



coverage tiers

| | 2024 medical premiums | | imputed income | surcharge |
|-------------------------------------|-----------------------|----------|----------------|-----------|
| | bi-weekly | monthly | bi-weekly | bi-weekly |
| Essential HDHP | | | | |
| Associate only | \$0.00 | \$0.00 | n/a | \$0.00 |
| Associate & Child(ren) | \$44.40 | \$88.80 | n/a | \$0.00 |
| Associate & Spouse/Domestic Partner | \$47.00 | \$94.00 | \$243.79 | \$75.00 |
| Family | \$71.89 | \$143.79 | \$243.79 | \$75.00 |

coverage tiers

| | 2024 medical premiums | | imputed income | surcharge |
|-------------------------------------|-----------------------|----------|----------------|-----------|
| | bi-weekly | monthly | bi-weekly | bi-weekly |
| Enhanced HDHP | | | | |
| Associate only | \$30.96 | \$61.92 | n/a | \$0.00 |
| Associate & Child(ren) | \$91.30 | \$182.61 | n/a | \$0.00 |
| Associate & Spouse/Domestic Partner | \$96.28 | \$192.56 | \$275.71 | \$75.00 |
| Family | \$148.86 | \$297.73 | \$275.71 | \$75.00 |

coverage tiers

| | 2024 medical premiums | | imputed income | surcharge |
|-------------------------------------|-----------------------|----------|----------------|-----------|
| | bi-weekly | monthly | bi-weekly | bi-weekly |
| PPD | | | | |
| Associate only | \$123.17 | \$246.34 | n/a | \$0.00 |
| Associate & Child(ren) | \$225.40 | \$450.80 | n/a | \$0.00 |
| Associate & Spouse/Domestic Partner | \$237.33 | \$474.66 | \$332.22 | \$75.00 |
| Family | \$380.50 | \$761.00 | \$332.22 | \$75.00 |

Notes:

- Premiums deducted from 24/26 payrolls
- Imputed income applied if Domestic Partner is enrolled on a Paycor medical plan.
- Surcharge applied if Spouse/Domestic Partner is enrolled on a Paycor medical plan but is eligible to enroll in his/her employer's group medical plan.

premiums

| |
|-----------------|
| Lowest premiums |
|-----------------|

deductible

| |
|--------------------|
| Highest deductible |
|--------------------|

HSA

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|--|
| Receive up to \$250 or up to \$500 from Paycor based on coverage tier. |
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FSA

| |
|---|
| Eligible for limited purpose only ¹ |
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premiums

| |
|------------------|
| Average premiums |
|------------------|

deductible

| |
|--------------------|
| Average deductible |
|--------------------|

HSA

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|--|
| Receive up to \$500 or up to \$1,000 from Paycor based on coverage tier. |
|--|

FSA

| |
|---|
| Eligible for limited purpose only ¹ |
|---|

premiums

| |
|------------------|
| Highest premiums |
|------------------|

deductible

| |
|-------------------|
| Lowest deductible |
|-------------------|

HSA

| |
|------------|
| Ineligible |
|------------|

FSA

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|--|
| Eligible for limited purpose or healthcare |
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Definitions:

Premiums - The amount you pay out of your paycheck for your health insurance.

Deductible - The amount you pay for covered health care services before your insurance plan starts to pay.

Health Savings Account (HSA) - A type of savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses.

Flexible Spending Account (FSA) - An arrangement through your employer that lets you pay for many out-of-pocket medical expenses with tax-free dollars. Limited purpose is limited to only dental and vision expenses.

¹ Healthcare FSAs are not compatible with HSAs.