

**SAM II HR/Payroll
Deduction and Benefit Plan Effective Dating
Dental and Vision Insurance**

DENTAL and/or VISION COVERAGE - First Pay Period in Month			EFFECTIVE DATING EXAMPLES					
	EMPLOYEE START DATE	BENEFIT - DEDUCTION	COVERAGE	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS
Description	Any Month 1st - 15th	ENRL Coverage is effective the first of the month following the employee's start date. Premiums are paid in the month of coverage according to pay date.	Deduction is taken from the two checks which occur in the month of coverage	ENRL ENRL Effective w/ the beginning date of the following pay period and expiration date of 12/15.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.
Example	05/03/2001	ENRL Effective 5/16/01 Monthly Premium \$30	June Coverage	No Setup/Deduction on this payroll.	<u>Check Date June 15, 2001</u> \$15 deduction for 1st half of June coverage	<u>Check Date June 30, 2001</u> \$15 deduction for 2nd half of June coverage.	<u>Check Date July 15, 2001</u> \$15 deduction for 1st half of July coverage.	<u>Check Date July 31, 2001</u> \$15 deduction for 2nd half of July coverage.

DENTAL and/or VISION COVERAGE - Second Pay Period in Month			EFFECTIVE DATING EXAMPLES					
	EMPLOYEE START DATE	BENEFIT - DEDUCTION	COVERAGE	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS	PAY DATE AND ACTIONS
Description	Any Month 16th - 30th or 16th - 31st	ENRL Coverage is effective the first of the following month from employee's start date. Premiums are paid in the month of coverage according to pay date.	Deduction is taken from the two checks which occur in the month of coverage	ENRL Effective w/ the beginning date of the following pay period and expiration date of 12/15.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	Normal deduction to be 1/2 of the monthly premium.	
Example	05/17/2001	ENRL Monthly Premium \$30 Effective 6/1/01	June Coverage	<u>Check Date June 15, 2001</u> \$15 deduction for 1st half of June coverage	<u>Check Date June 30, 2001</u> \$15 deduction for 2nd half of June coverage.	<u>Check Date July 15, 2001</u> \$15 deduction for 1st half of July coverage.	<u>Check Date July 31, 2001</u> \$15 deduction for 2nd half of July coverage.	