

2010 Valassis Benefit Rates

	Weekly Paid Hourly Associates		Bi-Weekly Paid Hourly, Salaried Mgr & Below, Sales < \$100K		Directors and Above + Sales Over \$100K Contribution Breakdown		Part Time (20 - 37.4 hrs/wk)	
	Monthly EE Contributions	Per Pay Period EE Contributions	Monthly EE Contributions	Per Pay Period EE Contributions	Monthly EE Contributions	Per Pay Period EE Contributions	Monthly EE Contributions	Per Pay Period EE Contributions
MEDICAL & RX								
BC Buy-Up PPO Plan								
Individual	77.23	17.82	77.23	35.64	98.30	45.37	122.39	56.49
Individual + 1	217.20	50.12	217.20	100.25	240.37	110.94	275.39	127.10
Family	271.06	62.55	271.06	125.10	298.11	137.59	330.47	152.52
BC Basic PPO Plan								
Individual	60.98	14.07	60.98	28.15	77.92	35.96	108.86	50.24
Individual + 1	141.49	32.65	141.49	65.30	182.94	84.43	244.95	113.05
Family	182.94	42.22	182.94	84.43	228.67	105.54	293.94	135.66
BC Health Choice Savings								
Individual	35.12	8.10	35.12	16.21	47.89	22.10	51.42	23.73
Individual + 1	122.47	28.26	122.47	56.52	130.48	60.22	130.15	60.07
Family	157.38	36.32	157.38	72.64	167.95	77.51	164.86	76.09
Cigna HMO (CT Residents Only)								
Individual	125.05	28.86	125.05	57.71	140.05	64.64	170.06	78.49
Individual + 1	242.31	55.92	242.31	111.83	271.38	125.25	329.54	152.09
Family	404.58	93.36	404.58	186.73	436.94	201.67	550.23	253.95
DENTAL								
Cigna Buy-Up Dental Plan								
Individual	15.50	3.58	15.50	7.15	15.50	7.15	18.08	8.35
Individual + 1	29.43	6.79	29.43	13.58	29.43	13.58	34.36	15.86
Family	51.10	11.79	51.10	23.58	51.10	23.58	59.66	27.54
Cigna Basic Dental Plan								
Individual	6.73	1.55	6.73	3.11	6.73	3.11	12.44	5.74
Individual + 1	12.76	2.94	12.76	5.89	12.76	5.89	23.64	10.91
Family	22.17	5.12	22.17	10.23	22.17	10.23	41.06	18.95
Cigna DMO Plan								
Individual	2.91	0.67	2.91	1.34	2.91	1.34	5.68	2.62
Individual + 1	5.07	1.17	5.07	2.34	5.07	2.34	9.89	4.56
Family	9.07	2.09	9.07	4.19	9.07	4.19	17.69	8.16
VISION								
Individual	6.40	1.48	6.40	2.95	6.40	2.95	6.40	2.95
Individual + 1	12.58	2.90	12.58	5.81	12.58	5.81	12.58	5.81
Family	21.73	5.01	21.73	10.03	21.73	10.03	21.73	10.03