

How to determine your costs per pay period based on your **monthly** premium amount:

- If your **EMPLOYER-SPONSORED PLAN** monthly premium amount is \$289.67 (As an example.)
- Multiply \$289.67 x 12 (12 months in a year)
- Divide that amount by 26 (26 pay periods per year)
- Divide that amount by 2 (Half of your premium is paid by your employer)
- That figure is your out-of-pocket costs per pay period for your medical insurance premium.

$$\bullet \text{ \$289.67} \times 12 = \$3,476.04 \quad | \quad \$3,476.04 \div \text{by } 26 = \$133.693846 \quad | \quad \$133.693846 \div \text{by } 2 = \text{\$66.8469231}$$

- **\$66.85** (rounded up) would be your cost per pay period. (Based on this example.)
- Additional costs for dental, vision, and any selected voluntary plans will reflect additional costs per pay period.
- The amount that your employer contributes towards your medical benefits is based off of a specific plan (FOR EXAMPLE: 50% employer contribution towards lowest cost Silver Tier level G plan). If that plan is not available in your area (based by zip code) then a substitute plan will be used as your employer contributory plan and the costs covered by your employer could vary.

- If the plan you select has a higher monthly premium amount, let's say \$326.47 (As an example.)
- Multiply \$326.47 x 12 (12 months in a year)
- Divide that amount by 26 (26 pay periods per year)
- Subtract the amount of your premium that is paid by your employer (**\$66.85 for this example.**)
- That figure is your out-of-pocket costs per pay period for your richer plan's insurance premium.

$$\bullet \text{ \$326.47} \times 12 = \$3,917.64 \quad | \quad \$3,917.64 \div \text{by } 26 = \$150.678462 \quad | \quad \$150.678462 - \$66.85 = \text{\$83.8284615}$$

- **\$83.83** (rounded up) would be your cost per pay period for a higher, or richer, plan. (Based on this example.)

Averta Insurance Solutions Inc.