

Medical (continued)

Kaiser (for employees in California)

Plans & coverage tiers	Biweekly rates ¹
\$500 Deductible	
Employee Only	\$163.23
Employee + Spouse/ Partner ²	\$395.05
Employee + Child(ren) ²	\$325.20
Employee + Family ²	\$543.41
\$900 Deductible Plan (PPO)	
Employee Only	\$97.82
Employee + Spouse/Partner ²	\$236.53
Employee + Child(ren) ²	\$194.58
Employee + Family ²	\$325.23
\$1,800 Deductible Plan (High Deductible)	
Employee Only	\$60.08
Employee + Spouse/Partner ²	\$146.22
Employee + Child(ren) ²	\$120.84
Employee + Family ²	\$201.57
\$3,200 Deductible Plan (High Deductible)	
Employee Only	\$17.78
Employee + Spouse/Partner ²	\$42.96
Employee + Child(ren) ²	\$35.32
Employee + Family ²	\$59.04

¹Rates do not include relevant surcharges.

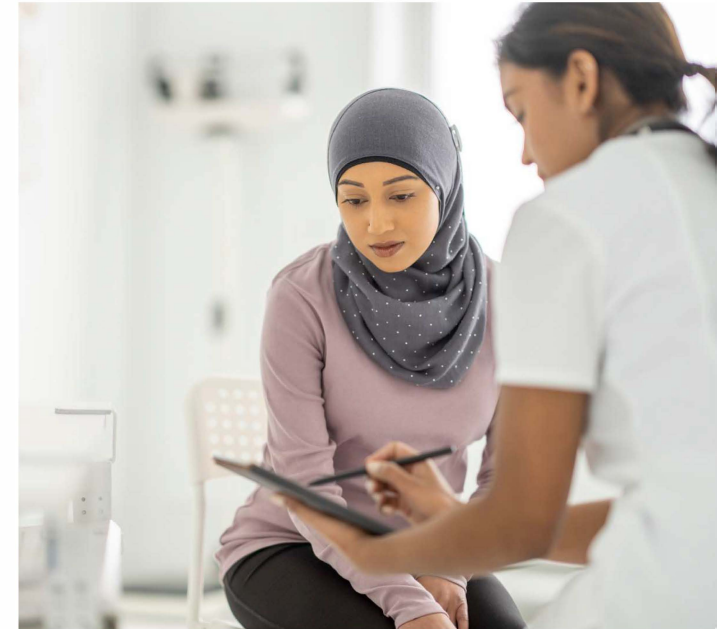
²Includes partner and/or partner's child(ren).

Kaiser (for employees in Hawaii)

Plans & coverage tiers	Biweekly rates ¹
Employee Only	\$24.54
Employee + Spouse/Partner ²	\$273.53
Employee + Child(ren) ²	\$211.65
Employee + Family ²	\$392.76

¹Rates do not include relevant surcharges.

²Includes partner and/or partner's child(ren).



Medical *(continued)*

Surcharges

Tobacco

Chubb medical plans include a tobacco premium surcharge for employees and/or covered spouses/partners who use tobacco products.

Coverage tiers	Monthly	Biweekly
Employee Only	\$50	\$23.08
Employee + Spouse/Partner	\$100	\$46.15

Spousal

If an employee covers a spouse/partner who has access to medical coverage through his/her employer, a surcharge will be applied to your medical plan premiums.

	Monthly	Biweekly
Chubb	\$100	\$46.15

Wellness

The annual surcharge for not completing the biometric screening by the annual deadline is \$625 for employees or \$1,250 for an employee plus spouse/partner.

	Annual	Biweekly
Employee did not complete biometric screening	\$625	\$24.04
Spouse did not complete biometric screening	\$625	\$24.04
Employee + Spouse/Partner	\$1,250	\$48.07

