

## 2020 Benefits Coverage and Premium Deduction Schedule

When will my insurance premium deductions begin?	
If my Medical, Dental, Vision, Life, Unum, or Voya insurance coverage begins:	Then my first premium deduction will be taken from this pay slip:
1/1/2020	1/3/2020
2/1/2020	2/14/2020 *
3/1/2020	2/28/2020
4/1/2020	3/27/2020
5/1/2020	4/24/2020
6/1/2020	6/5/2020
7/1/2020	7/3/2020
8/1/2020	8/14/2020 *
9/1/2020	8/28/2020
10/1/2020	9/25/2020
11/1/2020	11/6/2020
12/1/2020	12/4/2020

When will my insurance premium deductions end?	
If my last day of Medical, Dental, Vision Life, Unum, or Voya insurance coverage is:	Then my final premium deduction will be taken from this play slip:
1/15/2020	1/17/2020
1/31/2020	1/17/2020 *
2/15/2020	2/14/2020
2/28/2020	2/28/2020
3/15/2020	3/13/2020
3/31/2020	3/27/2020
4/15/2020	4/10/2020
4/30/2020	4/24/2020
5/15/2020	5/8/2020
5/31/2020	6/6/2020
6/15/2020	6/19/2020
6/30/2020	7/3/2020
7/15/2020	7/17/2020
7/31/2020	7/17/2020 *
8/15/2020	8/14/2020
8/31/2020	8/28/2020
9/15/2020	9/11/2020
9/30/2020	9/25/2020
10/15/2020	10/9/2020
10/31/2020	10/23/2020
11/15/2020	11/20/2020
11/30/2020	12/4/2020
12/15/2020	12/18/2020
12/31/2020	12/31/2020

\* Pay date used due to the impact of a single month containing 3 pay dates

\*\* Deductions/Contributions for Flexible Spending Accounts (F.S.A) and/or Health Savings Accounts (H.S.A.) are 26x per year and will not follow this schedule