

Your 2020 Monthly Benefit Costs



MEDICAL PLAN

Annual Base Compensation < \$64,999	Consumer 2250		Consumer 3000		TreeHouse PPO	
	Company Cost	Employee Cost	Company Cost	Employee Cost	Company Cost	Employee Cost
Employee	\$422	\$47	\$407	\$21	\$394	\$154
Employee + Spouse	\$1,001	\$169	\$1,015	\$52	\$947	\$421
Employee + Child(ren)	\$762	\$128	\$772	\$40	\$722	\$320
Family	\$1,363	\$229	\$1,382	\$71	\$1,290	\$573
Annual Base Compensation \$65,000 - \$129,999	Consumer 2250		Consumer 3000		TreeHouse PPO	
	Company Cost	Employee Cost	Company Cost	Employee Cost	Company Cost	Employee Cost
Employee	\$399	\$70	\$387	\$41	\$361	\$187
Employee + Spouse	\$925	\$245	\$964	\$103	\$862	\$506
Employee + Child(ren)	\$703	\$187	\$736	\$76	\$656	\$386
Family	\$1,282	\$310	\$1,314	\$139	\$1,174	\$689
Annual Base Compensation \$130,000+	Consumer 2250		Consumer 3000		TreeHouse PPO	
	Company Cost	Employee Cost	Company Cost	Employee Cost	Company Cost	Employee Cost
Employee	\$355	\$114	\$377	\$51	\$309	\$239
Employee + Spouse	\$863	\$307	\$940	\$127	\$736	\$632
Employee + Child(ren)	\$657	\$233	\$714	\$98	\$561	\$481
Family	\$1,175	\$417	\$1,279	\$174	\$1,004	\$859



SUPPLEMENTAL LIFE & DISABILITY PLANS

Supplemental Employee Life Cost per \$1,000				Supplemental Spouse Life		Supplemental Child Life		Other Supplemental Coverage	
Age	Monthly Cost	Age	Monthly Cost	Amount	Monthly Cost	Amount	Monthly Cost	Coverage	Cost / Per
<25	\$0.050	50-54	\$0.228	\$25,000	\$5.915	\$5,000	\$0.760	LTD Buy-Up (60%)	\$0.232 / \$100
25-29	\$0.059	55-59	\$0.426	\$50,000	\$11.831	\$10,000	\$1.520	AD&D Employee	\$0.023 / \$1,000
30-34	\$0.079	60-64	\$0.653	\$75,000	\$17.746	\$25,000	\$3.800	AD&D Family	\$0.031 / \$1,000
35-39	\$0.089	65-69	\$1.257	\$100,000	\$23.661				
40-44	\$0.099	70+	\$2.039						
45-49	\$0.149								



DENTAL PLAN

Plan Options	High Plan		Low Plan	
	Company Cost	Employee Cost	Company Cost	Employee Cost
Employee	\$15	\$15	\$9	\$8
Employee + Spouse	\$38	\$37	\$22	\$22
Employee + Child(ren)	\$29	\$29	\$17	\$16
Family	\$51	\$51	\$30	\$29



VISION PLAN

Plan Options	VSP Choice Plan Employee Cost
Employee	\$7.32
Employee + Spouse	\$14.67
Employee + Child(ren)	\$11.01
Family	\$19.06