



THE SYMBOL OF

Exceptional Careers

Insurance and Associate Benefits

Health Insurance

Full-time/part-time associates (and qualified dependents) are eligible after 30 days of employment through payroll deduction. Associates have a choice of a Silver PPO Plan, Bronze PPO Plan, or HDHP plan. **For Part-Time rates please contact Human Resources.

Premiums

**Per Paycheck w/ both credits

Employee Only

Silver PPO Plan

FT

\$38.68

Bronze PPO Plan

FT

\$17.05

HDHP Plan

FT

\$30.38

**Shannon wants to recognize healthy lifestyles and will offer each benefit-eligible associate and covered spouse who participates in the group health plan an opportunity to receive two wellness credits toward health premiums (per paycheck: \$25 for Wellness and \$25 for Tobacco) Please contact Human Resources for details on the coverage available for eligible dependents and wellness credits.

Annual Deductible

In Network:

Silver PPO Plan

\$2,200 Ind./\$4,400 Fam.

PCP Office Visits: \$35 Copay

Specialist Office Visits:

\$50 Copay

Bronze PPO Plan

\$4,000 Ind./\$8,000 Fam.

PCP Office Visits: \$35 Copay (3); 20%*

Specialist Office Visits:

Deductible; 20% Co-Insurance

HDHP Plan

\$2,750 Ind./\$5,500 Fam.

PCP Office Visits: Deductible; 10%*

Specialist Office Visits:

Deductible; 10% Co-Insurance

*Co-Insurance after the deductible

Prescription card included with health insurance

	Silver PPO Plan	Bronze PPO Plan	HDHP Plan
Annual Deductible	\$100/Ind.; \$200/Fam.	\$250/Ind.; \$500/Fam.	\$2,750 Ind./\$5,500 Fam. Deductible is inclusive of Medical Plan Ded.
In-Network Pharmacies	\$10/\$30/\$75 copays	\$10/\$30/\$75 copays	\$10/\$30/\$75 copays
Injectable and Specialty Drugs: (Shannon Pharmacy Only)	25% co-insurance up \$250 OOP max*	25% co-insurance up \$250 OOP max*	25% co-insurance up \$250 OOP max*
Other Network Pharmacies	\$20/\$60/\$150 copays	\$20/\$60/\$150 copays	\$20/\$60/\$150 copays
Injectable and Specialty Drugs:	No benefit	No benefit	No benefit

Dental

Full-time/part-time associates (and qualified dependents) are eligible after 30 days of employment through payroll deduction.

Premiums

**Per Paycheck

Employee Only

Emp. & Children

Emp. & Spouse

Emp. & Family

FT

\$6.00

\$17.00

\$17.00

\$25.50

Annual Deductible: Basic & Major Services

\$50 Ind./\$100 Fam.

100% Preventative

\$1,500 maximum annual benefit

Orthodontics:

\$100 deductible; 50% coverage,

\$1,000 lifetime max benefit

Life Insurance

All full-time associates are eligible for Basic Life Insurance after 90 days of employment. Shannon pays the premium for this basic life policy valued at 1.5 x annual salary.

** Associates are paid on a bi-weekly basis. However, insurance premiums are deducted from a 24 pay period year.



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Retirement 401k

All associates with at least three months of service are eligible. An associate may contribute up to 50% or maximum IRS limit. All associates with at least 15 months of service will be eligible for a matching contribution. Shannon matches dollar for dollar up to the first 3% - 50 cents on the dollar is given for the next 2%.

Leave Paid Time Off (PTO)

Full-time and part-time associates are eligible after 90 days of employment. PTO is used for time off for vacation, holidays, short-term illness/injury or personal reasons. PTO is accrued each pay period based on years of service and hours paid.

Extended Illness Bank (EIB)

Full-time associates after 90 days of employment are eligible. EIB is used for time off for personal illness/injury after the 24th hour of work missed per occurrence. EIB is accrued each pay period based on years of service and hours paid.

Bereavement Leave

Full-time associates are eligible after 90 days of employment. If scheduled to work, up to three days paid leave after death of immediate family member.

Education

Educational Assistance Program available, please contact Human Resources at 325-657-5243 for more information.

Miscellaneous Flexible Spending Accounts (F.S.A.)

Health Savings Accounts (H.S.A.)

Both F.S.A. and H.S.A. (s) offer associates an opportunity to withhold funds on a pre-tax basis for eligible expenses. Please contact Human Resources for more information.

Employee Assistance Program

All associates and dependents are eligible immediately for a confidential, off-site counseling program. Six free visits per calendar year. Please contact Human Resources for more information.

Jury Duty

While on jury duty full-time associates will be paid their base wages for scheduled work time.

Cafeteria Discount

All associates are immediately eligible for discounted meals in cafeteria for a discount of 25%.

Special Shannon Discounts

Shannon offers special associate discounts on the following items:

- Fitness Centers
- Wireless phone services
- Various amusement park tickets
- Uniforms



120 East Harris Avenue

For more information, please call Human Resources at 325-657-5243.

www.shannonhealth.com