

## Total Rewards videos for new hire orientation and careers site

At Anthem, we offer you Total Rewards – a set of compelling, competitive programs that reward you for your contributions to our company. Total Rewards is your pay and benefits, but it is more than that, too. Total Rewards is everything you value about working here, like opportunities for growth, a healthy high performance culture, and a commitment to our customers and our communities. To help you easily see the whole picture, we organize Total Rewards into five categories:

- My Company
- My Development
- My Pay
- My Benefits (and)
- My Time Away

So let's take a look at just a few of the programs that make up your Total Rewards. I hope you will agree -- there is something for everyone.

*"Being proud of where I work means a lot to me."*

We are a socially responsible and purpose-driven company. We encourage you to give back to your communities with programs like volunteer time off, Dollars for Doers and our giving program. We are committed to diversity and inclusion. Anthem's associate resource groups let you network with other associates and provide input to our business on how to succeed in serving diverse customers. And to help you grow personally and professionally, we offer both tuition assistance and a wide range of learning and development opportunities.

*"I enjoy being recognized for the role I play in our company's success"*

Accountability is a key part of Anthem's culture. So in addition to getting a competitive salary, every Anthem associate participates in an incentive plan that measures company, team and individual performance. Our incentive plans encourage us to strive for excellence and reward us when we deliver results.

*"My Health really matters to me."*

It matters to us, too. We offer you best-in-class wellness programs:

- Onsite fitness centers in many locations
- Subsidized healthy food choices in our cafeterias
- Smoking cessation (and)
- Health screenings

When you take advantage of what we offer and take care of your health, you enjoy the benefits of a better life and save money on your medical coverage. Total Rewards gives you a choice of three medical plans:

- A Health Reimbursement Account (and)
- Two Health Savings Account plans

We offer these types of consumer-driven health plans because we believe they encourage smart health care decisions. In some states, you also have the choice of an HMO. We pay most of the cost of your coverage. What you pay depends on your salary, the plan you choose, and who you cover.

*"I'm a working mom, so I appreciate being able to balance my life"*

We know work is only one part of your life. That's why we have a paid time off program and paid holidays. And, we offer support for parents. New moms and dads get a full week of pay for half the time worked, plus we provide adoption assistance.

*"I'm not there yet, but I want to be ready when retirement comes"*

Anthem helps you plan for your financial future with a 401k that features a wide array of investment choices and a competitive company match. We match 100% for the first 3% you contribute, and 50% on the next 2%. So if you contribute 5%, Anthem will match 4%. You can choose from a number of investment options including target retirement funds through Vanguard that help balance your investments appropriately based on your stage in life.

These are just a few highlights from Anthem's Total Rewards program. Thanks for your interest in our company.