Aon
Health Solutions

State of New Jersey

School Employees' Health Benefits Program

Plan Year 2027 Rate Setting Recommendation Analysis

DRAFT

As Presented on 7/15/2026

Table of Contents

Executive Summary

The purpose of this Analysis is to recommend premium levels for the School Employees' Health Benefits Program (SEHBP) for January 1, 2027 through December 31, 2027.

For Plan Year 2027, employees and retirees are offered the following benefit options:

Plan Type	Horizon	Aetna
NJEHP	Horizon NJEHP	Aetna NJEHP
GSHP	N/A	Aetna GSHP
PPO10	NJDIRECT10	Freedom 10
PPO15	NJDIRECT15	Freedom 15
PPO1525 (Retiree Only)	NJDIRECT1525	Freedom 1525
PPO2030 (Retiree Only)	NJDIRECT2030	Freedom 2030
HMO10 (Retiree Only)	Horizon HMO10	Aetna HMO10
HMO1525 (Retiree Only)	Horizon HMO1525	Aetna HMO1525
HMO2030 (Retiree Only)	Horizon HMO2030	Aetna HMO2030

The plan options shown above are provided for reference and reflect potential options available to a member. The plan options shown above are not available for all members and can be dependent on multiple factors such as union designation, years of service, etc. Please refer to the Division of Pensions and Benefits website for more detailed plan information

Recommended premium rate changes are based on a review of the experience of the Medical and Prescription Drug benefits offered to Active Employees and Retirees by the SEHBP. The updated projections for Plan Year 2027 are based on medical and prescription drug claims incurred January 1, 2025 through December 31, 2025 and paid through March 31, 2026.

Premium Rate Scenarios

On June 30, 2026, Chapter 28 was enacted into law and provides a temporary cash flow mechanism to cover unexpected, mid-year shortfalls in the SEHBP that might otherwise require precipitous corrective actions on the fund's revenue or expenditure side. The Division is estimating that a transfer will be required in 2026 under Chapter 28 to cover emerging claims. The Division is projecting that the amount transferred will be $70 million as of 12/31/2026. An additional margin is recommended to repay this transfer and replenish the Claims Stabilization Reserve (CSR). Multiple premium rate increase scenarios were reviewed to measure their impact on the CSR and consider repayment of the Chapter 28 $70M through 2027 premiums. Two scenarios are presented below.

Scenario 1: Fund the CSR to 2.0 Months of Plan Cost

This scenario examines the increase that would be required to restore the projected CSR to the target 2.0 months of plan cost by 12/31/2027, without explicitly considering the repayment of the $70M anticipated to be owed under Chapter 28. The chart below illustrates the increases required under this scenario.

This scenario includes anti-selection assumptions of 5.0% in 2026 and 5.25% in 2027 on projected Active claim costs to reflect the increased risk of employers choosing to leave the plan. Even this level of anti-selection may be insufficient if attrition from the plan is significant. Active enrollment is projected to decrease 10.0% in 2027.

As a result of the PPO10 and PPO15 employee contribution increases, assumptions have been made for migration from the PPO10/PPO15 plans to NJEHP. Plan Year 2027 cost projections assume 15% of the PPO10 and PPO15 subscribers migrate to the NJEHP. The projected PPO10 and PPO15 costs reflect a 6% selection adjustment in 2026 and a 2% selection adjustment in 2027 assuming those remaining in the plan will be higher cost on average compared to the pre-migration average cost for those plans. The projected NJEHP and GSHP costs reflect adjustments for the assumed additional migration.

Resulting premiums for Actives under this scenario are set 20.0% above expected costs for Plan Year 2027.

		Rx			
	Medical	Rx Card	MMRx	Total	Total
Actives					
PPO 10/15	51.1%	49.8%	49.8%	49.8%	50.9%
NJEHP	34.2%	51.7%	51.7%	51.7%	36.9%
GSHP	34.2%	51.7%	51.7%	51.7%	37.4%
Total	**37.7%**	**51.2%**	**51.3%**	**51.2%**	**39.8%**
Early Retirees					
NJEHP	9.2%			18.1%	11.3%
GSHP	9.2%			18.1%	11.5%
Total	**9.2%**			**18.1%**	**11.3%**
Medicare Retirees					
Medicare Advantage	13.1%			2.4%	6.2%
Medicare Supplement	10.3%			2.4%	6.2%
Total	**12.3%**			**2.4%**	**6.2%**
Grand Total	**26.8%**			**16.7%**	**23.6%**

Claim Stabilization Reserve ($ millions)	**Total**
12/31/2025	($66)
12/31/2026	($56)
12/31/2027	$272
Months of Plan Cost as of 12/31/2027	**2.0**

Scenario 2: Collect $70M + Fund the CSR to 1.0 Months of Plan Cost

This scenario examines the increase required to collect the $70M projected to be owed under Chapter 28 through 2027 premiums and increase the projected CSR balance equal to 1.0 month of plan cost by 12/31/2027. The chart below illustrates the increases required under this scenario.

This scenario includes anti-selection assumptions of 5.0% in 2026 and 4.75% in 2027 on projected Active claim costs to reflect the increased risk of employers choosing to leave the plan. Even this level of anti-selection may be insufficient if attrition from the plan is significant. Active enrollment is projected to decrease 8.75% in 2027.

As a result of the PPO10 and PPO15 employee contribution increases, assumptions have been made for migration from the PPO10/PPO15 plans to NJEHP. Plan Year 2027 cost projections assume 15% of the PPO10 and PPO15 subscribers migrate to the NJEHP. The projected PPO10 and PPO15 costs reflect a 6% selection adjustment in 2026 and a 2% selection adjustment in 2027 assuming those remaining in the plan will be higher cost on average compared to the pre-migration average cost for those plans. The projected NJEHP and GSHP costs reflect adjustments for the assumed additional migration.

Resulting premiums for Actives under this scenario are set 15.9% above expected costs for Plan Year 2027. This increase includes 4.2% margin to repay the $70 million that is projected to be owed under Chapter 28 along with an additional 11.7% to help build the CSR to 1.0 months of plan cost.

		Rx			
	Medical	Rx Card	MMRx	Total Rx	Total
Actives					
PPO10/15	45.3%	44.0%	44.0%	44.0%	45.1%
NJEHP	29.0%	45.9%	45.9%	45.9%	31.6%
GSHP	29.0%	45.9%	45.9%	45.9%	32.2%
Total	**32.4%**	**45.4%**	**45.6%**	**45.5%**	**34.4%**
Early Retirees					
NJEHP	9.2%			18.1%	11.3%
GSHP	9.2%			18.1%	11.5%
Total	**9.2%**			**18.1%**	**11.3%**
Medicare Retirees					
Medicare Advantage	13.1%			2.4%	6.2%
Medicare Supplement	10.3%			2.4%	6.2%
Total	**12.3%**			**2.4%**	**6.2%**
Grand Total	**23.7%**			**15.4%**	**21.1%**

Claim Stabilization Reserve ($ millions)	**Total**
12/31/2025	($66)
12/31/2026	($56)
12/31/2027	$138
Months of Plan Cost as of 12/31/2027	**1.0**

The recommended premium increases shown above and the remainder of the information in this analysis is based on the projected costs and premiums outlined for Scenario 2.

Premium Increase Overview

- The total recommended Plan Year 2027 premium rate changes for the Local Education Actives, Early Retirees, and Medicare Retirees are as follows:
    - The recommended rate change for Local Education Actives is a 32.4% increase for medical and a 45.5% increase for the prescription drug premium rates, for a total increase of 34.4%.
    - The recommended rate change for Local Education Early Retirees is a 9.2% increase for medical and an 18.1% increase for the prescription drug premium rates, for a total increase of 11.3%.
    - The Medicare Retiree recommended medical rate change is 12.3%, which includes both self-insured medical premiums and fully insured Medicare Advantage premiums. The recommended prescription drug rate change is a 2.4% increase. The total premium rate change for Medicare Retirees is a 6.2% increase.
- The projected Active Medical and Prescription Drug Claims Stabilization Reserve Balance is projected to be below the targeted 2.0 months of plan cost in Plan Year 2027. As a result, Active Medical and Prescription Drug premiums are set 15.9% higher than projected claims. This increase includes 4.2% margin to repay the $70 million that is projected to be owed under Chapter 28 along with an additional 11.7% to help build the CSR to 1.0 months of plan cost. Even with margin, the projected CSR balance in 2027 is below the target CSR level. Additional margin may be appropriate.

Recommended Premium Rate Changes

The recommended Active, Early Retiree, and Medicare Retiree premium rate changes for Plan Year 2027 by benefit plan are listed below. Note, the fully insured Medicare Advantage changes represent average amounts weighted across plan option and increases by plan option may vary.

	Medical	Rx			Total
		Rx Card	MMRx	Total Rx	
Actives					
PPO10/15	45.3%	44.0%	44.0%	44.0%	45.1%
NJEHP	29.0%	45.9%	45.9%	45.9%	31.6%
GSHP	29.0%	45.9%	45.9%	45.9%	32.2%
Total	**32.4%**	**45.4%**	**45.6%**	**45.5%**	**34.4%**
Early Retirees					
NJEHP	9.2%			18.1%	11.3%
GSHP	9.2%			18.1%	11.5%
Total	**9.2%**			**18.1%**	**11.3%**
Medicare Retirees					
Medicare Advantage	13.1%			2.4%	6.2%
Medicare Supplement	10.3%			2.4%	6.2%
Total	**12.3%**			**2.4%**	**6.2%**
Grand Total	**23.7%**			**15.4%**	**21.1%**

Additionally, the Claims Stabilization Reserve (CSR) table shown below projects total CSR balances at the end of Plan Years 2025 through 2027 for Local Education Actives. The projected reserve balances are based on the reserve balance as of June 30, 2025 provided by the State. The projection reflects a 2.0% margin in Plan Year 2025, a 6.0% margin in Plan Year 2026, and a 15.9% margin in Plan Year 2027 to increase the Claims Stabilization Reserve and pay back the $70 million projected to be owed under Chapter 28. As of December 31, 2027 the CSR is projected to be below the recommended level of 2.0 months of plan cost. The CSR balances below are intended to illustrate how the Claims Stabilization Reserve may fluctuate due to gains and losses in the active plans. Actual balances as of December 31, 2025, December 31, 2026, and December 31, 2027 may differ.

Claim Stabilization Reserve ($ millions)	**Total**
12/31/2025	($66)
12/31/2026	($56)
12/31/2027	$138
Months of Plan Cost as of 12/31/2027	**1.0**

Actives Rate Increase Methodology

The NJEHP was initially established January 1, 2021 and, since no plan specific experience was available, premium rates for the new plan were set for Plan Years 2021 and 2022 based on the pooled experience in the other plans that existed during each experience period, adjusted for differences in plan design value and assumed consumerism. Premium rates for 2023 were set on a fully pooled basis over all existing plans. However, the NJEHP/GSHP now has enough experience to be considered credible for premium setting on a stand-alone basis. For Plan Year 2024, premiums were set based on blend of 33% stand-alone experience and 67% of pooled experience, representing a transitional period toward rating the NJEHP/GSHP on their own experience. For Plan Year 2025, premiums were set based on a blend of 67% stand-alone experience and 33% of pooled experience. For Plan Year 2026, premiums were set based on a 100% of stand-alone experience.

The recommended rate setting active premium rate changes for Plan Year 2027 are based on two distinct stand-alone experience pools representing combined PPO10/PPO15 projected experience and separately combined NJEHP/GSHP projected experience. As a result of the PPO10 and PPO15 employee contribution increases, assumptions have been made for migration from the PPO10/PPO15 plans to NJEHP.

Plan Year 2027 cost projections assume 15% of the PPO10 and PPO15 subscribers migrate to the NJEHP. The projected PPO10 and PPO15 costs reflect a 6% selection adjustment in 2026 and a 2% selection adjustment in 2027 assuming those remaining in the plan will be higher cost on average compared to the pre-migration average cost for those plans. The projected NJEHP and GSHP costs reflect adjustments for the assumed additional migration. All other cost projection assumptions are consistent with the assumptions outlined in this document.

For purposes of projecting premiums, each benefit plan is projected separately and then experience is combined to develop uniform premium increases across groupings of similar plans. The PPO10 and PPO15 plan premium increase reflects projected combined experience for the PPO10 and PPO15. The NJEHP and GSHP premium increase reflects projected combined experience for the NJEHP and GSHP. Local Education Active premium rates are set 15.9% higher than projected costs to help build the Claims Stabilization Reserve and pay back the $70 million projected to be owed under Chapter 28.

Additional Disclosures

The projections in this analysis are measured on an incurred basis and are consistent with the assumptions and methodology disclosed herein. Future projections may differ significantly from the current projections presented in this analysis due to (but not limited to) such factors as the following:

- Plan experience differing from what is anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or in economic or demographic assumptions;
- Changes in plan provisions or applicable law.

This analysis contains the primary actuarial assumptions and methods used to develop the cost projections but may not include a comprehensive list of these methodologies and assumptions. Aon provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

Plan Year 2026 Overview

Chapter 44: Approved through the SEHBP Plan Design Committee on July 10, 2020 and as enacted in P.L.2020, c.44 ("Chapter 44"), the State of New Jersey approved legislation that requires the SEHBP to offer to Local Education Actives and Early Retirees three plans, effective January 1, 2021, for medical and prescription benefits coverage which include the PPO10, PPO15, and New Jersey Educators Health Plan (NJEHP). Local Education Early Retirees are not permitted to enroll in the PPO10 and PPO15 plans. In addition to the three plans offered on January 1, 2021, Chapter 44 requires an additional plan be offered to Actives and Early Retirees beginning July 1, 2021 (later extended to July 1, 2022) called the Garden State Health Plan (GSHP). Employees hired after July 1, 2020 are only allowed to elect the NJEHP or GSHP. This law requires the elimination of all other benefit plans available to SEHBP Active and Early Retiree members. There is no impact to Medicare Retirees associated with this legislation.

Vendor Changes

Medical Vendors: Effective July 1, 2024, Actives and Early Retirees have a choice of enrolling in self-insured medical plan options with either Horizon or Aetna. Both vendors offer identical versions of each plan option, except the GSHP which will continue to only be offered by Aetna. All Self-Insured Medicare plan options are assumed to continue to only be offered by Horizon. All fully insured Medicare Advantage plans are assumed to continue to be administered by Aetna.

Pharmacy Benefit Manager: Optum is assumed to administer all of the prescription drug plans in Plan Year 2027.

Federal Health Care Reform

In-Network Out-of-Pocket Maximum: Effective January 1, 2027, Federal Health Care Reform requires that in-network medical and prescription drug benefits have a combined out-of-pocket maximum no greater than $12,000 single / $24,000 family. Medicare retiree plans are adjusted for this change which will not have a significant impact on projected costs. Aon did not include any specific additional administrative load for the Local Education Plans with private Rx cards, who may want to integrate the administration of their medical and prescription drug out-of-pocket limits. This will not affect any plan designs available to Local Education Actives and Early Retirees due to the implementation of Chapter 44.

Plan Year	Out-of-Pocket Maximum (Single/Family)
2025	$9,200 / $18,400
2026	$10,600 / $21,200
2027	$12,000 / $24,000

EGWP Plan Estimates: The EGWP projections incorporate a preliminary estimate of the national average bid (NAB), which serves as a primary driver of the Direct Subsidy revenue paid to EGWP plans. The assumptions also reflect that there will be no additional revenue from the Voluntary Premium Stabilization Demonstration introduced by CMS in July 2024, which temporarily increased EGWP plan funding by $15 PMPM in 2025 and $10 PMPM in 2026. It is anticipated that CMS will release final details regarding the NAB and demonstration program funding in late July 2026. Furthermore, under the Inflation Reduction Act of 2022 (IRA), CMS will begin negotiating prices for select high-cost drugs covered by Medicare Part D starting in 2026, with negotiations for a new group of 15 additional drugs taking effect for 2027. The projected impact of these negotiations on EGWP plan costs is incorporated here, using estimates provided by Optum.

New Jersey State Mandates

A4163: Effective January 1, 2026, this mandate provides coverage for biomarker precision medical testing. Based on information from Horizon, this change is projected to increase 2026 Active, Early Retiree, and Medicare Retiree claims 0.2%.

A3846: Effective January 1, 2026, this mandate expands coverage of the existing Orthotics and Prosthetics Mandate. Based on information from Horizon, this change is projected to increase 2026 Active, Early Retiree, and Medicare Retiree claims 0.2%.

Eligibility Changes

Chapter 375 Coverage of Adult Children: The number of Local Education adult children covered under Chapter 375 as of April 2026 is 65. The premiums for this group are required to be equivalent to the premium charges for children and are included in the standard premiums, with a 2% load for expenses. Plan Year 2027 rate setting premiums have been calculated based on this requirement. The adult child rate will be approximately 88% of the Single Employee rate.

Part-Time Coverage: Part-time Employees may enroll in any of the SEHBP plans and as of April 2026, 17 Local Education Part-time Employees participate. A rate load of 10% for Plan Year 2027 is recommended, which is the same as the rate load used in Plan Year 2026. The recommendation is based on historical loss ratios for Part-time Employees.

Enrollment Changes

Exhibit 1A shows historical enrollment patterns from Plan Year 2024 through 2026 and includes a projection of enrollment from Plan Year 2026 to 2027. Enrollment for Plan Years 2024 through 2026 are based on actual Active and Retiree average monthly enrollment during each year as reported by the State through April 2026. This projection assumes that Local Education Active enrollment will decrease 8.75% in Plan Year 2027. Early Retiree enrollment is projected to decrease 0.5% in Plan Year 2027; and Medicare Retiree enrollment is projected to increase 1.0% in Plan Year 2027.

Exhibit 1B shows the projected distribution of enrollment among benefit options in Plan Year 2027. 81% of Local Education Actives are assumed to be enrolled in the NJEHP plan, 12% are assumed to remain in the PPO10, and 4% are assumed to remain in the PPO15. 3% of Local Education Actives are assumed to be enrolled in the GSHP. Approximately 12% of Local Education Retirees are assumed to be enrolled in the NJEHP plan, while 70% of the Local Education Retiree population is assumed to be enrolled in either the PPO10 or PPO15 plan. Less than 1% of Local Education Retirees are assumed to be enrolled in the GSHP.

Exhibit 1C shows the projected average enrollment by benefit option and coverage tier for Plan Year 2026.

Dependents per subscriber reflects ratios using Local Education enrollment as of April 2026 and are assumed to remain constant for Plan Year 2027. For Plan Year 2027, the enrollment distribution by coverage tier for each plan is assumed to remain consistent with the plan specific distribution for Plan Year 2026.

For Plan Year 2027 it is assumed that 15% of active employees in the PPO10 and PPO15 plans migrate to the NJEHP plan. The projected PPO10 and PPO15 costs reflect a 6% selection adjustment in 2026 and a 2% selection adjustment in 2027 assuming those remaining in the plan will be higher cost on average compared to the pre-migration average cost for those plans.

Active Demographic Changes

Based on April 2026 census data, the Active Employee average age increased 0.2 years from Plan Year 2025 to Plan Year 2026. The average PPO10 and PPO15 employee average age increased 1.6 years. The average age of employees enrolled in the NJEHP is 8.0 years younger than the average age of employees enrolled in the PPO10 and PPO15 plans. The average age of employees enrolled in the GSHP is 14.8 years younger than the average age of employees enrolled in the PPO10 and PPO15 Plans.

Average Employee Age

	April 2025	**April 2026**	**Change**
PPO10/15	53.0	54.6	1.6
NJEHP	45.4	46.6	1.2
GSHP	39.7	39.8	0.1
Total	**47.6**	**47.8**	0.2

Trend Analysis

The recommended claim trend assumptions for Plan Years 2026 and 2027 are as follows:

	Plan Year 2026		Plan Year 2027	
	Medical	**Prescription Drugs**	**Medical**	**Prescription Drugs**
PPO Actives*	10.00%	20.50%	9.50%	18.50%
PPO Early Retirees	10.00%	19.00%	9.50%	17.50%
Self-Insured Medicare Retirees	6.00%	0.80%	6.00%	7.40%

*Does not include anti-selection trend adjustments outlined below

The Medicare Retiree medical trend assumptions do not reflect the fully insured Medicare Advantage plans. The Plan Year 2027 Medicare Advantage premium rates are provided by Aetna and are shown on the following page.

Exhibits 2A and 2B present historical SEHBP trend experience and the recommended trend assumptions for Plan Year 2027 for medical and prescription drug, respectively. These experience trends are based on estimated incurred claim trends from January 1, 2023 to December 31, 2025 and have been normalized for estimated benefit and vendor changes.

Aon recommended trends are developed using vendor recommended trends, national Aon trend guidance (which reflects vendor surveys, Pharmacy Benefit Manager national surveys and other external sources), as well as actual SEHBP plan experience adjusted for expected future trends. The vendor recommended trends and National Aon trend guidance are shown in the table below:

	Vendor Recommendation			National AON Trend Guidance	
Plan Year 2027	**Horizon**	**Aetna**	**Optum**	**Medical**	**Rx**
PPO Actives	11.0%	14.0%	22.1%	7.5%	20.8%
PPO Early Retirees	11.0%	13.6%	17.6%	7.5%	19.9%
Self-Insured Medicare Retirees	8.2%	N/A	7.4%	6.5%	N/A

- Gross trend shown before impact of plan design changes.
- Aon National Guidance trend includes the impact of plan design leveraging.

<u>Medical Trends:</u>

- PPO Actives: The recommended PPO medical trend for Actives for Plan Year 2026 is 10.00%, which is a 0.50% change from the 9.50% shown in the Plan Year 2026 Rate Setting Analysis (and does not include the anti-selection adjustment described below). The recommended Active PPO medical trend is 9.50% in Plan Year 2027.

- PPO Early Retirees: The recommended PPO medical trend for Early Retirees for Plan Year 2026 is 10.00%, which is a 0.50% change from the 9.50% trend shown in the Plan Year 2026 Rate Setting Analysis. The recommended Early Retiree PPO medical trend is 9.50% in Plan Year 2027.
- Self-Insured Medicare Retirees (PPOs and HMOs): The self-insured Medicare Retiree medical trend is recommended to be 6.00% in Plan Year 2026, 0.50% higher compared to the Plan Year 2026 Rate Setting Analysis. For Plan Year 2027, the recommended trend is 6.00%.

Prescription Drug Trends: Prescription drug trends have increased based on both Vendor and Aon trend guidance as a result of expected increases in specialty drug costs and utilization and significantly increased utilization of high cost weight loss drugs (GLP-1s).

The recommended Plan Year 2026 prescription drug trend has been increased to 20.50% for Local Education Actives and 19.00% for Local Education Early Retirees compared to the 19.00% and 17.00% Active and Early Retiree trends used in the Plan Year 2026 Rate Setting Analysis. The trend for Self-Insured Medicare Retirees in Plan Year 2026 is 0.80%, a decrease from the 4.00% trend that was used in the Plan Year 2026 Rate Setting Analysis. The recommended prescription drug trend for Plan Year 2027 is 18.50% for Local Education Actives, 17.50% for Local Education Early Retirees, and 7.40% for Self-Insured Medicare Retirees. EGWP Retiree trends were provided by Optum and reflect expected savings for CMS projected drug price negotiations permitted under the Inflation Reduction Act.

Additional Trend Adjustments: To reflect potential additions and terminations of Local Education Employers, the Active medical and prescription drug trends will be increased by 500 basis points in Plan Year 2026 and by 475 basis points in Plan Year 2027. These adjustments reflect anti-selection risk and change in average health status of the population resulting from Local Education Employers entering or terminating coverage under the State-sponsored plans based on their own favorable or unfavorable claims experience.

Medicare Advantage: The Medicare Advantage rates in Plan Years 2026 and 2027 were provided by Aetna. Below is a table summarizing the fully insured Medicare Advantage per member per month rates for Plan Years 2026 and 2027.

Aetna Monthly Per Member Medicare Advantage Premium Rates

Local Education	Aetna Medicare Advantage Rates		
	2026	2027	$ Change
PPO 10	$ 181.00	$ 206.49	$ 25.49
PPO 15	$ 161.28	$ 200.04	$ 38.76
HMO 10	$ 208.52	$ 161.48	$ (47.04)
HMO 1525	$ 173.09	$ 136.85	$ (36.24)

Financial Projections

Aggregate Financial Projections

Using the assumptions detailed in the Rate Setting Development section of this analysis, below are the current estimated projected costs for Plan Years 2025, 2026 and 2027.

Projected Financial Results

(in $ millions)

	NJEHP / GSHP	PPO 10	PPO 15	Legacy HMOs	Other Plans	Total
Plan Year 2025						
Premium Rates x Enrollment	$1,401.5	$934.8	$206.9	$26.7	$167.0	$2,736.9
Incurred Claims	$1,462.9	$967.2	$228.2	$23.4	$155.2	$2,836.9
Administrative Charges	$27.6	$20.1	$3.5	$0.8	$9.7	$61.7
Net Gain (Loss)	($89.0)	($52.5)	($24.8)	$2.5	$2.1	($161.7)
Plan Year 2026						
Premium Rates x Enrollment	$1,787.7	$902.8	$141.8	$31.0	$189.3	$3,052.6
Incurred Claims	$1,728.7	$868.5	$140.0	$27.8	$176.3	$2,941.3
Administrative Charges	$24.8	$16.6	$2.1	$0.7	$9.9	$54.1
Net Gain (Loss)	$34.2	$17.7	($0.3)	$2.5	$3.1	$57.2
Plan Year 2027						
Premium Rates x Enrollment	$2,142.5	$986.9	$158.4	$29.3	$202.7	$3,519.8
Incurred Claims	$1,915.7	$927.3	$140.4	$27.5	$195.0	$3,205.9
Administrative Charges	$22.9	$16.0	$1.8	$0.8	$9.9	$51.4
Loan Repayment	$42.6	$19.6	$3.2	$0.6	$4.0	$70.0
Net Gain (Loss)	$161.3	$24.0	$13.0	$0.4	($6.2)	$192.5

Notes:

Incurred claims includes medical claims, other claim-based fees, Rx claims, capitation, MA premiums, rebates, surcharges, and EGWP credits

Plan Year 2025 active premium rates include margin of 2.0%

Plan Year 2026 active premium rates include margin of 6.0%

Plan Year 2027 active premium rates include margin of 15.9%

The current Plan Year 2025 financial results project a loss of $161.7 million compared to the $253.5 million loss shown from the Plan Year 2026 Rate Setting Analysis.

The current Plan Year 2026 financial results project a gain of $57.2 million compared to the $120.5 million dollar gain from the Plan Year 2026 Rate Setting Analysis, which reflected 6.0% premium margin added to Local Education Actives.

The Plan Year 2027 Rate Setting premiums are projected to produce a $262.5M gain, of which $70 million is allocated to repay Chapter 28 balance. Final Active premium rates are priced 15.9% higher than projected costs, which reflects margin to build the projected CSR balance to 1.0 months of plan cost plus an additional load to collect the $70 million owed under Chapter 28. The Plan Year 2027 aggregate projected costs are $3.3 billion: approximately $1.7 billion for Actives and approximately $1.6 billion for Retirees. More detailed aggregate projections are included in Exhibit 3. The losses and gains displayed in this table and in Exhibit 3 assume that all premiums are fully funded.

Cost Driver Analysis

The premium rates outlined in the Plan Year 2026 Rate Setting Analysis were developed using 2024 incurred claims projected to 2025 and 2026. The updated projections and Plan Year 2027 premium rates outlined in this analysis reflect actual 2025 claims experience and updated assumptions. Differences between the projected 2025 claims experience in the Plan Year 2026 Rate Setting Analysis and the actual Plan Year 2025 experience as well as updated assumptions contribute to the Plan Year 2027 premium increases.

The claims experience cost drivers detailed within this section highlight year-over-year changes impacting the rate recommendation analysis. The cost drivers do not take into account the cost or utilization statistics of the plan compared to national benchmarks.

Active Medical

For Plan Year 2025, actual Active per member per month (PMPM) medical claims experience was 0.4% lower than expected. Based on Calendar Year 2025 reporting provided by Horizon, medical claims experience was driven by the following:

- Medical claims for outpatient services increased, with a total annual trend of 12%, including a 5% increase in the cost per visit and a 6% increase in utilization.

- Outpatient (OP) unit cost has increased for some of the higher cost services like Ambulatory OP (+9% increase in cost), Emergency Room (+8%), Medical Pharmacy (+14%), and Surgery (+12%). Utilization of Ambulatory OP and Lab increased 10% and 15%, respectively.

- Inpatient visits decreased 4% while the cost per service increased 7%. For professional services, utilization increased 4% and cost increased 10% for a total professional trend of 15%. Specialist physician was the biggest driver of professional cost increases, with an overall trend of 17%.

The 2026 medical projection reflects higher trend and anti-selection assumptions (15.0% combined) compared to the Plan Year 2026 Rate Setting Analysis (11.0%). Changes in plan mix and other actuarial adjustments decrease projected medical claims by 2.0%. Overall, the 2026 Medical claims are projected to be 1.5% higher than what was projected in the Plan Year 2026 Rate Setting Analysis.

Active Rx

For Plan Year 2025, actual Active PMPM prescription drug claims experience was 1.4% lower than expected. Based on Calendar Year 2025 Optum reporting, Rx claim increases were driven by the following:

- Drugs for inflammatory conditions ranked number one in terms of spend by disease state, and PMPM claims spend for inflammatory conditions increased 21.0% in 2025. The top drugs in this category were Dupixent, Stelara, and Skyrizi Pen.

- PMPM Drug Spend for weight loss drugs (such as high cost GLP-1 medications) increased 83.5%. Zepbound ranked first in terms of individual drug spend, and Wegovy, Mounjaro and Ozempic were all GLP-1 drugs that ranked in the top 5 of individual drug spend.

- Overall specialty drug claims PMPM increased 18.4%, which was driven by inflammatory conditions (noted above) and oncology.

Offsetting the lower than expected claims in 2025, the 2026 Rx projection reflects higher trend and anti-selection assumptions (25.5% combined) compared to the Plan Year 2026 Rate Setting Analysis (20.5%). Overall, the 2026 Rx claims are projected to be 0.9% higher than what was projected in the Plan Year 2026 Rate Setting Analysis. PMPM Rebates are projected to be 3.5% higher compared to the Plan Year 2026 Rate Setting Analysis, higher than the increase in projected claims. As a result, Rx claims net of rebates are 0.7% lower in 2026 than expected.

Early Retiree Medical

For Plan Year 2025, actual Early Retiree PMPM medical claims experience was 2.4% lower than expected. Based on data provided by Horizon, medical claims experience was driven by the following:

- Average inpatient PMPM costs decreased 6%, driven by a 17% decrease in utilization.

- Medical claims for outpatient services increased, with a total annual trend of 10%, including a 6% increase in cost per visit and a 4% increase in utilization. Outpatient Surgery cost per visit increased 15% and utilization increased 1% for a total increase of 16% year-over-year.

- Professional visits increased 5% and the cost per visit increased 7%. Specialist physician was the largest driver of professional cost increases, with an overall trend of 11%.

Offsetting the lower than expected claims in 2025, the 2026 medical projection reflects a higher trend assumption (10.0%) compared to the Plan Year 2026 Rate Setting Analysis (9.5%). Additional actuarial adjustments contributed to additional increase in projected claims. Overall, the 2026 medical claims are projected to be 1.7% lower than what was projected in the Plan Year 2026 Rate Setting Analysis.

Early Retiree Rx

For Plan Year 2025, actual Early Retiree PMPM prescription drug claims experience was 2.3% lower than expected. Based on data provided by Optum, Rx claim increases were driven by the following:

- Drugs for inflammatory conditions ranked number one in terms of spend by disease state, and PMPM claims spend for inflammatory conditions increased 12.4% in 2025. The top drugs in this category were Dupixent, Skyrizi Pen, Tremfya, and Rinvoq.

- PMPM Drug Spend for weight loss drugs (such as high cost GLP-1 medications) increased 108.6%. GLP-1 medications Wegovy, Zepbound, Mounjaro, and Ozempic were the top four drugs by individual drug spend.

- Overall specialty drug claims PMPM increased 15.1%, driven by inflammatory conditions (noted above) and oncology.

Offsetting the lower than expected claims in 2025, the 2026 Rx projection reflects a higher trend assumption (19.0%) compared to the Plan Year 2026 Rate Setting Analysis (17.0%). Overall, the 2026 Rx claims are projected to be 0.6% lower than what was projected in the Plan Year 2026 Rate Setting Analysis. PMPM Rebates are projected to be 0.9% higher compared to the Plan Year 2026 Rate Setting Analysis. As a result, Rx claims net of rebates are 1.5% lower in 2026 than expected.

Medicare Retiree Medical

81% of Medicare Retiree Members are enrolled in Medicare Advantage plans, and the majority of the medical plan cost is equal to the Medicare Advantage Premium multiplied by membership.

Medicare Retiree Rx

For Plan Year 2025, actual Medicare Retiree PMPM prescription drug claims experience was 3.8% lower than expected. Based on data provided by Optum, Rx claim increases were driven by the following:

- Drugs for oncology and diabetes ranked number one and two in terms of spend by disease state, and PMPM claims spend increased 10.3% and 10.5% in 2025, respectively.

- Specialty drug claims PMPM increased 17.1%, driven by increases in spend for oncology (noted above), inflammatory conditions, cardiovascular and immune globulin drugs.

The 2026 Rx projection reflects a lower trend assumption compared to the Plan Year 2026 Rate Setting Analysis. Overall, the 2026 Rx claims are projected to be 6.7% lower than what was projected in the Plan Year 2026 Rate Setting Analysis. PMPM Rebates and EGWP credits are projected to be 11.8% lower and 2.8% lower respectively, compared to the Plan Year 2026 Rate Setting Analysis. As a result, Rx claims net of rebates and EGWP credits are 9.3% lower in 2026 than expected.

Self-Insured Vendor Administrative Fees and Claim Charges

Below are Plan Year 2027 administrative fees and other claim charges, as applicable, separately by each of the medical and prescription drug vendors. Plan Year 2027 Horizon and Aetna ASO fees vary by the number of self-insured Medical subscribers enrolled with each vendor. Fees shown below are based on projected 2027 subscriber enrollment as outlined in this analysis. The fees are reported by the vendors in different categories and may appear aggregated within different rows in Exhibit 3, including incurred medical and prescription drug claims, capitation and administrative fees.

Horizon & Aetna Medical PEPM Fees/Charges

	2027 PEPM ASO Fees	
	PPO	Medicare Retirees
Horizon	$33.72	$28.91
Aetna	$37.40	N/A

Other fees/claim charges within Exhibit 3 that may be included within the incurred medical and prescription drug claims, capitation and administrative fees include but are not limited to:

- Episodes of care, outcome-based payments, and care coordination
- NJWELL and Retiree Wellness Program fees (physician attestation forms, gift cards, etc.)
- DPCMH and PCMH administrative fees and capitation amounts
- Horizon bFit fitness incentive program
- Claim recovery services and Third Party Vendor Program Fees

Certain Aetna program fees are understood to be included in the underlying claims data.

Garden State Health Plan

Administrative fees charged by Aetna for the GSHP for Plan Year 2027 is $38.26 PEPM for Active and Early Retirees.

Prescription Drug Fees

Optum's administrative fees for the prescription drug program for Plan Year 2027 are assumed to be $5.25 PEPM for Commercial and $8.00 PMPM for EGWP. EGWP projections also include projected fees for the Medicare Prescription Payment Plan (known as M3P) that was introduced under the Inflation Reduction Act of 2022.

Other Vendor Fees

Fees for the HMS Data Integrity Vendor and SSDC (Medicare eligibility vendor) are based on amounts provided by the State and are assumed to increase 2.5% each year. This program is assumed to not impact Medicare Retirees.

Rate Setting Development

Rating Methodology

Exhibit 3 shows the aggregate projected costs for Plan Years 2025, 2026, and 2027, separately for each PPO and HMO plan. Costs were projected separately for Actives, Early Retirees and Medicare Retirees, and for medical claims, prescription drug claims, administrative costs, and aggregate premiums.

Horizon and Aetna experience was used to develop the PPO and HMO medical premium increases, and Optum experience was used for the prescription drug premium increases. Each benefit plan is projected separately and then experience is combined to develop uniform premium increases across groupings of similar plans:

Premium Group	**Included Plans**
Active NJEHP and GSHP	Premium increase reflects 100% of projected NJEHP and GSHP experience
Active PPO10 and PPO15	Premium increases were projected to cover the remaining active costs
Early Retiree	Premium increase reflects projected combined experience for the NJEHP and GSHP
Self-Insured Medicare Retiree	Premium increase reflects projected experience for all self-insured plans
Premium Margin	The Active premiums include an additional 15.9% margin

Projection Assumptions

1. Using 2025 incurred claims data paid through March 2026 supplied by Horizon, Aetna, and Optum, incurred claims were completed for Plan Year 2025 separately for each benefit plan, for medical and prescription drugs and for Actives, Early Retirees, and Medicare Retirees.

2. Capitation and other similar fixed claim charges were added to the incurred claims.

3. Estimated incurred claims in Plan Year 2025 were divided by average covered members to get average claims per member per year. Covered members were based on historical monthly census data and adjusted with assumptions for the number of members per coverage tier.

4. Claims per member were projected from the mid-point of the experience period to the mid-point of Plan Year 2027 using the annual trend rates listed in the Trend Analysis section of this document and incorporate the impact of any plan design changes.

5. Due to small enrollment and claims data, projected claims for the Active GSHP are based on 50% of actual claims and 50% of Horizon NJEHP experience adjusted for the expected relative plan cost differences. Projected claims for the Early Retiree GSHP are based entirely on Horizon NJEHP claims adjusted for the expected relative plan cost differences.

6. Aggregate claims for Plan Year 2027 are the product of projected enrollment and the projected claims per member.

7. Projected value-based claims charges including outcomes-based payments, specialty payment program amounts, and DPCMH claims, were added to the aggregate projected 2027 medical claims. Projected amounts are based on actual Horizon paid data trended forward to 2027 using medical claims trends. Aetna amounts for these expenses are understood to be in the underlying claims data provided by Aetna.

8. Plan Year 2027 projected Medicare Advantage fully insured premiums are based on rates provided by Aetna.

9. Prescription drug rebates for Plan Year 2025 are based on actual incurred rebate amounts provided by Optum. Projected Plan Year 2026 and 2027 rebate amounts are based on data provided by Optum.

10. Prescription drug rebates paid through the Horizon medical plan for Plan Year 2025, 2026, and 2027 are incorporated into the projection based on actual and expected rebate payment data provided by Horizon. Aetna amounts for these rebates are understood to be in the underlying claim data provided by Aetna.

11. EGWP projections include monthly CMS capitation payments per Medicare-eligible Retiree for prescription drug coverage, prescription drug manufacturers' coverage gap reimbursement payments, an annual CMS payment for reinsurance on catastrophic claims, and CMS Low Income Cost Sharing (LICS) payments. These amounts are equal to recommendations from Optum for Plan Years 2025, 2026 and 2027.

    a. <u>Direct Subsidy:</u> Plan Years 2025, 2026, and 2027 expected direct subsidy payments were provided by Optum. The Plan Year 2027 CMS per capita payment is assumed to be $197.83 Per Member Per Month (PMPM).

b. Manufacturers Discount: Plan Years 2025, 2026, and 2027 expected coverage gap payments were provided by Optum. The Plan Year 2027 credits are assumed to be $101.58 PMPM which includes $3.51 for the CMS paid selected drug discount on drugs selected for negotiation for 2027.

c. Catastrophic Reinsurance: This payment has a long lag, and the Plan Year 2025 credit is not expected to be fully paid until the beginning of Plan Year 2027. Plan Years 2025, 2026, and 2027 expected catastrophic reinsurance payments were provided by Optum and are reflected based on incurred year. The Plan Year 2027 credits are assumed to be $120.37 PMPM.

d. Low Income Cost Sharing (LICS): Plan Years 2025, 2026, and 2027 actual and expected LICS payments were provided by Optum. For Plan Year 2027, the subsidy payment is assumed to be $0.16 PMPM.

12. The Plan Year 2027 projected Education Surcharge is approximately $39.3 million, and this is used as a credit against projected Early Retiree costs.

13. Total SEHBP projected Plan Year 2027 claim costs are the sum of projected medical and prescription drug claims, capitation charges, payments from CMS related to EGWP Plus Wrap, the Education Surcharge and prescription drug rebates.

14. Base administrative fees per subscriber per month or per member per month are multiplied by the projected average enrollment for the applicable projection Plan Year. Plan Year 2027 administrative fees are based on amounts provided by Horizon, Aetna, and Optum.

15. Overhead charges, which are internal State of New Jersey administrative costs charged against the plans, are projected to be equal to $13.3 million for Plan Year 2027. Actual Plan Year 2025 overhead charges were provided by the State and were used to project charges for Plan Year 2027.

16. All other fees and claim charges reported by the vendors have been reflected in the projections.

17. Projected investment income of $16.9 million was used to reduce projected administrative costs for Plan Year 2027. Actual Plan Year 2025 investment income was provided by the State and was used to project investment income for Plan Year 2027.

18. Based on participation in NJWELL, employers are eligible for a 1% discount on their premium rates in the following plan year. Plan Year 2025 participation showed 3 Local Education employers (a total of 302 Employees) were eligible for this discount. The Plan

Year 2026 costs have been adjusted to reflect the total number of Employees who will receive the 1% premium discount in Plan Year 2026. 0.5% of employers are expected to be eligible for this discount in Plan Year 2027.

Claims Stabilization Reserve

1. Actives premiums are set 15.9% above expected costs for Plan Year 2027. This increase includes 4.2% margin to repay the $70 million that is projected to be owed under Chapter 28 along with an additional 11.7% to help build the CSR to 1.0 months of plan cost.

2. Retiree premiums include no margin since the State is responsible for covering the costs of the vast majority of Education Retirees.

3. Projected Claims Stabilization Reserve on December 31, 2027 is based on the actual Claims Stabilization Reserve on June 30, 2025 provided by the State.

Projected Premiums

1. Plan Year 2027 self-insured premiums were developed by applying the projected premium increase percentages listed in the Executive Summary section of this document to the Plan Year 2026 premium rates.

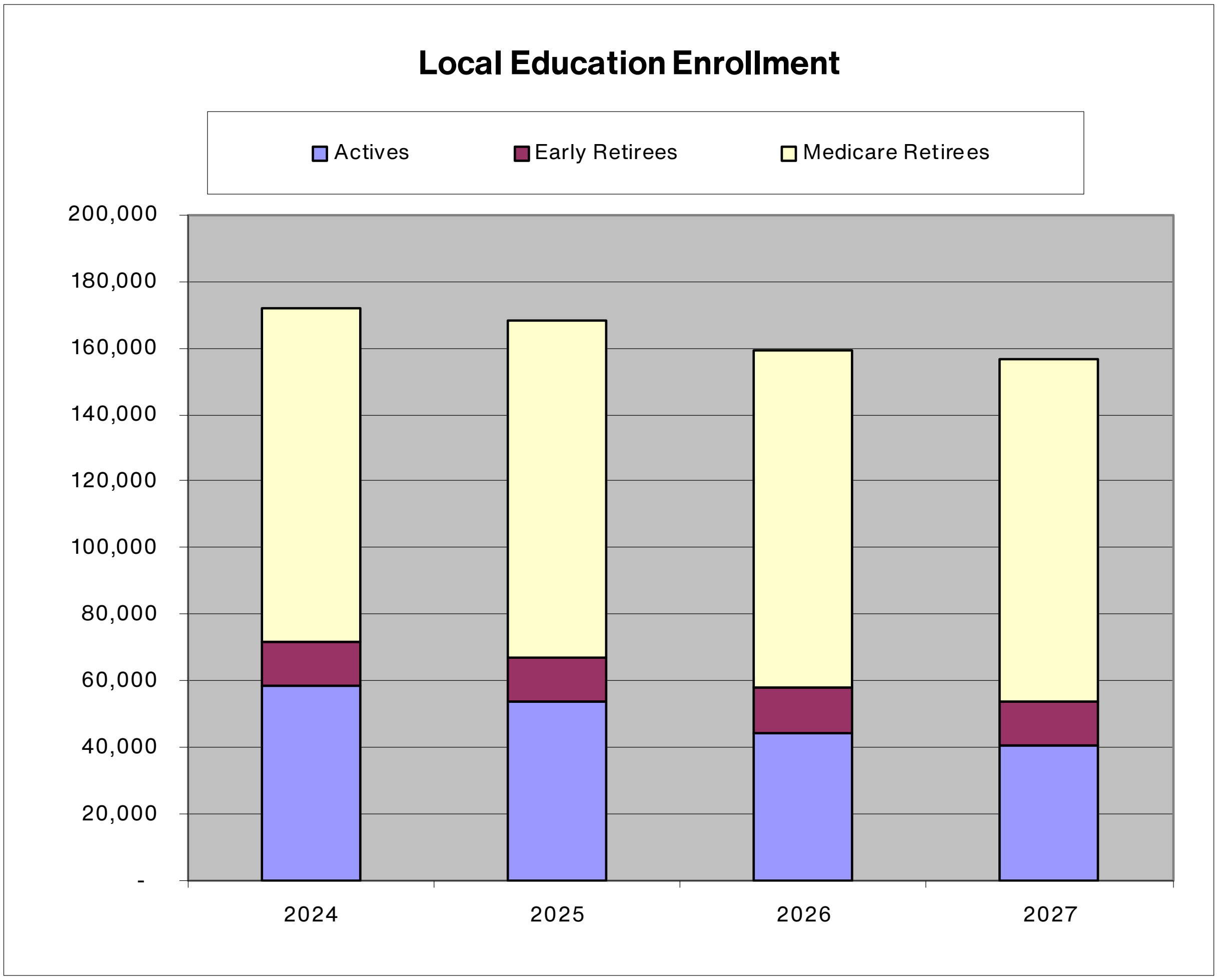
2. Aggregate Plan Year 2027 premium is calculated by multiplying projected Plan Year 2027 enrollment by Plan Year 2027 premium rates.

Data Assumptions

1. Claims: For medical and prescription drug claims, Aon is using claim files from each of the vendors which have claims incurred through December 31, 2025 and paid through March 31, 2026 for all groups.

2. Enrollment: Plan Year 2026 enrollment and Plan Year 2027 projected enrollment is based on actual census data provided by the State through April 2026. Actual calendar year 2025 census data from the Division is used for the 2025 exposure units in the cost analysis.

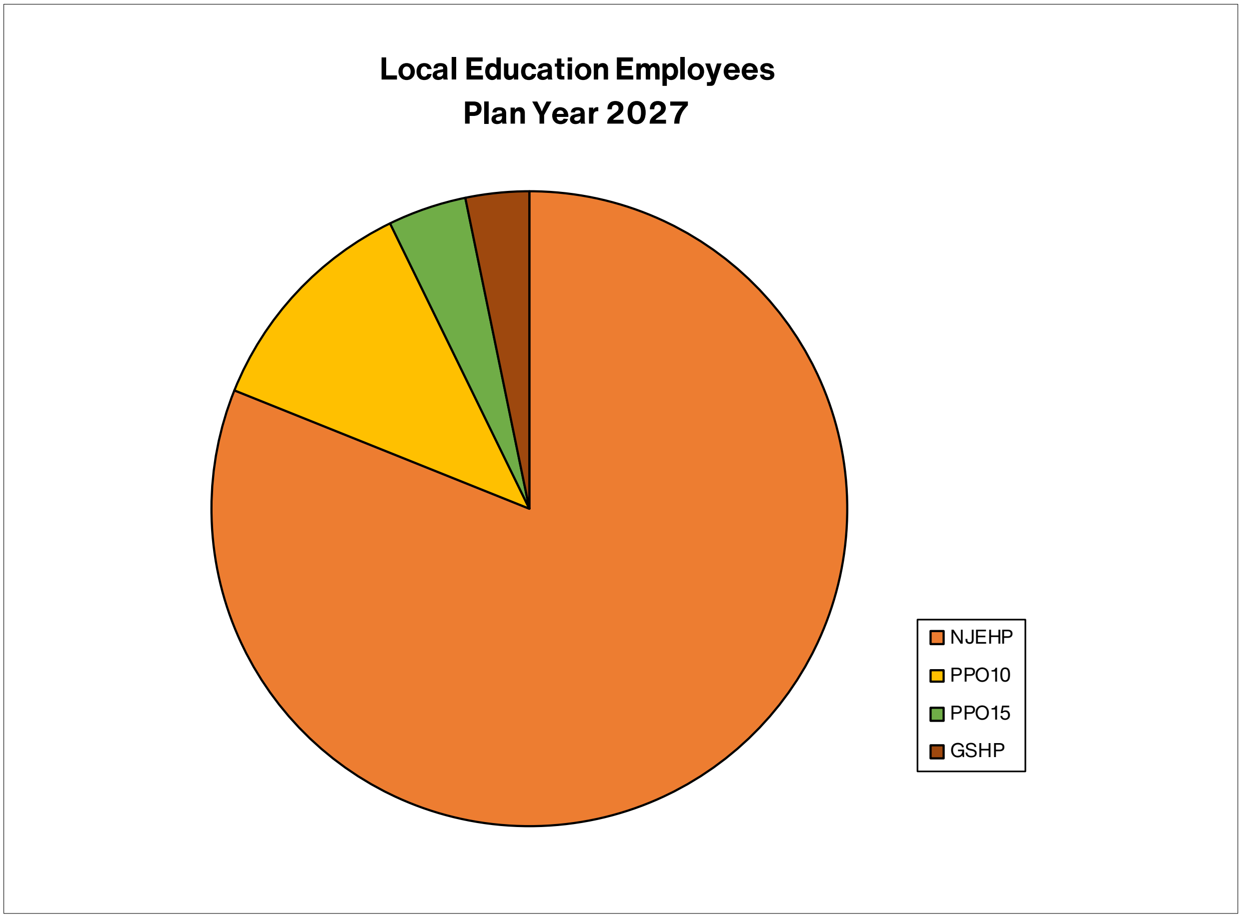
Exhibit 1A – Enrollment Projections



Annual Change in Enrollment

	Actual 2024 to 2025	Actual 2025 to 2026	Assumed 2026 to 2027
Actives	(8.0%)	(17.6%)	(8.7%)
Early Retirees	1.9%	(0.4%)	(0.5%)
Medicare Retirees	0.7%	0.4%	1.0%

Exhibit 1B Actives – Projected Plan Year 2027 Plan Distribution



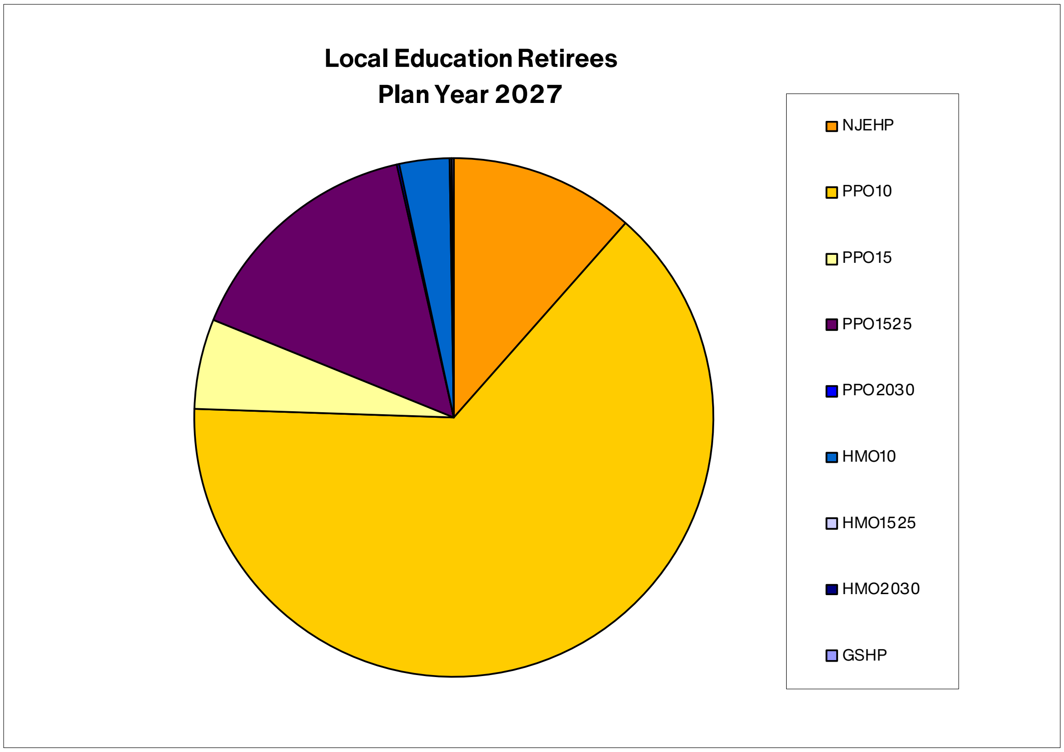
Assumes approximately 81% of Employees enroll in the NJEHP and 3% enroll in the Garden State Health Plan.

Assumes approximately 12% of Employees will remain in the $10 copay plan.

Actives	Aetna	Horizon	Total
NJEHP	5.5%	75.5%	81.1%
PPO10	1.9%	9.8%	11.7%
PPO15	0.1%	3.9%	4.0%
GSHP	3.2%	0.0%	3.2%
Total	**10.7%**	**89.3%**	**100.0%**

*Numbers may not add due to rounding

Exhibit 1B <u>Early and Medicare Retirees</u> – Projected Plan Year 2027 Plan Distribution



Assumes approximately 12% of Retirees enroll in the NJEHP and less than 1% of Retirees enroll in the Garden State Health Plan.

Assumes approximately 73% of Retirees will enroll in the PPO 10, PPO 15, and HMO 10 plans.

Retirees	**Horizon**	**Aetna**	**Total**
NJEHP	9.7%	1.8%	11.5%
PPO10	0.0%	64.0%	64.0%
PPO15	0.0%	5.6%	5.6%
PPO1525	15.3%	0.0%	15.3%
PPO2030	0.2%	0.0%	0.2%
HMO10	0.1%	3.0%	3.1%
HMO1525	0.1%	0.0%	0.1%
HMO2030	0.0%	0.0%	0.0%
GSHP	0.0%	0.1%	0.1%
Total	**25.5%**	**74.6%**	**100.0%**

*Some plans may show 0.0% enrollment. These plans may include low enrollment which rounds to 0.0%. Numbers may not add due to rounding

Exhibit 1C Actives – 2026 Enrollment

	2026 Estimated Average Number of Contracts				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
	EDUCATION - ACTIVE & COBRA				
Medical Plans					
Horizon NJEHP	11,179	4,362	13,030	3,656	32,227
Horizon PPO10	1,864	1,178	1,569	470	5,081
Horizon PPO15	740	452	668	183	2,043
Horizon Total	**13,784**	**5,991**	**15,266**	**4,310**	**39,351**
Aetna NJEHP	984	204	817	287	2,292
Aetna PPO10	294	130	389	170	983
Aetna PPO15	6	7	9	2	24
Aetna GSHP	858	147	288	133	1,426
Aetna Total	**2,142**	**488**	**1,503**	**592**	**4,725**
Total	**15,926**	**6,480**	**16,769**	**4,901**	**44,076**

* Numbers may not add due to rounding.

Exhibit 1C Early and Medicare Retirees – 2026 Enrollment

	2026 Estimated Average Number of Contracts				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
	EDUCATION RETIREES				
Medical Plans					
Horizon NJEHP	3,368	4,249	2,981	780	11,378
Horizon PPO1525	9,978	7,117	395	156	17,646
Horizon PPO2030	102	62	4	3	171
Horizon Legacy HMO (10)	92	63	4	3	162
Horizon HMO1525	58	36	0	1	95
Horizon HMO2030	7	6	3	0	16
Horizon Total	**13,605**	**11,533**	**3,387**	**942**	**29,468**
MA PPO10	41,919	30,026	1,171	579	73,694
MA PPO15	4,058	2,301	56	40	6,454
MA HMO (10)	2,196	1,184	32	19	3,431
MA HMO1525	43	9	0	0	51
Aetna NJEHP	453	863	602	145	2,063
GSHP	53	43	39	16	151
Aetna Total	**48,721**	**34,424**	**1,900**	**799**	**85,845**
Total	**62,327**	**45,957**	**5,287**	**1,741**	**115,313**

* Numbers may not add due to rounding.

Exhibit 2A – Medical Trend

The chart below shows the rolling 12-month medical claims experience trends for the Active and Early Retiree populations. The exhibit reflects estimated completed incurred claims through December 31, 2025. Column (A) shows the overall Per Member Per Month (PMPM) claims increase. Column (B) shows the estimated impact of plan design and vendor changes that occurred during the claim periods. These impacts are listed below in the "Normalizing Adjustments" section. Column (C) shows the estimated gross trend attributable to claims experience and capitation which is based on the overall PMPM increase grossed up for the plan changes.

	(A) Increase in Claims	(B) Plan Changes	(C) = (A) - (B) Claim Trend
PPO Active			
12 months through 12/2024 vs 12/2023	10.5%	0.5%	10.0%
12 months through 12/2025 vs 12/2024	11.7%	0.3%	11.4%
Recommended 2027 Trend Assumption			**9.5%**
PPO Early Retiree			
12 months through 12/2024 vs 12/2023	14.3%	0.0%	14.3%
12 months through 12/2025 vs 12/2024	8.4%	0.0%	8.4%
Recommended 2027 Trend Assumption			**9.5%**

Normalizing Adjustments

4/1/2024: NJ State Mandate S2535

7/1/2024: NJ State Mandate A5235

Exhibit 2B – Prescription Drug Trend

The chart below shows the rolling 12-month prescription drug claims experience trends for the Active, Early Retiree, and EGWP Retiree populations. The exhibit reflects estimated completed incurred claims through December 31, 2025. Column (A) shows the overall Per Member Per Month (PMPM) claims increase. Column (B) shows the estimated impact of plan design and vendor changes that occurred during the claim periods. These impacts are listed below in the "Normalizing Adjustments" section. Column (C) shows the estimated gross trend attributable to claims experience and capitation which is based on the overall PMPM increase grossed up for the plan changes.

	(A) Increase in Claims	(B) Plan Changes	(C) = (A) - (B) Claim Trend
Active Rx			
12 months through 12/2024 vs 12/2023	20.7%	0.0%	20.7%
12 months through 12/2025 vs 12/2024	23.5%	0.0%	23.5%
Recommended 2027 Trend Assumption			**18.5%**
Early Retiree Rx			
12 months through 12/2024 vs 12/2023	14.9%	0.0%	14.9%
12 months through 12/2025 vs 12/2024	20.8%	0.0%	20.8%
Recommended 2027 Trend Assumption			**17.5%**
EGWP Retiree Rx			
12 months through 12/2024 vs 12/2023	12.9%	0.0%	12.9%
12 months through 12/2025 vs 12/2024	13.0%	0.0%	13.0%
Recommended 2027 Trend Assumption			**7.4%**

Normalizing Adjustments:

None

Exhibit 3A – Plan Year 2025 Aggregate Costs

		NJEHP		GSHP	Legacy Plans					
	Total	Aetna PPO	Horizon PPO	Aetna PPO	Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO
Employees and Retirees										
Average Medical Members	310,487	12,623	108,980	3,271	104,283	9,037	29,236	11,966	4,832	228
Incurred Medical Claims	$2,077,568,000	$141,331,000	$1,060,117,000	$22,305,000	$172,769,000	$12,455,000	$419,421,000	$162,126,000	$8,562,000	$736,000
Capitation and Other Claim Based Fee	$38,991,000	$0	$25,291,000	$0	$0	$0	$7,294,000	$3,005,000	$0	$39,000
Incurred Prescription Drug Claims	$1,915,475,000	$48,391,000	$356,132,000	$5,334,000	$974,015,000	$83,637,000	$114,420,000	$41,876,000	$45,923,000	$1,243,000
Prescription Drug Rebates	($612,238,000)	($18,429,000)	($137,676,000)	($2,075,000)	($283,605,000)	($24,361,000)	($44,898,000)	($16,432,000)	($13,346,000)	($361,000)
EGWP Credits	($545,100,000)	N/A	N/A	N/A	($392,233,000)	($34,126,000)	N/A	N/A	($18,453,000)	($871,000)
Education Surcharge	($37,802,000)	($9,457,000)	($27,928,000)	($417,000)	$0	$0	$0	$0	$0	$0
Administrative Fees	$61,701,000	$2,456,000	$24,169,000	$941,000	$14,954,000	$1,323,000	$5,151,000	$2,184,000	$689,000	$68,000
Total Cost	$2,898,595,000	$164,292,000	$1,300,105,000	$26,088,000	$485,900,000	$38,928,000	$501,388,000	$192,759,000	$23,375,000	$854,000
Total Premium	$2,736,910,000	$153,090,000	$1,215,765,000	$32,615,000	$514,677,000	$42,052,000	$420,128,000	$164,798,000	$24,948,000	$1,731,000
Gain (Loss)	($161,685,000)	($11,202,000)	($84,340,000)	$6,527,000	$28,777,000	$3,124,000	($81,260,000)	($27,961,000)	$1,573,000	$877,000
Employees										
Average Medical Members	133,931	4,159	83,986	2,898	1,584	102	29,236	11,966	N/A	N/A
Incurred Medical Claims	$1,395,563,000	$34,743,000	$734,869,000	$18,033,000	$24,685,000	$1,686,000	$419,421,000	$162,126,000	N/A	N/A
Capitation and Other Claim Based Fee	$31,112,000	$0	$20,813,000	$0	$0	$0	$7,294,000	$3,005,000	N/A	N/A
Incurred Prescription Drug Claims	$387,031,000	$9,276,000	$211,486,000	$4,059,000	$5,368,000	$546,000	$114,420,000	$41,876,000	N/A	N/A
Prescription Drug Rebates	($151,870,000)	($3,640,000)	($82,987,000)	($1,593,000)	($2,106,000)	($214,000)	($44,898,000)	($16,432,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$27,876,000	$1,068,000	$18,326,000	$853,000	$279,000	$15,000	$5,151,000	$2,184,000	N/A	N/A
Total Cost	$1,689,712,000	$41,447,000	$902,507,000	$21,352,000	$28,226,000	$2,033,000	$501,388,000	$192,759,000	N/A	N/A
Total Premium	$1,547,610,000	$42,985,000	$867,208,000	$28,131,000	$22,973,000	$1,387,000	$420,128,000	$164,798,000	N/A	N/A
Gain (Loss)	($142,102,000)	$1,538,000	($35,299,000)	$6,779,000	($5,253,000)	($646,000)	($81,260,000)	($27,961,000)	N/A	N/A
Early Retirees										
Average Medical Members	33,831	8,464	24,994	373	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	$436,108,000	$106,588,000	$325,248,000	$4,272,000	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fee	$4,478,000	$0	$4,478,000	$0	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	$185,036,000	$39,115,000	$144,646,000	$1,275,000	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	($69,960,000)	($14,789,000)	($54,689,000)	($482,000)	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	($37,802,000)	($9,457,000)	($27,928,000)	($417,000)	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$7,319,000	$1,388,000	$5,843,000	$88,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	$525,179,000	$122,845,000	$397,598,000	$4,736,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	$463,146,000	$110,105,000	$348,557,000	$4,484,000	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	($62,033,000)	($12,740,000)	($49,041,000)	($252,000)	N/A	N/A	N/A	N/A	N/A	N/A
Medicare Retirees										
Average Medical Members	142,725	N/A	N/A	N/A	102,699	8,935	N/A	N/A	4,832	228
Incurred Medical Claims	$245,897,000	N/A	N/A	N/A	$148,084,000	$10,769,000	N/A	N/A	$8,562,000	$736,000
Capitation and Other Claim Based Fee	$3,401,000	N/A	N/A	N/A	$0	$0	N/A	N/A	$0	$39,000
Incurred Prescription Drug Claims	$1,343,408,000	N/A	N/A	N/A	$968,647,000	$83,091,000	N/A	N/A	$45,923,000	$1,243,000
Prescription Drug Rebates	($390,408,000)	N/A	N/A	N/A	($281,499,000)	($24,147,000)	N/A	N/A	($13,346,000)	($361,000)
EGWP Credits	($545,100,000)	N/A	N/A	N/A	($392,233,000)	($34,126,000)	N/A	N/A	($18,453,000)	($871,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$26,506,000	N/A	N/A	N/A	$14,675,000	$1,308,000	N/A	N/A	$689,000	$68,000
Total Cost	$683,704,000	N/A	N/A	N/A	$457,674,000	$36,895,000	N/A	N/A	$23,375,000	$854,000
Total Premium	$726,154,000	N/A	N/A	N/A	$491,704,000	$40,665,000	N/A	N/A	$24,948,000	$1,731,000
Gain (Loss)	$42,450,000	N/A	N/A	N/A	$34,030,000	$3,770,000	N/A	N/A	$1,573,000	$877,000

*Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2025 active premium include margin of 2.0%.

Exhibit 3A – Plan Year 2025 Aggregate Costs

	1525			2030	
	Horizon PPO	Aetna HMO	Horizon HMO	Horizon PPO	Horizon HMO
Employees and Retirees					
Average Medical Members	25,625	58	122	206	20
Incurred Medical Claims	$76,518,000	$78,000	$377,000	$717,000	$56,000
Capitation and Other Claim Based Fees	$3,309,000	$0	$19,000	$30,000	$4,000
Incurred Prescription Drug Claims	$241,084,000	$494,000	$851,000	$1,818,000	$257,000
Prescription Drug Rebates	($70,061,000)	($144,000)	($247,000)	($528,000)	($75,000)
EGWP Credits	($97,868,000)	($221,000)	($466,000)	($786,000)	($76,000)
Education Surcharge	$0	$0	$0	$0	$0
Administrative Fees	$9,631,000	$9,000	$36,000	$84,000	$6,000
Total Cost	$162,613,000	$216,000	$570,000	$1,335,000	$172,000
Total Premium	$164,774,000	$274,000	$635,000	$1,291,000	$132,000
Gain (Loss)	$2,161,000	$58,000	$65,000	($44,000)	($40,000)
Employees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Early Retirees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Medicare Retirees					
Average Medical Members	25,625	58	122	206	20
Incurred Medical Claims	$76,518,000	$78,000	$377,000	$717,000	$56,000
Capitation and Other Claim Based Fees	$3,309,000	$0	$19,000	$30,000	$4,000
Incurred Prescription Drug Claims	$241,084,000	$494,000	$851,000	$1,818,000	$257,000
Prescription Drug Rebates	($70,061,000)	($144,000)	($247,000)	($528,000)	($75,000)
EGWP Credits	($97,868,000)	($221,000)	($466,000)	($786,000)	($76,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$9,631,000	$9,000	$36,000	$84,000	$6,000
Total Cost	$162,613,000	$216,000	$570,000	$1,335,000	$172,000
Total Premium	$164,774,000	$274,000	$635,000	$1,291,000	$132,000
Gain (Loss)	$2,161,000	$58,000	$65,000	($44,000)	($40,000)

* Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2025 active premium include margin of 2.0%.

Exhibit 3B – Plan Year 2026 Aggregate Costs

		NJEHP		GSHP	Legacy Plans					
	Total	Aetna PPO	Horizon PPO	Aetna PPO	Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO
Employees and Retirees										
Average Medical Members	285,789	14,493	105,762	3,010	105,590	8,807	11,727	4,796	4,603	222
Incurred Medical Claims	$2,095,591,000	$181,200,000	$1,214,341,000	$26,430,000	$272,541,000	$18,188,000	$205,883,000	$79,585,000	$11,518,000	$763,000
Capitation and Other Claim Based Fee	$36,523,000	$0	$28,009,000	$0	$0	$0	$3,563,000	$1,448,000	$0	$38,000
Incurred Prescription Drug Claims	$1,966,235,000	$64,586,000	$435,285,000	$9,731,000	$990,918,000	$82,360,000	$63,867,000	$20,627,000	$44,102,000	$1,220,000
Prescription Drug Rebates	($466,711,000)	($24,515,000)	($166,249,000)	($3,724,000)	($173,754,000)	($14,323,000)	($24,541,000)	($7,926,000)	($7,626,000)	($211,000)
EGWP Credits	($654,080,000)	N/A	N/A	N/A	($470,010,000)	($39,894,000)	N/A	N/A	($20,999,000)	($1,013,000)
Education Surcharge	($36,309,000)	($9,814,000)	($26,109,000)	($386,000)	$0	$0	$0	$0	$0	$0
Administrative Fees	$54,141,000	$2,323,000	$21,607,000	$858,000	$14,623,000	$1,253,000	$2,006,000	$820,000	$640,000	$88,000
Total Cost	$2,995,390,000	$213,780,000	$1,506,884,000	$32,909,000	$634,318,000	$47,584,000	$250,778,000	$94,554,000	$27,635,000	$885,000
Total Premium	$3,052,567,000	$224,699,000	$1,523,533,000	$39,506,000	$665,385,000	$51,170,000	$237,413,000	$90,638,000	$29,178,000	$1,849,000
Gain (Loss)	$57,177,000	$10,919,000	$16,649,000	$6,597,000	$31,067,000	$3,586,000	($13,365,000)	($3,916,000)	$1,543,000	$964,000
Employees										
Average Medical Members	108,819	5,414	81,609	2,653	2,558	62	11,727	4,796	N/A	N/A
Incurred Medical Claims	$1,279,865,000	$54,918,000	$867,444,000	$22,016,000	$48,756,000	$1,263,000	$205,883,000	$79,585,000	N/A	N/A
Capitation and Other Claim Based Fee	$28,270,000	$0	$23,259,000	$0	$0	$0	$3,563,000	$1,448,000	N/A	N/A
Incurred Prescription Drug Claims	$387,109,000	$14,652,000	$268,944,000	$7,274,000	$11,360,000	$385,000	$63,867,000	$20,627,000	N/A	N/A
Prescription Drug Rebates	($148,746,000)	($5,630,000)	($103,341,000)	($2,795,000)	($4,365,000)	($148,000)	($24,541,000)	($7,926,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$21,156,000	$1,124,000	$16,114,000	$778,000	$308,000	$6,000	$2,006,000	$820,000	N/A	N/A
Total Cost	$1,567,654,000	$65,064,000	$1,072,420,000	$27,273,000	$56,059,000	$1,506,000	$250,778,000	$94,554,000	N/A	N/A
Total Premium	$1,577,922,000	$71,866,000	$1,091,226,000	$34,003,000	$51,631,000	$1,145,000	$237,413,000	$90,638,000	N/A	N/A
Gain (Loss)	$10,268,000	$6,802,000	$18,806,000	$6,730,000	($4,428,000)	($361,000)	($13,365,000)	($3,916,000)	N/A	N/A
Early Retirees										
Average Medical Members	33,589	9,079	24,153	357	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	$477,593,000	$126,282,000	$346,897,000	$4,414,000	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fee	$4,750,000	$0	$4,750,000	$0	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	$218,732,000	$49,934,000	$166,341,000	$2,457,000	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	($82,722,000)	($18,885,000)	($62,908,000)	($929,000)	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	($36,309,000)	($9,814,000)	($26,109,000)	($386,000)	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$6,772,000	$1,199,000	$5,493,000	$80,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	$588,816,000	$148,716,000	$434,464,000	$5,636,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	$590,643,000	$152,833,000	$432,307,000	$5,503,000	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	$1,827,000	$4,117,000	($2,157,000)	($133,000)	N/A	N/A	N/A	N/A	N/A	N/A
Medicare Retirees										
Average Medical Members	143,381	N/A	N/A	N/A	103,032	8,745	N/A	N/A	4,603	222
Incurred Medical Claims	$338,133,000	N/A	N/A	N/A	$223,785,000	$16,925,000	N/A	N/A	$11,518,000	$763,000
Capitation and Other Claim Based Fee	$3,503,000	N/A	N/A	N/A	$0	$0	N/A	N/A	$0	$38,000
Incurred Prescription Drug Claims	$1,360,394,000	N/A	N/A	N/A	$979,558,000	$81,975,000	N/A	N/A	$44,102,000	$1,220,000
Prescription Drug Rebates	($235,243,000)	N/A	N/A	N/A	($169,389,000)	($14,175,000)	N/A	N/A	($7,626,000)	($211,000)
EGWP Credits	($654,080,000)	N/A	N/A	N/A	($470,010,000)	($39,894,000)	N/A	N/A	($20,999,000)	($1,013,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$26,213,000	N/A	N/A	N/A	$14,315,000	$1,247,000	N/A	N/A	$640,000	$88,000
Total Cost	$838,920,000	N/A	N/A	N/A	$578,259,000	$46,078,000	N/A	N/A	$27,635,000	$885,000
Total Premium	$884,002,000	N/A	N/A	N/A	$613,754,000	$50,025,000	N/A	N/A	$29,178,000	$1,849,000
Gain (Loss)	$45,082,000	N/A	N/A	N/A	$35,495,000	$3,947,000	N/A	N/A	$1,543,000	$964,000

* Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2026 active premium include margin of 6.0%.

Exhibit 3B – Plan Year 2026 Aggregate Costs

	1525			2030	
	Horizon PPO	Aetna HMO	Horizon HMO	Horizon PPO	Horizon HMO
Employees and Retirees					
Average Medical Members	26,338	62	129	228	22
Incurred Medical Claims	$83,677,000	$130,000	$424,000	$845,000	$66,000
Capitation and Other Claim Based Fees	$3,408,000	$0	$20,000	$33,000	$4,000
Incurred Prescription Drug Claims	$249,776,000	$538,000	$908,000	$2,032,000	$285,000
Prescription Drug Rebates	($43,192,000)	($93,000)	($157,000)	($351,000)	($49,000)
EGWP Credits	($120,149,000)	($285,000)	($588,000)	($1,042,000)	($100,000)
Education Surcharge	$0	$0	$0	$0	$0
Administrative Fees	$9,762,000	$9,000	$51,000	$92,000	$9,000
Total Cost	$183,282,000	$299,000	$658,000	$1,609,000	$215,000
Total Premium	$186,333,000	$369,000	$758,000	$1,576,000	$160,000
Gain (Loss)	$3,051,000	$70,000	$100,000	($33,000)	($55,000)
Employees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Early Retirees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Medicare Retirees					
Average Medical Members	26,338	62	129	228	22
Incurred Medical Claims	$83,677,000	$130,000	$424,000	$845,000	$66,000
Capitation and Other Claim Based Fees	$3,408,000	$0	$20,000	$33,000	$4,000
Incurred Prescription Drug Claims	$249,776,000	$538,000	$908,000	$2,032,000	$285,000
Prescription Drug Rebates	($43,192,000)	($93,000)	($157,000)	($351,000)	($49,000)
EGWP Credits	($120,149,000)	($285,000)	($588,000)	($1,042,000)	($100,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$9,762,000	$9,000	$51,000	$92,000	$9,000
Total Cost	$183,282,000	$299,000	$658,000	$1,609,000	$215,000
Total Premium	$186,333,000	$369,000	$758,000	$1,576,000	$160,000
Gain (Loss)	$3,051,000	$70,000	$100,000	($33,000)	($55,000)

* Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2026 active premium rates include margin of 6.0%.

Exhibit 3C – Plan Year 2027 Aggregate Costs

		NJEHP		GSHP	Legacy Plans					
	Total	Aetna PPO	Horizon PPO	Aetna PPO	Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO
Employees and Retirees										
Average Medical Members	277,797	14,375	101,014	2,777	106,039	8,880	9,098	3,720	4,649	224
Incurred Medical Claims	$2,229,102,000	$200,062,000	$1,317,877,000	$27,779,000	$301,916,000	$22,342,000	$186,188,000	$71,972,000	$9,009,000	$818,000
Capitation and Other Claim Based Fee	$38,424,000	$0	$30,232,000	$0	$0	$0	$3,158,000	$1,283,000	$0	$41,000
Incurred Prescription Drug Claims	$2,166,742,000	$76,441,000	$509,762,000	$11,063,000	$1,074,266,000	$89,278,000	$62,240,000	$19,775,000	$47,839,000	$1,324,000
Prescription Drug Rebates	($459,569,000)	($28,130,000)	($186,028,000)	($4,026,000)	($153,560,000)	($12,627,000)	($22,525,000)	($7,157,000)	($6,722,000)	($186,000)
EGWP Credits	($729,595,000)	$0	$0	$0	($524,361,000)	($44,505,000)	N/A	N/A	($23,429,000)	($1,131,000)
Education Surcharge	($39,270,000)	($10,669,000)	($28,184,000)	($417,000)	$0	$0	$0	$0	$0	$0
Administrative Fees	$51,417,000	$2,162,000	$19,895,000	$793,000	$14,569,000	$1,246,000	$1,394,000	$573,000	$673,000	$89,000
Total Cost	$3,257,251,000	$239,866,000	$1,663,554,000	$35,192,000	$712,830,000	$55,734,000	$230,455,000	$86,446,000	$27,370,000	$955,000
Total Premium	$3,519,769,000	$262,325,000	$1,833,054,000	$47,127,000	$719,789,000	$56,697,000	$267,114,000	$101,752,000	$27,264,000	$1,991,000
Gain (Loss)	$262,518,000	$22,459,000	$169,500,000	$11,935,000	$6,959,000	$963,000	$36,659,000	$15,306,000	($106,000)	$1,036,000
Employees										
Average Medical Members	99,492	5,267	76,954	2,421	1,984	48	9,098	3,720	N/A	N/A
Incurred Medical Claims	$1,327,063,000	$61,346,000	$939,377,000	$22,957,000	$44,081,000	$1,142,000	$186,188,000	$71,972,000	N/A	N/A
Capitation and Other Claim Based Fee	$29,495,000	$0	$25,054,000	$0	$0	$0	$3,158,000	$1,283,000	N/A	N/A
Incurred Prescription Drug Claims	$434,987,000	$17,583,000	$315,066,000	$8,183,000	$11,774,000	$366,000	$62,240,000	$19,775,000	N/A	N/A
Prescription Drug Rebates	($157,424,000)	($6,363,000)	($114,024,000)	($2,961,000)	($4,261,000)	($133,000)	($22,525,000)	($7,157,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$18,512,000	$1,042,000	$14,588,000	$713,000	$198,000	$4,000	$1,394,000	$573,000	N/A	N/A
Total Cost	$1,652,633,000	$73,608,000	$1,180,061,000	$28,892,000	$51,792,000	$1,379,000	$230,455,000	$86,446,000	N/A	N/A
Total Premium	$1,915,716,000	$91,761,000	$1,353,952,000	$41,006,000	$58,848,000	$1,283,000	$267,114,000	$101,752,000	N/A	N/A
Gain (Loss)	$263,083,000	$18,153,000	$173,891,000	$12,114,000	$7,056,000	($96,000)	$36,659,000	$15,306,000	N/A	N/A
Early Retirees										
Average Medical Members	33,524	9,108	24,060	356	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	$522,038,000	$138,716,000	$378,500,000	$4,822,000	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fee	$5,178,000	$0	$5,178,000	$0	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	$256,434,000	$58,858,000	$194,696,000	$2,880,000	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	($94,836,000)	($21,767,000)	($72,004,000)	($1,065,000)	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Education Surcharge	($39,270,000)	($10,669,000)	($28,184,000)	($417,000)	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$6,507,000	$1,120,000	$5,307,000	$80,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	$656,051,000	$166,258,000	$483,493,000	$6,300,000	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	$655,787,000	$170,564,000	$479,102,000	$6,121,000	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	($264,000)	$4,306,000	($4,391,000)	($179,000)	N/A	N/A	N/A	N/A	N/A	N/A
Medicare Retirees										
Average Medical Members	144,781	N/A	N/A	N/A	104,055	8,832	N/A	N/A	4,649	224
Incurred Medical Claims	$380,001,000	N/A	N/A	N/A	$257,835,000	$21,200,000	N/A	N/A	$9,009,000	$818,000
Capitation and Other Claim Based Fee	$3,751,000	N/A	N/A	N/A	$0	$0	N/A	N/A	$0	$41,000
Incurred Prescription Drug Claims	$1,475,321,000	N/A	N/A	N/A	$1,062,492,000	$88,912,000	N/A	N/A	$47,839,000	$1,324,000
Prescription Drug Rebates	($207,309,000)	N/A	N/A	N/A	($149,299,000)	($12,494,000)	N/A	N/A	($6,722,000)	($186,000)
EGWP Credits	($729,595,000)	N/A	N/A	N/A	($524,361,000)	($44,505,000)	N/A	N/A	($23,429,000)	($1,131,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$26,398,000	N/A	N/A	N/A	$14,371,000	$1,242,000	N/A	N/A	$673,000	$89,000
Total Cost	$948,567,000	N/A	N/A	N/A	$661,038,000	$54,355,000	N/A	N/A	$27,370,000	$955,000
Total Premium	$948,266,000	N/A	N/A	N/A	$660,941,000	$55,414,000	N/A	N/A	$27,264,000	$1,991,000
Gain (Loss)	($301,000)	N/A	N/A	N/A	($97,000)	$1,059,000	N/A	N/A	($106,000)	$1,036,000

* Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2027 active premium rates include margin of 15.9%.

Exhibit 3C – Projected Plan Year 2027 Aggregate Costs

	1525			2030	
	Horizon PPO	Aetna HMO	Horizon HMO	Horizon PPO	Horizon HMO
Employees and Retirees					
Average Medical Members	26,575	63	130	231	22
Incurred Medical Claims	$89,604,000	$103,000	$455,000	$906,000	$71,000
Capitation and Other Claim Based Fees	$3,649,000	$0	$22,000	$35,000	$4,000
Incurred Prescription Drug Claims	$270,674,000	$583,000	$984,000	$2,204,000	$309,000
Prescription Drug Rebates	($38,035,000)	($82,000)	($138,000)	($310,000)	($43,000)
EGWP Credits	($133,920,000)	($318,000)	($657,000)	($1,162,000)	($112,000)
Education Surcharge	$0	$0	$0	$0	$0
Administrative Fees	$9,859,000	$10,000	$52,000	$93,000	$9,000
Total Cost	$201,831,000	$296,000	$718,000	$1,766,000	$238,000
Total Premium	$199,626,000	$351,000	$819,000	$1,688,000	$172,000
Gain (Loss)	($2,205,000)	$55,000	$101,000	($78,000)	($66,000)
Employees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Early Retirees					
Average Medical Members	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A
Medicare Retirees					
Average Medical Members	26,575	63	130	231	22
Incurred Medical Claims	$89,604,000	$103,000	$455,000	$906,000	$71,000
Capitation and Other Claim Based Fees	$3,649,000	$0	$22,000	$35,000	$4,000
Incurred Prescription Drug Claims	$270,674,000	$583,000	$984,000	$2,204,000	$309,000
Prescription Drug Rebates	($38,035,000)	($82,000)	($138,000)	($310,000)	($43,000)
EGWP Credits	($133,920,000)	($318,000)	($657,000)	($1,162,000)	($112,000)
Education Surcharge	N/A	N/A	N/A	N/A	N/A
Administrative Fees	$9,859,000	$10,000	$52,000	$93,000	$9,000
Total Cost	$201,831,000	$296,000	$718,000	$1,766,000	$238,000
Total Premium	$199,626,000	$351,000	$819,000	$1,688,000	$172,000
Gain (Loss)	($2,205,000)	$55,000	$101,000	($78,000)	($66,000)

* Numbers may not add due to rounding. Some plans may show $0 in certain cost categories. These plans may have costs which are less than $500 and round to $0. The Incurred Medical Claims cost category reflects the Medicare Advantage plan premiums for the Fully Insured Medicare Retiree medical plan options.

** Plan Year 2027 active premium rates include margin of 15.9%.

Exhibit 4A – Plan Year 2027 Monthly Active Premiums

	NJEHP	GSHP	PPO10	PPO15
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Medical Coverage Only				
Single	$1,551.83	$1,339.54	$2,517.95	$2,397.02
Employee+Spouse	$3,103.66	$2,679.07	$5,035.89	$4,794.03
Family	$4,438.23	$3,831.07	$7,201.32	$6,855.47
Employee+Child(ren)	$2,886.40	$2,491.54	$4,683.38	$4,458.45
Adult Child Rate	$1,361.26	$1,175.04	$2,208.74	$2,102.66
	NJEHP	**GSHP**	**PPO10**	**PPO15**
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Rx Card				
Single	$430.50	$430.50	$657.51	$657.51
Employee+Spouse	$861.00	$861.00	$1,315.02	$1,315.02
Family	$1,231.23	$1,231.23	$1,880.48	$1,880.48
Employee+Child(ren)	$800.73	$800.73	$1,222.97	$1,222.97
Adult Child Rate	$377.63	$377.63	$576.77	$576.77
	NJEHP	**GSHP**	**PPO10**	**PPO15**
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Rx with Medical Coverage				
Single	$1,982.33	$1,770.04	$3,153.26	$3,029.45
Employee+Spouse	$3,964.66	$3,540.07	$6,306.52	$6,058.90
Family	$5,669.46	$5,062.30	$9,018.32	$8,664.23
Employee+Child(ren)	$3,687.13	$3,292.27	$5,865.06	$5,634.78
Adult Child Rate	$1,738.90	$1,552.67	$2,766.04	$2,657.44

Plan Year 2027 active premium rates include margin of 15.9%.

Exhibit 4B – Plan Year 2027 Annual Active Premiums

Page 1 of 1

	NJEHP	GSHP	PPO10	PPO15
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Medical Coverage Only				
Single	$18,622	$16,074	$30,215	$28,764
Employee+Spouse	$37,244	$32,149	$60,431	$57,528
Family	$53,259	$45,973	$86,416	$82,266
Employee+Child(ren)	$34,637	$29,898	$56,201	$53,501
Adult Child Rate	$16,335	$14,100	$26,505	$25,232
	NJEHP	**GSHP**	**PPO10**	**PPO15**
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Rx Card				
Single	$5,166	$5,166	$7,890	$7,890
Employee+Spouse	$10,332	$10,332	$15,780	$15,780
Family	$14,775	$14,775	$22,566	$22,566
Employee+Child(ren)	$9,609	$9,609	$14,676	$14,676
Adult Child Rate	$4,532	$4,532	$6,921	$6,921
	NJEHP	**GSHP**	**PPO10**	**PPO15**
	Aetna/Horizon	Aetna	Aetna/Horizon	Aetna/Horizon
Rx with Medical Coverage				
Single	$23,788	$21,240	$37,839	$36,353
Employee+Spouse	$47,576	$42,481	$75,678	$72,707
Family	$68,034	$60,748	$108,220	$103,971
Employee+Child(ren)	$44,246	$39,507	$70,381	$67,617
Adult Child Rate	$20,867	$18,632	$33,192	$31,889

Plan Year 2027 active premium rates include margin of 15.9%.

Exhibit 4C – Plan Year 2027 Monthly Retiree Premiums

	NJEHP	GSHP	Legacy Plans (Aetna Medicare Subscriber)						Legacy Plan (Horizon Medicare Subscriber)	
			Aetna MA PPO10		Aetna MA PPO15		Aetna MA Legacy HMO		Horizon Medicare Legacy HMO	
	Aetna/Horizon Early Retiree Subscriber	Aetna Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber
Total Premium										
Single - 0 Medicare	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15
Single - 1 Medicare	N/A	N/A	$534.11	$534.11	$527.66	$527.66	$493.54	$493.54	$744.49	$744.49
EE+Spouse - 0 Medicare	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43
EE+Spouse - 1 Medicare	N/A	N/A	$2,866.56	$2,626.39	$2,860.11	$2,619.94	$2,825.99	$2,585.82	$3,076.94	$2,836.77
EE+Spouse - 2 Medicare	N/A	N/A	$1,068.25	$1,068.25	$1,055.35	$1,055.35	$987.07	$987.07	$1,488.94	$1,488.94
Family - 0 Medicare	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34
Family - 1 Medicare	N/A	N/A	$3,459.53	$3,158.30	$3,453.08	$3,151.85	$3,418.96	$3,117.73	$3,669.91	$3,368.68
Family - 2 Medicare	N/A	N/A	$2,016.96	$1,919.26	$2,004.06	$1,906.36	$1,935.82	$1,838.12	$2,437.72	$2,340.02
EE+Ch - 0 Medicare	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38
EE+Ch - 1 Medicare	N/A	N/A	$1,324.75	$1,243.34	$1,318.30	$1,236.89	$1,284.18	$1,202.77	$1,535.13	$1,453.72
Medical Premium										
Single - 0 Medicare	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22
Single - 1 Medicare	N/A	N/A	$206.49	$206.49	$200.04	$200.04	$161.48	$161.48	$412.43	$412.43
EE+Spouse - 0 Medicare	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59
EE+Spouse - 1 Medicare	N/A	N/A	$1,962.03	$1,721.86	$1,955.58	$1,715.41	$1,917.02	$1,676.85	$2,167.97	$1,927.80
EE+Spouse - 2 Medicare	N/A	N/A	$412.98	$412.98	$400.08	$400.08	$322.96	$322.96	$824.83	$824.83
Family - 0 Medicare	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87
Family - 1 Medicare	N/A	N/A	$2,408.37	$2,107.14	$2,401.92	$2,100.69	$2,363.36	$2,062.13	$2,614.31	$2,313.08
Family - 2 Medicare	N/A	N/A	$1,127.11	$1,029.41	$1,114.21	$1,016.51	$1,037.09	$939.39	$1,538.99	$1,441.29
EE+Ch - 0 Medicare	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88
EE+Ch - 1 Medicare	N/A	N/A	$801.56	$720.15	$795.11	$713.70	$756.55	$675.14	$1,007.50	$926.09
Rx Premium										
Single - 0 Medicare	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93
Single - 1 Medicare	N/A	N/A	$327.62	$327.62	$327.62	$327.62	$332.06	$332.06	$332.06	$332.06
EE+Spouse - 0 Medicare	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84
EE+Spouse - 1 Medicare	N/A	N/A	$904.53	$904.53	$904.53	$904.53	$908.97	$908.97	$908.97	$908.97
EE+Spouse - 2 Medicare	N/A	N/A	$655.27	$655.27	$655.27	$655.27	$664.11	$664.11	$664.11	$664.11
Family - 0 Medicare	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47
Family - 1 Medicare	N/A	N/A	$1,051.16	$1,051.16	$1,051.16	$1,051.16	$1,055.60	$1,055.60	$1,055.60	$1,055.60
Family - 2 Medicare	N/A	N/A	$889.85	$889.85	$889.85	$889.85	$898.73	$898.73	$898.73	$898.73
EE+Ch - 0 Medicare	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50
EE+Ch - 1 Medicare	N/A	N/A	$523.19	$523.19	$523.19	$523.19	$527.63	$527.63	$527.63	$527.63

Exhibit 4C – Plan Year 2027 <u>Monthly</u> Retiree Premiums

	1525 PPO (Horizon Medicare Subscriber)		1525 HMO (Aetna Medicare Subscriber)		1525 HMO (Horizon Medicare Subscriber)		2030 Plans (Horizon Medicare Subscriber)			
	Horizon Medicare 1525 PPO		Aetna MA 1525 HMO		Horizon Medicare 1525 HMO		Horizon Medicare 2030 PPO		Horizon Medicare 2030 HMO	
	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber
<u>Total Premium</u>										
Single - 0 Medicare	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15	$1,976.68	$1,773.15
Single - 1 Medicare	$630.62	$630.62	$468.75	$468.75	$528.59	$528.59	$614.76	$614.76	$648.88	$648.88
EE+Spouse - 0 Medicare	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43	$4,309.13	$3,865.43
EE+Spouse - 1 Medicare	$2,963.07	$2,722.90	$2,801.20	$2,561.03	$2,861.04	$2,620.87	$2,947.21	$2,707.04	$2,981.33	$2,741.16
EE+Spouse - 2 Medicare	$1,261.21	$1,261.21	$937.53	$937.53	$1,057.19	$1,057.19	$1,229.57	$1,229.57	$1,297.74	$1,297.74
Family - 0 Medicare	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34	$4,902.10	$4,397.34
Family - 1 Medicare	$3,556.04	$3,254.81	$3,394.17	$3,092.94	$3,454.01	$3,152.78	$3,540.18	$3,238.95	$3,574.30	$3,273.07
Family - 2 Medicare	$2,209.98	$2,112.28	$1,886.24	$1,788.54	$2,005.92	$1,908.22	$2,178.26	$2,080.56	$2,246.50	$2,148.80
EE+Ch - 0 Medicare	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38	$2,767.32	$2,482.38
EE+Ch - 1 Medicare	$1,421.26	$1,339.85	$1,259.39	$1,177.98	$1,319.23	$1,237.82	$1,405.40	$1,323.99	$1,439.52	$1,358.11
<u>Medical Premium</u>										
Single - 0 Medicare	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22	$1,487.75	$1,284.22
Single - 1 Medicare	$313.13	$313.13	$136.85	$136.85	$196.69	$196.69	$294.26	$294.26	$313.81	$313.81
EE+Spouse - 0 Medicare	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59	$3,243.29	$2,799.59
EE+Spouse - 1 Medicare	$2,068.67	$1,828.50	$1,892.39	$1,652.22	$1,952.23	$1,712.06	$2,049.80	$1,809.63	$2,069.35	$1,829.18
EE+Spouse - 2 Medicare	$626.22	$626.22	$273.70	$273.70	$393.36	$393.36	$588.54	$588.54	$627.57	$627.57
Family - 0 Medicare	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87	$3,689.63	$3,184.87
Family - 1 Medicare	$2,515.01	$2,213.78	$2,338.73	$2,037.50	$2,398.57	$2,097.34	$2,496.14	$2,194.91	$2,515.69	$2,214.46
Family - 2 Medicare	$1,340.39	$1,242.69	$987.83	$890.13	$1,107.51	$1,009.81	$1,302.65	$1,204.95	$1,341.75	$1,244.05
EE+Ch - 0 Medicare	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88	$2,082.82	$1,797.88
EE+Ch - 1 Medicare	$908.20	$826.79	$731.92	$650.51	$791.76	$710.35	$889.33	$807.92	$908.88	$827.47
<u>Rx Premium</u>										
Single - 0 Medicare	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93	$488.93
Single - 1 Medicare	$317.49	$317.49	$331.90	$331.90	$331.90	$331.90	$320.50	$320.50	$335.07	$335.07
EE+Spouse - 0 Medicare	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84	$1,065.84
EE+Spouse - 1 Medicare	$894.40	$894.40	$908.81	$908.81	$908.81	$908.81	$897.41	$897.41	$911.98	$911.98
EE+Spouse - 2 Medicare	$634.99	$634.99	$663.83	$663.83	$663.83	$663.83	$641.03	$641.03	$670.17	$670.17
Family - 0 Medicare	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47	$1,212.47
Family - 1 Medicare	$1,041.03	$1,041.03	$1,055.44	$1,055.44	$1,055.44	$1,055.44	$1,044.04	$1,044.04	$1,058.61	$1,058.61
Family - 2 Medicare	$869.59	$869.59	$898.41	$898.41	$898.41	$898.41	$875.61	$875.61	$904.75	$904.75
EE+Ch - 0 Medicare	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50	$684.50
EE+Ch - 1 Medicare	$513.06	$513.06	$527.47	$527.47	$527.47	$527.47	$516.07	$516.07	$530.64	$530.64

Exhibit 4D – Plan Year 2027 Annual Retiree Premiums

Page 1 of 2

	NJEHP	GSHP	Legacy Plans (Aetna Medicare Subscriber)						Legacy Plan (Horizon Medicare Subscriber)	
			Aetna MA PPO10		Aetna MA PPO15		Aetna MA Legacy HMO		Horizon Medicare Legacy HMO	
	Aetna/Horizon Early Retiree Subscriber	Aetna Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber
Total Premium										
Single - 0 Medicare	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278
Single - 1 Medicare	N/A	N/A	$6,409	$6,409	$6,332	$6,332	$5,922	$5,922	$8,934	$8,934
EE+Spouse - 0 Medicare	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385
EE+Spouse - 1 Medicare	N/A	N/A	$34,399	$31,517	$34,321	$31,439	$33,912	$31,030	$36,923	$34,041
EE+Spouse - 2 Medicare	N/A	N/A	$12,819	$12,819	$12,664	$12,664	$11,845	$11,845	$17,867	$17,867
Family - 0 Medicare	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768
Family - 1 Medicare	N/A	N/A	$41,514	$37,900	$41,437	$37,822	$41,028	$37,413	$44,039	$40,424
Family - 2 Medicare	N/A	N/A	$24,204	$23,031	$24,049	$22,876	$23,230	$22,057	$29,253	$28,080
EE+Ch - 0 Medicare	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789
EE+Ch - 1 Medicare	N/A	N/A	$15,897	$14,920	$15,820	$14,843	$15,410	$14,433	$18,422	$17,445
Medical Premium										
Single - 0 Medicare	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411
Single - 1 Medicare	N/A	N/A	$2,478	$2,478	$2,400	$2,400	$1,938	$1,938	$4,949	$4,949
EE+Spouse - 0 Medicare	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595
EE+Spouse - 1 Medicare	N/A	N/A	$23,544	$20,662	$23,467	$20,585	$23,004	$20,122	$26,016	$23,134
EE+Spouse - 2 Medicare	N/A	N/A	$4,956	$4,956	$4,801	$4,801	$3,876	$3,876	$9,898	$9,898
Family - 0 Medicare	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218
Family - 1 Medicare	N/A	N/A	$28,900	$25,286	$28,823	$25,208	$28,360	$24,746	$31,372	$27,757
Family - 2 Medicare	N/A	N/A	$13,525	$12,353	$13,371	$12,198	$12,445	$11,273	$18,468	$17,295
EE+Ch - 0 Medicare	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575
EE+Ch - 1 Medicare	N/A	N/A	$9,619	$8,642	$9,541	$8,564	$9,079	$8,102	$12,090	$11,113
Rx Premium										
Single - 0 Medicare	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867
Single - 1 Medicare	N/A	N/A	$3,931	$3,931	$3,931	$3,931	$3,985	$3,985	$3,985	$3,985
EE+Spouse - 0 Medicare	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790
EE+Spouse - 1 Medicare	N/A	N/A	$10,854	$10,854	$10,854	$10,854	$10,908	$10,908	$10,908	$10,908
EE+Spouse - 2 Medicare	N/A	N/A	$7,863	$7,863	$7,863	$7,863	$7,969	$7,969	$7,969	$7,969
Family - 0 Medicare	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550
Family - 1 Medicare	N/A	N/A	$12,614	$12,614	$12,614	$12,614	$12,667	$12,667	$12,667	$12,667
Family - 2 Medicare	N/A	N/A	$10,678	$10,678	$10,678	$10,678	$10,785	$10,785	$10,785	$10,785
EE+Ch - 0 Medicare	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214
EE+Ch - 1 Medicare	N/A	N/A	$6,278	$6,278	$6,278	$6,278	$6,332	$6,332	$6,332	$6,332

Numbers may not add due to rounding

Exhibit 4D – Plan Year 2027 Annual Retiree Premiums

	1525 PPO (Horizon Medicare Subscriber)		1525 HMO (Aetna Medicare Subscriber)		1525 HMO (Horizon Medicare Subscriber)		2030 Plans (Horizon Medicare Subscriber)			
	Horizon Medicare 1525 PPO		Aetna MA 1525 HMO		Horizon Medicare 1525 HMO		Horizon Medicare 2030 PPO		Horizon Medicare 2030 HMO	
	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber	Aetna/Horizon NJEHP Early Retiree Subscriber	Aetna GSHP Early Retiree Subscriber
Total Premium										
Single - 0 Medicare	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278	$23,720	$21,278
Single - 1 Medicare	$7,567	$7,567	$5,625	$5,625	$6,343	$6,343	$7,377	$7,377	$7,787	$7,787
EE+Spouse - 0 Medicare	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385	$51,710	$46,385
EE+Spouse - 1 Medicare	$35,557	$32,675	$33,614	$30,732	$34,332	$31,450	$35,367	$32,484	$35,776	$32,894
EE+Spouse - 2 Medicare	$15,135	$15,135	$11,250	$11,250	$12,686	$12,686	$14,755	$14,755	$15,573	$15,573
Family - 0 Medicare	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768	$58,825	$52,768
Family - 1 Medicare	$42,672	$39,058	$40,730	$37,115	$41,448	$37,833	$42,482	$38,867	$42,892	$39,277
Family - 2 Medicare	$26,520	$25,347	$22,635	$21,462	$24,071	$22,899	$26,139	$24,967	$26,958	$25,786
EE+Ch - 0 Medicare	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789	$33,208	$29,789
EE+Ch - 1 Medicare	$17,055	$16,078	$15,113	$14,136	$15,831	$14,854	$16,865	$15,888	$17,274	$16,297
Medical Premium										
Single - 0 Medicare	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411	$17,853	$15,411
Single - 1 Medicare	$3,758	$3,758	$1,642	$1,642	$2,360	$2,360	$3,531	$3,531	$3,766	$3,766
EE+Spouse - 0 Medicare	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595	$38,919	$33,595
EE+Spouse - 1 Medicare	$24,824	$21,942	$22,709	$19,827	$23,427	$20,545	$24,598	$21,716	$24,832	$21,950
EE+Spouse - 2 Medicare	$7,515	$7,515	$3,284	$3,284	$4,720	$4,720	$7,062	$7,062	$7,531	$7,531
Family - 0 Medicare	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218	$44,276	$38,218
Family - 1 Medicare	$30,180	$26,565	$28,065	$24,450	$28,783	$25,168	$29,954	$26,339	$30,188	$26,574
Family - 2 Medicare	$16,085	$14,912	$11,854	$10,682	$13,290	$12,118	$15,632	$14,459	$16,101	$14,929
EE+Ch - 0 Medicare	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575	$24,994	$21,575
EE+Ch - 1 Medicare	$10,898	$9,921	$8,783	$7,806	$9,501	$8,524	$10,672	$9,695	$10,907	$9,930
Rx Premium										
Single - 0 Medicare	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867	$5,867
Single - 1 Medicare	$3,810	$3,810	$3,983	$3,983	$3,983	$3,983	$3,846	$3,846	$4,021	$4,021
EE+Spouse - 0 Medicare	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790	$12,790
EE+Spouse - 1 Medicare	$10,733	$10,733	$10,906	$10,906	$10,906	$10,906	$10,769	$10,769	$10,944	$10,944
EE+Spouse - 2 Medicare	$7,620	$7,620	$7,966	$7,966	$7,966	$7,966	$7,692	$7,692	$8,042	$8,042
Family - 0 Medicare	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550	$14,550
Family - 1 Medicare	$12,492	$12,492	$12,665	$12,665	$12,665	$12,665	$12,528	$12,528	$12,703	$12,703
Family - 2 Medicare	$10,435	$10,435	$10,781	$10,781	$10,781	$10,781	$10,507	$10,507	$10,857	$10,857
EE+Ch - 0 Medicare	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214	$8,214
EE+Ch - 1 Medicare	$6,157	$6,157	$6,330	$6,330	$6,330	$6,330	$6,193	$6,193	$6,368	$6,368

Numbers may not add due to rounding

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