annual maximum reimbursement:

- \$5,250 Undergraduate (eligible after 6 months)
- \$10,000 Graduate (eligible after 1 year)

DISCOUNTS

Access to a variety of discounts, including computers, mobile phone service, car rentals, apple products and more

PROFESSIONAL DEVELOPMENT

A variety of development programs and offerings are available for employees to develop in their career and learn new skills at Blue KC: onboarding, technical training, mentorship, continuing education, professional development, leadership development, and more!

EMPLOYEE RECOGNITION PROGRAM

Recognition program creating a highly visible way to recognize fellow employees throughout the company

COMMUNITY INVOLVEMENT

- Volunteer Time Off with pay to volunteer at community organizations
- Support organizations through charitable contributions

DRESS CODE

"Dress for Your Day" casual dress code

BELONGING AT BLUE

Blue KC is committed to creating and maintaining an inclusive culture where diversity is valued and leveraged, authentic participation is encouraged and all employees have a sense of belonging. Belonging at Blue is focused on growing a culture of inclusivity through development, representation, and recognition.

Apply today!

