



# SHIONOGI INC.

## OUR BENEFIT PROGRAMS

Shionogi is pleased to offer a wide range of benefits suited to employee and family needs. You will have flexibility in choosing the right coverage level for you and your family. We realize that affordable and quality benefits play a key role in employee's lives — we are proud to share over 80% of the cost for medical, dental and vision plans!

### Medical/Dental/Vision

We provide PPO benefit plans. This means that you may use services in-network or out-of-network. We offer coverage for you and your family as well as domestic partner coverage for both same and opposite sex.

### Rx Coverage

We have several tiers of prescription coverage including the choice of receiving your prescription at your local pharmacy or using mail order service to save you time and money. And the best part is, Shionogi products are FREE to you and all eligible dependents!

### Wellness

Here at Shionogi, we have made it one of our priorities to provide a quality Wellness program that stands apart from the rest. By participating in some simple tasks; like getting an annual physical, annual dental cleaning, and completing an online health risk assessment, you and your eligible dependents can earn \$100 for each completed item!

Our wellness program also consists of many other items, such as:

- Monthly health and financial newsletters
  - Annual Health Fairs
  - Electronic Health Books
- ...and much more!

### Paid Time Off (PTO)

We all need time to recharge our batteries and relax. That is why Shionogi offers a generous PTO plan, with at least 20 days for full time employees (pro-rated for new hires).

### Disability and Life Insurance

Shionogi offers Short Term/Long Term Disability, Accidental Death & Dismemberment and Voluntary Life Insurance at no cost to you.

We also offer the option to purchase additional Life Insurance and AD&D for you and your family members in excess of what Shionogi provides.

### 401k Retirement Savings

Our 401k plan offers flexibility, easy access and a wide range of funds. We match 100% up to the first 6% of eligible contributions and you are 100% vested immediately.

All benefits are subject to the terms and conditions of the Summary Plan Descriptions.