



Argonne National Laboratory Benefits Summary for 2016

Medical:

ANL offers a Preferred Provider Plan (PPO) which is administered by Blue Cross Blue Shield of Illinois (BCBSIL). For your financial protection, this plan has a calendar year out-of-pocket limit for in-network expenses of \$2,550 for single, \$5,100 for single plus one, and \$7,350 for family, which includes the deductible of \$300 single or \$600 family. As an option, if you live in the Chicago metropolitan area, you may choose Blue Advantage HMO, a health maintenance organization (HMO) for your medical coverage. Participation in a medical plan automatically includes coverage for prescription drugs. Coverage is effective from the first day of employment. Employee contributions are required.

Dental:

ANL also offers an option to enroll in the ANL Dental Plan. The plan is designed to encourage you to maintain a sound program of dental care by providing 100% coverage for certain preventive services. Other services are covered at 75% (after a deductible) to a maximum of \$2,000 a year. Orthodontic coverage is also provided with a lifetime maximum of \$2,000 per individual.

Employee contributions are required.

Vision:

Employee can elect to participate in EyeMed Vision plan. It offers the following benefits: eye exam at an in-network provider is \$10 co-pay, frames \$130 allowance and 20% off balance over \$130. Single vision, bifocal and trifocal lenses are \$20 copay. Standard progressive lenses have \$65 copay, premium progressive lenses' cost vary based on the exact lens type from \$85 to \$110 copay. EyeMed plan also covers various lens option types at either no copay or up to \$68 copay depending on the type of lens treatment. At an in-network provider, members also receive 40% off additional eyewear purchases and 20% off non-prescription sunglasses and accessories. EyeMed also offers discounts on LASIK laser vision correction.

Health Care Plans Employee Monthly Contribution Rates Effective January 1, 2016

Plan	Single	Single+1	Family
BCBSIL PPO	\$153	\$297	\$550
Blue Advantage HMO	\$112	\$233	\$314
	Single	Single+1	Family
Delta Dental PPO	\$10	\$20	\$33
EyeMed Vision	\$6.27	\$11.93	\$17.51

This summary provides an overview of the benefit plans offered by Argonne National Laboratory. It is not a legal document. If there is a conflict between information found in this summary and the actual plan documents, the plan documents always prevails. The Laboratory reserves the right to amend or terminate these programs, subject to its terms and all applicable laws. Benefits for union employees are subject to their collective bargaining agreements. Department of Education (DEP) employees are not included in this summary.

Temporary Job Classifications (at least 6 month term and 20 hours/week)

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AD&D Insurance (J1/JS visa holders only):

You will automatically be insured on your first day of active employment with group accidental death and dismemberment insurance (AD&D) in an amount equal to one times your annual base salary up to a maximum of \$15,000. In conjunction with AD&D coverage you also receive Travel insurance (emergency medical costs and repatriation of remains).

The cost of your AD&D coverage is paid by Argonne.

Retirement:

Argonne provides a tax-deferred defined contribution retirement plan. You may enroll in this plan on a supplemental basis. Argonne does not contribute to your retirement account.

Employees in Argonne Scholar position and Long Term Regular position will participate in mandatory retirement contributions of 2.5% basic pay and receive 9% laboratory match toward their retirement accounts.

Holidays:

Employees receive 10 paid holidays a year, one of which is a floating holiday selected by the employee.

Vacation:

Eligible employees accrue vacation time in direct proportion of scheduled hours to full time hours and may accrue a balance of 30 days. Employees receive vacation accrual on a monthly basis. Accrual rates are based on years of service as follows:

Years 1 through 5	15 days (1.25 days monthly)
Years 6 through 10	18 days (1.5 days monthly)
Years 11 through 15	21 days (1.75 days monthly)
Years 16 and above	24 days (2 days monthly)

Flexible Spending Accounts:

The Argonne Flexible Spending Account (FSA) plans allow you to set aside pre-tax dollars to pay for unreimbursed health care and dependent day care expenses. The FSA plans enable you to reduce your federal, state, and social security taxes. The maximum annual amounts you can set aside are \$2,550 to the health care spending account and \$5,000 to the dependent day care spending account. Up to \$500 of unused health care dollars may be carried over to the next calendar year.

Health and Employee Wellness:

Argonne has a Health and Employee Wellness Division that offers programs to our employees. Offerings include onsite physical therapy (PT), voluntary physical exams, disease management, flu shots, an employee assistance program (EAP), and a variety of other programs.

Business Travel Accident:

Argonne provides insurance to cover employees while traveling on business for the Laboratory in the event of death or physical dismemberment resulting from an accident. The maximum benefit is \$300,000. Employees are covered from the first day of employment and the cost of the Business Travel Accident Plan is paid by Argonne.

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