



2018 Monthly COBRA Rates for Nonunion & Global

| Plan Name | Individual Coverage | Family Coverage |
|--------------------------|----------------------------|------------------------|
| HUGHP HMO | \$643.62 | \$1,739.10 |
| HUGHP POS | \$679.32 | \$1,834.98 |
| HUGHP POS Plus | \$693.60 | \$1,871.70 |
| HUGHP HDHP | \$593.64 | \$1,603.44 |
| Harvard Pilgrim HMO | \$658.82 | \$1,778.88 |
| Harvard Pilgrim POS | \$694.62 | \$1,874.76 |
| Harvard Pilgrim POS Plus | \$707.88 | \$1,911.48 |
| Harvard Pilgrim HDHP | \$608.94 | \$1,643.22 |
| Global Plan | \$609.75 | \$2,015.35 |
| Delta Dental | \$52.02 | \$146.88 |
| Davis Vision | \$6.23 | \$14.33 |



2018 Layoff and COBRA Rates for Nonunion & Global
(Layoff rates during first 12 months, COBRA rate thereafter)

| Individual Coverage | Layoff Rates | | | | COBRA Rates |
|--------------------------|--------------|------------------|------------------|------------------|-------------|
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | 102% |
| HUGHP HMO | \$123.00 | \$142.50 | \$216.00 | \$276.00 | \$643.62 |
| HUGHP POS | \$175.50 | \$195.00 | \$268.50 | \$328.50 | \$679.32 |
| HUGHP POS Plus | \$196.50 | \$216.00 | \$289.50 | \$349.50 | \$693.60 |
| HUGHP HDHP | \$49.50 | \$69.00 | \$142.50 | \$202.50 | \$593.64 |
| Harvard Pilgrim HMO | \$145.50 | \$165.00 | \$238.50 | \$298.50 | \$658.92 |
| Harvard Pilgrim POS | \$198.00 | \$217.50 | \$291.00 | \$351.00 | \$694.62 |
| Harvard Pilgrim POS Plus | \$217.50 | \$237.00 | \$310.50 | \$370.50 | \$707.88 |
| Harvard Pilgrim HDHP | \$72.00 | \$91.50 | \$165.00 | \$225.00 | \$608.94 |
| Global Plan | \$132.00 | \$148.50 | \$213.00 | \$265.50 | \$609.75 |
| Delta Dental | \$28.50 | \$28.50 | \$28.50 | \$28.50 | \$52.02 |
| Davis Vision | \$6.11 | \$6.11 | \$6.11 | \$6.11 | \$6.23 |

| Family Coverage | Layoff Rates | | | | COBRA Rates |
|--------------------------|--------------|------------------|------------------|------------------|-------------|
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | 102% |
| HUGHP HMO | \$333.00 | \$384.00 | \$583.50 | \$745.50 | \$1,739.10 |
| HUGHP POS | \$474.00 | \$525.00 | \$724.50 | \$886.50 | \$1,834.98 |
| HUGHP POS Plus | \$528.00 | \$579.00 | \$778.50 | \$940.50 | \$1,871.70 |
| HUGHP HDHP | \$133.50 | \$184.50 | \$384.00 | \$546.00 | \$1,603.44 |
| Harvard Pilgrim HMO | \$391.50 | \$442.50 | \$642.00 | \$804.00 | \$1,778.88 |
| Harvard Pilgrim POS | \$532.50 | \$583.50 | \$783.00 | \$945.00 | \$1,874.76 |
| Harvard Pilgrim POS Plus | \$586.50 | \$637.50 | \$837.00 | \$999.00 | \$1,911.48 |
| Harvard Pilgrim HDHP | \$192.00 | \$243.00 | \$442.50 | \$604.50 | \$1,643.22 |
| Global Plan | \$445.50 | \$499.50 | \$709.50 | \$879.00 | \$2,015.35 |
| Delta Dental | \$82.50 | \$82.50 | \$82.50 | \$82.50 | \$146.88 |
| Davis Vision | \$14.05 | \$14.05 | \$14.05 | \$14.05 | \$14.33 |



2018 Survivor COBRA Rates for Nonunion & Global

(Employee rates during first 9 months, COBRA rates for remaining 27 months)

| Individual Coverage | Employee Rates | | | | COBRA Rates |
|--------------------------|----------------|------------------|------------------|------------------|-------------|
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | 102% |
| HUGHP HMO | \$82.00 | \$95.00 | \$144.00 | \$184.00 | \$643.62 |
| HUGHP POS | \$117.00 | \$130.00 | \$179.00 | \$219.00 | \$679.32 |
| HUGHP POS Plus | \$131.00 | \$144.00 | \$193.00 | \$233.00 | \$693.60 |
| HUGHP HDHP | \$33.00 | \$46.00 | \$95.00 | \$135.00 | \$593.64 |
| Harvard Pilgrim HMO | \$97.00 | \$110.00 | \$159.00 | \$199.00 | \$658.92 |
| Harvard Pilgrim POS | \$132.00 | \$145.00 | \$194.00 | \$234.00 | \$694.62 |
| Harvard Pilgrim POS Plus | \$145.00 | \$158.00 | \$207.00 | \$247.00 | \$707.88 |
| Harvard Pilgrim HDHP | \$48.00 | \$61.00 | \$110.00 | \$150.00 | \$608.94 |
| Global Plan | \$88.00 | \$99.00 | \$142.00 | \$177.00 | \$609.75 |
| Delta Dental | \$19.00 | \$19.00 | \$19.00 | \$19.00 | \$52.02 |
| Davis Vision | \$6.11 | \$6.11 | \$6.11 | \$6.11 | \$6.23 |

| Family Coverage | Employee Rates | | | | COBRA Rates |
|--------------------------|----------------|------------------|------------------|------------------|-------------|
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | 102% |
| HUGHP HMO | \$222.00 | \$256.00 | \$389.00 | \$497.00 | \$1,739.10 |
| HUGHP POS | \$316.00 | \$350.00 | \$483.00 | \$591.00 | \$1,834.98 |
| HUGHP POS Plus | \$352.00 | \$386.00 | \$519.00 | \$627.00 | \$1,871.70 |
| HUGHP HDHP | \$89.00 | \$123.00 | \$256.00 | \$364.00 | \$1,603.44 |
| Harvard Pilgrim HMO | \$261.00 | \$295.00 | \$428.00 | \$536.00 | \$1,778.88 |
| Harvard Pilgrim POS | \$355.00 | \$389.00 | \$522.00 | \$630.00 | \$1,874.76 |
| Harvard Pilgrim POS Plus | \$391.00 | \$425.00 | \$558.00 | \$666.00 | \$1,911.48 |
| Harvard Pilgrim HDHP | \$128.00 | \$162.00 | \$295.00 | \$403.00 | \$1,643.22 |
| Global Plan | \$297.00 | \$333.00 | \$473.00 | \$586.00 | \$2,015.35 |
| Delta Dental | \$55.00 | \$55.00 | \$55.00 | \$55.00 | \$146.88 |
| Davis Vision | \$14.05 | \$14.05 | \$14.05 | \$14.05 | \$14.33 |