

Hi, I'm Brian Pieninck, president and CEO of CareFirst BlueCross BlueShield.

Congratulations on accepting our offer to join an incredible group of people. By selecting CareFirst as your next employment destination, you have joined a team of talented professionals dedicated to reimagining the healthcare experience.

More than 3.3 million people trust us with their health care needs. And we take this responsibility incredibly seriously, as we have for over 80 years. This is a mission-driven company focused on providing quality care that we believe should be easy to afford, easy to use and available to everyone.

Simply put: We are building the healthcare experience that we want for our families and for our future.

Every day, we make a meaningful difference in the communities where we live and work. In fact, this is a key differentiator that sets us apart from other organizations. As an organization, our mission, vision and values lead us along with a set of principles that guide the work we do with and for the people we serve.

You'll learn more about these in the weeks ahead, but for now, know that you've joined a team dedicated to leading as an employer and community champion, and one that is working to develop and advocate for innovative health care policy solutions.

What also sets us apart as an employer are our efforts to create an environment that allows for you to bring your whole self to work. We seek to support and provide an environment of equity, inclusion and belonging. Everyone is a member of the family. We're one company, one team. And we're committed to listening, learning and acting.

Also, CareFirst seeks to make a difference for our employees and our employees seek to make a difference for CareFirst and the communities we serve. Performance and success are rewarded through a comprehensive and competitive total rewards program.

This approach is comprised of not only your pay and incentive programs, but also outstanding health insurance and disability coverage, comprehensive wellness programs with free virtual fitness classes, retirement plan contributions and paid time off.

Our benefits support you at every stage in life, including domestic partner coverage, parental and caregiver leave, adoption assistance, tuition reimbursement and student debt reimbursement. And for many of our employees, we offer flexible work schedules and work-from-home options to support improved work-life balance.

We respect and celebrate the diversity of our people and we understand that total rewards is not a one-size-fits-all proposition. This is why we continuously evaluate the marketplace to offer a total rewards program that makes a difference to you.

You'll learn more during your upcoming new employee orientation. In the meantime, know that I am proud to lead this team of difference makers and I'm excited about the future we're building at CareFirst together.

Congratulations again. Welcome to the team.

Stay safe and be well.