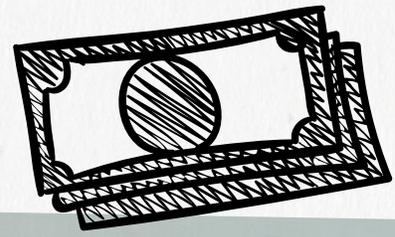


Activity 1

PART 2: BENEFIT BASICS

Read each of the scenarios below and answer the questions that follow



SCENARIO 1: Insurance Benefits

Job 1: The employer will pay half of the monthly insurance premiums for your medical, dental, and vision insurance. The total cost for these each month is \$470. The employer also provides disability insurance at no cost and an amount of life insurance equal to one year's salary at no cost.

Job 2: The employer will pay 75% of the \$500 monthly insurance premiums for your medical and dental insurance. Employees can purchase vision insurance for \$5 per month and disability insurance for \$35 per month, and the employer provides an amount of life insurance equal to the value of 1½ times a year's salary at no cost.

- For Job 1, how much would you have to pay for your half of the medical, dental, and vision insurance and all the other benefits listed?

\$ _____

- For Job 2, how much would you have to pay for your portion of the medical, dental, and vision insurance and all the other benefits listed?

\$ _____

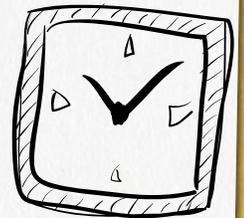
- All other things being equal, which job would you rather have? Why?



SCENARIO 2: Paid Time off

Job 1: The employer offers you five paid holidays, 40 hours worth of paid time off, and two days of paid sick leave each year. All other days missed from work are unpaid. Your hourly wage is \$12.00.

Job 2: The employer offers you three paid holidays and 80 hours worth of paid time off to use as vacation or sick leave if needed. All other days missed from work are unpaid. Your hourly wage is \$12.00.



- What is the total value of your paid time off for the year for each job?

Job 1: \$ _____ Job 2: \$ _____

- Which of these is the better financial offer? Explain why.

