

BENEFIT PLAN COSTS

The premiums below are shown on a monthly and semi-monthly basis and can be deducted on a pre-tax basis.

Medical Plan- Base Option

Payroll Deduction

	Monthly Cost	Semi-monthly Cost
Employee	\$16.00	\$8.00
Employee with Spouse	\$280.00	\$140.00
Employee with Children	\$219.00	\$109.50
Employee with Family	\$473.00	\$236.50

Medical Plan- Buy-Up Option

Payroll Deduction

	Monthly Cost	Semi-monthly Cost
Employee	\$88.00	\$44.00
Employee with Spouse	\$440.00	\$220.00
Employee with Children	\$357.00	\$178.50
Employee with Family	\$698.00	\$349.00

Dental

Payroll Deductions

	Monthly Cost	Semi-monthly Cost
Employee	\$21.00	\$10.50
Employee with Spouse	\$42.50	\$21.25
Employee with Children	\$47.00	\$23.50
Employee with Family	\$75.00	\$37.50

LTD

Payroll Deductions

Employee	\$0.00, Highmark Companies pays 100% of the cost
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Life

Payroll Deductions

Employee	\$0.00, Highmark Companies pays 100% of the cost.
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