

# At Shire, benefits matter because people matter.



We enable people with life-altering conditions to lead better lives, and that begins at home, through the benefits we offer our employees. Our broad menu of benefit choices help employees and their family members to be well and take care, plan for their futures, plan for emergencies and manage the often conflicting demands of work and home. Take a closer look...



## HEALTHCARE

### MEDICAL AND PRESCRIPTION DRUG BENEFITS

Our medical benefits are designed to offer choice, flexibility and a focus on health and prevention. Shire employees have the option of choosing from two different national medical plans, with regional medical plans also available in certain locations. All plans offer comprehensive care and prescription drug coverage, but differ in how they share costs; giving employees the option of selecting the plan that is best matched to their needs and those of their families.

### DENTAL BENEFITS

Shire offers two comprehensive dental plans. One dental plan offers in-network coverage only, while the other dental plan offers in-network coverage through two different provider networks, along with the option to use out-of-network providers.

### VISION BENEFITS

Shire offers a vision plan through a national provider. The plan provides affordable benefits, quality care, an annual eye exam and additional discounts for eyewear.

### ELIGIBILITY

As a Shire employee, you and your eligible dependents may participate in these plans. Your eligible dependents are:

- Your legal spouse (same or opposite sex)
- Your same or opposite sex domestic partner (Affidavit of Domestic Partnership required)
- Your children, stepchildren, legally adopted children, domestic partner's children and children for whom legal guardianship has been awarded — regardless of student status, marital status, or residence — up to age 26
- Children of any age who are mentally or physically disabled and dependent upon you for support
- Your children who are covered by a Qualified Medical Child Support Order (QMCSO)



# SAVINGS

## 401(K) PLAN

In addition to the programs that Shire provides that help employees take care of their health, we also provide programs that help them prepare for the future.

Shire's 401(k) Plan offers Pre-Tax and Roth contribution options to help maximize your savings. Shire also contributes a matching contribution on your behalf. Your contributions and Shire's matching contribution are immediately 100% vested. In addition, you can contribute a percentage of your salary to the plan up to the IRS limit each year.

## EMPLOYEE STOCK PURCHASE PLAN

To give employees the opportunity to share in the success they help to create, Shire offers an Employee Stock Purchase Plan or "ESPP." Through the ESPP, employees can purchase American Depository Shares (ADS's) at a 15% discount.



# FSA

## FLEXIBLE SPENDING ACCOUNTS & COMMUTER BENEFITS

Through an FSA, you can set aside a portion of your pay on a pre-tax basis to use toward certain health or dependent care expenses.

Shire offers three types of FSA options:

- **Health Care FSA** allows employees to pay for medical, dental and vision expenses not covered by the benefit plans with pre-tax dollars.
- **Dependent Care FSA** provides employees the ability to set aside pre-tax dollars to fund the care of children (under the age of 13) and/or a disabled parent/spouse.
- **Commuter program** allows employees to set aside pre-tax funds to help pay for eligible public transit and parking expenses for their commute to work. Employees are eligible for a company provided reimbursement subsidy of up to \$130 per month for public transit expenses.



# LIFE INSURANCE & DISABILITY

## LIFE AND AD&D INSURANCE

Shire provides Basic Life and Accidental Death & Dismemberment (AD&D) coverage at no cost to employees.

Shire employees also have the opportunity to purchase additional coverage for themselves, their spouses and/or their dependent children.

Shire also provides Business Travel Accident insurance at no cost to employees.

## DISABILITY BENEFITS

Shire provides both Short-Term and Long-Term Disability benefits to provide financial protection to employees in the event of unexpected time away from work due to illness, injury or other life events. Maternity benefits are paid at 100% for 12 weeks regardless of tenure.



# WORK/LIFE

## **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

The EAP provides a trusted source of information and support for things such as personal problems, stress management and financial concerns, at no cost. All employees and their family members are eligible for counseling, information, support and referral services.

## **EDUCATIONAL ASSISTANCE**

The educational assistance program is designed to support eligible, full- and part-time employees in their pursuit of undergraduate or post-graduate level studies. Eligible coursework completed outside of work hours may qualify for reimbursement of tuition and related expenses.

## **ADOPTION ASSISTANCE**

Shire provides financial assistance to eligible employees who are building their families through adoption. Full-time employees who have completed 12 months of employment can receive up to \$10,000 of financial reimbursement toward eligible adoption related expenses.

## **VOLUNTARY BENEFITS**

Shire offers employees a variety of voluntary benefits which provide a group discount for optional coverages such as auto insurance, home insurance, pet insurance, etc.

## **WILL PREPARATION PROGRAM**

Employees have access to a free, online Will Preparation Program that enables them to create a simple online will and access additional paid services to help them prepare other legal documents, such as living wills and trusts or powers of attorney.

## **EMPLOYEE REFERRALS**

As part of a comprehensive recruitment strategy, Shire encourages all employees to refer qualified candidates for open positions and provides a bonus for the referral of successful candidates.

## **BACK-UP CHILD CARE**

Shire partners with Bright Horizons® to assist Shire employees with balancing the competing demands of work and life. Employees have access to the Bright Horizons Care Advantage Program, which provides center based or in-home care when regular arrangements fall through. Employees may also use CareDirect, a program that provides access to a caregiver database powered by Sittercity®, as well as preferred enrollment and up to a 10% tuition discount at participating childcare centers, and student and elder care support services.

