

Summary of Benefits – U.S. Plan



PLAN	HIGHLIGHTS	FEATURES	
Medical	Preferred Provider Organization (PPO) Plan Choose either in-network, out-of-network	In-Network <ul style="list-style-type: none"> • \$350 individual deductible • Office visit co-pay (\$20, \$40 specialists) • 80% hospitalization coverage. Employee pays 20%. 	Out-of-Network <ul style="list-style-type: none"> • \$500 individual deductible • 60% office visit coinsurance. Employee pays 40%. • 60% hospitalization coverage. Employee pays 40%.
Prescriptions (Included with Medical coverage)	Prescription Benefit Management Minimal co-pay is required for prescriptions purchased	<ul style="list-style-type: none"> • Prescriptions covered only at participating retail pharmacies. • Retail prescriptions (34-day supply): \$10.00 generic, \$20.00 brand preferred, \$35.00 brand non-preferred. • Mail order prescriptions (90-day supply): \$20.00 generic, \$40.00 brand preferred, \$70.00 brand non-preferred. • Retail or mail order prescriptions for injectibles (30-day supply): \$100 • BUY 2 GET ONE FREE IF YOU USE MAIL ORDER! 	
Dental	The employee may select any dental provider	<ul style="list-style-type: none"> • No cost for preventive care. • \$50 annual deductible for basic and major care. • 80% coinsurance for basic care. Employee pays 20%. • 60% coinsurance for major care. Employee pays 40%. • 50% coinsurance for orthodontic care. Employee pays 50%. 	
Vision	Offers a complement of providers such as optometrists, ophthalmologists and opticians	<ul style="list-style-type: none"> • Plan maximums include payment towards exams, lenses (glass or contacts), and frames every 12 months. • Co-payment -\$10.00 exam/\$10.00 for materials. 	
Flexible Spending Accounts Allows employee to set aside pre-tax dollars to pay for certain out-of-pocket expenses. Must enroll each year.	Health Care Account Dependent Care Account	<ul style="list-style-type: none"> • Employee may contribute up to \$ 5,000 per year pre-tax. • Employee may contribute up to \$5,000 per year pre-tax (\$2,500 if married and filing separately). 	
Life Insurance and AD&D (no cost to the employee)	Basic Group Life and AD&D (Employee only) Life Coverage for Spouse Life Coverage for Child(ren)	<ul style="list-style-type: none"> • Basic Life and AD&D coverage at two times employee's annual salary. • \$500,000 maximum coverage. • Basic Life coverage of up to \$5,000, not to exceed 50% of employee's coverage. • Basic Life coverage of \$500 from birth to 6 months, \$2,000 for ages 6 months to age 19, or up to 23 years if a full-time student. 	
Voluntary Group Life and AD&D (100% paid by employee)	Voluntary Life and AD&D Coverage for Employee Voluntary Life and AD&D Coverage for Spouse Voluntary Life and AD&D Coverage for Child(ren)	<ul style="list-style-type: none"> • Voluntary Life coverage in \$10,000 increments up to \$500,000, not to exceed 5 times employee's annual earnings. • Voluntary AD&D in \$10,000 increments up to \$600,000, not to exceed 5 times employee's annual earnings. • Personal Health Application required for initial Voluntary Life coverage over \$300,000. • Max Voluntary Life and AD&D of 50% of employee's coverage up to \$250,000. • Personal Health Application required for Voluntary Life and AD&D coverage over \$25,000. • Maximum Voluntary Life and AD&D coverage is \$10,000 (for children under the age of 19 or up to 23 with full time student verification). 	
Disability (no cost to employee)	Long-Term Disability	<ul style="list-style-type: none"> • Coverage of 60% of your monthly pay after 90 days of disability, up to \$10,000 a month. 	
401(K) Savings Plan	The BEST 401k plan in the drilling industry!!! Allows employee to save for retirement with pre-tax dollars.	<ul style="list-style-type: none"> • The company will match dollar for dollar, up to the first 6% of your earnings contributed to the plan. • 100% vested in employee and employer contributions at date of enrollment in the plan. • Pre-tax savings reduce your taxable income. 	
Employee Stock Purchase Plan (ESPP)	Allow employees to purchase shares of Pride common stock at a 15% discount	<ul style="list-style-type: none"> • 15% discount on Pride common stock. • Convenient automatic payroll deductions for employee contributions. • Shares purchased once a year after the end of the plan year. 	
Employee Assistance (EAP) (no cost to employee)		<ul style="list-style-type: none"> • Free, confidential assistance for you and your family. Helps deal with emotional, interpersonal, financial, legal or substance abuse problems. • 24-hour toll free assistance available. 	