

Ron Harris  
Vice President, Diversity and Inclusion

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**At BlueCross BlueShield of Tennessee, our culture revolves around a simple belief – that everyone is valued. Every voice is important, respected, trusted, communicated with and made to feel a part of the team.**

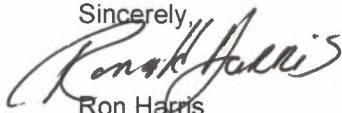
Our mission of *peace of mind through better health* is for all Tennesseans – from our employees, business partners and members to our neighbors throughout Chattanooga and across the state.

BlueCross is one of the largest employers in the Chattanooga area, with approximately 4,800 team members who work on our Cameron Hill campus or telecommute. In my role as Vice President of Diversity and Inclusion, I often say, "You're either going to be intentionally inclusive or unintentionally exclusive."

Inclusion is part of who we are, and we consider not only **race, nationality and gender, but also other facets of each person's identity and story**. We actively recruit veterans and people who self-identify as disabled or differently abled. We have a program specifically designed to help people on the autism spectrum integrate into our workforce. And we offer LGBTQ benefits, host LGBTQ awareness sessions and work with universities to encourage their LGBTQ students to attend recruiting events.

Therefore, we want to express our support for all members of our community to be valued, respected and treated equally.

Sincerely,



Ron Harris  
Vice President of Diversity and Inclusion  
BlueCross BlueShield of Tennessee