



2019 Monthly COBRA Rates for Nonunion & Global

| Plan Name | Individual Coverage | Family Coverage |
|--------------------------|----------------------------|------------------------|
| HUGHP HMO | \$640.56 | \$1,729.92 |
| HUGHP POS | \$676.26 | \$1,825.80 |
| HUGHP POS Plus | \$690.54 | \$1,864.56 |
| HUGHP HDHP | \$605.88 | \$1,637.10 |
| Harvard Pilgrim HMO | \$659.94 | \$1,781.94 |
| Harvard Pilgrim POS | \$695.64 | \$1,877.82 |
| Harvard Pilgrim POS Plus | \$709.92 | \$1,916.58 |
| Harvard Pilgrim HDHP | \$605.88 | \$1,637.10 |
| Global Plan | \$645.37 | \$2,132.59 |
| Delta Dental | \$53.04 | \$149.94 |
| Davis Vision | \$6.42 | \$14.76 |



2019 Layoff and COBRA Rates for Nonunion & Global
(Layoff rates during first 12 months, COBRA rate thereafter)

| Individual Coverage | Layoff Rates | | | | COBRA Rates |
|--------------------------|----------------------|------------------|------------------|------------------|-------------|
| | Based on salary tier | | | | |
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | |
| HUGHP HMO | \$120.00 | \$138.00 | \$211.50 | \$271.50 | \$640.56 |
| HUGHP POS | \$172.50 | \$190.50 | \$264.00 | \$324.00 | \$676.26 |
| HUGHP POS Plus | \$193.50 | \$211.50 | \$285.00 | \$345.00 | \$690.54 |
| HUGHP HDHP | \$69.00 | \$87.00 | \$160.50 | \$220.50 | \$605.88 |
| Harvard Pilgrim HMO | \$148.50 | \$166.50 | \$240.00 | \$300.00 | \$659.94 |
| Harvard Pilgrim POS | \$201.00 | \$219.00 | \$292.50 | \$352.50 | \$695.64 |
| Harvard Pilgrim POS Plus | \$222.00 | \$240.00 | \$313.50 | \$373.50 | \$709.92 |
| Harvard Pilgrim HDHP | \$69.00 | \$87.00 | \$160.50 | \$220.50 | \$605.88 |
| Global Plan | \$139.50 | \$157.50 | \$225.00 | \$280.50 | \$645.37 |
| Delta Dental | \$30.00 | \$30.00 | \$30.00 | \$30.00 | \$53.04 |
| Davis Vision | \$6.29 | \$6.29 | \$6.29 | \$6.29 | \$6.42 |

| Family Coverage | Layoff Rates | | | | COBRA Rates |
|--------------------------|----------------------|------------------|------------------|------------------|-------------|
| | Based on salary tier | | | | |
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | |
| HUGHP HMO | \$322.50 | \$373.50 | \$573.00 | \$733.50 | \$1,729.92 |
| HUGHP POS | \$463.50 | \$514.50 | \$714.00 | \$874.50 | \$1,825.80 |
| HUGHP POS Plus | \$520.50 | \$571.50 | \$771.00 | \$931.50 | \$1,864.56 |
| HUGHP HDHP | \$186.00 | \$237.00 | \$436.50 | \$597.00 | \$1,637.10 |
| Harvard Pilgrim HMO | \$399.00 | \$450.00 | \$649.50 | \$810.00 | \$1,781.94 |
| Harvard Pilgrim POS | \$540.00 | \$591.00 | \$790.50 | \$951.00 | \$1,877.82 |
| Harvard Pilgrim POS Plus | \$597.00 | \$648.00 | \$847.50 | \$1,008.00 | \$1,916.58 |
| Harvard Pilgrim HDHP | \$186.00 | \$237.00 | \$436.50 | \$597.00 | \$1,637.10 |
| Global Plan | \$472.50 | \$529.50 | \$751.50 | \$931.50 | \$2,132.59 |
| Delta Dental | \$84.00 | \$84.00 | \$84.00 | \$84.00 | \$149.94 |
| Davis Vision | \$14.47 | \$14.47 | \$14.47 | \$14.47 | \$14.76 |



2019 Survivor COBRA Rates for Nonunion & Global

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

| Individual Coverage | Employee Rates | | | | COBRA Rates |
|--------------------------|----------------------|------------------|------------------|------------------|-------------|
| | Based on salary tier | | | | |
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | |
| HUGHP HMO | \$80.00 | \$92.00 | \$141.00 | \$181.00 | \$640.56 |
| HUGHP POS | \$115.00 | \$127.00 | \$176.00 | \$216.00 | \$676.26 |
| HUGHP POS Plus | \$129.00 | \$141.00 | \$190.00 | \$230.00 | \$690.54 |
| HUGHP HDHP | \$46.00 | \$58.00 | \$107.00 | \$147.00 | \$605.88 |
| Harvard Pilgrim HMO | \$99.00 | \$111.00 | \$160.00 | \$200.00 | \$659.94 |
| Harvard Pilgrim POS | \$134.00 | \$146.00 | \$195.00 | \$235.00 | \$695.64 |
| Harvard Pilgrim POS Plus | \$148.00 | \$160.00 | \$209.00 | \$249.00 | \$709.92 |
| Harvard Pilgrim HDHP | \$46.00 | \$58.00 | \$107.00 | \$147.00 | \$605.88 |
| Global Plan | \$93.00 | \$105.00 | \$150.00 | \$187.00 | \$645.37 |
| Delta Dental | \$20.00 | \$20.00 | \$20.00 | \$20.00 | \$53.04 |
| Davis Vision | \$6.29 | \$6.29 | \$6.29 | \$6.29 | \$6.42 |

| Family Coverage | Employee Rates | | | | COBRA Rates |
|--------------------------|----------------------|------------------|------------------|------------------|-------------|
| | Based on salary tier | | | | |
| | <\$55k | \$55K - \$74,999 | \$75k – \$99,999 | \$100k and above | |
| HUGHP HMO | \$215.00 | \$249.00 | \$382.00 | \$489.00 | \$1,729.92 |
| HUGHP POS | \$309.00 | \$343.00 | \$476.00 | \$583.00 | \$1,825.80 |
| HUGHP POS Plus | \$347.00 | \$381.00 | \$514.00 | \$621.00 | \$1,864.56 |
| HUGHP HDHP | \$124.00 | \$158.00 | \$291.00 | \$398.00 | \$1,637.10 |
| Harvard Pilgrim HMO | \$266.00 | \$300.00 | \$433.00 | \$540.00 | \$1,781.94 |
| Harvard Pilgrim POS | \$360.00 | \$394.00 | \$527.00 | \$634.00 | \$1,877.82 |
| Harvard Pilgrim POS Plus | \$398.00 | \$432.00 | \$565.00 | \$672.00 | \$1,916.58 |
| Harvard Pilgrim HDHP | \$124.00 | \$158.00 | \$291.00 | \$398.00 | \$1,637.10 |
| Global Plan | \$315.00 | \$353.00 | \$501.00 | \$621.00 | \$2,132.59 |
| Delta Dental | \$56.00 | \$56.00 | \$56.00 | \$56.00 | \$149.94 |
| Davis Vision | \$14.47 | \$14.47 | \$14.47 | \$14.47 | \$14.76 |