



1. Company Name:

Tufts Health Plan

2. Company website:

<https://tuftshealthplan.com/>

3. Company Overview:

A nonprofit organization founded in 1979, Tufts Health Plan is nationally recognized for its commitment to providing innovative, high-quality health care coverage. The plan offers members and employers an array of health management programs, which support evidence-based approaches to health and wellness.

Tufts Health Plan is one of the few health plans in Massachusetts to participate in the commercial, Medicare and Medicaid/subsidized markets, offering coverage across the life span regardless of age or circumstance.

With headquarters in Massachusetts, Tufts Health Plan also serves members in Connecticut, New Hampshire and Rhode Island.

Tufts Health Plan is a leader in advancing public policy discussions on several issues: prevention and wellness, affordability, and removing obstacles to accessibility.

4. Listing of any/Internship Opportunities:

-Spring 2021 co-op position for January-June in our Finance/Accounting and Procurement groups

-Actuarial Summer Intern for 2021

5. Current Hiring Needs:

-Member Service Representative

-We have a list of career opportunities available on our career site -

<https://tuftshealthplan.com/careers>

6. Potential locations (Cities/Towns) of job and internship opportunities and/or remote working:

Tufts Health Plan is fully remote for at least the remainder of the year. We are still currently located in Watertown, but will be moving office locations to Canton at some point next year.

7. Brief description of your company's diversity and inclusion initiatives, accolades, etc.:

Tufts Health Plan has scored a 100 percent rating on the Disability Equality Index and has been named a Best Place to Work for Disability Inclusion, since 2017. We have also received the Volunteer Community Partnership Award from the Massachusetts Association for the Blind and Visually Impaired.

Parallel-Disability Advocates, one of our business resource groups, dispels myths and misconceptions of people with physical and non-visible disabilities, and hosts activities that create a

supportive and accommodating workplace without barriers. The group also teaches a free, eight-week American Sign Language (ASL) course for employees.

Tufts Health Plan has a partnership with Perkins School for the Blind's program that works with employers to enable successful interviewing, hiring and onboarding processes for candidates who identify as visually impaired. We are a corporate sponsor of Work Without Limits, the local chapter of Disability:IN. WWL offers networking and education to participating companies on information related to disabilities (for example, unconscious bias and disability etiquette). We have recently formed a relationship with the Massachusetts Rehabilitation Commission's "Working Partners" program – a program designed to benefit both the employer and client, through successful job placement.

All people managers are trained on the Americans with Disabilities Act and reasonable accommodations. We offer Cultural Competency training to all employees on multiple topics, one of which centers around disability awareness. We are a signatory to the National Alliance on Mental Illness of Massachusetts chapter's CEOs Against Stigma pledge, which encourages openness about mental health issues in the workplace.

Corporate volunteer activities include projects suitable for employees with different abilities; many of the opportunities are related to programs that work with people with disabilities such National Braille Press (assembling Braille books for children), Community Rowing Inc. (which has a Para-rowing program) and Bay Cove Human Services (provides services to individuals and families who face the challenges of developmental and intellectual disabilities, mental illness, substance use disorder, homelessness and/or aging).

#### 8. Brief description of company culture:

Tufts Health Plan's culture is one that cares about its employees and proudly maintains people-centered values. Our values represent our core beliefs in how we work together, for the good of our members, our clients, our provider partners, community partners and our colleagues:

- Integrity: We earn trust, act honestly and ethically, and are accountable.
- Excellence: We deliver the highest quality products, services and experiences.
- Innovation: We promote continuous improvement and adopt new ideas.
- Collaboration: We leverage individual strengths and encourage all points of view.
- Diversity and Inclusion: We embrace differences and act equitably.

Guided by these values, we are committed to developing an atmosphere that respects each employee as an individual. To that end, we believe that a diverse workforce enables us to:

- Apply our collective talents to achieve shared objectives
- Deliver the greatest value to our customers
- Fulfill our mission to improve the health and wellness of the diverse communities we serve

Tufts Health Plan employees are a diverse, talented work force who collaborate in an enthusiastic and energetic work environment.