



**Blue Cross Blue Shield of Michigan
EQUAL OPPORTUNITY POLICY STATEMENT**

Blue Cross Blue Shield of Michigan is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status, height, weight, genetic information, gender identity, sexual orientation, marital status, familial status, citizenship and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

As a government contractor, Blue Cross Blue Shield of Michigan is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans.

We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Coordinator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to Blue Cross Blue Shield of Michigan will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As VP, Human Resources of Blue Cross Blue Shield of Michigan, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Corrie Beaverson as the EEO Coordinator for Blue Cross Blue Shield of Michigan. One of the EEO Coordinator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of Blue Cross Blue Shield of Michigan's policy regarding Affirmative Action and Employment Opportunity, Blue Cross Blue Shield of Michigan has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program narrative report for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between 9:00AM and 4:00 PM at the Human Resources department. Any questions should be directed to me, your supervisor, or Corrie Beaverson, EEO Coordinator.

A handwritten signature in blue ink that reads "M. Catherine Goheen".

M. Catherine Goheen
VP, Human Resources