

Valassis/ADVO

2009 Per Pay Period Employee with Domestic Partner Rates

FULL TIME EMPLOYEES

	Weekly			Salaried, Manager & Below (bi-weekly)			Director & Sales/Sales Mgmt > \$100,000 (bi-weekly)		
	<i>Employee Contribution Pre-Tax</i>	<i>Domestic Partner Contribution Post-Tax</i>	<i>Value of Benefit subject to tax¹ (Imputed income)</i>	<i>Employee Contribution Pre-Tax</i>	<i>Domestic Partner Contribution Post-Tax</i>	<i>Value of Benefit subject to tax¹ (Imputed income)</i>	<i>Employee Contribution Pre-Tax</i>	<i>Domestic Partner Contribution Post-Tax</i>	<i>Value of Benefit subject to tax¹ (Imputed income)</i>
<u>MEDICAL (including prescription)</u>									
<i>Buy-Up Plan</i>									
Employee & Domestic Partner	\$16.20	\$24.97	\$68.16	\$33.03	\$50.91	\$138.94	\$42.04	\$50.87	\$138.98
Employee, Domestic Partner & Child	\$26.59	\$24.97	\$68.16	\$54.20	\$50.91	\$138.94	\$64.75	\$50.87	\$138.98
<i>Basic Plan</i>									
Employee & Domestic Partner	\$12.33	\$16.27	\$72.44	\$25.13	\$33.18	\$147.67	\$32.11	\$43.28	\$137.57
Employee, Domestic Partner & Child	\$20.71	\$16.27	\$72.44	\$42.21	\$33.18	\$147.67	\$50.95	\$43.28	\$137.57
<i>Health Choice Plus (High ded PPO)</i>									
Employee & Domestic Partner	\$7.15	\$15.71	\$74.60	\$14.58	\$32.03	\$152.07	\$19.89	\$29.76	\$154.34
Employee, Domestic Partner & Child	\$13.88	\$15.71	\$74.60	\$28.29	\$32.03	\$152.07	\$34.63	\$29.76	\$154.34
<i>Cigna CT</i>									
Employee & Domestic Partner	\$21.36	\$21.08	\$70.44	\$43.55	\$42.97	\$143.59	\$55.43	\$50.31	\$136.24
Employee, Domestic Partner & Child	\$49.44	\$21.08	\$70.44	\$100.79	\$42.97	\$143.59	\$125.38	\$50.31	\$136.24
<u>DENTAL</u>									
<i>Buy-Up Plan</i>									
Employee & Domestic Partner	\$3.22	\$2.90	\$5.16	\$6.57	\$5.90	\$10.52	\$6.57	\$5.90	\$10.52
Employee, Domestic Partner & Child	\$7.73	\$2.90	\$5.16	\$15.76	\$5.90	\$10.52	\$15.76	\$5.90	\$10.52
<i>Basic Plan</i>									
Employee & Domestic Partner	\$1.40	\$1.26	\$5.06	\$2.86	\$2.57	\$10.32	\$2.86	\$2.57	\$10.32
Employee, Domestic Partner & Child	\$3.37	\$1.26	\$5.06	\$6.87	\$2.57	\$10.32	\$6.87	\$2.57	\$10.32
<i>DMO</i>									
Employee & Domestic Partner	\$0.63	\$0.47	\$1.87	\$1.29	\$0.96	\$3.81	\$1.29	\$0.96	\$3.81
Employee, Domestic Partner & Child	\$1.50	\$0.47	\$1.87	\$3.06	\$0.96	\$3.81	\$3.06	\$0.96	\$3.81
<u>VISION</u>									
<i>Voluntary Vision</i>									
Employee & Domestic Partner	\$1.45	\$1.40	\$0.00	\$2.95	\$2.85	\$0.00	\$2.95	\$2.85	\$0.00
Employee, Domestic Partner & Child	\$3.52	\$1.40	\$0.00	\$7.18	\$2.85	\$0.00	\$7.18	\$2.85	\$0.00

¹All benefits extended to a taxpayer's domestic partner are taxable, unless your domestic partner is IRS-qualified and can be claimed on your taxes. For non-IRS qualified domestic partners, the value of the benefit must be included in your income.