# INSURANCE PREMIUMS
## 2023 PLAN YEAR

<table>
<thead>
<tr>
<th>Health Insurance</th>
<th>Participants Covered</th>
<th>2023 Employee Cost</th>
<th>2023 Employer Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td><strong>Triple Choice Plan</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$28.36</td>
<td>$56.72</td>
<td>$351.40</td>
</tr>
<tr>
<td>Employee + Adult</td>
<td>$77.45</td>
<td>$154.90</td>
<td>$723.66</td>
</tr>
<tr>
<td>Employee + Child</td>
<td>$62.08</td>
<td>$124.16</td>
<td>$470.66</td>
</tr>
<tr>
<td>Family</td>
<td>$131.75</td>
<td>$263.50</td>
<td>$819.40</td>
</tr>
<tr>
<td><strong>HDHP with HSA</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$11.00</td>
<td>$22.00</td>
<td>$237.29</td>
</tr>
<tr>
<td>Employee + Adult</td>
<td>$33.00</td>
<td>$66.00</td>
<td>$491.80</td>
</tr>
<tr>
<td>Employee + Child</td>
<td>$28.05</td>
<td>$56.10</td>
<td>$321.48</td>
</tr>
<tr>
<td>Family</td>
<td>$61.05</td>
<td>$122.10</td>
<td>$547.92</td>
</tr>
<tr>
<td><strong>UA Alternative Plan</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee + Adult</td>
<td>$77.45</td>
<td>$154.90</td>
<td>$655.68</td>
</tr>
<tr>
<td>Family</td>
<td>$131.75</td>
<td>$263.50</td>
<td>$969.83</td>
</tr>
</tbody>
</table>

*The UA Alternative Plan is available only to employees who are insuring a domestic partner.*

† The UA has 26 pay periods per year, but insurance deductions are taken only twice per month (24 pay periods). Twice a year, there are three pay periods in a month, so one of those “extra” paydays will include a “premium holiday” when deductions are not taken out of your paycheck.
## DENTAL INSURANCE

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Tier</th>
<th>2023 Employee Cost</th>
<th>2023 Employer Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td><strong>Delta Dental</strong></td>
<td>Employee Only</td>
<td>$15.49</td>
<td>$30.98</td>
</tr>
<tr>
<td></td>
<td>Employee + Adult</td>
<td>$32.86</td>
<td>$65.72</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$25.28</td>
<td>$50.56</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$52.28</td>
<td>$104.56</td>
</tr>
<tr>
<td><strong>UHC Dental HMO</strong></td>
<td>Employee Only</td>
<td>$1.78</td>
<td>$3.56</td>
</tr>
<tr>
<td></td>
<td>Employee + Adult</td>
<td>$3.56</td>
<td>$7.12</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$3.34</td>
<td>$6.68</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$5.92</td>
<td>$11.84</td>
</tr>
<tr>
<td><strong>UA Alternative Plan: Delta Dental</strong>*</td>
<td>Employee + Adult</td>
<td>$32.86</td>
<td>$65.72</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$52.28</td>
<td>$104.56</td>
</tr>
</tbody>
</table>

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†The UA has 26 pay periods per year, but insurance deductions are taken only twice per month (24 pay periods). Twice a year, there are three pay periods in a month, so one of those *extra* paydays will include a “premium holiday” when deductions are not taken out of your paycheck.

## VISION INSURANCE

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Tier</th>
<th>2023 Employee Cost</th>
<th>2023 Employer Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td><strong>Avesis</strong></td>
<td>Employee Only</td>
<td>$1.86</td>
<td>$3.72</td>
</tr>
<tr>
<td></td>
<td>Employee + Adult</td>
<td>$6.18</td>
<td>$12.36</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$6.12</td>
<td>$12.24</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$7.70</td>
<td>$15.40</td>
</tr>
<tr>
<td><strong>UA Alternative Plan: Avesis</strong>*</td>
<td>Employee + Adult</td>
<td>$6.18</td>
<td>$12.36</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$7.70</td>
<td>$15.40</td>
</tr>
</tbody>
</table>

## SUPPLEMENTAL LIFE INSURANCE (per $1,000 of coverage)
<table>
<thead>
<tr>
<th>Age</th>
<th>Securian 2023</th>
<th>The Hartford 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td>18–24</td>
<td>$0.030</td>
<td>$0.06</td>
</tr>
<tr>
<td>25–29</td>
<td>$0.030</td>
<td>$0.06</td>
</tr>
<tr>
<td>30–34</td>
<td>$0.0340</td>
<td>$0.068</td>
</tr>
<tr>
<td>35–39</td>
<td>$0.0376</td>
<td>$0.075</td>
</tr>
<tr>
<td>40–44</td>
<td>$0.06</td>
<td>$0.121</td>
</tr>
<tr>
<td>45–49</td>
<td>$0.079</td>
<td>$0.158</td>
</tr>
<tr>
<td>50–54</td>
<td>$0.125</td>
<td>$0.249</td>
</tr>
<tr>
<td>55–59</td>
<td>$0.178</td>
<td>$0.355</td>
</tr>
<tr>
<td>60–64</td>
<td>$0.313</td>
<td>$0.626</td>
</tr>
<tr>
<td>65–69</td>
<td>$0.313</td>
<td>$0.626</td>
</tr>
<tr>
<td>70+</td>
<td>$0.49</td>
<td>$0.981</td>
</tr>
</tbody>
</table>

**Dependent Supplemental Life Insurance**

<table>
<thead>
<tr>
<th>Coverage Amount</th>
<th>SECURIAN</th>
<th>THE HARTFORD</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,000</td>
<td>$0.94</td>
<td>$0.47</td>
</tr>
<tr>
<td>$4,000</td>
<td>$1.88</td>
<td>$0.94</td>
</tr>
<tr>
<td>$6,000</td>
<td>$2.82</td>
<td>$1.41</td>
</tr>
<tr>
<td>$10,000</td>
<td>$4.70</td>
<td>$2.35</td>
</tr>
<tr>
<td>$12,000</td>
<td>$5.64</td>
<td>$2.82</td>
</tr>
<tr>
<td>$15,000</td>
<td>$7.06</td>
<td>$3.53</td>
</tr>
<tr>
<td>$50,000</td>
<td>$23.50</td>
<td>$11.75</td>
</tr>
</tbody>
</table>

**SHORT-TERM DISABILITY**

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Per Pay Period</th>
<th>Per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unum</td>
<td>38.5¢</td>
<td>77¢</td>
</tr>
<tr>
<td>MetLife</td>
<td>15.5¢</td>
<td>31¢</td>
</tr>
</tbody>
</table>

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Employees cannot insure domestic partners or the children of domestic partners under the Securian dependent life plan. Dependent life coverage ($5,000) for domestic partners and their children is available from The Hartford.