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Summary of Results - 2015 Willis Towers Watson BENVAL Study

Donofit Drogram	BENVAL Index Salaried Employees	BENVAL Index Union/Hourly Employees
Benefit Program	Total Value	Total Value
Entire Benefit Program		
Retirement Income Plans: Defined		
Benefit + Defined Contribution		
Death Benefits		
Disability Plans: Short-Term + Long-		
Term Disability		
Active Medical		
Dental (Active & Retired)		
Paid Time Off Plans: Vacation +		
Holiday		