

Picture YOU Blue



At AZ Blue, our employees enjoy a robust benefits package that features affordable medical insurance, a generous retirement plan, an array of wellness programs, and much more.

INSURANCE BENEFITS

Don't wait for coverage. At AZ Blue, you'll have your medical, dental, and vision benefits on the first of the month following your hire date.



HEALTH INSURANCE

We offer three comprehensive, affordable plans. AZ Blue covers 72% to 97% of your health insurance premiums (depending on the plan).

- Two BlueSignature Prosano PPO plans include access to our Prosano Health Advanced Primary Care Centers, mental healthcare services, and lab work at no additional cost.
- The AZ Blue HSA Prosano Saver plan comes with a Health Savings Account, which AZ Blue funds with \$1,000 to \$3,000. This plan includes access to our Prosano Health Care Centers, subject to co-pay and co-insurance.
- All plans include prescription drug coverage.
- All plans include Telehealth from AZ Blue, which offers medical and behavioral health visits via phone or computer.
- All plans include international travel coverage.



VISION COVERAGE

The vision plan can be used for an annual eye exam and provides \$130 toward frames or contacts (when in network).



DENTAL PLANS

We offer two dental plans, with an **option for both adult and child orthodontia**.



ADDITIONAL INSURANCE

- **No-cost life insurance** for employees (at twice your annual salary) and eligible dependents, plus options to add coverage.
- **No-cost short-term and long-term disability insurance.** You'll be covered starting the first of the month following 30 days of employment.



VOLUNTARY BENEFITS

- **Critical illness insurance**
- **Accident insurance**
- **Legal assistance**
- **Hospital indemnity**

INVEST, GROW, SAVE



INVEST FOR RETIREMENT

We make it easy to save for retirement with:

- **A generous 401(k) match.** AZ Blue will match employee 401(k) contributions dollar for dollar up to 5% of eligible earnings. Plus, there's no waiting period to be fully vested, meaning any funds in your account are 100% yours. AZ Blue will contribute an additional 2% based on eligibility requirements and annual eligible earnings once a year, even if employees choose not to contribute to the program.
- **Retirement Plus.** AZ Blue will contribute an additional 2% based on eligibility requirements and annual eligible earnings once a year, even if employees choose not to contribute to the program.



EDUCATION & DEVELOPMENT

AZ Blue values education. We offer:

- **Tuition reimbursement** for qualified undergraduate and graduate courses.
- **Scholarship opportunities** for children of our employees.
- **Ongoing training** for employees who wish to grow in their careers, acquire skills, and become managers.



DISCOUNTS

AZ Blue employees have access to discounts on everything from computers and fitness wearables to childcare and entertainment through our various partnerships.



WORK + LIFE



FLEXIBILITY AT WORK

Our Workability strategy offers a hybrid working environment (depending on your role) that optimizes your time in the office, allowing you to build relationships and collaborate with your co-workers, while also offering you the flexibility to work from home.



PAID TIME OFF (PTO)

We encourage our employees to have a healthy work/life balance. With our PTO policy, employees can **accrue up to 18 days their first year at AZ Blue.** In addition, we have 11 holidays, including two floating holidays (if hired before April 1, 2026) that you can use as you wish!



FAMILY-BUILDING BENEFITS

We offer **eight weeks of Parental Paid Time Off following the birth, foster, or adoption of a child.** And our Infants at Work program allows

you to bring your child, up to the age of 6 months, to work (remotely or in-office) with you (with manager approval). Plus, employees adopting a child can be reimbursed up to \$2,500 for certain expenses related to the adoption.



HEALTHY PERKS*

We care about our employees' health and wellness, which is why we offer:

- **A state-of-the-art gym** called Club Blue, located at our Phoenix campus, with the latest cardio machines and equipment, a massage chair, and locker rooms with showers.
- **Ways to stay healthy and connected**, including a collaborative workspace, healthy food options, free coffee, and working treadmills.

*Not all on-site offerings are available at all locations.



EMPLOYEE ASSISTANCE PROGRAM

Our Employee Assistance Program (EAP) is a resource that can help employees manage personal and work-related issues, including divorce and family problems, legal matters and consumer issues, problems with substance use disorder, mental health, and more. AZ Blue employees and household members can get **up to eight free counseling sessions per issue per year.**



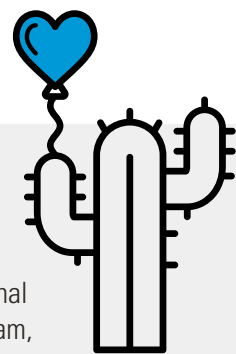
PET CARE DISCOUNTS

We offer a discount program that provides convenient (after-tax) payroll deductions. **One low price includes preventive, accident, and sick care at in-network vets.**

Building Community

AZ Blue is known for its heritage of service in Arizona, and we contribute in several ways:

- Inclusion is one of our values at AZ Blue. Our Diversity, Equity, and Inclusion Leadership Council creates opportunities for employees to connect and build a stronger, more diverse AZ Blue. We offer 11 affinity groups for employees to connect with and better understand one another.
- Our Blue Gives Back program gives employees eight paid hours of service each year to connect to important community causes. Employees serve approximately 9,000 hours in our community each year.
- Through our internal recognition program, employees have the option of cashing in the points they earn to donate to a nonprofit of their choice.



Learn more about our company culture at jobs.azblue.com/culture.