



## 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

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Being smart with your healthcare decisions can go a long way in improving your health and making the most of your healthcare dollars. That's why Boise Cascade provides comprehensive health benefits and is committed to helping you make the most of them.

- Medical + Prescription Drug
- Dental + Vision

### WELL-BEING

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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

### FINANCIAL SECURITY

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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
- Flexible Spending Accounts (FSAs)
- Insurance
- Employee discounts

## CAREER

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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.

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

## COMMUNITY

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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

## SAFETY

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No one should be hurt while working at a Boise Cascade facility. It's that simple. Providing a safe place to work and working safely are not annual business goals, they are day-to-day personal commitments made by each and every employee who walks through our doors.

- Emergency preparedness
- Safety incentives
- Emergency responders
- Training