Welcome
TO BLUE SHIELD OF CALIFORNIA
Who are We?

Blue Shield of California is a not-for-profit mutual benefit corporation. We provide health, dental, vision, Medicaid and Medicare health care service plans in California.

Our mission is to ensure all Californians have access to high-quality health care at an affordable price.
What makes us different?

- As a non-profit health plan, we have no shareholders. Our most important goal is the fulfillment of our mission.

- We’re the only major health plan that gives back our income over 2% of revenue. Because of our strong performance in 2019, we will give back $120M to the communities we serve.

- Diversity and inclusion – Board is 39% women, and there are no pay gaps between races or genders.

- We’ve been named one of the World’s Most Ethical Companies—eight times.

- Opportunities to learn and grow—development programs at all levels, affinity networks.

- Employees can make a positive impact every day.
Partnered with Altais to support medical experts with tools to provide better care to all of California’s largest health plans.

One

$177M
Given back to our community

1939
Founded

$21.1B
Annual revenue

4.4M
Members

6,808
Employees

President
And CEO is Paul Markovich

2% Pledge
Our promise to give back income over 2% of revenue

One
of California’s largest health plans

Partnered with Altais to support medical experts with tools to provide better care to all
Employee demographics

- Asian
- Latinx
- Other
- Black/African American
- White

No race or gender pay gap

$
Career Mobility

Growth & Development Tools

Talent Accelerators

University Programs

Internal Recruiting

Our employees are why Blue Shield of California was recently certified as a Great Place to Work®.

Once you’re here, you’ll have the opportunity to plan your career, take advantage of Talent Accelerators, and grow personally, professionally and financially.
Career Mobility

Growth & Development Tools

- Talent Accelerators
- University Programs
- Internal Recruiting

- At Blue Shield of California, your career is a shared responsibility amongst you, your manager, senior staff and the company.

- We’re invested in providing opportunities, tools, online learning, leadership development and great leaders for employees at every level.
Career Mobility

Growth & Development Tools

Talent Accelerators

University Programs

Internal Recruiting

• Having great leaders at all levels is key to being a Great Place to Work®.

• As a high performing Blue Shield of California employee, you can apply or be nominated for immersive accelerator programs to rapidly prepare you for supervisory, management and executive positions based on your role, aspirations and business group.

• Participants receive mentoring, career coaching and access to various conferences in addition to learning and stretch assignments.
Career Mobility

• Blue Shield of California has full-time and rotational opportunities for recent college graduates and master's/doctoral graduates.

• Our 10-week summer internship program is available to undergraduate and graduate students, providing work experience, networking opportunities and executive exposure at various Blue Shield locations.
Career Mobility

• Our recruiters and hiring leaders know we have great and growing talent at Blue Shield of California.

• Most new roles are available first to our employees, before we recruit externally.

• In 2020, more than 50% of all open roles at Blue Shield have been filled by current employees through promotions and lateral moves.

Growth & Development Tools

Talent Accelerators

University Programs

Internal Recruiting
Learn more and join our team at:
blueshieldca.com/careers
Representatives

Ezekiel Chang, FSA
Dir, Risk Adjustment, El Segundo
Ezekiel.Chang@blueshieldca.com
Fun Fact:

John Rodgers, FSA, MAAA
Sr Dir, Medicare Rev Mgmt, El Segundo
John.Rodgers@blueshieldca.com
Fun Fact: Just started learning how to surf

Ramon Rossman
University Recruiter, HR, El Dorado Hills
Ramon.Rossman2@blueshieldca.com
Fun Fact: Favorite cartoon is Dragon Ball Z
Representatives

Jing Feng, ASA, MAAA
Senior Actuarial Analyst, El Segundo
Jing.Feng@blueshieldca.com
Fun Fact: Loves rock climbing

Anthony Yasuda
Senior Actuarial Analyst, Oakland
Anthony.Yasuda@blueshieldca.com
Fun Fact: Has two younger brothers

Michael Mendelsohn
Associate Actuarial Analyst, El Segundo
Michael.Mendelsohn@blueshieldca.com
Fun Fact: Avid Tennis Player
### Open Positions

<table>
<thead>
<tr>
<th>Title (BL)</th>
<th>Work Location</th>
<th>Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Healthcare Trend Actuarial Intern</td>
<td>Oakland</td>
<td>January 2021</td>
</tr>
<tr>
<td>Actuarial Analyst, Associate</td>
<td>Woodland Hills</td>
<td>Open</td>
</tr>
<tr>
<td>Pricing and Shared Services Actuarial Intern</td>
<td>El Segundo</td>
<td>January 2021</td>
</tr>
</tbody>
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