

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.

FAST FACTS



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



\$177M

Given back to our
community



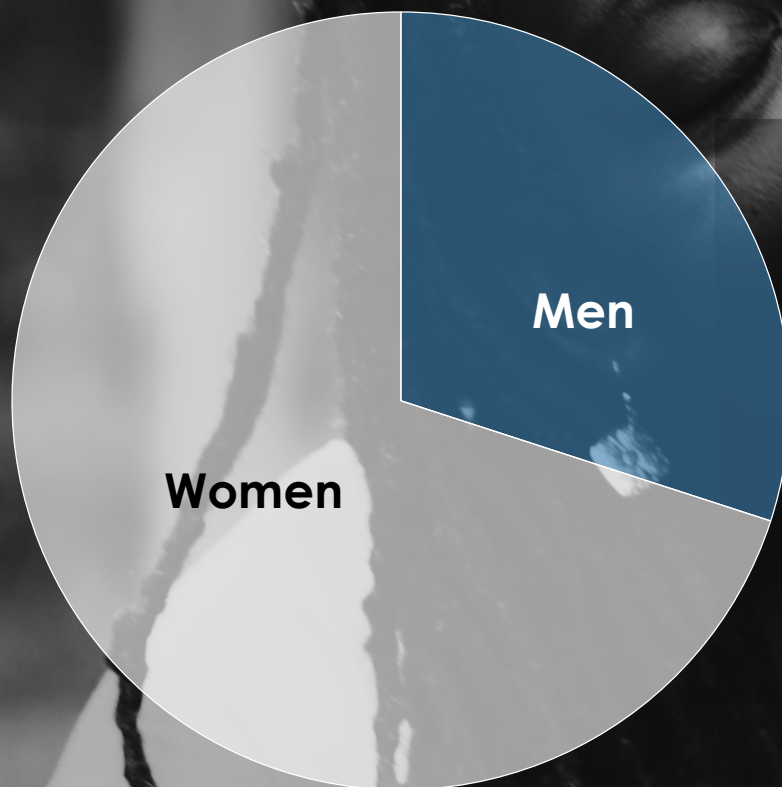
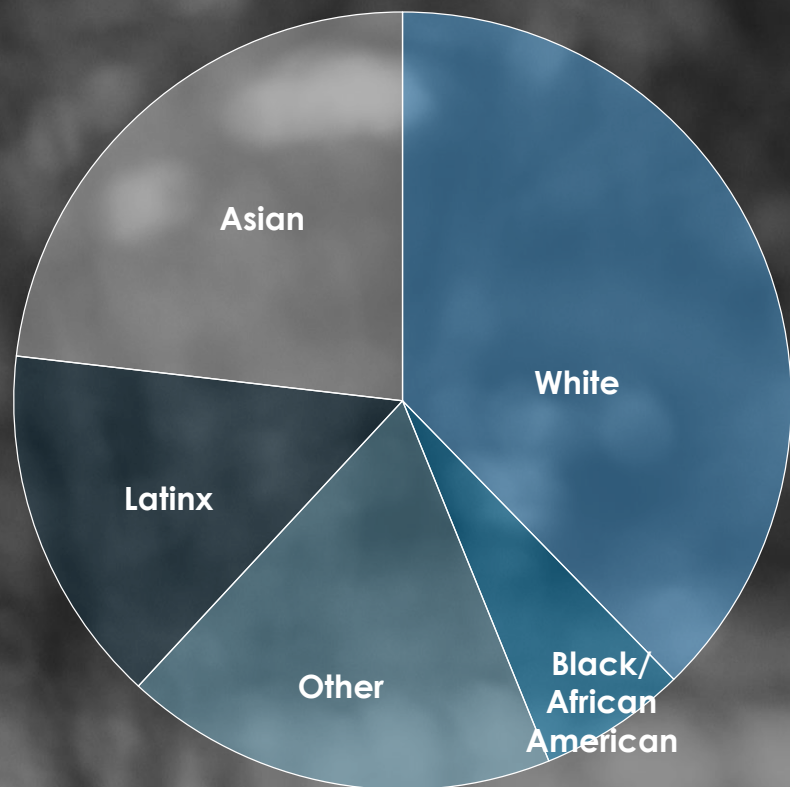
One

of California's largest
health plans



Partnered with Altas to
support medical experts
with tools to provide
better care to all

Employee demographics



\$

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

Growth & Development Tools

Talent Accelerators

University Programs

Internal Recruiting



- 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

Growth & Development Tools

Talent Accelerators

University Programs

Internal Recruiting



- 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.

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

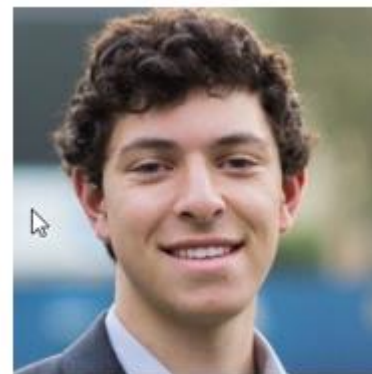


Jing Feng, ASA, MAAA

Senior Actuarial Analyst, El Segundo

Jing.Feng@blueshieldca.com

Fun Fact: Loves rock climbing



Michael Mendelsohn

Associate Actuarial Analyst, El Segundo

Michael.Mendelsohn@blueshieldca.com

Fun Fact: Avid Tennis Player



Anthony Yasuda

Senior Actuarial Analyst, Oakland

Anthony.Yasuda@blueshieldca.com

Fun Fact: Has two younger brothers



Open Positions

| Title (BL) | Work Location | Start Date |
|--|----------------|--------------|
| Cost of Healthcare Trend Actuarial Intern | Oakland | January 2021 |
| Actuarial Analyst, Associate | Woodland Hills | Open |
| Pricing and Shared Services Actuarial Intern | El Segundo | January 2021 |

