

Chippewa Valley Schools
MESSA Employee Contributions Comparison
2025 Calendar Year

	Current (Thru 12/31/24) Employee Contribution			With New Rates effective 1/1/25			With New Rates effective 1/1/25		
	Choices \$500/\$1000			Employee Contribution			Employee Contribution		
	Saver Rx	18 Pays	3-Tier Rx	Choices \$500/\$1000	18 Pays	5-Tier Rx	Choices \$1000/\$2000	18 Pays	5-Tier Rx
Hired Before 7/1/2013									
6>8 Hour									
1 Person	\$2,382.48	\$132.36	\$2,506.80	\$139.27	\$2,233.92	\$124.11	\$1,920.60	\$106.70	
2 Person	\$4,982.64	\$276.81	\$6,419.88	\$356.66	\$5,026.20	\$279.23	\$4,321.20	\$240.07	
Full Family	\$6,497.88	\$360.99	\$7,026.36	\$390.35	\$6,254.76	\$347.49	\$5,377.56	\$298.75	
4>6 Hour									
1 Person	\$4,765.08	\$264.73	\$5,013.60	\$278.53	\$4,467.72	\$248.21	\$3,841.08	\$213.39	
2 Person	\$9,965.28	\$553.63	\$11,280.60	\$626.70	\$10,052.40	\$558.47	\$8,642.52	\$480.14	
Full Family	\$12,995.64	\$721.98	\$14,038.08	\$779.89	\$12,509.64	\$694.98	\$10,755.12	\$597.51	
Hired After 7/1/2013									
6>8 Hour									
1 Person	\$4,472.64	\$248.48	\$4,369.80	\$242.77	\$3,278.04	\$182.11	\$2,024.76	\$112.49	
2 Person	\$8,551.20	\$475.07	\$10,662.96	\$592.39	\$8,206.44	\$455.91	\$4,555.92	\$253.11	
Full Family	\$11,830.56	\$657.25	\$12,306.60	\$683.70	\$9,249.60	\$513.87	\$5,669.52	\$314.97	
4>6 Hour									
1 Person	\$6,158.52	\$342.14	\$6,255.60	\$347.53	\$5,163.84	\$286.88	\$3,910.56	\$217.25	
2 Person	\$12,344.28	\$685.79	\$14,905.92	\$828.11	\$12,449.40	\$691.63	\$8,798.88	\$488.83	
Full Family	\$16,550.88	\$919.49	\$17,586.84	\$977.05	\$14,529.84	\$807.21	\$10,949.76	\$608.32	
Current (Thru 12/31/24) Employee Contribution									
Choices \$500/\$1000									
\$10/\$20 Rx	18 Pays	3-Tier Rx	18 Pays	5-Tier Rx	18 Pays	5-Tier Rx	18 Pays	5-Tier Rx	
Hired Before 7/1/2013									
6>8 Hour									
1 Person	\$2,554.32	\$141.91	\$2,506.80	\$139.27	\$2,233.92	\$124.11	\$1,920.60	\$106.70	
2 Person	\$5,342.04	\$296.78	\$6,419.88	\$356.66	\$5,026.20	\$279.23	\$4,321.20	\$240.07	
Full Family	\$6,966.48	\$387.03	\$7,026.36	\$390.35	\$6,254.76	\$347.49	\$5,377.56	\$298.75	
4>6 Hour									
1 Person	\$5,108.76	\$283.82	\$5,013.60	\$278.53	\$4,467.72	\$248.21	\$3,841.08	\$213.39	
2 Person	\$10,683.96	\$593.55	\$11,280.60	\$626.70	\$10,052.40	\$558.47	\$8,642.52	\$480.14	
Full Family	\$13,932.96	\$774.05	\$14,038.08	\$779.89	\$12,509.64	\$694.98	\$10,755.12	\$597.51	
Hired After 7/1/2013									
6>8 Hour									
1 Person	\$5,160.00	\$286.67	\$4,369.80	\$242.77	\$3,278.04	\$182.11	\$2,024.76	\$112.49	
2 Person	\$9,988.68	\$554.93	\$10,662.96	\$592.39	\$8,206.44	\$455.91	\$4,555.92	\$253.11	
Full Family	\$13,705.08	\$761.39	\$12,306.60	\$683.70	\$9,249.60	\$513.87	\$5,669.52	\$314.97	
4>6 Hour									
1 Person	\$6,845.88	\$380.33	\$6,255.60	\$347.53	\$5,163.84	\$286.88	\$3,910.56	\$217.25	
2 Person	\$13,781.76	\$765.65	\$14,905.92	\$828.11	\$12,449.40	\$691.63	\$8,798.88	\$488.83	
Full Family	\$18,425.40	\$1,023.63	\$17,586.84	\$977.05	\$14,529.84	\$807.21	\$10,949.76	\$608.32	

Chippewa Valley Schools
MESSA Employee Contributions Comparison
2025 Calendar Year

	Current (Thru 12/31/24)			With New Rates effective 1/1/25			With New Rates effective 1/1/25		
	Employee Contribution			Employee Contribution			Employee Contribution		
	ABC Plan 1 \$1600/\$3200	18 Pays	3-Tier Rx	Choices \$500/\$1000	18 Pays	5-Tier Rx	Choices \$1000/\$2000	18 Pays	5-Tier Rx
Hired Before 7/1/2013									
6>8 Hour									
1 Person	\$2,012.76	\$111.82	\$2,506.80	\$139.27	\$2,233.92	\$124.11	\$1,920.60	\$106.70	
2 Person	\$4,209.36	\$233.85	\$6,419.88	\$356.66	\$5,026.20	\$279.23	\$4,321.20	\$240.07	
Full Family	\$5,489.52	\$304.97	\$7,026.36	\$390.35	\$6,254.76	\$347.49	\$5,377.56	\$298.75	
4>6 Hour									
1 Person	\$4,025.64	\$223.65	\$5,013.60	\$278.53	\$4,467.72	\$248.21	\$3,841.08	\$213.39	
2 Person	\$8,418.84	\$467.71	\$11,280.60	\$626.70	\$10,052.40	\$558.47	\$8,642.52	\$480.14	
Full Family	\$10,979.04	\$609.95	\$14,038.08	\$779.89	\$12,509.64	\$694.98	\$10,755.12	\$597.51	
Hired After 7/1/2013									
6>8 Hour									
1 Person	\$2,993.76	\$166.32	\$4,369.80	\$242.77	\$3,278.04	\$182.11	\$2,024.76	\$112.49	
2 Person	\$5,458.32	\$303.24	\$10,662.96	\$592.39	\$8,206.44	\$455.91	\$4,555.92	\$253.11	
Full Family	\$7,797.24	\$433.18	\$12,306.60	\$683.70	\$9,249.60	\$513.87	\$5,669.52	\$314.97	
4>6 Hour									
1 Person	\$4,679.64	\$259.98	\$6,255.60	\$347.53	\$5,163.84	\$286.88	\$3,910.56	\$217.25	
2 Person	\$9,251.40	\$513.97	\$14,905.92	\$828.11	\$12,449.40	\$691.63	\$8,798.88	\$488.83	
Full Family	\$12,517.56	\$695.42	\$17,586.84	\$977.05	\$14,529.84	\$807.21	\$10,949.76	\$608.32	
Current (Thru 12/31/24)									
Employee Contribution									
ABC Plan 3 \$3500/\$7000	ABC Rx	18 Pays	Choices \$500/\$1000	18 Pays	Choices \$1000/\$2000	18 Pays	ABC Plan 2 \$2000/\$4000	18 Pays	
Hired Before 7/1/2013									
6>8 Hour									
1 Person	N/A	\$0.00	\$2,506.80	\$139.27	\$2,233.92	\$124.11	\$1,920.60	\$106.70	
2 Person	N/A	\$0.00	\$6,419.88	\$356.66	\$5,026.20	\$279.23	\$4,321.20	\$240.07	
Full Family	N/A	\$0.00	\$7,026.36	\$390.35	\$6,254.76	\$347.49	\$5,377.56	\$298.75	
4>6 Hour									
1 Person	N/A	\$0.00	\$5,013.60	\$278.53	\$4,467.72	\$248.21	\$3,841.08	\$213.39	
2 Person	N/A	\$0.00	\$11,280.60	\$626.70	\$10,052.40	\$558.47	\$8,642.52	\$480.14	
Full Family	N/A	\$0.00	\$14,038.08	\$779.89	\$12,509.64	\$694.98	\$10,755.12	\$597.51	
With New Rates effective 1/1/25									
Employee Contribution									
ABC Plan 3 \$3500/\$7000	ABC Rx	18 Pays	ABC Plan 2 \$2000/\$4000	18 Pays	ABC Plan 3 \$3500/\$7000	18 Pays			
Hired After 7/1/2013									
6>8 Hour									
1 Person	\$1,685.76	\$93.65	\$4,369.80	\$242.77	\$3,278.04	\$182.11	\$2,024.76	\$112.49	
2 Person	\$3,793.08	\$210.73	\$10,662.96	\$592.39	\$8,206.44	\$455.91	\$4,555.92	\$253.11	
Full Family	\$4,720.20	\$262.23	\$12,306.60	\$683.70	\$9,249.60	\$513.87	\$5,669.52	\$314.97	
4>6 Hour									
1 Person	\$3,371.64	\$187.31	\$6,255.60	\$347.53	\$5,163.84	\$286.88	\$3,910.56	\$217.25	
2 Person	\$7,586.16	\$421.45	\$14,905.92	\$828.11	\$12,449.40	\$691.63	\$8,798.88	\$488.83	
Full Family	\$9,440.52	\$524.47	\$17,586.84	\$977.05	\$14,529.84	\$807.21	\$10,949.76	\$608.32	
With New Rates effective 1/1/25									
Employee Contribution									
ABC Plan 3 \$3500/\$7000	ABC Rx	18 Pays	ABC Plan 2 \$2000/\$4000	18 Pays	ABC Plan 3 \$3500/\$7000	18 Pays			
1 Person	N/A	\$0.00	N/A	N/A	N/A	N/A	N/A	\$0.00	
2 Person	N/A	\$0.00	N/A	N/A	N/A	N/A	N/A	\$0.00	
Full Family	N/A	\$0.00	N/A	N/A	N/A	N/A	N/A	\$0.00	
1 Person	N/A	\$0.00	\$5,013.60	\$278.53	\$4,467.72	\$248.21	\$3,841.08	\$213.39	
2 Person	N/A	\$0.00	\$11,280.60	\$626.70	\$10,052.40	\$558.47	\$8,642.52	\$480.14	
Full Family	N/A	\$0.00	\$14,038.08	\$779.89	\$12,509.64	\$694.98	\$10,755.12	\$597.51	
1 Person	\$1,885.80	\$104.77	\$4,369.80	\$242.77	\$3,278.04	\$182.11	\$2,024.76	\$112.49	
2 Person	\$4,243.08	\$235.73	\$10,662.96	\$592.39	\$8,206.44	\$455.91	\$4,555.92	\$253.11	
Full Family	\$5,280.24	\$293.35	\$12,306.60	\$683.70	\$9,249.60	\$513.87	\$5,669.52	\$314.97	
1 Person	\$3,771.60	\$209.53	\$6,255.60	\$347.53	\$5,163.84	\$286.88	\$3,910.56	\$217.25	
2 Person	\$8,486.04	\$471.45	\$14,905.92	\$828.11	\$12,449.40	\$691.63	\$8,798.88	\$488.83	
Full Family	\$10,560.48	\$586.69	\$17,586.84	\$977.05	\$14,529.84	\$807.21	\$10,949.76	\$608.32	

Chippewa Valley Schools
MESSA Annual Employee Contribution Comparison
2025 Calendar Year

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24)		Employee Contribution		Employee Contribution		Employee Contribution	
Employee Contribution		Choices \$500/\$1000		Choices \$1000/\$2000		ABC Plan 2 \$2000/\$4000	
Saver Rk		18 Pays		5-Tier Rk		5-Tier Rk	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$1,827.24	\$101.51	\$128.27	\$1,217.16	\$67.62	\$0.00	\$0.00
2 Person	\$3,821.28	\$242.29	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$4,983.36	\$276.85	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57
Hired After 7/1/2013							
8 Hour							
1 Person	\$2,786.88	\$154.83	\$138.00	\$1,392.24	\$77.35	\$138.96	\$7.72
2 Person	\$4,758.12	\$264.34	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$7,110.36	\$395.02	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24)		Employee Contribution		Employee Contribution		Employee Contribution	
Employee Contribution		Choices \$500/\$1000		Choices \$1000/\$2000		ABC Plan 2 \$2000/\$4000	
\$10/\$20 Rk		18 Pays		5-Tier Rk		5-Tier Rk	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$2,514.60	\$139.70	\$128.27	\$1,217.16	\$67.62	\$0.00	\$0.00
2 Person	\$5,258.76	\$292.15	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$6,858.00	\$381.00	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57
Hired After 7/1/2013							
8 Hour							
1 Person	\$3,474.24	\$193.01	\$138.00	\$1,392.24	\$77.35	\$138.96	\$7.72
2 Person	\$6,195.60	\$344.20	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$8,984.88	\$499.16	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24)		Employee Contribution		Employee Contribution		Employee Contribution	
Employee Contribution		Choices \$500/\$1000		Choices \$1000/\$2000		ABC Plan 2 \$2000/\$4000	
ABC Plan 1 \$1600/\$3200		18 Pays		5-Tier Rk		5-Tier Rk	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$348.36	\$19.35	\$128.27	\$1,217.16	\$67.62	\$0.00	\$0.00
2 Person	\$728.52	\$40.47	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$950.04	\$52.78	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57
Hired After 7/1/2013							
8 Hour							
1 Person	\$1,308.00	\$72.67	\$138.00	\$1,392.24	\$77.35	\$138.96	\$7.72
2 Person	\$1,665.24	\$92.51	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$3,077.04	\$170.95	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24)		Employee Contribution		Employee Contribution		Employee Contribution	
Employee Contribution		Choices \$500/\$1000		Choices \$1000/\$2000		ABC Plan 3 \$3500/\$7000	
ABC Rk		18 Pays		5-Tier Rk		5-Tier Rk	
Hired Before 7/1/2013							
8 Hour							
1 Person	N/A	\$0.00	\$128.27	\$1,217.16	\$67.62	\$0.00	\$0.00
2 Person	N/A	\$0.00	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	N/A	\$0.00	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57
Hired After 7/1/2013							
8 Hour							
1 Person	\$0.00	\$0.00	\$138.00	\$1,392.24	\$77.35	\$138.96	\$7.72
2 Person	\$0.00	\$0.00	\$356.66	\$3,963.36	\$220.19	\$1,143.60	\$63.53
Full Family	\$0.00	\$0.00	\$390.35	\$3,969.36	\$220.52	\$460.32	\$25.57

Chippewa Valley Schools
MESSA Annual Employee Contribution Comparison
2025 Calendar Year

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
Choices \$500/\$1000 Saver Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 2 \$2000/\$4000 5-Tier Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$1,827.24	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$3,821.28	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$4,983.36	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	\$2,786.88	\$2,484.00	\$103.50	\$1,392.24	\$58.01	\$138.96	\$5.79
2 Person	\$4,758.12	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$7,110.36	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
Choices \$500/\$1000 \$10/\$20 Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 2 \$2000/\$4000 5-Tier Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$2,514.60	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$5,258.76	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$6,858.00	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	\$3,474.24	\$2,484.00	\$103.50	\$1,392.24	\$58.01	\$138.96	\$5.79
2 Person	\$6,195.60	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$8,984.88	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
ABC Plan 1 \$1600/\$3200 3-Tier Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 2 \$2000/\$4000 5-Tier Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$348.36	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$728.52	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$950.04	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	\$14.52	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$30.36	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$39.59	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
ABC Plan 3 \$3500/\$7000 ABC Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 2 \$2000/\$4000 5-Tier Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$4,308.00	\$2,484.00	\$103.50	\$1,392.24	\$58.01	\$138.96	\$5.79
2 Person	\$1,665.24	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$3,077.04	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	N/A	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	N/A	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	N/A	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
ABC Plan 3 \$3500/\$7000 ABC Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 3 \$3500/\$7000 ABC Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$0.00	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$0.00	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$0.00	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	\$0.00	\$2,484.00	\$103.50	\$1,392.24	\$58.01	\$138.96	\$5.79
2 Person	\$0.00	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$0.00	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18

		With New Rates effective 1/1/25		With New Rates effective 1/1/25		With New Rates effective 1/1/25	
Current (Thru 12/31/24) Employee Contribution		Employee Contribution		Employee Contribution		Employee Contribution	
ABC Plan 3 \$3500/\$7000 ABC Rk		Choices \$500/\$1000 3-Tier Rk		Choices \$1000/\$2000 5-Tier Rk		ABC Plan 3 \$3500/\$7000 ABC Rk	
24 Pays		24 Pays		24 Pays		24 Pays	
Hired Before 7/1/2013							
8 Hour							
1 Person	\$0.00	\$2,308.92	\$96.21	\$1,217.16	\$50.72	\$0.00	\$0.00
2 Person	\$0.00	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$0.00	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18
Hired After 7/1/2013							
8 Hour							
1 Person	\$0.00	\$2,484.00	\$103.50	\$1,392.24	\$58.01	\$138.96	\$5.79
2 Person	\$0.00	\$6,419.88	\$267.50	\$3,963.36	\$165.14	\$1,143.60	\$47.65
Full Family	\$0.00	\$7,026.36	\$292.77	\$3,969.36	\$165.39	\$460.32	\$19.18