

BlueCross BlueShield Health Insurance

The following pages include descriptions of each plan with benefit highlights, co-pays, and coverage limitations. Because T&T covers the full cost of the employee's insurance on the S608 plan, we encourage EVERYONE to enroll in at least this level of coverage.

\$3000 Deductible - Plan S608

<u>Coverage Options:</u>	<u>Cost per paycheck:</u>
Employee Only	\$ 0.00
Employee and Spouse	\$318.47
Employee and Child(ren)	\$318.47
Entire Family	\$636.94

\$1000 Deductible - Plan G620

<u>Coverage Options:</u>	<u>Cost per paycheck:</u>
Employee Only	\$ 55.52
Employee and Spouse	\$429.52
Employee and Child(ren)	\$429.52
Entire Family	\$803.52

The cost of your health insurance will be deducted as pre-tax dollars. This takes a big bite out of your tax liability! This means that the actual cost to you is less than indicated above.

Here is an example of how it works:

Without Insurance

\$3000.00 Gross Pay

No Insurance

\$3000.00 Taxable Pay

-342.00 Income Tax

-229.50 FICA Tax

\$2428.50 NET PAY

With Insurance

\$3000.00 Gross Pay

-318.47 Pre-Tax Insurance

\$2681.53 Taxable Pay

-293.00 Income Tax

-205.14 FICA Tax

\$2183.39 NET PAY

Difference between net pay with no insurance and net pay with employee/spouse coverage on S608 plan is \$245.11. In this example, instead of \$318.47, it actually costs only \$245.11!

Coverage is available to all full-time employees who work at least 30 hours a week and who have been continuously employed for 60 days. Employee benefits and/or rates are subject to change or termination at any time. 30 hours per week is figured by averaging over a calendar month. If you are enrolled in benefits and you work less than 30 hours per week (averaged in the calendar month), you will be responsible for paying the full cost for your benefits that month. Coverage begins on the 1st of the month following 60 days of continuous, full-time employment.