

Effective Oct. 1, 2015

POLICY:

Blue Shield of California provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, age, marital status, protected veteran status, disability or other bases protected by applicable law. Company policy prohibits harassment of applicants or employees related to these bases. The Company has established a continuing Affirmative Action Program to assure equal employment opportunity in all its policy decisions affecting recruitment, selection, assignment, promotion, training and all other terms and conditions of employment.

If you come within any basis protected by applicable law and would like to be included in our affirmative action program, you may tell us at any time. We also invite you to tell us now or at any time in the future about any reasonable accommodations that you believe we could make to better enable you to perform the essential functions of your job properly and safely.

RESPONSIBILITY:

The Equal Employment Opportunity (EEO) policy and Affirmative Action Program are very important aspects of Blue Shield's workplace and all employees are expected to understand, support and apply these principles. Members of management play a critical role and must fully understand, support and apply these principles in good faith. With the support of top management, the Vice President of Talent and Organizational Development, is responsible for implementing our affirmative action efforts to ensure the principle of equal employment opportunity is understood, followed and demonstrated by every employee. We posted this statement to insure applicants and employees understand Blue Shield's commitment to equal employment opportunities.

The EEO/Affirmative Action Plan for Qualified Individuals with Disabilities and Qualified Protected Veterans may be reviewed by applicants and employee on weekdays during normal working hours by calling HR:Connect at 877.322.7348 to schedule an appointment.



Paul Markovich
President and CEO
Blue Shield of California