



Total Rewards

We call it **Total Rewards**: a benefits package designed to have a positive impact on all areas of your life – from health and well-being, career and community, to financial security and personal safety. In other words, for investing your time and talents in helping us build a great company, we offer the following benefits, so you might have the resources to build something great all your own . . .



Health

Healthcare costs are expensive, but we work hard to keep them as cost effective as possible. With our health benefits, you pay a portion of the cost of coverage – we pay the balance.

- Medical + Prescription Drug
- Dental + Vision



Well-being

Your physical, mental, and emotional well-being anchors everything from your ability to do **your job, to your finances and personal commitments**. That's why Boise Cascade offers tools and resources to help you make your personal welfare a top priority.

- Paid time off (including vacations and holidays)
- Employee Assistance Program (EAP)
- Wellness program



Career

We want you to succeed. To help, we provide tools and resources to point you in the right direction. And when you reach a milestone year of service, or accomplish something great? We want to help you celebrate, too.

- Training and development
- Equal opportunity
- Recognition
- Education aid



Community

People are important. Not only do they make up our company and the customers we serve, they make up the communities we call home. **With that in mind, we're committed to** building (and maintaining) strong relationships – from encouraging open communication among all levels of the company, to doing our part to make this world a better place to live.

- Sustainability
- Volunteer opportunities
- Community giving programs
- Open door policy



Financial Security

Money may not buy happiness, but it can bring peace of mind and the ability to invest in the **people and things that make you happy**. That's why Boise Cascade strives to provide competitive compensation and tools to help you make the most of your hard-earned funds.

- Competitive pay + bonuses
- Retirement savings + financial planning
- Health Reimbursement Account (HRA) and/or Flexible Spending Account (FSA)
- Insurance
- Employee discounts



Safety

Safety is not a suggestion, it's a requirement. We expect you – no matter where you are – to work toward the goal of making sure everyone makes it home safely each night. Not only do we offer tools and resources to aid you in that goal, we offer certain incentives for the accomplishment.

- Emergency preparedness
- Training
- Safety incentives