



CWA Unity DIRECT and CWA Unity Freedom Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$20,000	2.153%	\$431	2.153%	\$431	2.153%	\$431	2.153%	\$431
\$21,000	2.153%	\$452	2.153%	\$452	2.153%	\$452	2.153%	\$452
\$22,000	2.153%	\$474	2.153%	\$474	2.153%	\$474	2.153%	\$474
\$23,000	2.153%	\$495	2.153%	\$495	2.153%	\$495	2.153%	\$495
\$24,000	2.153%	\$517	2.153%	\$517	2.153%	\$517	2.153%	\$517
\$25,000	2.153%	\$538	2.153%	\$538	2.153%	\$538	2.153%	\$538
\$26,000	2.153%	\$560	2.153%	\$560	2.422%	\$630	2.153%	\$560
\$27,000	2.153%	\$581	2.153%	\$581	2.422%	\$654	2.153%	\$581
\$28,000	2.153%	\$603	2.153%	\$603	2.422%	\$678	2.153%	\$603
\$29,000	2.153%	\$624	2.153%	\$624	2.422%	\$702	2.153%	\$624
\$30,000	2.422%	\$727	2.960%	\$888	2.691%	\$807	2.960%	\$888
\$31,000	2.422%	\$751	2.960%	\$918	2.691%	\$834	2.960%	\$918
\$32,000	2.422%	\$775	2.960%	\$947	2.691%	\$861	2.960%	\$947
\$33,000	2.422%	\$799	2.960%	\$977	2.691%	\$888	2.960%	\$977
\$34,000	2.422%	\$824	2.960%	\$1,007	2.691%	\$915	2.960%	\$1,007
\$35,000	2.422%	\$848	2.960%	\$1,036	3.229%	\$1,130	2.960%	\$1,036
\$36,000	2.422%	\$872	3.229%	\$1,162	3.229%	\$1,162	3.229%	\$1,162
\$37,000	2.422%	\$896	3.229%	\$1,195	3.229%	\$1,195	3.229%	\$1,195
\$38,000	2.422%	\$920	3.229%	\$1,227	3.229%	\$1,227	3.229%	\$1,227
\$39,000	2.422%	\$945	3.229%	\$1,259	3.229%	\$1,259	3.229%	\$1,259
\$40,000	2.422%	\$969	3.229%	\$1,292	3.229%	\$1,292	3.229%	\$1,292
\$41,000	2.422%	\$993	3.229%	\$1,324	3.229%	\$1,324	3.229%	\$1,324
\$42,000	2.422%	\$1,017	3.229%	\$1,356	3.229%	\$1,356	3.229%	\$1,356
\$43,000	2.422%	\$1,042	3.229%	\$1,388	3.229%	\$1,388	3.229%	\$1,388
\$44,000	2.422%	\$1,066	3.229%	\$1,421	3.229%	\$1,421	3.229%	\$1,421
\$45,000	2.583%	\$1,162	3.229%	\$1,453	3.767%	\$1,695	3.499%	\$1,574
\$46,000	2.583%	\$1,188	3.229%	\$1,485	3.767%	\$1,733	3.499%	\$1,609
\$47,000	2.583%	\$1,214	3.229%	\$1,518	3.767%	\$1,771	3.499%	\$1,644
\$48,000	2.583%	\$1,240	3.229%	\$1,550	3.767%	\$1,808	3.499%	\$1,679
\$49,000	2.583%	\$1,266	3.229%	\$1,582	3.767%	\$1,846	3.499%	\$1,714
\$50,000	3.229%	\$1,615	4.575%	\$2,288	4.844%	\$2,422	4.844%	\$2,422
\$51,000	3.229%	\$1,647	4.575%	\$2,333	4.844%	\$2,470	4.844%	\$2,470
\$52,000	3.229%	\$1,679	4.575%	\$2,379	4.844%	\$2,519	4.844%	\$2,519
\$53,000	3.229%	\$1,711	4.575%	\$2,425	4.844%	\$2,567	4.844%	\$2,567
\$54,000	3.229%	\$1,744	4.575%	\$2,471	4.844%	\$2,616	4.844%	\$2,616
\$55,000	3.660%	\$2,013	4.844%	\$2,664	5.382%	\$2,960	4.844%	\$2,664
\$56,000	3.660%	\$2,049	4.844%	\$2,712	5.382%	\$3,014	4.844%	\$2,712
\$57,000	3.660%	\$2,086	4.844%	\$2,761	5.382%	\$3,068	4.844%	\$2,761
\$58,000	3.660%	\$2,123	4.844%	\$2,809	5.382%	\$3,121	4.844%	\$2,809
\$59,000	3.660%	\$2,159	4.844%	\$2,858	5.382%	\$3,175	4.844%	\$2,858
\$60,000	4.037%	\$2,422	5.920%	\$3,552	6.458%	\$3,875	5.382%	\$3,229
\$61,000	4.037%	\$2,462	5.920%	\$3,611	6.458%	\$3,939	5.382%	\$3,283
\$62,000	4.037%	\$2,503	5.920%	\$3,670	6.458%	\$4,004	5.382%	\$3,337
\$63,000	4.037%	\$2,543	5.920%	\$3,730	6.458%	\$4,069	5.382%	\$3,391
\$64,000	4.037%	\$2,584	5.920%	\$3,789	6.458%	\$4,133	5.382%	\$3,444



CWA Unity DIRECT and CWA Unity Freedom Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$65,000	4.037%	\$2,624	6.190%	\$4,023	6.996%	\$4,548	5.651%	\$3,673
\$66,000	4.037%	\$2,664	6.190%	\$4,085	6.996%	\$4,618	5.651%	\$3,730
\$67,000	4.037%	\$2,705	6.190%	\$4,147	6.996%	\$4,688	5.651%	\$3,786
\$68,000	4.037%	\$2,745	6.190%	\$4,209	6.996%	\$4,757	5.651%	\$3,843
\$69,000	4.037%	\$2,785	6.190%	\$4,271	6.996%	\$4,827	5.651%	\$3,899
\$70,000	4.305%	\$3,014	6.673%	\$4,671	7.804%	\$5,463	6.190%	\$4,333
\$71,000	4.305%	\$3,057	6.673%	\$4,738	7.804%	\$5,541	6.190%	\$4,395
\$72,000	4.305%	\$3,100	6.673%	\$4,805	7.804%	\$5,619	6.190%	\$4,456
\$73,000	4.305%	\$3,143	6.673%	\$4,872	7.804%	\$5,697	6.190%	\$4,518
\$74,000	4.305%	\$3,186	6.673%	\$4,938	7.804%	\$5,775	6.190%	\$4,580
\$75,000		\$3,204		\$5,035	7.804%	\$5,853		\$4,736
\$76,000		\$3,204		\$5,035	7.804%	\$5,931		\$4,736
\$77,000		\$3,204		\$5,035	7.804%	\$6,009		\$4,736
\$78,000		\$3,204		\$5,035	7.804%	\$6,087		\$4,736
\$79,000		\$3,204		\$5,035	7.804%	\$6,165		\$4,736
\$80,000		\$3,318		\$5,264	7.804%	\$6,243		\$4,898
\$81,000		\$3,318		\$5,264	7.804%	\$6,321		\$4,898
\$82,000		\$3,318		\$5,264	7.804%	\$6,399		\$4,898
\$83,000		\$3,318		\$5,264	7.804%	\$6,477		\$4,898
\$84,000		\$3,318		\$5,264	7.804%	\$6,555		\$4,898
\$85,000		\$3,318		\$5,721	8.073%	\$6,862		\$5,328
\$86,000		\$3,318		\$5,721	8.073%	\$6,942		\$5,328
\$87,000		\$3,318		\$5,721	8.073%	\$7,023		\$5,328
\$88,000		\$3,318		\$5,721	8.073%	\$7,104		\$5,328
\$89,000		\$3,318		\$5,721	8.073%	\$7,185		\$5,328
\$90,000		\$3,318		\$5,721	8.073%	\$7,265		\$5,328
\$91,000		\$3,318		\$5,721	8.073%	\$7,346		\$5,328
\$92,000		\$3,318		\$5,721	8.073%	\$7,427		\$5,328
\$93,000		\$3,318		\$5,721	8.073%	\$7,508		\$5,328
\$94,000		\$3,318		\$5,721	8.073%	\$7,588		\$5,328
\$95,000		\$3,434		\$5,721	8.073%	\$7,669		\$5,328
\$96,000		\$3,434		\$5,721	8.073%	\$7,750		\$5,328
\$97,000		\$3,434		\$5,721	8.073%	\$7,830		\$5,328
\$98,000		\$3,434		\$5,721	8.073%	\$7,911		\$5,328
\$99,000		\$3,434		\$5,721	8.073%	\$7,992		\$5,328
\$100,000		\$3,434		\$6,878		\$8,840		\$6,405
\$101,000		\$3,434		\$6,878		\$8,840		\$6,405
\$102,000		\$3,434		\$6,878		\$8,840		\$6,405
\$103,000		\$3,434		\$6,878		\$8,840		\$6,405
\$104,000		\$3,434		\$6,878		\$8,840		\$6,405
\$105,000		\$3,434		\$6,878		\$8,840		\$6,405
\$106,000		\$3,434		\$6,878		\$8,840		\$6,405
\$107,000		\$3,434		\$6,878		\$8,840		\$6,405
\$108,000		\$3,434		\$6,878		\$8,840		\$6,405
\$109,000		\$3,434		\$6,878		\$8,840		\$6,405



CWA Unity DIRECT and CWA Unity Freedom Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$110,000		\$3,434		\$6,878		\$9,819		\$6,405
\$111,000		\$3,434		\$6,878		\$9,819		\$6,405
\$112,000		\$3,434		\$6,878		\$9,819		\$6,405
\$113,000		\$3,434		\$6,878		\$9,819		\$6,405
\$114,000		\$3,434		\$6,878		\$9,819		\$6,405
\$115,000		\$3,434		\$6,878		\$9,819		\$6,405
\$116,000		\$3,434		\$6,878		\$9,819		\$6,405
\$117,000		\$3,434		\$6,878		\$9,819		\$6,405
\$118,000		\$3,434		\$6,878		\$9,819		\$6,405
\$119,000		\$3,434		\$6,878		\$9,819		\$6,405
\$120,000		\$3,434		\$6,878		\$9,819		\$6,405
\$121,000		\$3,434		\$6,878		\$9,819		\$6,405
\$122,000		\$3,434		\$6,878		\$9,819		\$6,405
\$123,000		\$3,434		\$6,878		\$9,819		\$6,405
\$124,000		\$3,434		\$6,878		\$9,819		\$6,405
\$125,000		\$3,434		\$6,878		\$9,819		\$6,405
\$126,000		\$3,434		\$6,878		\$9,819		\$6,405
\$127,000		\$3,434		\$6,878		\$9,819		\$6,405
\$128,000		\$3,434		\$6,878		\$9,819		\$6,405
\$129,000		\$3,434		\$6,878		\$9,819		\$6,405
\$130,000		\$3,434		\$6,878		\$9,819		\$6,405
\$131,000		\$3,434		\$6,878		\$9,819		\$6,405
\$132,000		\$3,434		\$6,878		\$9,819		\$6,405
\$133,000		\$3,434		\$6,878		\$9,819		\$6,405
\$134,000		\$3,434		\$6,878		\$9,819		\$6,405
\$135,000		\$3,434		\$6,878		\$9,819		\$6,405
\$136,000		\$3,434		\$6,878		\$9,819		\$6,405
\$137,000		\$3,434		\$6,878		\$9,819		\$6,405
\$138,000		\$3,434		\$6,878		\$9,819		\$6,405
\$139,000		\$3,434		\$6,878		\$9,819		\$6,405
\$140,000		\$3,434		\$6,878		\$9,819		\$6,405
\$141,000		\$3,434		\$6,878		\$9,819		\$6,405
\$142,000		\$3,434		\$6,878		\$9,819		\$6,405
\$143,000		\$3,434		\$6,878		\$9,819		\$6,405
\$144,000		\$3,434		\$6,878		\$9,819		\$6,405
\$145,000		\$3,434		\$6,878		\$9,819		\$6,405
\$146,000		\$3,434		\$6,878		\$9,819		\$6,405
\$147,000		\$3,434		\$6,878		\$9,819		\$6,405
\$148,000		\$3,434		\$6,878		\$9,819		\$6,405
\$149,000		\$3,434		\$6,878		\$9,819		\$6,405
\$150,000		\$3,434		\$6,878		\$9,819		\$6,405



Horizon OMNIA and Aetna Liberty Plus Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$20,000	1.615%	\$323	1.615%	\$323	1.615%	\$323	1.615%	\$323
\$21,000	1.615%	\$339	1.615%	\$339	1.615%	\$339	1.615%	\$339
\$22,000	1.615%	\$355	1.615%	\$355	1.615%	\$355	1.615%	\$355
\$23,000	1.615%	\$371	1.615%	\$371	1.615%	\$371	1.615%	\$371
\$24,000	1.615%	\$387	1.615%	\$387	1.615%	\$387	1.615%	\$387
\$25,000	1.615%	\$404	1.615%	\$404	1.615%	\$404	1.615%	\$404
\$26,000	1.615%	\$420	1.615%	\$420	1.817%	\$472	1.615%	\$420
\$27,000	1.615%	\$436	1.615%	\$436	1.817%	\$491	1.615%	\$436
\$28,000	1.615%	\$452	1.615%	\$452	1.817%	\$509	1.615%	\$452
\$29,000	1.615%	\$468	1.615%	\$468	1.817%	\$527	1.615%	\$468
\$30,000	1.817%	\$545	2.220%	\$666	2.018%	\$605	2.220%	\$666
\$31,000	1.817%	\$563	2.220%	\$688	2.018%	\$626	2.220%	\$688
\$32,000	1.817%	\$581	2.220%	\$711	2.018%	\$646	2.220%	\$711
\$33,000	1.817%	\$600	2.220%	\$733	2.018%	\$666	2.220%	\$733
\$34,000	1.817%	\$618	2.220%	\$755	2.018%	\$686	2.220%	\$755
\$35,000	1.817%	\$636	2.220%	\$777	2.422%	\$848	2.220%	\$777
\$36,000	1.817%	\$654	2.422%	\$872	2.422%	\$872	2.422%	\$872
\$37,000	1.817%	\$672	2.422%	\$896	2.422%	\$896	2.422%	\$896
\$38,000	1.817%	\$690	2.422%	\$920	2.422%	\$920	2.422%	\$920
\$39,000	1.817%	\$709	2.422%	\$944	2.422%	\$944	2.422%	\$944
\$40,000	1.817%	\$727	2.422%	\$969	2.422%	\$969	2.422%	\$969
\$41,000	1.817%	\$745	2.422%	\$993	2.422%	\$993	2.422%	\$993
\$42,000	1.817%	\$763	2.422%	\$1,017	2.422%	\$1,017	2.422%	\$1,017
\$43,000	1.817%	\$781	2.422%	\$1,041	2.422%	\$1,041	2.422%	\$1,041
\$44,000	1.817%	\$799	2.422%	\$1,066	2.422%	\$1,066	2.422%	\$1,066
\$45,000	1.937%	\$872	2.422%	\$1,090	2.825%	\$1,271	2.624%	\$1,181
\$46,000	1.937%	\$891	2.422%	\$1,114	2.825%	\$1,300	2.624%	\$1,207
\$47,000	1.937%	\$911	2.422%	\$1,138	2.825%	\$1,328	2.624%	\$1,233
\$48,000	1.937%	\$930	2.422%	\$1,162	2.825%	\$1,356	2.624%	\$1,260
\$49,000	1.937%	\$949	2.422%	\$1,187	2.825%	\$1,384	2.624%	\$1,286
\$50,000	2.422%	\$1,211	3.431%	\$1,716	3.633%	\$1,816	3.633%	\$1,816
\$51,000	2.422%	\$1,235	3.431%	\$1,750	3.633%	\$1,853	3.633%	\$1,853
\$52,000	2.422%	\$1,259	3.431%	\$1,784	3.633%	\$1,889	3.633%	\$1,889
\$53,000	2.422%	\$1,284	3.431%	\$1,819	3.633%	\$1,925	3.633%	\$1,925
\$54,000	2.422%	\$1,308	3.431%	\$1,853	3.633%	\$1,962	3.633%	\$1,962
\$55,000	2.745%	\$1,510	3.633%	\$1,998	4.036%	\$2,220	3.633%	\$1,998
\$56,000	2.745%	\$1,537	3.633%	\$2,034	4.036%	\$2,260	3.633%	\$2,034
\$57,000	2.745%	\$1,564	3.633%	\$2,071	4.036%	\$2,301	3.633%	\$2,071
\$58,000	2.745%	\$1,592	3.633%	\$2,107	4.036%	\$2,341	3.633%	\$2,107
\$59,000	2.745%	\$1,619	3.633%	\$2,143	4.036%	\$2,381	3.633%	\$2,143
\$60,000	3.028%	\$1,817	4.440%	\$2,664	4.844%	\$2,906	4.036%	\$2,422
\$61,000	3.028%	\$1,847	4.440%	\$2,708	4.844%	\$2,955	4.036%	\$2,462



Horizon OMNIA and Aetna Liberty Plus Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$62,000	3.028%	\$1,877	4.440%	\$2,753	4.844%	\$3,003	4.036%	\$2,503
\$63,000	3.028%	\$1,907	4.440%	\$2,797	4.844%	\$3,051	4.036%	\$2,543
\$64,000	3.028%	\$1,938	4.440%	\$2,842	4.844%	\$3,100	4.036%	\$2,583
\$65,000	3.028%	\$1,968	4.642%	\$3,017	5.247%	\$3,411	4.239%	\$2,755
\$66,000	3.028%	\$1,998	4.642%	\$3,064	5.247%	\$3,463	4.239%	\$2,797
\$67,000	3.028%	\$2,029	4.642%	\$3,110	5.247%	\$3,516	4.239%	\$2,840
\$68,000	3.028%	\$2,059	4.642%	\$3,157	5.247%	\$3,568	4.239%	\$2,882
\$69,000	3.028%	\$2,089	4.642%	\$3,203	5.247%	\$3,621	4.239%	\$2,925
\$70,000	3.229%	\$2,260	5.005%	\$3,504	5.853%	\$4,097	4.642%	\$3,250
\$71,000	3.229%	\$2,293	5.005%	\$3,554	5.853%	\$4,156	4.642%	\$3,296
\$72,000	3.229%	\$2,325	5.005%	\$3,604	5.853%	\$4,214	4.642%	\$3,342
\$73,000	3.229%	\$2,357	5.005%	\$3,654	5.853%	\$4,273	4.642%	\$3,389
\$74,000	3.229%	\$2,389	5.005%	\$3,704	5.853%	\$4,331	4.642%	\$3,435
\$75,000		\$2,403		\$3,776	5.853%	\$4,390		\$3,552
\$76,000		\$2,403		\$3,776	5.853%	\$4,448		\$3,552
\$77,000		\$2,403		\$3,776	5.853%	\$4,507		\$3,552
\$78,000		\$2,403		\$3,776	5.853%	\$4,565		\$3,552
\$79,000		\$2,403		\$3,776	5.853%	\$4,624		\$3,552
\$80,000		\$2,488		\$3,948	5.853%	\$4,682		\$3,673
\$81,000		\$2,488		\$3,948	5.853%	\$4,741		\$3,673
\$82,000		\$2,488		\$3,948	5.853%	\$4,799		\$3,673
\$83,000		\$2,488		\$3,948	5.853%	\$4,858		\$3,673
\$84,000		\$2,488		\$3,948	5.853%	\$4,917		\$3,673
\$85,000		\$2,488		\$4,291	6.054%	\$5,146		\$3,996
\$86,000		\$2,488		\$4,291	6.054%	\$5,207		\$3,996
\$87,000		\$2,488		\$4,291	6.054%	\$5,267		\$3,996
\$88,000		\$2,488		\$4,291	6.054%	\$5,328		\$3,996
\$89,000		\$2,488		\$4,291	6.054%	\$5,388		\$3,996
\$90,000		\$2,488		\$4,291	6.054%	\$5,449		\$3,996
\$91,000		\$2,488		\$4,291	6.054%	\$5,510		\$3,996
\$92,000		\$2,488		\$4,291	6.054%	\$5,570		\$3,996
\$93,000		\$2,488		\$4,291	6.054%	\$5,631		\$3,996
\$94,000		\$2,488		\$4,291	6.054%	\$5,691		\$3,996
\$95,000		\$2,575		\$4,291	6.054%	\$5,752		\$3,996
\$96,000		\$2,575		\$4,291	6.054%	\$5,812		\$3,996
\$97,000		\$2,575		\$4,291	6.054%	\$5,873		\$3,996
\$98,000		\$2,575		\$4,291	6.054%	\$5,933		\$3,996
\$99,000		\$2,575		\$4,291	6.054%	\$5,994		\$3,996
\$100,000		\$2,575		\$5,159		\$6,630		\$4,804
\$101,000		\$2,575		\$5,159		\$6,630		\$4,804
\$102,000		\$2,575		\$5,159		\$6,630		\$4,804
\$103,000		\$2,575		\$5,159		\$6,630		\$4,804



Horizon OMNIA and Aetna Liberty Plus Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$104,000		\$2,575		\$5,159		\$6,630		\$4,804
\$105,000		\$2,575		\$5,159		\$6,630		\$4,804
\$106,000		\$2,575		\$5,159		\$6,630		\$4,804
\$107,000		\$2,575		\$5,159		\$6,630		\$4,804
\$108,000		\$2,575		\$5,159		\$6,630		\$4,804
\$109,000		\$2,575		\$5,159		\$6,630		\$4,804
\$110,000		\$2,575		\$5,159		\$7,364		\$4,804
\$111,000		\$2,575		\$5,159		\$7,364		\$4,804
\$112,000		\$2,575		\$5,159		\$7,364		\$4,804
\$113,000		\$2,575		\$5,159		\$7,364		\$4,804
\$114,000		\$2,575		\$5,159		\$7,364		\$4,804
\$115,000		\$2,575		\$5,159		\$7,364		\$4,804
\$116,000		\$2,575		\$5,159		\$7,364		\$4,804
\$117,000		\$2,575		\$5,159		\$7,364		\$4,804
\$118,000		\$2,575		\$5,159		\$7,364		\$4,804
\$119,000		\$2,575		\$5,159		\$7,364		\$4,804
\$120,000		\$2,575		\$5,159		\$7,364		\$4,804
\$121,000		\$2,575		\$5,159		\$7,364		\$4,804
\$122,000		\$2,575		\$5,159		\$7,364		\$4,804
\$123,000		\$2,575		\$5,159		\$7,364		\$4,804
\$124,000		\$2,575		\$5,159		\$7,364		\$4,804
\$125,000		\$2,575		\$5,159		\$7,364		\$4,804
\$126,000		\$2,575		\$5,159		\$7,364		\$4,804
\$127,000		\$2,575		\$5,159		\$7,364		\$4,804
\$128,000		\$2,575		\$5,159		\$7,364		\$4,804
\$129,000		\$2,575		\$5,159		\$7,364		\$4,804
\$130,000		\$2,575		\$5,159		\$7,364		\$4,804
\$131,000		\$2,575		\$5,159		\$7,364		\$4,804
\$132,000		\$2,575		\$5,159		\$7,364		\$4,804
\$133,000		\$2,575		\$5,159		\$7,364		\$4,804
\$134,000		\$2,575		\$5,159		\$7,364		\$4,804
\$135,000		\$2,575		\$5,159		\$7,364		\$4,804
\$136,000		\$2,575		\$5,159		\$7,364		\$4,804
\$137,000		\$2,575		\$5,159		\$7,364		\$4,804
\$138,000		\$2,575		\$5,159		\$7,364		\$4,804
\$139,000		\$2,575		\$5,159		\$7,364		\$4,804
\$140,000		\$2,575		\$5,159		\$7,364		\$4,804
\$141,000		\$2,575		\$5,159		\$7,364		\$4,804
\$142,000		\$2,575		\$5,159		\$7,364		\$4,804
\$143,000		\$2,575		\$5,159		\$7,364		\$4,804
\$144,000		\$2,575		\$5,159		\$7,364		\$4,804
\$145,000		\$2,575		\$5,159		\$7,364		\$4,804



Horizon OMNIA and Aetna Liberty Plus Annual Member Contributions

ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$146,000		\$2,575		\$5,159		\$7,364		\$4,804
\$147,000		\$2,575		\$5,159		\$7,364		\$4,804
\$148,000		\$2,575		\$5,159		\$7,364		\$4,804
\$149,000		\$2,575		\$5,159		\$7,364		\$4,804
\$150,000		\$2,575		\$5,159		\$7,364		\$4,804



Horizon and Aetna HMO and HD Plans Monthly Member Contributions

	SINGLE	EMPLOYEE & SPOUSE/PARTNER	FAMILY	PARENT/CHILD
ANNUAL BASE SALARY	% of Premium	% of Premium	% of Premium	% of Premium
Under \$20,000	4.50%			
\$20,000 - \$24,999	5.50%			
Under \$25,000		3.50%	3.00%	3.50%
\$25,000 - \$29,999	7.50%	4.50%	4.00%	4.50%
\$30,000 - \$34,999	10.00%	6.00%	5.00%	6.00%
\$35,000 - \$39,999	11.00%	7.00%	6.00%	7.00%
\$40,000 - \$44,999	12.00%	8.00%	7.00%	8.00%
\$45,000 - \$49,999	14.00%	10.00%	9.00%	10.00%
\$50,000 - \$54,999	20.00%	15.00%	12.00%	15.00%
\$55,000 - \$59,999	23.00%	17.00%	14.00%	17.00%
\$60,000 - \$64,999	27.00%	21.00%	17.00%	21.00%
\$65,000 - \$69,999	29.00%	23.00%	19.00%	23.00%
\$70,000 - \$74,999	32.00%	26.00%	22.00%	26.00%
\$75,000 - \$79,999	33.00%	27.00%	23.00%	27.00%
\$80,000 - \$84,999	34.00%	28.00%	24.00%	28.00%
\$85,000 - \$89,999	34.00%	30.00%	26.00%	30.00%
\$90,000 - \$94,999	34.00%	30.00%	28.00%	30.00%
\$95,000 - Over	35.00%			
\$95,000 - \$99,999		30.00%	29.00%	30.00%
\$100,000 - Over		35.00%		35.00%
\$100,000 - \$109,999			32.00%	
\$110,000 - Over			35.00%	

Note: All percentages on this chart are percentage of the full cost premium for the HMO and HD plans, not percentage of salary.