



Benefit Highlights 2024

Banner Residents and Fellows

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At Banner Health, we want to empower everyone to be their best self, and we believe a focus on well-being will help pave the way. Your benefits are a critical part of our well-being mission. Whenever and wherever possible, we strive to keep your costs affordable while providing the best possible value and benefit.

ELIGIBILITY

You are eligible to enroll in benefits when you are hired as a regular* full-time** or part-time team member assigned a total FTE (full-time equivalent) of 0.5 or greater.

You may enroll dependents:

- Spouse (same or opposite sex)
- Common Law Partners (if applicable)
- Domestic Partners

- Children up to age 26
- Disabled children over age 26
Documentation will be required to verify eligibility of your dependents.

**Regular is a team member type in the Banner Health MyHR System. ** Full-time premiums apply to a 0.7 FTE or greater (equivalent to 28 scheduled hours per week in MyHR | Workday).*

MEDICAL

Banner offers three medical plan options through **Banner | Aetna**.

Banner Value Plan

The Value Plan gives team members a truly low-cost option with low premiums and higher deductibles. This plan is paired with a Health Savings Account (HSA) that lets you set aside pre-tax money for eligible medical expenses.

Banner Premier Plan

The Premier Plan has low-cost premiums and mid-tier deductibles that are lower than our Value Plan. This plan is paired with an HSA, which helps you save money for eligible medical expenses on a pre-tax basis. Banner contributes funds to the Premier Plan HSA each pay period. Single employee coverage receive \$450 per year. Those with greater than single coverage receive \$900 a year in HSA contributions. This is spread over the year on a per-pay period basis. HSA contributions for new hires are pro-rated.

Banner Choice Plus Plan

The Choice Plus Plan offers defined copays, lower deductibles (or even no deductibles) but higher premiums. We encourage you to select a Primary Care Physician, but it is not a requirement. You will not be required to obtain a PCP referral to see a specialist! This plan doesn't qualify for an HSA; you may elect a Health Care Flexible Spending Account (FSA).

Cost: Premiums are paid by Banner for non-tobacco users; premiums are shared between you and Banner for tobacco users.

To get comprehensive information, view your medical benefit documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

Enrollment: Newly eligible team members have 31 days to enroll

PHARMACY

Pharmacy benefits are offered in conjunction with Banner medical plans and administered by **Banner | Aetna**.

Plans provide prescription drug benefits through a network of participating pharmacies including most major drug store chains, as well as Banner Family Pharmacy options and a mail order program.

To get comprehensive information, view your pharmacy benefit documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

Enrollment: Automatic with enrollment in a medical plan

DENTAL

Banner provides three dental options through **Cigna Dental**.

Basic Dental Plan

This dental health maintenance organization (DHMO) plan has the lowest premiums, no deductibles and no annual maximums. You pay a flat copay amount based on the covered service. You must select a general dentist from the DHMO network who will refer you to dental specialists as needed. There is no coverage for care from non-DHMO providers.

(This plan is only offered based on the availability of network providers near your home zip code. If you move out of the network area, you will need to change plans.)

Value Dental Plan

This dental preferred provider option (DPPO) plan has deductibles for most services, and you pay a percentage of the costs for covered services. You may go to any dentist; however, you will receive discounted rates at a DPPO

network provider. This plan does not include orthodontia coverage.

Premier Dental Plan

This DPPO plan has the highest premiums but offers the most coverage. It is similar to the Value Dental Plan, but also includes coverage for orthodontia and has higher annual maximums.

Cost: Premiums are paid by Banner for Basic and Value plans; premiums are shared between you and Banner for Premier Plan.

To get comprehensive information, view your dental and vision benefit documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

Enrollment: Newly eligible team members have 31 days to enroll

VISION

Banner provides three dental options through **Cigna Dental**, and two vision options provided by **Vision Service Plan (VSP)**.

Premier Vision Plan

This vision plan covers preventive exams, provides benefits for dollars/frames and allows you to get new glasses or contacts every year.

Value Vision Plan

This vision plan covers preventive exams, provides benefits for dollars/frames and allows you to get new glasses or contacts every two years.

Cost: Premiums are shared between you and Banner.

To get comprehensive information, view your dental and vision benefit documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

Enrollment: Newly eligible team members have 31 days to enroll

LIFE / AD&D INSURANCE

Banner Health provides Basic Life and Accidental Death and Dismemberment (AD&D) insurance through **Securian** that is equal to your base salary.

You can also elect up to 10x your annual earnings in additional Voluntary Life/AD&D insurance. The maximum amount of coverage is subject to a \$2,000,000 maximum that is combined with your Basic Life Insurance amount. Evidence of Insurability will be required for any Voluntary Life election that exceeds the lesser of 5x your annual earnings or \$1 million.

- By enrolling in the plan, you understand that you must be actively at work on the effective date of coverage.
- Age reductions in team member coverage begin at age 65.
- Coverage options are also available for your spouse/domestic partner and children.

To get comprehensive information, view your Life and AD&D Insurance benefit documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

PRE-TAX SAVINGS

Flexible Spending Accounts (FSAs)

Banner offers our team members two FSAs through **Health Equity**: a Health Care Flexible Spending Account and a Dependent Care Flexible Spending Account. These FSAs let you set aside money for health care or dependent care expenses on a per paycheck basis. This reduces your taxable income, which lowers the amount of federal and state taxes withheld from each paycheck.

You can enroll if you aren't enrolled in a Banner medical plan or if you are enrolled in the Value or Premier high deductible plans.

Health Care FSA

You can save up to \$2750 per year in a Health Care Flexible Spending Account, which is spread out evenly over the pay periods in the plan year.

Dependent Care FSA

You can save up to \$5,000 per year in a is spread out evenly over the remaining pay

Dependent Care Flex Spending Account, which periods in the plan year from when you enroll.

Health Savings Account (HSA)

Banner offers an HSA through **Health Equity** to help cover costs of qualified health care expenses. Contributions are pre-tax, and it is your personal account to use now and in the future.

Banner will contribute \$450 for individual coverage or \$900 for family coverage to those enrolled in Premier Plan. Contributions are made on a per-paycheck basis in 2024.

You are eligible to fund an HSA if you are enrolled in the Banner Health Value or Premier high- deductible health plans.

To get comprehensive information, view your FSA or HSA documents on the [Benefits Document Portal](#).

Effective Date: Date of hire

RESIDENT TIME OFF

Time Off

Residents do not participate in Banner Health's Paid Time Off (PTO) plan. However, House Staff are provided four, one-week periods of vacation leave each academic year. Time off is to be used upon a mutually agreed upon timeframe by the House Staff and Program Director.

Sick Time

Arizona team members have 40 hours of sick time and Colorado team members have 48 hours of sick time.

Visit the [AZ Sick Time Frequently Asked Questions \(FAQ\)](#) or the [CO Sick Time Frequently Asked Questions \(FAQ\)](#) for further details.

To get comprehensive information regarding resident time off, view the [GME Vacation and Leaves of Absence Summary & FAQ](#).

Effective Date: Date of hire

View the Disability/Leave Plans section for more options for extended time away from work.

DISABILITY/LEAVE PLANS

Leave of Absence

For a Leave of Absence other than your own medical condition – such as Family Medical Leave, parental, caregiver and paternity leave or even parental leave following adoption - residents are eligible for 100% base pay salary for up to six weeks per program (not academic year). Residents may only use the paid benefits once in their program.

NOTE: Please discuss with GME office as to how a leave of absence may affect residency graduation dates.

Short-Term Disability

The Short-Term Disability (STD) plan administered by **Matrix | Reliance Standard** provides pay at 100% base salary for up to 26

weeks for leaves based upon your own medical condition. You must contact **Matrix | Reliance Standard** to determine eligibility.

STD Effective Date: Date of hire

Long-Term Disability

The Long-Term Disability plan administered by **Matrix | Reliance Standard** provides a flat rate of \$3,000 per month after six months of disability. The benefit is reduced by certain offsets such as primary Social Security benefits and Workers' Compensation payments.

LTD Effective Date: Date of hire, upon exhaustion of STD

The above information is meant to be a summary. For complete information on Disability & Leave plans, visit [GME Vacation and Leaves of Absence Summary & FAQ](#) on [Benefits Document Portal](#).

INDIVIDUAL DISABILITY INSURANCE (IDI)

As a resident at Banner Health, you have a unique opportunity to purchase an Individual Disability Insurance Policy (IDI).

IDI is a financial wellness benefit that provides additional income beyond the standards employer provided Short-Term and Long-Term Disability coverage in the event of an illness or disabling injury. With IDI, you may increase your total income protection – up to an additional \$10,000 in monthly tax-free benefit.

- The individual policy belongs to the resident and is portable at the same rate even if you leave Banner Health.
- Premiums are deducted from your paycheck; therefore, benefits are tax free.

Cost: You cover the cost for the coverages you select. The premiums for the plan are based on age, occupation and resident state.

Enrollment: This is a special one-time offering at the start of your program.

SUPPLEMENTAL HEALTH

Accident Plan

The Aetna Accident Plan helps you pay for health care costs and other expenses when you have a covered injury. You can use it to pay doctor bills, coinsurance or everyday bills, like your mortgage payment.

Critical Illness Insurance

Aetna Critical Illness Insurance pays you a lump-sum benefit to help cover health care costs and other expenses when you're diagnosed with a covered condition, like heart attack, cancer or stroke.

Hospital Indemnity

The Aetna Hospital Indemnity Plan allows you to purchase extra coverage to help pay for out-of-pocket costs when you're admitted to the hospital. You can use it to cover your deductible, coinsurance or even childcare and utility bills.

Effective Date: Coverage begins following enrollment.

Cost: You cover the cost for the coverages you select.

RETIREMENT

Banner partners with **Fidelity Investments** to offer retirement plan options. You can enroll or change your election at any time by contacting Fidelity.

401 (k)

All team members except Banner Staffing Services (BSS) are eligible for the 401(k) plan and can enroll any time after the Friday following your hire date.

You may contribute 100% of your eligible compensation up to the IRS annual allowable limits. The first 4% of your contributions must be pre-tax basis. Any additional contribution may be pre-tax, Roth or both.

After your one-year anniversary of employment, Banner will match your 401(k) pre-tax contributions, dollar for dollar, up to 4% of your eligible compensation.

Your 401(k) can be passed on to your heirs, so don't forget to designate a beneficiary when you enroll.

403 (b)

Registry team members are eligible for 403(b) which does not have an employer match.

As a registry (Banner Staffing Services) team member, the Banner 403(b) Plan allows you to save money on a pre-tax and/or Roth post-tax basis for your retirement. You may contribute up to 100% of your eligible compensation taking into consideration the IRS allowable annual limits. Your 403(b) can be passed on to your heirs, so don't forget to designate a beneficiary when you enroll.

MYWELL-BEING

At Banner, the mission of MyWell-Being (MWB) is to empower our team members to be their best selves. With a holistic approach, we encourage team members to enhance their lives through all our pillars: MyHealth, MyPurpose, MyWealth, MyCommunity and MyGrowth.

Well-Being Tools & Resources

- [Virgin Pulse](#) - Our well-being platform helps everyone improve their health and well-being. Access our tools from anywhere with the VP app.
- **RethinkCare*** – Our self-care and mindfulness tool helps you develop skills to calm and focus the mind, relax and develop emotional intelligence.
- **LifeSpeak*** - This total well-being video library gives you instant access to advice on eating healthy, emotional health, finances and health conditions.

* RethinkCare and LifeSpeak resources can be accessed through the Virgin Pulse platform.

Well-Being Services

Along with our library of well-being tools and resources, our team offers well-being services to help you be well and live better every day. Our services include:

- **Health Coaching** – Achieve your health and wellness goals through evidence-based practices, positive encouragement and motivation.
- **Well-Being Classes/Activities** - Our team, as well as our partners, offers a variety of classes on an assortment of topics to help you be your best self. We also offer well-being activities to keep your whole team well, such as stretch breaks and mindfulness sessions.
- **Onsite Well-Being Events** - Our team can help plan, support and/or provide supplies

for a well-being focused event.

- **Mental Health Awareness Class** – This class that provides our teams the skills and tools necessary to help someone struggling with a mental illness.

Connect with your HR partner at your facility, or email BHMyWell-Being@bannerhealth.com for more information on Well-Being Services.

Aetna Resources for Living

Resources *for* Living, Banner's Employee Assistance Program (EAP) is here to help make your life easier. Resources *for* Living is available to you and your household members.

You can find resources for all aspects of your wellbeing, including:

- **Traditional 1:1 Counseling** - Talk to a counselor about what's on your mind - stress, relationships, mood issues and more. You can access up to six counseling sessions, per issue each year. Services are free and confidential.
- **Onsite/Virtual Counseling** - Onsite counseling is available at most Banner acute medical facilities and virtual counseling is also available. Both options are open to all team members. *Banner Team Members ONLY*
- **Talkspace** - Get emotional support with Talkspace, an online therapy platform. Talkspace lets you work with a counselor anywhere, at any time via web browser or mobile app. No commutes, appointments or scheduling hassles.
- **Individual Crisis Support** - For immediate support for yourself or a household member, contact RFL and request crisis support.
- **Worklife Services** - RFL offers a host of other support services, including legal, financial, childcare, eldercare and more.

MYWELL-BEING (cont'd)

MyWell-Being Program

The MyWell-Being Program is voluntary for all **Banner team members**. Complete well-being activities throughout the year through the Virgin Pulse platform to help build small habits each day that add up to big changes.

Earning points towards your well-being incentive is as easy as making healthy decisions. The more you make, the more you earn. And when you take steps to improve your well-being, you'll be awarded points to earn your benefit incentive. *(see chart below)*

Here's how to get started:

1. Join today by visiting join.virginpulse.com/BannerHealth
2. Download the Virgin Pulse mobile app for iOS or Android. The first time you log in, you'll earn bonus points.
3. Connect an activity tracker to get credit for your steps, active minutes and sleep. We sync with many devices and apps (Max Buzz, Fitbit, Misfit, etc.).

4. Upload a profile picture and add some friends and team members. Then set your interests to get personalized daily tips.

The Virgin Pulse website and mobile app provides 24/7 access to well-being tools, resources and education. Tools include:

- **Daily Cards:** Daily health tips to live well
- **Healthy Habits:** Ways to build healthy routines
- **Challenges:** Engage in healthy competitions with team members systemwide and/or within departments
- **Journeys:** Digital health coaching with 30+ health situations
- **VP Nutrition Guide:** Recipes, personalized health tips and tools to track your calories
- **VP Sleep Guides:** Personalized health tips and tools to track your sleep habits
- **RethinkCare:** Mindfulness tool
- **LifeSpeak:** Well-being video library

Effective Date: Date of hire

Date of Hire	Points Achieved & Discount Earned				Deadline
	30,000 Level 1	50,000 Level 2	70,000 Level 3	100,000 Level 4	
Current Team Members	--	--	\$180*	Drawing Entry	Oct. 31, 2024
Q1 (Jan. 1 – March 31, 2024)	--	--	\$180*	Drawing Entry	Oct. 31, 2024
Q2 (April 1 – June 30, 2024)	--	\$180*	--	Drawing Entry	Oct. 31, 2024
Q3 (July 1 – Sept. 30, 2024)	\$180*	--	--	Drawing Entry	Oct. 31, 2024
Q4 (Oct. 1 – Dec. 31, 2024)	Grandfathered into 2025 incentive				N/A

Banner residents and fellows on a medical plan will receive a \$180 one-time cash award in 2025.

TEAM MEMBER DISCOUNT

Beneplace – Discount Marketplace

Our discounts and services website through Beneplace provides exciting opportunities for you to save money on products and services you use every day.

Visit bannerhealth.savings.beneplace.com to save on items like:

- Automotive discounts
- Dining and grocery
- Electronics and wireless phones
- Entertainment
- Sports and outdoors
- Travel

Voluntary Benefits

Banner Health also provides additional

voluntary benefits that you can enroll in through Beneplace and have the convenience of payroll deductions.

These include:

- Auto and Home Insurance
- Pet Insurance
- Purchasing Power

You will need to create a Beneplace account to access these discounts and voluntary benefits.

Effective Date: Date of hire

Cost: You cover the cost for the services or products you select.

LEGAL PLAN

Quality legal assistance can be pricey. And it can be hard to know where to turn to find an attorney you trust. That's why Banner Health offers legal assistance through **MetLife**.

For a low cost, you can have a team of top attorneys ready to help you take care of life's planned and unplanned legal events such as:

- Getting married; starting a family
- Dealing with identity theft
- Sending kids off to college
- Caregiving for aging parents

- **NEW** Identity Management Services
- **NEW** Civil Litigation & Incompetency Defense
- **NEW** Adoption and Legitimization (Contested)
- **NEW** Protection from Domestic Violence
- And more

Effective Date: Date of hire

Cost: You cover the cost for the services or products you select.

BRIGHT HORIZONS

We have partnered with **Bright Horizons** to support the care, education and enrichment needs of your family.

Through Bright Horizons you can also explore an online search tool for care providers and care programs for your family.

Find resources for:

- Childcare
- Elder care
- Pet care
- Housekeeping
- Tutoring

Effective Date: Date of hire

FAMILY-FRIENDLY BENEFITS

Lifetime Fertility Medical Benefit

Banner Health provides a Lifetime Fertility Medical benefit maximum of \$15,000.

Effective Date: Date of hire

Lifetime Fertility Pharmacy Benefit

Banner Health provides a Lifetime Fertility Pharmacy benefit maximum of \$10,000.

Effective Date: Date of hire

ACGME Leave

Banner Health provides six weeks 100% base pay for medical, parental or caregiver purposes for all our residents & fellows. See details in the **GME Vacation and Leaves of Absence Summary & FAQ**.

Effective Date: Date of hire

Adoption Assistance

Banner Health wants to support you if you're in the process of growing your family through adoption by reimbursing eligible adoption expenses.

- The plan will reimburse costs incurred by eligible team members to adopt a child under the age of 18 or physically or mentally incapable of self-care.
- \$10,000 is the maximum amount of expenses that Banner will reimburse under this plan.

Effective Date: Following one year of service (*prior to start of the adoption proceedings*)

This overview provides highlights of Banner benefit plans. Details are included in the legal documents that govern how the plans operate. In the event of a difference between this overview and legal documents, the legal documents will rule.



Residency or Fellowship Ending

Following your program ending and you leaving Banner Health, your benefit transitions are already programmed into our enrollment systems. That means there's no work on your end; we'll be notified with your Workday status change.

Here's what you need to know about your benefits once your residency or fellowship is ending.

COBRA

As a covered individual or other family member, you are eligible to elect to continue the same coverage that you currently have with Banner at the time of separation unless you qualify for Affordable Care Act coverage.

Options are:

1. If after residency or fellowship you're going to continue in a full-time benefit eligible position with Banner Health, you'll be offered a benefit enrollment opportunity through Workday.
 - a) If there's time between your residency or fellowship and
2. If your residency/fellowship ends and you're leaving Banner Health, you'll be offered the option to continue your benefits as allowed under COBRA continuation for up to 18 months. You'll be automatically sent a COBRA packet from our administrator – Health Equity.
 - a) If you qualify for ACA coverage, you will only have the option of enrolling in Value Plan.
 - b) View [COBRA premium rates](#).

new position, email

Benefits@bannerhealth.com for details on your benefit coverage.

LIFE INSURANCE

If you or your dependents are no longer eligible for group life insurance under the active plan, you may be eligible to continue your in-force group insurance coverage without providing proof of good health.

Elections must be made within 60 days from your last day of coverage.

If you've purchased voluntary life insurance, you'll be contacted directly from Securian Life with your [Continuation of Coverage](#) options: Portability or Conversion.

Portability:

May be good if you need term life for a specific period and want an option that does not require you to answer health questions.

Conversion:

May be good if you have a high need for life insurance, but you may not qualify for portability or cannot meet the proof of good health requirements for individual coverage elsewhere.

INDIVIDUAL DISABILITY INSURANCE (IDI)

You'll only be able to continue your individual disability insurance if you purchased voluntary long-term IDI during your initial orientation. If you did, you'll be contacted by Unum to continue your coverage.

Otherwise, your disability insurance ends when your residency ends.

Questions? Contact Unum directly at **866-274-3710**.



Benefit Premiums

2024 Residents & Fellows Premiums

MEDICAL PREMIUMS

Plans Options	Coverage Levels			
Medical Rates <i>Per Pay Period</i> Based on 26 PP*	Well-Being ¹ and Tobacco-Free	Non-Well-Being and Tobacco-Free	Well-Being ¹ and Tobacco User	Non-Well-Being and Tobacco User
Banner Choice Plus	Medical Premium includes Pharmacy			
Employee	\$0	\$0	\$80.77	\$80.77
Employee + Spouse/DP	\$0	\$0	\$161.54	\$161.54
Employee + Children	\$0	\$0	\$80.77	\$80.77
Employee + Family	\$0	\$0	\$161.54	\$161.54
Banner Premier				
Employee	\$0	\$0	\$80.77	\$80.77
Employee + Spouse/DP	\$0	\$0	\$161.54	\$161.54
Employee + Children	\$0	\$0	\$80.77	\$80.77
Employee + Family	\$0	\$0	\$161.54	\$161.54
Banner Value				
Employee	\$0	\$0	\$80.77	\$80.77
Employee + Spouse/DP	\$0	\$0	\$161.54	\$161.54
Employee + Children	\$0	\$0	\$80.77	\$80.77
Employee + Family	\$0	\$0	\$161.54	\$161.54

*Weekly paid employees will see the weekly premium amounts in Workday

¹In 2022, Banner team members had the opportunity to participate in a variety of activities in our MyWell-Being Program. Residents and House Staff meeting the Well-Being Program requirements will earn a \$180 one-time cash award in 2023.

SPENDING ACCOUNTS

Flexible Spending Accounts (FSA)

Health Care FSA	Expenses not reimbursed by a medical plan for medical care for you or your dependents.
Dependent Care FSA	Expenses related for daycare or elder care for dependents so that you can work.

DENTAL PREMIUMS

Coverage Levels	Plan Options		
Dental Rates <i>Per Pay Period</i>	Premier Dental	Value Dental	Basic Dental*
Employee	\$18.46	\$0	\$0
Employee + Spouse/DP	\$35.08	\$0	\$0
Employee + Children	\$43.85	\$0	\$0
Employee + Family	\$63.69	\$0	\$0

*Basic Dental not available in some areas due to limited provider network.

VISION PREMIUMS

Coverage Levels	Plan Options	
Vision Rates <i>Per Pay Period</i>	Premier Vision	Value Vision
Employee	\$7.38	\$4.15
Employee + Spouse/DP	\$14.77	\$8.31
Employee + Children	\$15.23	\$8.31
Employee + Family	\$18.00	\$10.15

OTHER BENEFIT COSTS

Legal

Hyatt Legal Plan	\$6 per pay period
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LIFE AND AD&D RATES

Employee Life Insurance and AD&D Rates	Age Rate	Monthly Rate / \$1,000
<p>Banner provides life/AD&D coverage equal to your base pay at no cost to you.</p> <p>You have the option of purchasing an additional 1 to 10 times at these rates.</p>	Under 30	\$0.036
	30-34	\$0.046
	35-39	\$0.051
	40-44	\$0.070
	45-49	\$0.114
	50-54	\$0.176
	55-59	\$0.341
	60-64	\$0.476
	65-69	\$0.733
	70-74	\$1.168
	75 & Over	\$1.710

Spouse Life Insurance and AD&D Rates	Age Rate	Monthly Rate / \$1,000
<p>Banner offers the option for the employee to purchase Supplemental Life Insurance for your spouse or domestic partner.</p> <p>Spouse Life coverage is age banded at these rates. There is a minimum coverage limit of \$5,000 and a maximum coverage limit of \$50,000.</p> <p>Child(ren) Life/AD&D Rates: \$0.143/\$1,000</p>	Under 30	\$0.081
	30-34	\$0.095
	35-39	\$0.123
	40-44	\$0.137
	45-49	\$0.151
	50-54	\$0.220
	55-59	\$0.331
	60-64	\$0.609
	65-69	\$0.929
	70-74	\$1.776
	75 & Over	\$2.873

COBRA PREMIUMS

Plan	Monthly Premiums			
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Medical				
Choice Plus Medical and Pharmacy	\$543.83	\$1,142.04	\$978.89	\$1,740.25
Premier Medical and Pharmacy HSA	\$491.81	\$1,032.80	\$885.26	\$1,573.80
Value Medical and Pharmacy HAS	\$473.16	\$993.61	\$851.67	\$1,514.08
Dental				
Basic Dental	\$20.89	\$41.77	\$52.20	\$62.66
Premier Dental	\$51.94	\$100.59	\$126.23	\$184.28
Value Dental	\$32.17	\$63.05	\$79.12	\$117.09
Vision				
Premier Vision	\$19.01	\$35.99	\$37.42	\$42.67
Value Vision	\$10.13	\$19.36	\$20.11	\$24.32

COBRA premiums are the full cost of the coverage plus a 2% administration fee added.