

## Cost of Coverage

Baden Sports funds the majority of the cost of the health plans. If you enroll in a plan, these amounts will be automatically deducted pre-tax from each paycheck (26 per year). Your cost for medical coverage is based on whether you and/or your spouse use tobacco products. A non-tobacco user is defined as an individual who has not used a tobacco product in the last six months. Baden Sports pays 100% of the cost of your basic life and accidental death and dismemberment coverage.

### Medical/Vision/Rx Plans

Non-Tobacco User Tiers	Core Plan		Buy-Up Plan	
	Total Monthly Cost	Your Deduction per Paycheck	Total Monthly Cost	Your Deduction per Paycheck
Employee Only	\$564.00	\$48.16	\$614.60	\$62.40
Employee & Spouse	\$1,249.90	\$242.28	\$1,362.00	\$282.89
Employee & Child(ren)	\$1,091.00	\$188.82	\$1,188.90	\$230.46
Employee, Spouse & Child(ren)	\$1,776.90	\$344.43	\$1,936.30	\$397.69
Tobacco User Tiers*				
Employee Only (User)	\$564.00	\$133.42	\$614.60	\$151.54
Employee & Spouse (Both users)	\$1,249.90	\$561.65	\$1,362.00	\$613.02
Employee (User) & Spouse (Non-user)	\$1,249.90	\$451.23	\$1,362.00	\$459.96
Employee (Non-user) & Spouse (User)	\$1,249.90	\$493.90	\$1,362.00	\$542.20
Employee (User) & Child(ren)	\$1,091.00	\$314.41	\$1,188.90	\$348.77
Employee (User), Spouse (Non-user) & Child(ren)	\$1,776.90	\$563.67	\$1,936.30	\$625.20
Employee (Non-user), Spouse (User) & Child(ren)	\$1,776.90	\$635.79	\$1,936.30	\$700.59
Employee (User), Spouse (User) & Child(ren)	\$1,776.90	\$710.09	\$1,936.30	\$778.26

### Dental Plan

Tiers	Total Monthly Cost	Your Deduction per Paycheck
Employee Only	\$51.90	\$2.46
Employee & Spouse	\$107.85	\$14.25
Employee & Child(ren)	\$138.20	\$12.29
Employee, Spouse & Child(ren)	\$194.00	\$24.08