

**Request 65: Provide a description and or data that shows how Grayson health and welfare benefits compare to their market**

Data on Grayson's health and welfare benefits compared to their market's benefits are not available to us. Our state organization discontinued their yearly comparison a couple of years ago due to legal concerns.

However, through informal discussions, we feel that our health and welfare benefits are in the upper tier compared to our market. Employees currently do not contribute towards their health insurance, as most of our target market does. However, we are currently studying and developing a plan that would have employees contribute to their health insurance premium. Grayson would ultimately like to reach a goal of a 12% contribution level.