



The Phia Group, LLC - 2023 Health and Welfare Benefit Plan: Rates

	Monthly	Bi-Weekly
Employee	\$194.76	\$89.89
Employee + Spouse	\$351.68	\$162.31
Employee + Child(ren)	\$390.75	\$180.35
Family	\$545.36	\$251.70

The Phia Group, LLC - 2023 Dental Plan: Rates

	Monthly	Bi-Weekly
Employee	\$45.59	\$21.04
Employee + Spouse	\$92.56	\$42.72
Employee + Child(ren)	\$110.01	\$50.77
Family	\$166.06	\$76.64

The Phia Group, LLC - 2023 Vision Plan: Rates

	Monthly	Bi-Weekly
Employee	\$9.60	\$4.43
Employee + Spouse	\$18.24	\$8.42
Employee + Child(ren)	\$19.20	\$8.86
Family	\$28.21	\$13.02