



Amkor Benefits Overview

Medical Benefits (AZ)

Amkor EPO

The EPO Plan is a generous managed health care program. Your out-of-pocket costs are set co-pays with no deductibles or co-insurance. The Exclusive Provider Organization (EPO) is a network of Hospitals, Physicians, Labs and other providers who are located within a Service area; and who have agreed to provide medically necessary services and supplies for favorable negotiated discount fees applicable only to Plan participants.

Under the EPO Plan there is coverage **ONLY** when you use an EPO provider, but BCBS of Arizona, PHCS nationally and the Mayo Clinic's provide Amkor employees with a wide choice of network providers. The only exception is if you are traveling outside of the EPO service area and need to access emergency care, you will then be covered as if you were utilizing a network provider.

Amkor PPO

The Preferred Provider Organization (PPO) participants may obtain health services from In-Network or Out-of-Network providers. In-Network has \$300 deductible and 80/20 coverage for major services and for general office visits. In-Network providers have agreements with the PPO Plan to accept a co-pay. Out-of-Network providers have no agreements with the Plan and are generally free to set their own charges for any services or supplies they provide. Out-of-Network deductible is \$600 with 60/40 coverage on usual/typical fees. Providers may bill the covered individual for any balance that may be due in addition to the amount payable by the Plan, known as balance billing.

Kaiser CA

Our California staff also has the option of utilizing the Kaiser Permanente medical insurance. They are dedicated to improving the health of members and local communities for over 60 years. They are recognized across the U.S. for their high quality and organizational effectiveness.

Prescription Medications

The pharmacy benefit for both the EPO and PPO medical plans are with Catamaran. Amkor members have the choice of filling their prescriptions for a 30 day or 90 day supply; filled over the counter with "Advantage 90" at retail stores, or mail order pharmacy for a 90 day supply.

Delta Dental

Participants to the Amkor dental plan have the opportunity to receive dental care from any dentist, even Out-of-Network. Delta Dental has the largest network of participating providers, offering the most dentists to choose from while receiving discounted services. Having the ability to stay In-Network, means less out-of-pocket expenses.

Plan covers up to \$1,500 per year for each covered family member and offers orthodontia for both adults and children.

Vision Service Plan (VSP)

VSP offers world-class products and services to eye care professionals, employers, and more than 55 million members through a group of leading companies providing comprehensive eye care coverage, access to cutting-edge frame styles and brands. VSP has no ID cards, no claim forms, and no hassles. To access benefits, simply make an appointment with a VSP provider.

Amkor 401(k) Plan

A 401(k) Retirement Plan is available to all qualified employees. Amkor works with Vanguard to provide easy access to your plan information with the latest online and mobile technologies.

You are eligible to enroll in the plan the first day of the month following your hire date. **Amkor will match 75%** of the amount you defer up to a maximum of \$6,000 per calendar year, beginning after 1 year of plan eligibility.

Basic Life Insurance

As an eligible Amkor employee, you automatically receive basic life insurance equal to 1.5 times annual salary to a \$350,000 maximum. An additional AD & D Policy is in place that covers you with another 1.5 times annual salary up to \$350,000 in the event of accidental death. American General Life Companies underwrites the life insurance coverage. Amkor pays the full cost of your basic life insurance and AD&D.

Short-Term and Long-Term Disability

Sometimes employees may have to take time off from work for medical reasons. Full-time employees are eligible for short-term and long-term disability benefits on the 91st day of continuous employment. Amkor pays the full cost of your disability coverage.

Flexible Spending Accounts

Under this program, employees may deposit a portion of their salary (before taxes) into one or more individual expense-reimbursement accounts tax-free. Then, during the year, as employees incur eligible medical, dental, vision and/or dependent-care expenses, they submit a claim form and are reimbursed for these expenses from their flexible spending account.

Tuition Reimbursement

Amkor employees are encouraged to further their education to enhance their work-related skills, knowledge and ability. This program is intended to assist employees pursuing degrees or individual self-improvement courses from accredited colleges or universities. This program consists of:

- Undergraduate degree (Associate or Baccalaureate)
- Graduate study (Masters, Doctorate or equivalent)
- Certificate programs in specialized areas

Undergraduate: \$5,000 during any calendar year **Graduate:** \$7,000 during any calendar year

- 100% for a grade of “A” or “B” or “PASS”
- 75% for a grade of “C”

Amkor Health Happenings

Amkor has an award winning wellness program to promote good health and well-being for our employees. We developed the Healthy Living Reimbursement Program (“HLRP”), recognized by the American Heart Association and the Phoenix Business Journal in naming Amkor one of the healthiest employers in the Valley. Amkor employees can earn a premium discount of up to \$50 per month on their health insurance. They can also receive a free wireless fitness tracker and earn other great incentives by taking action and participating in healthy life activities.

Employee Assistance Program

ACI Specialty Benefits offers an Employee Assistance Program (EAP) that provides Amkor employees and family members with confidential counseling and referral services to better manage life issues. A diverse multilingual and multicultural network of qualified providers is available to assist employees with any concern or problem affecting behavioral health, well-being, or even job performance.

Your EAP is designed to help you lead a happier and more productive life at home and at work. All of us have experienced some type of personal problem, concern or emotional crisis at one time or another and ACI is only a phone call away.

Supplemental Benefits

Amkor also offers access to other supplemental benefit programs such as United Pet Care, Legal Shield and Employee Discount Programs. Come and learn about the Amkor Benefits and find out how much we can offer you.