2027 Benefit Plan Contributions

Trainee & Affiliate Benefit Program

BIWEEKLY RATES | 26 PAY PERIODS

	Rate Tier	Aetna POS		Kaiser HMO		Aetna HMO	
		Standard	Healthy Lifestyle	Standard	Healthy Lifestyle	Standard	Healthy Lifestyle
MEDICAL	EE Only	$69.76	**$58.22**	$53.32	**$41.78**	$49.13	**$37.59**
	EE + SP/DP	$164.62	**$141.54**	$135.08	**$112.00**	$144.12	**$121.04**
	EE + CH	$156.25	**$144.71**	$127.97	**$116.44**	$117.91	**$106.37**
	EE + Family	$220.42	**$197.35**	$184.85	**$161.77**	$203.07	**$180.00**

Healthy Lifestyle Discount

Trainee: $25 per month
Spouse/DP: additional $25 per month

Medical rates shown in paired Standard and Healthy Lifestyle columns.

	Rate Tier	Aetna Dental HMO	Aetna Dental PPO	EyeMed Vision	Voya Hospital Indemnity	Voya Accident
		Contribution Rate	Contribution Rate	Contribution Rate	Contribution Rate	Contribution Rate
DENTAL, VISION & VOLUNTARY	Participant	$2.01	$6.54	$4.72	$9.42	$2.76
	Participant + Spouse	$12.58	$38.34	$8.96	$16.10	$4.56
	Participant + Child(re	$12.61	$39.97	$9.43	$13.23	$5.49
	Family	$16.60	$61.57	$13.87	$19.92	$7.28

Biweekly amounts are deducted through payroll over 26 pay periods.

MONTHLY RATES | GALLAGHER DIRECT BILL

	Rate Tier	Aetna POS		Kaiser HMO		Aetna HMO	
		Standard	Healthy Lifestyle	Standard	Healthy Lifestyle	Standard	Healthy Lifestyle
MEDICAL	EE Only	$151.14	**$126.14**	$115.53	**$90.53**	$106.45	**$81.45**
	EE + SP/DP	$356.67	**$306.67**	$292.68	**$242.68**	$312.25	**$262.25**
	EE + CH	$338.54	**$313.54**	$277.28	**$252.28**	$255.48	**$230.48**
	EE + Family	$477.59	**$427.59**	$400.50	**$350.50**	$439.99	**$389.99**

	Rate Tier	Aetna Dental HMO	Aetna Dental PPO	EyeMed Vision	Voya Hospital Indemnity	Voya Accident
		Contribution Rate	Contribution Rate	Contribution Rate	Contribution Rate	Contribution Rate
DENTAL, VISION & VOLUNTARY	Participant	$4.35	$14.18	$10.22	$20.40	$5.99
	Participant + Spouse	$27.25	$83.08	$19.42	$34.89	$9.88
	Participant + Child(re	$27.31	$86.59	$20.44	$28.67	$11.89
	Family	$35.97	$133.39	$30.05	$43.16	$15.78

Monthly amounts apply to Gallagher direct-bill participants. Medical Healthy Lifestyle rates reflect the applicable monthly discount.