

|                       | Kaiser WA   |             |             | Premera     |                | Uniform Medical Plan (UMP) |               |                     |
|-----------------------|-------------|-------------|-------------|-------------|----------------|----------------------------|---------------|---------------------|
| Employee Cost         | KPWA Core 1 | KPWA Core 2 | KPWA Core 3 | High PPO ** | Standard PPO** | UMP Achieve 1              | UMP Achieve 2 | UMP High Deductible |
| Employee              | \$13.00     | \$19.00     | \$89.00     | \$70.00     | \$22.00        | \$33.00                    | \$98.00       | \$25.00             |
| Employee & Spouse     | \$26.00     | \$38.00     | \$178.00    | \$140.00    | \$44.00        | \$66.00                    | \$196.00      | \$50.00             |
| Employee & Child(ren) | \$23.00     | \$33.00     | \$156.00    | \$123.00    | \$39.00        | \$58.00                    | \$172.00      | \$44.00             |
| Full Family           | \$39.00     | \$57.00     | \$267.00    | \$210.00    | \$66.00        | \$99.00                    | \$294.00      | \$75.00             |
| <b>Surcharges</b>     |             |             |             |             |                |                            |               |                     |
| Tobacco Surcharge     | \$25.00     | \$25.00     | \$25.00     | \$25.00     | \$25.00        | \$25.00                    | \$25.00       | \$25.00             |
| Spousal Surcharge     | \$50.00     | \$50.00     | \$50.00     | \$50.00     | \$50.00        | \$50.00                    | \$50.00       | \$50.00             |

| Supplemental employee & spouse life insurance monthly premiums (per \$1,000 coverage)  |            |         |
|--|------------|---------|
| Age  | Non-Smoker | Smoker  |
| <25  | \$0.038    | \$0.050 |
| 25-29  | \$0.042    | \$0.060 |
| 30-34  | \$0.046    | \$0.080 |
| 35-39  | \$0.058    | \$0.090 |
| 40-44  | \$0.088    | \$0.100 |
| 45-49  | \$0.128    | \$0.150 |
| 50-54  | \$0.188    | \$0.230 |
| 55-59  | \$0.346    | \$0.400 |
| 60-64  | \$0.534    | \$0.630 |
| 65-69  | \$0.962    | \$1.220 |
| 70+  | \$1.438    | \$1.988 |
| Child Rate<br>(Per \$1,000 of coverage) Available in \$5,000 increments up to \$25,000 |            |         |
| 2 week - 26  |            | \$0.124 |

| Supplemental AD&D              |         |
|--------------------------------|---------|
| Rate (Per \$1,000 of coverage) |         |
| Employee                       | \$0.019 |
| Spouse/SRDP*                   | \$0.019 |
| Child                          | \$0.016 |

| Supplemental Long-Term Disability |        |
|-----------------------------------|--------|
| Rate (Per \$5,000 of coverage)    |        |
| Age                               | Rate   |
| <30                               | 0.0014 |
| 30 - 34                           | 0.0019 |
| 35 - 39                           | 0.0029 |
| 40 - 44                           | 0.0041 |
| 45 - 49                           | 0.0056 |
| 50 - 54                           | 0.0077 |
| 55 - 59                           | 0.0093 |
| 60 - 64                           | 0.0096 |
| 65+                               | 0.0098 |