

Plan Premiums for Represented Employees

Employee Medical Premium Sharing—Effective January 1, 2010

Important: Employees are required to determine if their dependent qualifies as a qualified child or qualifying relative under Internal Revenue Code 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 (Revised 10-20-2009)

Represented Employees

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

Medical plan and coverage	Tier 1*	Tier 2**
UnitedHealthcare Standard PPO plan		
Employee only	\$42	\$60
Employee and child(ren)	\$76	\$108
Employee and spouse	\$86	\$123
Employee, spouse, and child(ren)	\$122	\$174
UnitedHealthcare Premier PPO plan		
Employee only	\$49	\$70
Employee and child(ren)	\$88	\$126
Employee and spouse	\$101	\$144

Employee, spouse, and child(ren)	\$142	\$203
CIGNA In-Network plan		
Employee only	\$54	\$76
Employee and child(ren)	\$96	\$136
Employee and spouse	\$111	\$156
Employee, spouse, and child(ren)	\$156	\$220

+ Year Round Student Interns are only eligible for the UHC Standard PPO Plan 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

Class II Dependents

- 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 Plan 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