



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

	Silver PPO Plan	Bronze PPO Plan	HDHP Plan
**Per Paycheck w/ both credits FT		FT	FT
Employee Only	\$41.34	\$19.06	\$32.79

**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

	Silver PPO Plan	Bronze PPO Plan	HDHP Plan
In Network:	\$2,200 Ind./\$4,400 Fam. PCP Office Visits: \$35 Copay Specialist Office Visits: \$50 Copay	\$4,000 Ind./\$8,000 Fam. PCP Office Visits: \$35 Copay (3); 20%* Specialist Office Visits: Deductible; 20% Co-Insurance	\$3,000 Ind./\$6,000 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.	\$3,000 Ind./\$6,000 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

		Annual Deductible: Basic & Major Services
**Per Paycheck	FT	\$50 Ind./\$100 Fam.
Employee Only	\$6.00	100% Preventative
Emp. & Children	\$17.00	\$1,500 maximum annual benefit
Emp. & Spouse	\$17.00	
Emp. & Family	\$25.50	Orthodontics: \$100 deductible; \$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 1.5x annual salary.

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



THE SYMBOL OF

Exceptional Careers

Insurance and Associate Benefits

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



206 North Main Street

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

www.shannonhealth.com