



220 Virginia Avenue  
Indianapolis, IN 46204

09/24/2024

Anton Yang  
1228 Shingle Oak CT  
Troy, Missouri, 63379

Dear Anton,

Welcome to Elevance Health! We believe that capable and dedicated associates are the key to our success. Therefore, I am very pleased to confirm our offer for the Intern (US) position reporting to Katherine L Wondergem. Your starting Hourly salary will be \$29.25.

Your start date with Elevance Health is 05/19/2025. Please know that the Company reserves the right to change the start date if business needs dictate. This offer is contingent upon receipt of the e-signed copy of this letter, a satisfactory background investigation, proof of your employment eligibility in the United States, and if required, completion of a satisfactory drug test or fingerprint screening.

You are scheduled to work full-time, up to 40 hours per week. Due to business needs, you can only be extended up to a maximum of 12 months after your start date. Your manager will notify you when you are eligible to apply for other positions within Elevance Health as an associate to work full-time, up to 40 hours per week.

#### **Benefits**

Elevance Health offers associates a comprehensive, flexible benefits package as part of our Total Rewards program. As an intern, you are eligible for enrollment in onsite fitness centers, the 401k plan and matching program, PTO, and Wellness Days. You will also have the opportunity to participate in an informal mentorship program through our Business Resource Groups (BRGs).

#### **Equipment**

Your computer equipment will be shipped directly to your home, and your manager will provide you with login credentials prior to your start date. Your equipment may arrive in multiple shipments and may or may not require signature based on local UPS delivery protocols. If your home address has recently changed, please inform your manager immediately. Please note your laptop will require a hard wire connection for the initial startup as well as when seeking any IT support. This hard wire connection is also required if your job uses telephone technology, for example, customer service rep. Additional information on our internet requirements can be found [here](#).

#### **Onboarding**

Elevance Health uses an electronic onboarding tool to facilitate your pre-employment paperwork. This tool includes several forms for you to review and complete prior to your first day of employment. Please look for an invite into your secure, personalized new hire portal by email.

#### **No Confidential Information**



We are making this offer because of your general skills and knowledge of the industry and not to obtain any confidential or proprietary information belonging to your current employer. In fact, as a condition of employment, you are expressly prohibited from providing or disclosing to Elevance Health, or any of its subsidiaries and related entities, and from relying upon or utilizing in the provision of services to Elevance Health, any confidential and proprietary information of your current employer.

Anton, on behalf of Elevance Health, welcome! To indicate your acceptance, please provide your e-signature below. Mark Durst (mark.durst@elevancehealth.com) will be your point of contact throughout the onboarding process.

However, if you have any questions regarding this offer, please feel free to contact me at +1 (317) 6054469.

Sincerely,

Alysha Biemolt  
Talent Acquisition



## Offer Acceptance

Signed by:

*Anton Yang*

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Anton Yang

I hereby acknowledge that I have been notified of my wage rate, overtime rate, and designated pay day on the date set forth above. Elevance Health reviews its compensation and benefit programs annually. Possible changes to those programs may affect the compensation and/or benefits that relate to your employment by the Company. Please keep in mind that the elements of the offer contained in this letter, including continued employment, are subject to change or discontinuation at the Company's sole discretion, with or without notice, at any time.



## **Terms and Conditions of Employment**

### **Hybrid Workplace**

Elevance Health operates in a Hybrid Workforce Strategy, providing various levels of flexibility while also ensuring that associates have opportunities to connect in-person. Your hiring manager will select your hybrid category assignment and discuss with you expectations about team norms and time onsite. You will be required to work at an Elevance Health location at least once per week, potentially several times per week, or fully onsite as required by the business. You may also be asked to work fully onsite for training for an initial period of time and then transition to a hybrid work schedule. The hiring manager makes this determination in accordance with company policy. Any exceptions to this schedule will also be determined by Company policy and at the Company's discretion. Elevance Health reserves the right to change this working arrangement, with immediate notice, based upon business needs.

### **Vaccine Policy**

Protecting the health of our associates and the communities we serve is a top priority for Elevance Health. We require most associates in certain patient/member-facing (PMF) roles to become vaccinated against COVID-19 and Influenza annually, except for those associates who receive a religious or disability accommodation. Associates in Florida and Texas are not required to receive COVID-19 vaccinations and do not need to request an accommodation for that vaccine. PMF associates will be asked to provide annual verification of positive vaccination status or accommodation; failure to provide verification of vaccination status within the stated time period as required by the policy may jeopardize your eligibility for continued employment. Elevance Health complies with all federal, state and local laws.

### **At-Will**

All Elevance Health associates are employed on an "at-will" basis, which means that your employment can be terminated for any reason, or no reason at all, so long as it does not violate the law.