

# Cost of Benefits (Semi-weekly/Pay Per Period)

Your contributions toward the cost of benefits are automatically deducted from your paycheck before taxes. The amount will depend upon the plan you select and if you choose to cover eligible family members.

## Medical (Vision included)

Coverage Tier	HDHP	PPO
Employee	\$16.72	\$49.74
Employee + Spouse	\$185.83	\$249.74
Employee + Child(ren)	\$171.11	\$233.36
Family	\$264.70	\$359.11

## Dental

Coverage Tier	Contributions
Employee	\$2.63
Employee + Spouse	\$12.78
Employee + Child (ren)	\$14.24
Family	\$20.41

## Registered Domestic Partner (RDP) Contributions:

Your contributions to cover an RDP are the same as those to cover a legal spouse. However, because of Internal Revenue Code (IRC) restrictions, in most cases, the fair market value of your RDP's or RDP's children's (if they are not federal tax dependents) healthcare coverage will be taxable to you as imputed income. This value is determined by the amount that The Company pays in premium for RDP coverage. This amount raises your taxable gross income. Also, the payroll deductions to cover an RDP must be taken on an after-tax basis.

## Supplemental Life/AD&D

Deductions for supplemental Life/AD&D are taken from your paycheck after taxes. Rates are available during enrollment.

