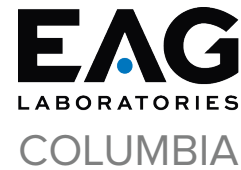


2018 RATE SHEET



Your contributions toward the cost of medical, dental and vision coverage are automatically deducted from your paycheck before taxes.

Medical

Coverage Tier	Semi-Monthly Employee Contributions	
	Anthem Blue Cross PPO	Anthem Blue Cross Lumenos HSA
Employee Only	\$51.13	\$20.35
Employee + Spouse/DP	\$337.23	\$233.05
Employee + Child(ren)	\$293.24	\$202.75
Employee + Family	\$399.86	\$303.76

Dental

Coverage Tier	Semi-Monthly Employee Contributions	
	MetLife DPPO	
Employee Only	\$3.74	
Employee + Spouse/DP	\$23.16	
Employee + Child(ren)	\$23.64	
Employee + Family	\$35.60	

Vision

Coverage Tier	Semi-Monthly Employee Contributions	
	VSP Vision PPO	
Employee Only	\$2.74	
Employee + Spouse/DP	\$5.99	
Employee + Child(ren)	\$6.44	
Employee + Family	\$10.60	

Domestic Partner (DP) Contributions: Your contributions to cover a DP are the same as those to cover a legal spouse. However, because of Internal Revenue Code (IRC) restrictions, in most cases, the fair market value of your DP's or DP's children's (if they are not federal tax dependents) healthcare coverage will be taxable to you as imputed income. This value is determined by the amount that The Company pays in premium for DP coverage. This amount raises your taxable gross income. Also, the payroll deductions to cover a DP must be taken on an after-tax basis.

Additional Life/AD&D

Deductions for supplemental Life/AD&D are taken from your paycheck after taxes. Rates are available online during enrollment.