



THE SYMBOL OF

Exceptional Careers

Insurance and Employee Benefits

Health Insurance

Full-time/part-time employees (and qualified dependents) are eligible after one month of employment through payroll deduction. Employees have a choice of a Silver PPO Plan, Gold PPO Plan, or HDHP plan. **For Part-Time rates please contact Human Resources.

Employee Premium	Silver PPO Plan	Gold PPO Plan	HDHP Plan
**Per Paycheck	FT	FT	FT
Employee Only	\$83.50	\$114.50	\$69.50
Emp. & Spouse	\$203.50	\$291.00	\$135.50
Emp. & Children	\$192.00	\$263.50	\$127.50
Emp. & Family	\$249.50	\$365.00	\$161.50

**Shannon wants to recognize healthy lifestyles and will offer each benefit eligible employee who participates in the group health plan an opportunity to receive two wellness credits toward health premiums (\$50 and \$75 per month). Please contact Human Resources for details on the wellness credits.

Annual Deductible

In Network:	Silver PPO Plan	Gold PPO Plan	HDHP Plan
	\$1,500 Ind./\$3,000 Fam.	\$1,000 Ind./\$2,000 Fam.	\$2,500 Ind./\$5,000 Fam.
	PCP Office Visits: \$30 Copay	PCP Office Visits: \$30 Copay	PCP Office Visits: Fully Covered after Ded.
	Specialist Office Visits: \$45 Copay	Specialist Office Visits: \$45 Copay	Specialist Office Visits: Fully Covered after deductible

Prescription card included with health insurance

	Silver PPO Plan	Gold PPO Plan	HDHP Plan
Annual Deductible	\$100/Ind.; \$200/Fam.	\$100/Ind.; \$200/Fam.	Once the annual ded. is met the following copays will apply:
In-Network Pharmacies	\$7/\$25/\$75 copays	\$7/\$25/\$75 copays	\$7/\$25/\$75 copays
Other Network Pharmacies	\$15/\$50/\$150 copays	\$15/\$50/\$150 copays	\$15/\$50/\$150 copays

Dental

Full-time/part-time employees (and qualified dependents) are eligible after one month of employment through payroll deduction.

Employee Premium for Dental

**Per Paycheck	FT
Employee Only	\$5.00
Emp. & Children	\$15.00
Emp. & Spouse	\$15.00
Emp. & Family	\$22.50

Annual Deductible: Basic & Major Services
 \$50 Ind./ \$100 Fam.
 100% Preventative
 \$2,500 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 Medical Center pays the premium for this basic life policy valued at 1 x annual salary.

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



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Retirement **Retirement Contribution Plan**

Any employee with at least 15 months of service will be eligible for retirement contributions. Please refer to Human Resources or a Benefits Specialist for the vesting schedule for specific financial information.

401k

All employees with at least three months of service are eligible. An employee may contribute up to 50% or maximum IRS limit. All employees with at least 15 months of service will be eligible for a matching contribution. Shannon Medical Center 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 employees 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 employees 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 employees 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 employees an opportunity to withhold funds on a pre-tax basis for eligible expenses. Please contact Human Resources for more information.

Employee Assistance Program

All employees 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.

Materials Management Discount

Full-time and part-time employees are immediately eligible. The discount is hospital cost plus 20%. Payroll deduction only.

Jury Duty

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

Cafeteria Discount

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

Special Shannon Discounts

Shannon offers special employee discounts on the following items.:

- YMCA (Wellness Initiative)
- Wireless phones
- Various amusement park tickets
- Uniforms
- Various HC Texas saving programs



SHANNON MEDICAL CENTER

120 East Harris Avenue

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

www.shannonhealth.com