



coverage tiers	2025 medical premiums		imputed income	surcharge
	bi-weekly	monthly	bi-weekly	bi-weekly
Essential HDHP				
Associate only	\$0.00	\$0.00	n/a	\$0.00
Associate & Child(ren)	\$48.84	\$97.68	n/a	\$0.00
Associate & Spouse/Domestic Partner	\$51.70	\$103.40	\$273.34	\$75.00
Family	\$79.09	\$158.17	\$273.34	\$75.00

premiums	deductible	HSA	FSA
Lowest premiums	Highest deductible	Receive up to \$250 or up to \$500 from Paycor based on coverage tier.	Eligible for limited purpose only ¹

coverage tiers	2025 medical premiums		imputed income	surcharge
	bi-weekly	monthly	bi-weekly	bi-weekly
Enhanced HDHP				
Associate only	\$34.06	\$68.11	n/a	\$0.00
Associate & Child(ren)	\$100.44	\$200.87	n/a	\$0.00
Associate & Spouse/Domestic Partner	\$105.91	\$211.81	\$309.12	\$75.00
Family	\$163.75	\$327.50	\$309.12	\$75.00

premiums	deductible	HSA	FSA
Average premiums	Average deductible	Receive up to \$500 or up to \$1,000 from Paycor based on coverage tier.	Eligible for limited purpose only ¹

coverage tiers	2025 medical premiums		imputed income	surcharge
	bi-weekly	monthly	bi-weekly	bi-weekly
PPO				
Associate only	\$135.49	\$270.98	n/a	\$0.00
Associate & Child(ren)	\$247.94	\$495.88	n/a	\$0.00
Associate & Spouse/Domestic Partner	\$261.07	\$522.13	\$372.48	\$75.00
Family	\$418.55	\$837.09	\$372.48	\$75.00

premiums	deductible	HSA	FSA
Highest premiums	Lowest deductible	Ineligible	Eligible for limited purpose or healthcare

- Notes:**
- Premiums deducted from 24/26 payrolls
 - Imputed income applied if Domestic Partner is enrolled on a Paycor medical plan.
 - Surcharge applied if Spouse/Domestic Partner is enrolled on a Paycor medical plan but is eligible to enroll in his/her employer's group medical plan.

- Definitions:**
- Premiums** - The amount you pay out of your paycheck for your health insurance.
 - Deductible** - The amount you pay for covered health care services before your insurance plan starts to pay.
 - Health Savings Account (HSA)** - A type of savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses.
 - Flexible Spending Account (FSA)** - An arrangement through your employer that lets you pay for many out-of-pocket medical expenses with tax-free dollars. Limited purpose is limited to only dental and vision expenses.
- ¹ Healthcare FSAs are not compatible with HSAs.