

PRESS ENTERPRISE

We are proud to offer the following benefits package to Full Time employees:

MEDICAL



Press Enterprise offers an HMO plan that utilizes local and regional networks. Our plan does not require a PCP referral for covered services received in network.

Most annual preventative services are no cost to our employees.

We participate in Geisinger Extra which provided an innovative way to receive care at a lower office visit copay.

We offer three choice options for prescription drugs as well as free prescription drugs for certain name brands and a mail order pharmacy.

Rx Savings Solutions provides transparency into prescription costs and options.

ConnectCare3[®]

ConnectCare3 is a confidential, employer-sponsored benefit provided to employees and their dependents covered under the health plan at no additional cost. ConnectCare3 has no affiliation with any insurance carrier or hospital system.

DENTAL



The Delta Dental plan makes it easy for you to find a dentist and easy to control your costs when you visit a network dentist.

VISION



Eligible members are able to receive annual examinations and frames every 12 months for under 19 years old and every 24 months for 19 and older.

In-Network Highlights	PPO
Deductible	\$2,000 Individual \$4,000 Family
Coinsurance	Plan pays 80% after deductible is met
Office Visit	\$25 with PCP / \$10 with Extra site PCP
Well-Child Visits	\$0
Specialist	\$50 per visit
ER	\$200, waived if admitted
Urgent Care	\$25 per visit
Retail Rx	\$15/\$45/\$70 \$0 copay for certain generic drugs as part of Tier 1



- 24/7/365 Access with no time limits for visits
- Diagnose, treat and prescribe
- Service available in all 50 states
- Licensed and reside in the US
- Board certified, with an average of 20 yrs.
- Experience
- NO COPAYS OR DEDUCTIBLES

Local Discounts: Fitness Centers and YMCA, Amusement park admissions, vision services, chiropractic care, massage therapy, acupuncture, nutrition services, wearable fitness devices.

Status	Bi-weekly Deduction for medical, dental and vision	Bi-weekly Deduction for dental and vision only
EE	\$58.98	\$3.56
EE + SP	\$157.06	\$8.48
EE + Child	\$120.75	\$8.48
EE + Children	\$182.17	\$8.48
FAMILY	\$200.00	\$8.48

Spousal surcharge may apply when other coverage is available.

LIFE INSURANCE

Press Enterprise provides one times basic annual salary as well as \$5,000 for each dependant.

VOLUNTARY LIFE

Employees may purchase 1X, 2X or 3X basic annual salary.

Age	Rates per \$1000
0-29	\$0.0850
30-34	\$0.0950
35-39	\$0.1350
40-44	\$0.2150
45-49	\$0.3450
50-54	\$0.6050
55-59	\$0.9750
60-64	\$1.5150
65-69	\$2.2650
70-74	\$3.8150
75 +	\$7.9550

DISABILITY

After the appropriate waiting period, employees will be eligible for 66 2/3 their base pay in short-term disability coverage.

PAID HOURS OFF

Full time employees earn Paid Hours Off (PHO) to use for most type of time off from work. Employees with less than a year of service, working 37.5 hours per week, earn approximately 90 hours of PHO in a year.

Newly hired full time employees will receive 15 hours of PHO for the initial 90 hours days of employment.

Years of Service	Earning Rate
1-5	1 PHO for every 13.5 hours worked
6-10	1 PHO for every 11.75 hours worked
11-20	1 PHO for every 10.75 hours worked
More than 20	1 PHO hour for every 9 hours worked

We offer the following benefits **all** employees:

DISCOUNTED CLASSIFIEDS

All employees are eligible for a 50% discount on all personal classified ads.

EMPLOYEE ENGAGEMENT

Mission: Create an environment that values and supports employee engagement and promotes a healthy organization through the following activities:

- Service Awards
- ECHO Blast Emails
- Team Building Activities
- Summer and Holiday Parties



401k

After one year of service and 1,000 hours worked, employees are eligible the next Jan 1, April 1, July 1 or Oct 1.

Scholarship

Eligible employees and family members may apply for an annual scholarship at Bloomsburg University.

SUBSCRIPTIONS

Daily courtesy newspapers are available in the cafeteria.

Both print and online newspaper access is available to all employees at an annual rate of \$91.

Full-time employees may elect a payroll deduction and part-time employees must pay total in full.

Please check in with the Circulation department for enrollment.