



# 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: **1<sup>st</sup> 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

- **1<sup>st</sup> 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 a culture where everyone 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 development, representation, and recognition.

**Apply today!**

**Blue KC**

