

BE REMARKABLE



TOTAL REWARDS BENEFITS GUIDE

INSIDE

Life at Wellmark
My health matters
My financial future
CEO of my career
Work-life integration



LIFE AT WELLMARK

“ I am grateful that
I am encouraged
to be myself! ”

FIND YOUR PURPOSE. BUILD YOUR STRENGTHS. DEVELOP YOUR STORY.

At Wellmark Blue Cross and Blue Shield, it is people like you — with a passion for what they do and a drive to be remarkable — that help us create the Wellmark experience. Our commitment to diversity and inclusion creates an environment of innovation and collaboration — by valuing each other’s differences, we will transform the company more Iowans and South Dakotans have come to depend on for their health insurance than any other.

From day one in your Wellmark career, you’ll share in and help us make health care better.

We’ll also help you find your purpose, build your strengths, and develop your story — and our benefits enable you to do just that. We provide competitive pay and contribute toward your financial future. You have the opportunity to focus on your health and get the support you need to flourish in your career.

Review this packet to learn more about the benefits Wellmark offers to help you excel in your career, health and personal life.

#LIFEATWELLMARK

Our employees are passionate about Wellmark’s mission, values and culture. That’s why we encourage them to spread the word about what it’s like to work here using #LifeAtWellmark. Search for the hashtag on your favorite social media platform and see what our employees are talking about! And don’t forget to like and follow Wellmark’s social media accounts as well.



[LinkedIn.com/Company/Wellmark](https://www.linkedin.com/company/wellmark)



[Facebook.com/WellmarkBCBS](https://www.facebook.com/WellmarkBCBS)



[Twitter.com/WellmarkBCBS](https://twitter.com/WellmarkBCBS)



[Instagram.com/WellmarkBCBS](https://www.instagram.com/WellmarkBCBS)



[Pinterest.com/WellmarkBCBS](https://www.pinterest.com/WellmarkBCBS)



[YouTube.com/WellmarkVideo](https://www.youtube.com/WellmarkVideo)

MY HEALTH MATTERS

Health and wellness are at the core of who we are and what we do. As a Wellmark employee, you are encouraged to eat well, move more, and become a wise health care consumer.

MEDICAL AND PRESCRIPTION DRUG COVERAGE

Wellmark offers the choice of multiple employee health plans with competitive premiums to meet the needs of you and your covered dependents. Prescription drug coverage and a yearly vision exam are included in your health plan. Your coverage is effective the first day of the month following your hire date.

DENTAL COVERAGE

Choose from two dental plan options (Basic & Premium) – both of which provide 100% coverage for preventive and restorative services. Additional benefits and a higher plan maximum are available under the Premium plan.

VISION PLAN

You can elect to purchase our comprehensive vision insurance for glasses (standard lenses and frames) and contacts. Annual eye exams are covered by your Wellmark health plan. The vision plan is offered at a discounted group rate, but you are responsible for 100 percent of the cost of the premium.

HEALTH SAVINGS ACCOUNT (HSA)

If you choose to enroll in Wellmark's Savers Plan HDHP, you may elect to contribute to an HSA. An HSA is an individually owned, tax-advantaged account used to pay for qualified medical expenses either now or in the future. Individuals and families may contribute up to the annual IRS maximum based on coverage level. Also, an individual who turns 55 at any point during the calendar year is eligible to contribute an additional amount allowed by the IRS.

FLEXIBLE SPENDING ACCOUNT (FSA)

You can choose to defer up to the annual IRS maximum on a pre-tax basis for unreimbursed medical expenses through a general-purpose or limited-purpose FSA. Wellmark also offers a dependent care FSA, in which you may also defer up to the annual IRS maximum pre-tax.

STATE-OF-THE-ART FITNESS CENTER

Regular physical activity is one of the most important things we can do to for our physical AND mental health. Wellmark provides our employees in Des Moines and Sioux Falls with free 24/7 access to a variety of equipment and other well-being support tools through our Well for Life Centers.

PATHWAYS TO WELLNESS INCENTIVES

As an organization, Wellmark believes a strong relationship with a primary care provider is vital to achieving better health outcomes. To reinforce this belief, Wellmark provides a \$1,000 incentive to employees who complete an annual preventive visit (physical) with their provider and an online self-assessment of their health and lifestyle habits.

LIFESTYLE SPENDING ACCOUNT (LSA)

In addition to encouraging employees to know and understand their current health status through the Pathways to Wellness program, Wellmark also allows employees to personalize how they invest in their well-being by providing each employee with \$500 in a pre-funded LSA to use on wellness-related items or services. Eligible expenses include at-home exercise equipment, massage therapy, gym/fitness center reimbursements, home office equipment, healthy meal subscriptions, and more.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our Employee Assistance Program (EAP) provides confidential assessment, consultation, and referral services to help employees and their family members deal proactively with personal concerns. Services include mental health counseling and referrals, life coaching, legal services, financial consultation, dependent adult, and childcare resources, and more.

MY FINANCIAL FUTURE

Wellmark aims to equip you with a competitive compensation package and the retirement and savings options you need for a secure future.

COMPENSATION

At Wellmark, your compensation includes two components: base pay or annual salary and potential pay from the annual Performance Incentive Program.

BASE SALARY

Our philosophy is to provide a competitive pay program that retains and attracts outstanding talent in this ever-changing health care environment. Our compensation program is designed to motivate performance with competitive base pay. In establishing base pay, we strive for internal pay equity for individuals in the same or comparable roles across the organization while recognizing individual performance excellence and the skills needed for our organization to be successful. Your base pay is determined by your leader's evaluation of your individual performance, position in range, and the financial performance of Wellmark. You'll receive base pay bi-weekly throughout the year. Annual salary increases go into effect in February and incremental salary increases may be given when there is a promotion or significant change in responsibilities.

PERFORMANCE INCENTIVE PROGRAM

Wellmark has a Performance Incentive Program (PIP) that focuses on motivating and retaining individuals to collaborate with others across the company to achieve shared corporate goals. PIP provides potential for additional compensation and is awarded when the company meets certain financial and customer measures.

FINANCIAL BENEFITS

401(K) SAVINGS AND INVESTMENT PLAN

Take charge of your retirement! Wellmark offers a robust 401(k) plan designed to put you in the driver's seat. Beginning on your first pay period, you may contribute a portion of your base pay and annual incentive to Wellmark's 401(k) plan using both pre-tax contributions and/or Roth contributions. The plan provides numerous investment options to allow for individual flexibility and control over retirement goals. You are fully vested in the employer contributions after two years of service.

Employee Match: Our plan features a 100 percent company match of up to 6 percent of your pay.

Annual Employer Contribution: Wellmark provides an additional minimum 2 percent employer contribution annually.

The 401(k) plan includes other features such as automatic enrollment and re-enrollment, an automatic contribution increase feature, and permits after-tax contributions and Roth conversions.

You will also have access to a first-class employee portal and supporting tools and resources to help you meet your retirement goals, such as scheduling personalized 1-on-1 meetings for individual planning to better understand your financial well-being and give you control of your retirement planning to help prepare for the future.

INCOME PROTECTION

Wellmark provides life insurance/accidental death and dismemberment insurance, short-term and long-term disability insurance, and business travel accident insurance. You may purchase supplemental life insurance and long-term care coverage at group rates.

LIFE INSURANCE

PLAN	AMOUNT	WELLMARK PAYS	ADDITIONAL INFORMATION
Group term life insurance	2.5 times base annual salary up to \$2.5 million (rounded up to the nearest \$1,000).	Yes	Effective on the first of the month following your first day of employment.
Supplemental life insurance	Additional term life insurance coverage is available at one, two or three times your salary.	No	Cost based on your age and salary. May be subject to underwriting if you do not elect coverage within the first 30 days of employment. You also have the option to purchase spouse and dependent life coverage.

DISABILITY INSURANCE

PLAN	AMOUNT	WELLMARK PAYS	ADDITIONAL INFORMATION
Long-term disability	Provides 60 percent of base monthly earnings, less other income benefits or earnings.	Yes	
Short-term disability	Pays 60 percent of weekly base earnings with no maximum weekly benefit.	Yes	Your payment may be reduced by deductible sources of income, and in some cases, by the income you earn while disabled.

TRAVEL ACCIDENT INSURANCE

PLAN	AMOUNT	WELLMARK PAYS	ADDITIONAL INFORMATION
Business travel accident insurance	Provides five times your annual salary at the time of the accident with a minimum of \$100,000 and a maximum of \$200,000.	Yes	

LONG-TERM CARE

PLAN	AMOUNT	WELLMARK PAYS	ADDITIONAL INFORMATION
Long-term care coverage	Provides monthly income benefits should you ever require long-term care.	No	You will be able to select the type of plan, the monthly benefit amount, and the duration of the benefit. This benefit is available at group rates for you, your spouse, and other family members (group rates will continue if you terminate your employment and wish to continue coverage).

CEO OF MY CAREER

“ Wellmark values personal growth and encourages me to participate in activities that further my development. ”

Diversity of experiences, ideas and cultures creates an environment where you can grow and develop in your career.

At Wellmark you have an opportunity to build on your strengths with continuous learning and development opportunities.

STRENGTHS-BASED DEVELOPMENT

From day one, we'll help you discover your strengths while supporting your professional and personal growth. We offer resources to aid your career development and empower personal success through mentorship, leader development, networking opportunities and more.

ORGANIZATIONAL LEARNING OPPORTUNITIES

Wellmark provides resources to help you become the CEO of your career. Whether that's gaining a new skill, applying a current skill in a new way, building your business acumen, or strengthening your leadership approach, Wellmark offers opportunities to develop through instructor-led and online courses, podcasts, one-on-one coaching, and more.

EDUCATIONAL ASSISTANCE BENEFITS

If you're currently working on a degree, or plan to in the future, you may be eligible upon employment to receive up to \$15,000 annually for transferable credit classes, books and fees completed at an accredited learning institution. You may also be eligible after your first six months to receive monthly payments, of up to \$5,000 per year, to help repay college student loans for an existing, qualifying degree. You may participate in both programs, but the maximum annual benefit is \$15,000.

WORK-LIFE INTEGRATION

The blend of your work and personal life is unique to your needs and aspirations. One size does not fit all; each person has their own version of “what works.” Wellmark’s approach to work-life integration gives you choices and support to personalize your experience in the ways that matter most to you. From flexible time-off options and parental leave to matching your donations to your favorite causes, Wellmark provides the support you need to blend your work, professional, and personal commitments.

“ I appreciate our family-focused culture that allows me to achieve my personal and professional goals. ”

PAID TIME OFF (PTO)

If you are employed full time, you start by accruing 20 days of PTO per year, which increases with employment tenure. PTO offers the flexibility and control over how you use your time off from work. In addition, you receive 10 paid holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth (June 19)
- Independence Day
- Labor Day
- Thanksgiving (two days)
- Winter Holiday (two days)

Active, benefit-eligible, part-time employees are eligible on a pro-rated basis.

MY TIME OFF (MTO)

You may elect to purchase up to 10 days of paid time off per year with post tax dollars. MTO will be available to use on the first of the month following your hire date.

PARENTAL LEAVE

Once you have at least one year of service with Wellmark, you are eligible for up to six weeks of paid parental leave that coordinates with other time-off benefits, including PTO, MTO, short-term disability, and the Family Medical Leave Act (FMLA).

ADOPTION ASSISTANCE

After six months of employment, Wellmark will reimburse eligible adoption-related expenses up to a lifetime maximum of \$15,000.

This summary is not meant to interpret, extend or change any of the programs or plans described in any way. In case of a conflict between this summary and the actual provisions of the Plan, the provisions of the Plan will govern your rights and benefits. Please note, the information contained in this brochure is intended to be a high-level overview of the types of benefits Wellmark offers. It is not intended, nor should it be used as a complete guide to Wellmark benefits. While we strive to keep this information up to date, changes to these plans can occur at any time. Full information about benefits at Wellmark will be explained to all newly hired employees and that information takes precedence over any information presented in this brochure.

Benefits described here apply only to benefit-eligible Wellmark Blue Cross and Blue Shield of Iowa and Wellmark Blue Cross and Blue Shield of South Dakota employees, not to contractors or to employees of any other Wellmark subsidiaries. Benefit eligibility varies by plan. Contact Wellmark's Human Resources Department if you have any questions about whether you are eligible for benefits under any plan.



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