



Plan Premiums for Non-Represented Employees

Employee Medical Premium Sharing—Effective January 1, 2010

Important: Employees are required to determine if their dependent qualifies as a qualifying child or qualifying relative under Internal Revenue Service Publication 502, in order to determine whether imputed income applies to the premiums. If your dependent does not meet the criteria as a qualifying child or qualifying relative under the tax code, you are required to contact the Benefits Department to find out whether any imputed (taxable) income may apply for that nonqualified dependent's coverage. Please refer to the Sandia Health Benefits Plan for Employees Summary Plan Description, Section 3 Eligibility for more information.

Medical Plan Premiums

The following table provides the monthly premium-share amounts for non-represented employees for each of the plans

Medical program and coverage	Tier 1*	Tier 2**	Tier 3†	Tier 4††
Sandia Total Health+				
Employee only	\$44	\$63	\$82	\$101
Employee and child(ren)	\$80	\$114	\$148	\$182
Employee and spouse	\$90	\$129	\$168	\$207
Employee, spouse, and child(ren)	\$128	\$183	\$238	\$293
UnitedHealthcare Premier				



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PPO				
Employee only	\$49	\$70	\$91	\$112
Employee and child(ren)	\$88	\$126	\$164	\$202
Employee and spouse	\$101	\$144	\$187	\$230
Employee, spouse, and child(ren)	\$142	\$203	\$264	\$325
CIGNA In-Network				
Employee only	\$54	\$76	\$98	\$120
Employee and child(ren)	\$96	\$136	\$176	\$216
Employee and spouse	\$111	\$156	\$201	\$246
Employee, spouse, and child(ren)	\$156	\$220	\$284	\$348
Kaiser Permanente HMO (CA)				
Employee only	\$47	\$67	\$87	\$107
Employee and child(ren)	\$85	\$121	\$157	\$193
Employee and spouse	\$96	\$137	\$178	\$219



Employee, spouse, and child(ren)	\$136	\$194	\$252	\$310
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+ Year Round Student Interns are only eligible for the Sandia Total Health and the monthly premium share falls under Tier 1.

* Tier 1: Base salary of up to \$50,000 as of January 1, 2010

** Tier 2: Base salary of \$50,001 to \$80,000 as of January 1, 2010

† Tier 3: Base salary of \$80,001 to \$130,000 as of January 1, 2010

†† Tier 4: Base salary of \$130,001 or above as of January 1, 2010

Class II Dependent Premiums

- Class II dependents for whom you currently pay a Class II premium will not be counted as dependents in calculating the premiums stated above.
- Any Class II dependents for which you do not pay the full Class II premium will be counted as dependents for premium sharing in the calculation.

The monthly premium for a non-Medicare Class II dependent is:

\$268.10 for the Sandia Total Health

\$298.90 for the UnitedHealthcare Premier PPO Plan

The monthly premium for a Medicare Class II dependent is:

\$214.90 for the UnitedHealthcare Senior Premier PPO Plan

Dental Care Program Premiums for Non-Represented Employees

Employee	\$8.00
Employee plus one Class I dependent	\$16.00
Employee plus two or more Class I dependents	\$22.00