



BlueCrew Leadership Council Charter

Overview:

COMMITTEE GOAL/MISSION: The BlueCrew Leadership Council (BCLC) is a unique development program that provides select associates with the opportunity to hone and showcase their civic leadership skills while helping to strengthen the company's community partnerships. Council members play a critical role in demonstrating our corporate value to Be Community Focused.

COMMITTEE PURPOSE: Members of the BCLC play an integral role in planning and executing our company-wide **Service Day**. In addition, Council members serve as **Corporate Citizenship ambassadors** within their business areas.

Operating Guidelines: Commitment: Council members attend monthly development sessions from March–October. The time commitment varies by month and increases in June–September leading up to Service Day in September. During this time period, BCLC members typically spend 2–4 hours per month of flexible project planning time with a not-for-profit community partner via site visits and project-planning meetings. The Corporate Citizenship team provides oversight of the BCLC, develops content and facilitates the monthly development sessions, and provides individual mentoring and support to every Council member.

EXECUTIVE SPONSOR(s): N/A

CHAIR(s): N/A

MEMBERSHIP: Associates at any grade level are invited to apply to join the BlueCrew Leadership Council. Participants must obtain leader approval and have worked at the company for at least six months. Applicants should be active in their community and/or the BlueCrew volunteer program. While not a formal prerequisite, previous participation in Service Day is recommended. The Corporate Citizenship team vets applicants and typically works with about 100 BCLC members annually. Council members serve for a minimum of one year and have the opportunity to continue for multiple years.

Our 2025 roster follows:



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2025 BLUECREW LEADERSHIP COUNCIL ROSTER

Welcome new and returning members!



Alejandra Quinones	Carrie Peckham	Gwen Johnson	Karen Hayes	Marie Tiffany	Pam O'Brien
Alexandra Kennedy	Cassandra Menjin	Hayley Bacewicz	Karim Walkes	Marisa Carrasquillo	Priscilla Miller
Alexis Higgins	Cathy Guild	Heather Loughlin	Katey Cohane	Mariyam Fathima	Rebecca Brumberger
Alison Hayward	Chelsea Haydasz	Heidi Fountain	Katrina Lungren	Mark Sedgwick	Renee Moore
Allison Voelger	Cheryl McPherson	Helga DaRosa	Kedisha Lee	Meghan Burt	Russ Clancy
Alyssa Sharpe	Christian Ryan	Inna Fedorova	Kelly Silvia	Melinda Colon	Sarah Lassonde
Amanda Doherty	Christina Amblo	Jacob Costa	Kimberly Carrington	Michael Moss	Silvana Zakrzewski
April Brooks	Christine Johnson	Jamie Allen	Kimberly Levinson	Michael Tracy	Sonia Yung
Barney Shane	Christine Robidoux	Jennifer Carey	Kristin Mattson	Michele Cohen	Stacey Whalen
Brandon Metevier	Cori Linsky	Jennifer Davis	KT Blaha	Michele Enright	Stacy Coleman
Bill Georato	Cristina Ames	Jennifer Maniates	Laura Thegenus	Michelle Barbin	Stephanie Hardmon
Bill Small	Dan Comella	Joanna Boucher	Lauren Erlingheuser	Michelle Davis	Stephanie McHugh
Brenda Rosario	Daneen Francis	Joanna Foley	Leah Dart	Michelle Pratt	Susan Guilfoyle
Brianda Younie	Danielle Capello	Jocelyn Arocho	Letia Anderson	Michelle Suplee	Susan Murphy
Brigitte Delie	Deborah Vecchi	Jodi Coyne	Linda Cyr	Muskan Jaisinghani	Tabitha Harris
Caitlin Shores	Deborah Welch	Joie Liscano	Lisa Courville	Nayer Shahmirza	Tania Thompson
Caroline Burnham	Kristin Mattson	Jon Commesso	Lisa Stevens	Nicole Foster	Theresa Graham
Carolyn Chu	Ed O'Brien	Julia Nash	Lisa Thomas	Nisevitha Soundharraj	Tiffany Thomas
Carri Nepini	Emma McGloin	Julie Celata	Lynn-Marie Green		
Carrie MacLean		Karen Newell			

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MEETINGS: See operating guidelines.

The frequency of the meetings is reviewed on a yearly basis. Committee members are expected to attend each monthly development session.

OBJECTIVES / RESPONSIBILITIES: Members of the BCLC play an integral role in planning and executing our company-wide **Service Day** through the following activities:

- Participate in selection of our Service Day not-for-profit partners
- Help the Corporate Citizenship team make decisions about key elements of the Service Day campaign and communications
- Work with a community partner to lead or co-lead a community-based, building-based or virtual project on Service Day
- Assist BlueCrew team with pre-registration engagement and spreading the word
- Communicate with and engage registered volunteers
- Serve as a resource for associate questions

In addition, Council members serve as **Corporate Citizenship ambassadors** through the following:

- Help promote a culture of belonging through civic engagement programs
- Encourage colleagues and teams to participate in BlueCrew activities and/or help facilitate team-building projects
- Assist with BlueCrew initiatives as needed, such as donation drives



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DECISION-MAKING: Although the BCLC weighs in on sites for Service Day, the Corporate Citizenship team makes all final decisions. BCLC members collaborate with community partners to determine how best to engage volunteers on Service Day, but the community partner is responsible for day-of volunteer management in accordance with the policies and procedures in place at their respective organizations. BCLC members escalate any challenges they encounter with project planning to their community partner and to the Corporate Citizenship team, who collaboratively determine how to solve these challenges.

EXPECTED OUTCOMES: The success of the BCLC is measured through Service Day participation and feedback from site-specific partners and associate volunteers.

REPORTING STRUCTURE OF COMMITTEE: The Corporate Citizenship team oversees the BCLC and maintains all related reporting.

CONFIDENTIALITY

In conducting its business, members of the Committee will take special care, consistent with the Company's Code of Ethics and Conduct (the Blueprint) to protect the confidentiality of sensitive information it receives.

CONFLICTS OF INTEREST

Committee members will promptly disclose any conflict of interest they may have with respect to any matter to be discussed by the Committee.

POLICIES: N/A

ANNUAL REVIEW: The Committee Charter will be reviewed and updated annually, and when significant changes occur such as leadership changes, changes in focus to respond to revised corporate priorities, changes in reporting, changes in decision making authority and/or structure, and/or responding to external changes such as regulatory updates.

Document Information: [Version control and record of annual review and updates.]

REVISION HISTORY:

Version	Date	Revision Summary
V1	4.23.25	

DOCUMENT OWNER:

Name	Organization
Lucy Darragh	Corporate Citizenship



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REVIEWERS:

Name	Division	Versions