



# State of New Jersey

## School Employees' Health Benefits Program

### Plan Year 2018 Rate Renewal Recommendation Report

July 2017

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## Executive Summary

The purpose of this report is to recommend premium levels for the School Employees' Health Benefits Program (SEHBP) for January 1, 2018 through December 31, 2018.

### Benefit Plans Maintained by the SEHBP

The State of New Jersey operates the SEHBP as a multiple-option program for participating Local Education Employees and Retirees, with the following medical plan options for Plan Year 2018, which are summarized in Exhibit 5:

- Two self-insured Preferred Provider Organization (PPO) plans – NJ DIRECT, administered by Horizon, and the Freedom PPO, administered by Aetna. In Plan Year 2018, both Horizon and Aetna will offer five options under their respective PPO plans. These plans are available to all Employees and non-Medicare-eligible Retirees (except for the PPO 2035 option, which is only offered to Active Employees).
- Two self-insured HMO plans are administered by Aetna and Horizon. There are four HMO benefit options which are available to all Employees and non-Medicare-eligible Retirees (except for the HMO 2035 option, which is only offered to Active Employees).
- Two High Deductible plans are administered by Aetna and Horizon. Employees may select the \$1,500 high deductible option and non-Medicare-eligible Retirees may select the \$4,000 high deductible option.
- Aetna PPO and HMO plans cover Aetna Medicare-eligible members under a Medicare Advantage Plan. Horizon PPO and HMO plans cover Horizon Medicare-eligible members with self-insured plans that supplement Medicare.
- Active Employees may also be enrolled in a Prescription Drug Plan available under the SEHBP. Local Education employers may select this plan, sign up for the prescription drug coverage under the medical plan (called MMRx), or purchase prescription drug coverage from an outside vendor. If an employer selects SEHBP prescription drug coverage, the prescription drug benefit option is linked to the medical plan selection. All prescription drug benefits provided under the SEHBP are administered by Express Scripts through December 31, 2017 and will be administered by Optum effective January 1, 2018.

## Recommended Renewal Increases

Aon is recommending an overall increase of 13.0% for Active Employees, 15.9% increase for Early Retirees, and a 5.8% decrease for Medicare Retirees. For all groups combined, the recommended increase is 8.5%.

The recommended renewal increases for Plan Year 2018 by benefit plan are listed below. Renewal increases were calculated separately for the PPO (which includes the High Deductible plans), the HMO, and the Prescription Drug Plans.

	Total	Single	EE + Spouse	Family	EE + Child(ren)
<b>Actives</b>					
PPO Medical	13.0%	13.0%	13.0%	13.0%	13.0%
HMO Medical	13.0%	13.0%	13.0%	13.0%	13.0%
PPO Rx	13.3%	13.3%	13.3%	13.3%	13.3%
HMO Rx	13.3%	13.3%	13.3%	13.3%	13.3%
<b>Total</b>	<b>13.0%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>13.0%</b>	<b>13.0%</b>
<b>Early Retirees</b>					
PPO Medical	20.4%	20.4%	20.4%	20.4%	20.4%
HMO Medical	20.4%	20.4%	20.4%	20.4%	20.4%
PPO Rx	1.3%	1.3%	1.3%	1.3%	1.3%
HMO Rx	1.3%	1.3%	1.3%	1.3%	1.3%
<b>Total</b>	<b>15.9%</b>	<b>15.9%</b>	<b>15.9%</b>	<b>15.9%</b>	<b>15.9%</b>
<b>Medicare Retirees</b>					
PPO Medical	0.3%	0.3%	0.3%	0.3%	0.3%
HMO Medical	(9.1%)	(9.1%)	(9.1%)	(9.1%)	(9.1%)
PPO Rx	(10.1%)	(10.1%)	(10.1%)	(10.1%)	(10.1%)
HMO Rx	(10.1%)	(10.1%)	(10.1%)	(10.1%)	(10.1%)
<b>Total</b>	<b>(5.8%)</b>	<b>(5.8%)</b>	<b>(5.8%)</b>	<b>(5.8%)</b>	<b>(5.8%)</b>
<b>Grand Total</b>	<b>8.5%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>8.5%</b>

These premium increases for Plan Year 2018 are projected to produce a gain of \$35 million for Active Education and no loss or gain for Education Retirees. The Active gain will be added to the Claim Stabilization Reserve for Active Education members. The table below shows the expected changes in the projected Claim Stabilization Reserve. For Actives, the target Claim Stabilization Reserve is projected to be equivalent to 1.4 months of plan costs as of 12/31/2018. Since the Active reserve is projected to be less than the target reserve as of 12/31/2017, the Active recommended renewal increase includes a 2% margin to help build the reserve up to the target level of 2.0 months of plan costs. The Retiree target reserve level has been set to \$0, since the State is responsible for approximately 90% of Education Retiree plan cost. As a result, the Education Retiree premiums do not include any margin.

### **SEHBP Active Employee Projected Claim Stabilization Reserve**

(in \$ millions)

	Active
12/31/2016	\$208
12/31/2017	\$173
12/31/2018	\$208
Months of Plan Cost as of 12/31/2018	1.4

## Employee+Child(ren) and Employee+Family Premium Increases

SEHBP premiums are developed using fixed relative values for the difference in premiums among coverage tiers (Single, Employee+Child(ren), Employee+Spouse, and Employee+Family). The most recent three year average claim cost per coverage unit for Child(ren) is approximately 85%.

For Plan Year 2018, no changes are recommended to the premium tier level factors that are shown below as they are consistent with the actual costs.

### **Active Coverage Tier Factors**

Coverage Tier	PY2017	PY2018	Increase
Single	1.000	1.000	0%
Ee+Child(ren)	1.860	1.860	0%
Ee+Spouse	2.000	2.000	0%
Ee+Family	2.860	2.860	0%

## Employee Contribution Changes

It is anticipated that the contribution increases will motivate a small number of employees to migrate to the lower-cost benefit plans, and Plan Year 2018 enrollment projections assume that 0.5% of the enrollment in the Horizon NJ DIRECT15 plan will migrate to lower-cost plans from Plan Year 2017 to Plan Year 2018.

## Retiree Contribution Changes

Chapter 78 does not apply to existing retirees as of 7/1/2011 or to employees who had 20 or more years of service on 7/1/2011. For this reason, no changes to retiree contributions are assumed for Plan Year 2018, which means that the majority of retirees will continue to have no contributions towards the cost of their retiree health benefits.

## Benefit Changes

Retiree Prescription Drugs: The renewal projections will assume that Retiree prescription drug copays and out-of-pocket maximums will remain unchanged from Plan Year 2017.

	PPO 10+15		HMO 10		1525		2030	
	2017	2018	2017	2018	2017	2018	2017	2018
Retail Generic Copay	\$10	\$10	\$6	\$6	\$7	\$7	\$3	\$3
Retail Preferred Brand Copay	\$21	\$21	\$13	\$13	\$17	\$17	\$19	\$19
Retail Non-Preferred Brand Copay	\$42	\$42	\$26	\$26	\$36	\$36	\$48	\$48
Mail Generic Copay	\$5	\$5	\$5	\$5	\$5	\$5	\$5	\$5
Mail Preferred Brand Copay	\$31	\$31	\$19	\$19	\$41	\$41	\$37	\$37
Mail Non-Preferred Brand Copay	\$52	\$52	\$31	\$31	\$91	\$91	\$95	\$95
Out-of-Pocket Maximum	\$1,411	\$1,411	\$1,411	\$1,411	\$1,411	\$1,411	\$1,411	\$1,411

## Federal Health Care Reform

In-Network Out-of-Pocket Maximum: Effective 1/1/2014, in-network medical coverage was required to include an overall out-of-pocket maximum limit that applied to both medical and prescription drugs benefits. This change was implemented for all the SEHBP plans with the exception of NJ DIRECT10 and the High-Deductible plans which already had in-network out-of-pocket maximum limits less than the required maximum. These limits are indexed every year. For Plan Year 2018, this benefit change

will not have a significant impact on projected costs. The chart below summarizes a history of these out-of-pocket maximums:

Plan Year	Out-of-Pocket Maximum (Single/Family)
2016	\$6,850 / \$13,700
2017	\$7,150 / \$14,300
2018	\$7,350 / \$14,700

Health Insurance Exchanges: The public health insurance exchanges that are mandated by Federal Health Care Reform, beginning in 2014, are assumed to have minimal impact on enrollment or cost levels within the SEHBP due to the SEHBP's low employee contributions and rich benefit designs.

Full-Time Employee Definition: The Patient Protection and Affordable Care Act (Affordable Care Act) defines full-time employees as employees who work 30 or more hours per week. The employer mandate, which is applicable to full-time employees, was essentially first effective 1/1/2015. This requirement is not projected to have a cost impact on the SEHBP because in general, the State offers coverage to all full-time employees.

Minimum Value: Effective 1/1/2015, the Affordable Care Act requires employers to offer plans that have a minimum value of at least 60% (i.e., the plan's share of total allowed costs of benefits provided under the plan is at least 60% of such costs). All of the SEHBP plan options were tested and have a minimum value in excess of 60%. More details are included in the Minimum Value section of this report.

## New Jersey State Mandates

Treatments for Substance Use Disorder and Restrictions on Opioids Law: This law mandates NJ insurers provide coverage for inpatient and outpatient treatment of substance use disorder at in-network facilities. The law also puts certain prohibitions on prior authorization or utilization management for the first 180 days per plan year of medically necessary inpatient or outpatient treatment of substance use disorder. Medically necessity is determined by the member's physician. This law is effective 5/16/2017 and is estimated to increase non-Medicare medical claims by approximately 1.1% annually.

## Federal Mandates

ACA 1557: This Federal legislation builds on prior Federal civil rights laws to prohibit discrimination on the basis of race, color, national origin, sex, age or disability, expands those requirements to apply to Health Programs and Activities and extends to those protections to transgender individuals. The rule prohibits the denial of health care or health coverage based on an individual's sex, including discrimination based on pregnancy, gender identity, and sex stereotyping. The rule also requires treatment of individuals consistent with their gender identity. Section 1557 of the ACA requires coverage for medically necessary services for gender reassignment. These include medical and behavioral evaluation and management services, laboratory tests, and surgery and prescription drugs, as applicable, to the same extent as any other condition under the contract. This law is effective 1/1/2017 and is estimated to increase medical claims by approximately 0.17% annually.

ACA 9010: Section 9010 of the ACA imposes a Health Insurer Fee (HIF) on each covered entity engaged in the business of providing health insurance for United States health risks. The HIF will help fund the federal subsidies given to lower-income families that may not have coverage. The collection of the HIF for Plan Year 2017 was suspended by the Consolidated Appropriations Act of

2016. Our projections assume that the HIF will be reinstated for Plan Year 2018 and is expected to increase Medicare medical costs by 1.4 %.

## Vendor Changes

Medical Vendors: Aon assumes that Horizon and Aetna will be the only medical vendors in Plan Year 2018 and that both vendors will offer all benefit options. Note that the Horizon HMO options will only offer a New Jersey provider platform.

Prescription Drug Vendor: Effective January 1, 2018, prescription drug benefits for Actives and Retirees will be administered by Optum (previously administered by Express Scripts through December 31, 2017). Prescription drug cost projections for Plan Year 2018 provided in this renewal report reflect the impact of Optum's proposal as detailed in the TruVeris PBM RFP Financial Report provided on July 6, 2017.

## Financial Results

The Plan Year 2016 gain increased from \$115 million to \$129 million from the Plan Year 2016 projected results in the Plan Year 2017 Renewal report. This reduction in projected costs is largely due to better-than-expected prescription drug experience for Retirees due to the Compound Drug solution adopted by the SEHBP Plan Design Committee in February 2016.

The Plan Year 2017 projected loss of \$56 million represents a 3% increase in the loss ratio from the Plan Year 2017 Renewal Report, or a \$90 million decrease to the prior projected \$35 million gain. The increase in cost is largely due to higher expectations of medical costs and prescription drug costs (i.e. trends) in addition to higher expected Local Education employer terminations from the SEHBP where employers with better experience terminate from the SEHBP.

The Plan Year 2018 renewal premiums are projected to produce a gain of \$35 million for Actives and no loss or gain for Retirees. The Active gain will be added to the Claim Stabilization Reserve. The Plan Year 2018 aggregate projected costs are \$3.0 billion, broken down as \$1.7 billion for Actives and \$1.3 billion for Retirees.

## Eligibility Changes

### Coverage of Adult Children to Age 31

New Jersey currently mandates the coverage of adult children under age 31 at a premium level that is equivalent to the child rate included in the standard premium tables, loaded 2% for additional expenses. The Adult child rate will be equivalent to 88% of the Single employee rate. Adult dependent enrollment is 282 as of March 2017.

### Part-Time Coverage

Part-time employees may enroll in any of the SEHBP plans. As of March 2017, 69 Local Education part-time Employees participate, so the experience is not credible. Aon recommends that the rate load of 10% used in Plan Year 2017 be decreased to 4% for Plan Year 2018.

## CarePoint Health System

CarePoint Health System has terminated their In-Network status with Horizon BCBS. Following this termination, Horizon and CarePoint are currently in negotiations regarding the level of reimbursement. No final outcome has been determined at this time.

## Enrollment Changes

Exhibit 1A shows historical enrollment patterns from January 2015 through May 2017 and Aon's projection of enrollment from June 2017 through December 2018. This projection assumes that Local Education Active enrollment will decrease 8.0% in Plan Year 2017 and 2.5% in Plan Year 2018; Early Retiree enrollment will decrease 4.5% in Plan Year 2017 and 4.0% in Plan Year 2018; and Medicare Retiree enrollment will increase 2.5% in Plan Year 2017 and 3.0% in Plan Year 2018.

Exhibit 1B shows the projected distribution of enrollment among benefit options and assumes that 0.5% of enrollment in the Horizon NJ DIRECT10 plan will migrate to the lower-cost benefit options for Plan Year 2018.

Exhibit 1C shows enrollment by benefit option and coverage tier as of May 2017.

## Demographic Changes

The Active Employee average age remained stable from Plan Year 2016 to Plan Year 2017. The average HMO Employee age increased 0.6 years from Plan Year 2016 to Plan Year 2017, while the PPO average age was stable. The average age of employees enrolled in the new benefit options is approximately 5 years younger than the average age of employees enrolled in the Legacy Plans.

### Average Employee Age

	2016	2017	Change
Legacy PPO	46.8	46.7	(0.1)
Legacy HMO	49.2	49.8	0.6
Legacy Total	47.0	46.9	(0.1)
New Plans	42.2	42.8	0.6
<b>Total</b>	<b>46.6</b>	<b>46.5</b>	<b>(0.1)</b>



## Trend Analysis

The recommended claim trend assumptions for Plan Years 2017 and 2018 are as follows:

	Plan Year 2017		Plan Year 2018	
	Medical	Prescription Drugs	Medical	Prescription Drugs
PPO Actives	9.00%	13.00%	8.75%	12.00%
PPO Early Retirees	8.00%	11.00%	8.00%	11.00%
Self-Insured Medicare Retirees	4.00%	11.00%	3.50%	11.00%
HMO Actives	6.00%	13.00%	5.50%	12.00%
HMO Early Retirees	6.00%	11.00%	5.50%	11.00%

\*Does not include anti-selection trend adjustments outlined below.

The Medicare Retiree medical trend assumptions do not reflect the fully insured Medicare Advantage plans. These premium rates are provided by Aetna.

Exhibit 2A presents historical SEHBP medical trend experience and Aon's trend assumptions for Plan Year 2018. Exhibit 2B presents similar prescription drug trend experience and assumptions. These experience trends are based on estimated incurred claim trends from January 1, 2015 to December 31, 2016. The claim costs in these exhibits have been normalized for estimated benefit and vendor changes.

**Medical Trends:** Aon recommended trends are based on SEHBP experience adjusted for expected future changes and vendor recommended trends:

- The two-year average experience trend for Horizon Actives is approximately 10.1%, with experience through 2016. The recommended PPO medical trend for Actives has been adjusted to 9.0% in Plan Year 2017; as compared to the Plan Year 2017 PPO Active medical trend of 7.0% reflected in the Plan Year 2017 Renewal Report (does not include the anti-selection adjustment described below). The recommended Active PPO medical trend is 8.75% in Plan Year 2018.
- The recommended PPO medical trend for Early Retirees is 8.0% in Plan Years 2017 and 2018, as compared to the PPO Early Retiree medical trend of 7.5% for Plan Year 2017 reflected in the Plan Year 2017 Renewal Report.
- The self-insured Medicare Retiree medical trend is 4.0% in Plan Year 2017 and 3.5% in Plan Year 2018, as compared to the Plan Year 2017 Medicare retiree medical trend of 3.5% in the Plan Year 2017 Renewal Report.
- The Plan Year 2017 medical trend for HMO Actives has been adjusted to 6.0% from 5.5% in the Plan Year 2017 Renewal Report (does not include the anti-selection adjustment described below). The HMO Active trend assumption is 5.5% in Plan Year 2018.
- The medical trend assumption for HMO Early Retirees is 6.0% in Plan Year 2017 and 5.5% in Plan Year 2018, as compared to the Plan Year 2017 trend assumption of 5.5% shown in the Plan Year 2017 Renewal Report.

**Prescription Drug Trends:** Aon recommended trends are based on experience trend and the Aon Trend Survey. The trend recommendations have been adjusted for the compound drug plan design change and reflect expectations of future prescription drug trends.

The Aon prescription drug trend recommendation for Actives has been adjusted to 13.0% for Plan Year 2017 from 11.0% in the Plan Year 2017 Renewal Report. The Aon Plan Year 2018 prescription drug trend recommendation is 12.0% for Actives and 11.0% for Retirees, due to the adoption of the compound and Hepatitis C prescription drug solutions.

Additional Trend Adjustments: Based on expected terminations of Local Education Active employers from the SEHBP, the Active medical and prescription drug trends have been increased by 50 basis points for Plan Years 2017 and 2018. The Plan Year 2017 Renewal Report reflected an adjustment of 50 basis points in Plan Year 2017. This adjustment is based on future expectations of the anti-selection risk (employers with good experience are terminating which will affect the SEHBP's loss ratio).

Medicare Advantage:

The Medicare Advantage rates were provided by Aetna. Below is a table summarizing the fully insured Medicare Advantage rates for Plan Years 2017 and 2018:

	<b>Aetna</b>		
	<b>2017</b>	<b>2018</b>	<b>% Change</b>
<b>PPO 10</b>	\$ 206.39	\$ 247.22	19.8%
<b>PPO 15</b>	\$ 201.90	\$ 242.33	20.0%
<b>HMO 10</b>	\$ 221.28	\$ 206.30	(6.8%)
<b>HMO 1525</b>	\$ 184.93	\$ 176.30	(4.7%)

The current Plan Year 2018 projection assumes that the Health Insurer Fee will be reinstated for Plan Year 2018. Aetna has also provided alternate versions of Plan Year 2018 rates excluding the Health Insurer Fee if it is not reinstated. Below is a table summarizing the fully insured Medicare Advantage rates for Plan Years 2017 and 2018 without the Health Insurer Fee:

	<b>Aetna</b>		
	<b>2017</b>	<b>2018</b>	<b>% Change</b>
<b>PPO 10</b>	\$ 206.39	\$ 213.17	3.3%
<b>PPO 15</b>	\$ 201.90	\$ 208.28	3.2%
<b>HMO 10</b>	\$ 221.28	\$ 170.30	(23.0%)
<b>HMO 1525</b>	\$ 184.93	\$ 140.30	(24.1%)

# Financial Projections

## Aggregate Financial Projections

Using the assumptions detailed in this report's Renewal Rate Development section, Aon updated estimated costs for Plan Years 2016, 2017 and 2018. Plan Year 2018 renewal premiums were developed to produce a 2% gain for Actives and no loss or gain for Retirees. The Active gain is included to help bring the Claim Stabilization Reserve closer to the target level of 2.0 months of Plan costs.

### Projected Financial Results

(in \$ millions)

	<b>PPO 10</b>	<b>PPO 15</b>	<b>Legacy HMOs</b>	<b>New Plans</b>	<b>Total</b>
<b>Plan Year 2016</b>					
Premium Rates x Enrollment	\$2,286.3	\$293.8	\$180.5	\$43.9	\$2,804.5
Incurred Claims	\$2,139.3	\$261.6	\$158.2	\$34.9	\$2,594.0
Administrative Charges	\$65.7	\$8.6	\$5.5	\$1.5	\$81.3
Net Gain (Loss)	\$81.3	\$23.6	\$16.8	\$7.5	\$129.2
<b>Plan Year 2017</b>					
Premium Rates x Enrollment	\$2,142.4	\$395.7	\$161.2	\$52.6	\$2,751.9
Incurred Claims	\$2,161.4	\$374.2	\$152.0	\$47.4	\$2,735.0
Administrative Charges	\$57.6	\$9.3	\$4.3	\$1.3	\$72.5
Net Gain (Loss)	(\$76.6)	\$12.2	\$4.9	\$3.9	(\$55.6)
<b>Plan Year 2018</b>					
Premium Rates x Enrollment	\$2,249.3	\$437.6	\$170.6	\$79.2	\$2,936.7
Incurred Claims	\$2,205.5	\$400.2	\$151.3	\$70.9	\$2,827.9
Administrative Charges	\$58.5	\$9.6	\$4.3	\$1.8	\$74.2
Net Gain (Loss)	(\$14.7)	\$27.8	\$15.0	\$6.5	\$34.6

More detailed aggregate projections are displayed in Exhibit 3. The losses and gains displayed in this table and in Exhibit 3 assume that all premiums are fully funded.

## Administrative Fees

The table below compares Plan Year 2018 administrative fees per subscriber per month with Plan Year 2017 fees. The fees below do not include fees associated with NJWELL.

	PY 2017	PY 2018	Change
Aetna PPO	\$31.83	\$32.75	2.9%
Horizon* PPO	\$23.32	\$23.90	2.5%
Aetna HMO	\$43.53	\$44.79	2.9%
Horizon* HMO	\$36.58	\$37.49	2.5%
Aetna HDHP	\$33.23	\$34.19	2.9%
Horizon* HDHP	\$28.10	\$28.79	2.5%
Prescription Drug** Rx Card	\$3.37	\$5.84	73.4%
Prescription Drug** HDHP	\$4.32	\$7.49	73.4%
Prescription Drug** EGWP	\$12.37	\$10.80	(12.7%)

\*Plan Year 2018 Horizon administrative fees are assumed to increase by 2.5% from Plan Year 2017 fee levels. This 2.5% assumption is subject to change based on future guidance to be received from Horizon later in 2017.

\*\*Prescription drug administrative fees for Plan Year 2017 are consistent with the administrative fees provided by Express Scripts under the Two-Year Contract Extension. Aggregate Plan Year 2018 prescription drug administrative fees have been adjusted to reflect the savings provided by Optum's proposal in the Truveris PBM RFP Financial Report received on July 6, 2017.

## Minimum Value

Under the Affordable Care Act, beginning in 2014, eligible individuals who purchase coverage under a qualified health plan through a state health insurance exchange may receive a premium tax credit or cost-sharing subsidy unless they are eligible for other health care coverage, including coverage under an employer-sponsored health plan, that is affordable to the employee and provides minimum value. A plan fails to provide minimum value if the plan's share of the total allowed costs of benefits provided under the plan is less than 60% of such costs. The 2018 SEHBP plans were tested using the Minimum Value calculator provided by Health and Human Services (HHS) and the Internal Revenue Service (IRS). All the SEHBP plans have a minimum value greater than the 60% minimum requirement with values ranging from 66% for the \$4,000 High Deductible plan up to 97% for the Active NJ DIRECT10 plan.

# Renewal Rate Development

## Rating Methodology

Exhibit 3 shows the aggregate projected costs for Plan Years 2016, 2017, and 2018, separately for each PPO, HMO, and High Deductible plan. Costs were projected separately for Actives, Early Retirees, and Medicare Retirees, and for medical claims, prescription drug claims, administrative costs, and aggregate premiums.

Plan Year 2018 premium increases were calculated separately for Actives, Early Retirees, and Medicare Retirees; and by coverage type: PPO, HMO, and prescription drugs. Aetna experience was used to develop the HMO premium increases; Horizon experience for the PPO premium increases; and Express Scripts experience for the prescription drug premium increases. Aetna has provided the Plan Year 2018 fully insured Medicare Advantage premium rates. Active premium increases were set to achieve a 2% gain in order to help rebuild the Claim Stabilization Reserve. Retiree premium increases were set to achieve no loss or gain.

## Medical and Prescription Drug Claim Projections

1. Using claim data and claim triangles supplied by Horizon and Aetna, Aon estimated completed incurred claims for Plan Year 2016 and the first quarter of Plan Year 2017, separately for each benefit plan, for medical versus prescription drugs, and for Actives, Early Retirees, and Medicare Retirees.
2. Capitation and other similar fixed claim charges were added to the incurred claims to arrive at projected incurred claims.
3. Estimated incurred claims in Plan Year 2016 were divided by average covered members to get average claims per member per year. Covered members were based on historical billing enrollment data by coverage tier 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 2018 using the annual trend rates listed in the Trend Analysis section of this document.
5. Aggregate claims for Plan Year 2018 are the product of projected enrollment and the projected claims per member.
6. Plan Year 2018 projected Medicare Advantage fully insured premiums are based on Aetna's and Horizon's renewals.
7. Aon assumes that rebates for Plan Years 2015 and 2016 are based on actual rebate payment data received from the State. Rebates for Plan Year 2017 are assumed to be 95% of ESI's estimated rebates, adjusted to reflect the historical difference between actual rebate payments received by the State and the amounts provided by ESI. Rebates for Plan Year 2018 reflect the Plan Year 2018 projected rebate amounts from Optum's proposal in the Truveris PBM RFP Financial Report received on July 6, 2017.

8. EGWP projections include monthly CMS payments per Medicare-eligible Retiree for prescription drug coverage, an annual CMS payment for reinsurance on catastrophic claims, and prescription drug manufacturers' coverage gap reimbursement payments. These amounts are equal to recommendations from Express Scripts for Plan Years 2016 and 2017. The Plan Year 2018 EGWP projections are based on recommendations from Express Scripts, and have been adjusted based on the gross incurred claim savings due to the new PBM contract with Optum (based on the Truveris PBM RFP Financial Report received on July 6, 2017), as detailed below:
  - a. CMS per capita payments: The Plan Year 2018 CMS per capita payment is assumed to be \$15.54 Per Member Per Month (PMPM) based on data received to date from Express Scripts. It is assumed that there will be no impact to the CMS per capita payments due to the new PBM contract with Optum.
  - b. Coverage Gap Discount: The Plan Year 2018 PMPM credits are assumed to be \$59.43 based on data received from Express Scripts. Projected coverage gap amounts have been reduced by 50% of the impact of the projected gross incurred claim savings due to the new PBM contract.
  - c. Catastrophic Reinsurance: This payment has a very long lag, and the Plan Year 2016 credit is not expected until the beginning of Plan Year 2018. The Plan Year 2018 PMPM credits are assumed to be \$65.92 based on data received from Express Scripts. Projected reinsurance payments have been reduced by the full impact of the projected gross incurred claim savings due to the new PBM contract.
9. The Plan Year 2018 projected Education Surcharge is approximately \$36 million and this is used as a credit against projected Early Retiree Costs.
10. Total SEHBP projected Plan Year 2018 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.

## Administrative Cost Projection

The administrative cost projection includes administrative charges, as well as some miscellaneous cost items:

1. Administrative fees are contractual ASO fees per subscriber per month multiplied by the projected average enrollment for the year.
2. Overhead charges, which are internal State of New Jersey administrative costs charged against the plans, projected at \$4.9 million for Plan Year 2018.
3. Projected investment income of \$1.2 million was used to reduce projected administrative costs for Plan Year 2018.
4. NJWELL expenses, projected to be \$30 per employee in Plan Year 2017 and \$31 per employee for Plan Year 2018.
  - a. Based on participation in wellness initiatives, employers are eligible for a 1% discount on their premium rates in the following plan year. Plan Year 2016 participation

showed 1 Local Education employer (a total of 109 employees) was eligible for this discount. The Plan Year 2017 costs have been adjusted to reflect the total number of employees who will receive the 1% premium discount in 2017. No one is expected to be eligible for this discount in Plan Year 2018.

5. Aggregate Plan Year 2018 prescription drug administrative fees are based on data from Express Scripts and have been adjusted to reflect the savings implied by Optum's proposal shown in the Truveris PBM RFP Financial Report received on July 6, 2017.

## Margin

1. Active premiums include 2% margin, since the Active Claim Stabilization Reserve at the end of Plan Year 2018 is not projected to be at or above the target reserve of 2.0 months of Plan costs as of 12/31/2018.
2. Retiree premiums include no margin since the State is responsible for covering the costs of approximately 90% of Education Retirees.
3. Projected Claim Stabilization Reserve at December 31, 2018 is based on the actual Claim Stabilization Reserve at June 30, 2016 provided by the State.

## Projected Premiums

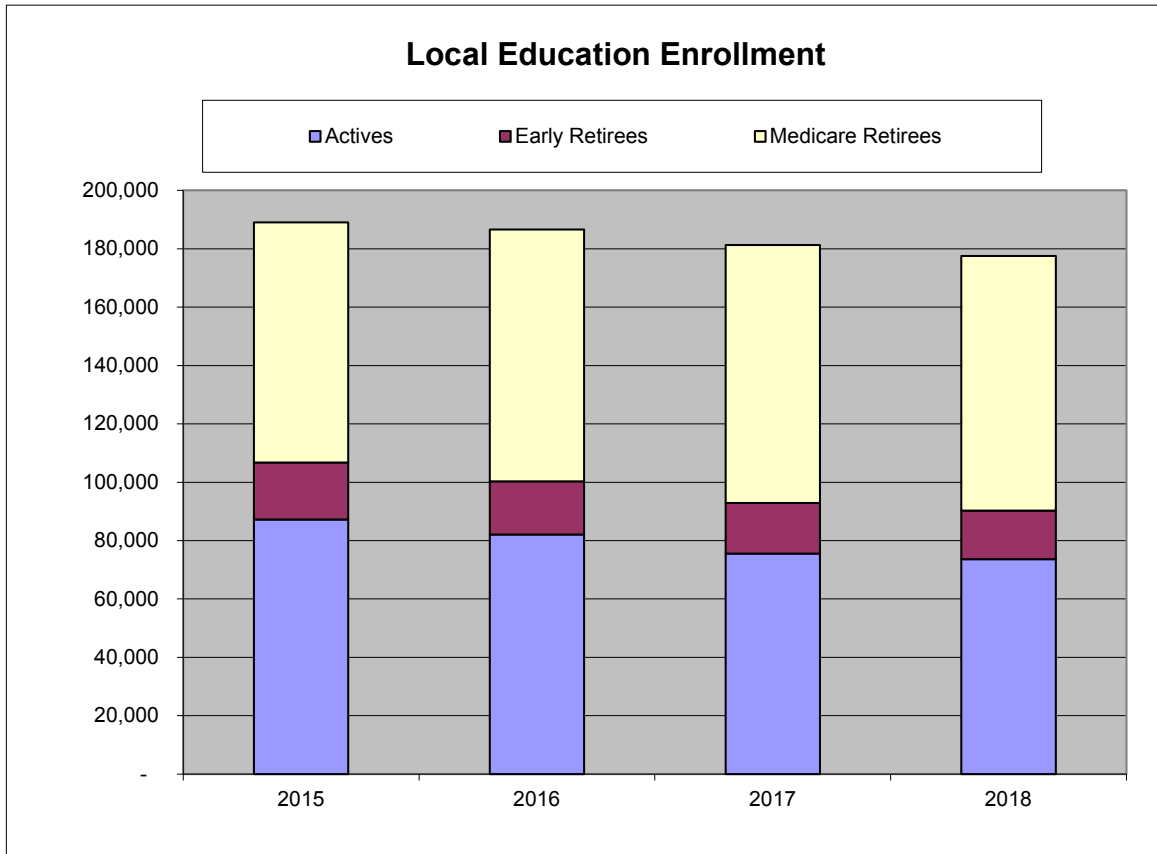
1. Plan Year 2018 premiums were developed by applying the premium increase percentages listed in the Executive Summary section of this document to the Plan Year 2017 premium rates.
2. Aggregate Plan Year 2018 premium is calculated by multiplying projected Plan Year 2018 enrollment by Plan Year 2018 premiums.

## Data Assumptions

1. Claims: For medical and prescription drug claims, Aon uses claim files from each of the vendors which have claims paid through March 31, 2017.
2. Enrollment: Aon receives monthly census files from the Division of Pensions and Benefits, which are used to match against the claims tapes to determine enrollments for Active versus Retiree and State versus Local Employers. Billing counts from the Division of Pensions and Benefits through May 2017 are used for the exposure units in this cost analysis.



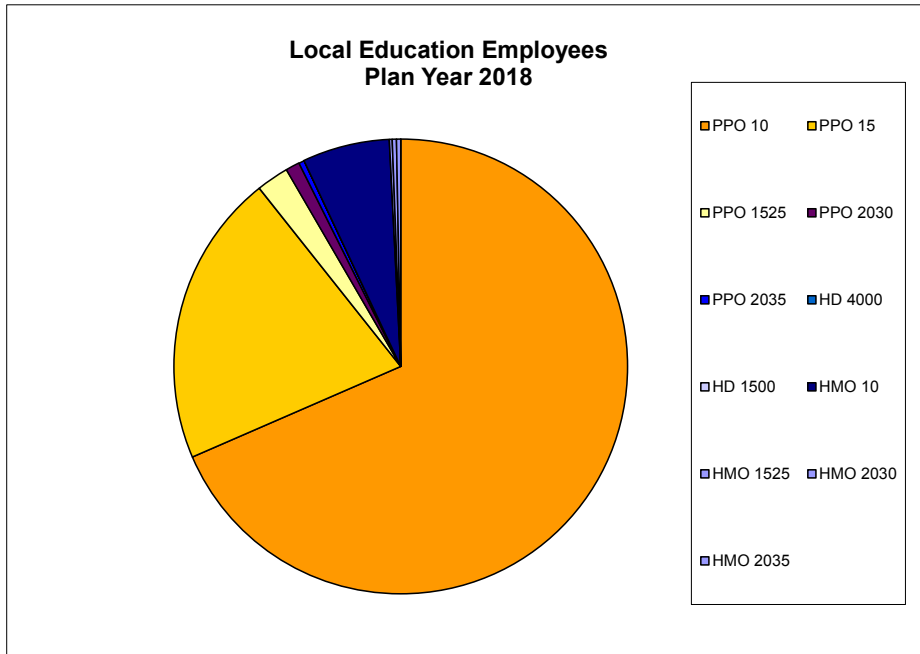
Exhibit 1A – Enrollment Projections



Annual Change in Enrollment

	<u>Actual 2015 to 2016</u>	<u>Actual 2016 to 2017</u>	<u>Projected 2017 to 2018</u>
Actives	(5.9%)	(8.0%)	(2.5%)
Early Retirees	(7.0%)	(4.5%)	(4.0%)
Medicare Retirees	4.9%	2.5%	3.0%

Exhibit 1B Actives – Projected Plan Year 2018 Plan Distribution



Assumes approximately 75% of employees will remain in the \$10 copay plans.

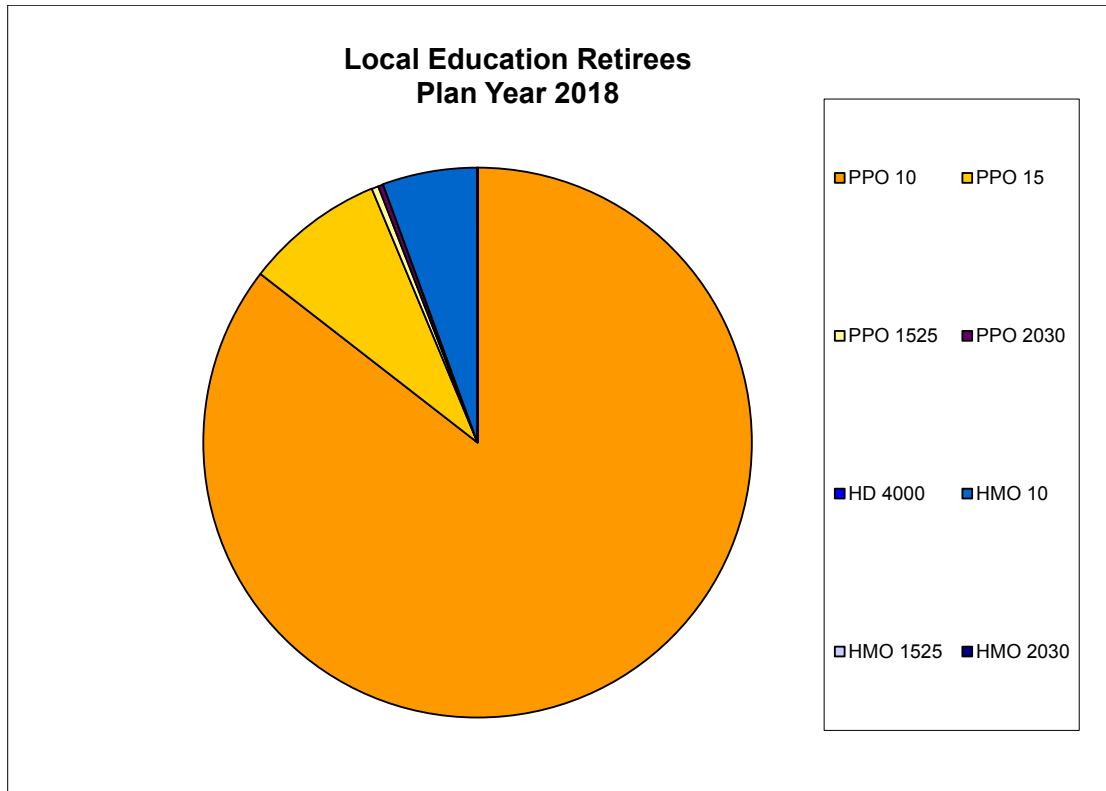
Assumes approximately 93% of employees will enroll in the PPO plans, 7% in the HMO plans, and less than 1% in the High Deductible plans.

Assumes approximately 96% of employees will enroll in the Legacy plans, with only approximately 4% in the new benefit options.

Assumes approximately 89% of employees will enroll in the Horizon plans and approximately 11% of employees will enroll in the Aetna plans.

Actives	Horizon	Aetna	Total
PPO 10	65.5%	3.0%	68.5%
PPO 15	19.7%	1.1%	20.8%
PPO 1525	1.9%	0.4%	2.3%
PPO 2030	0.7%	0.3%	1.0%
PPO 2035	0.3%	0.1%	0.4%
HD 4000	0.0%	0.0%	0.0%
HD 1500	0.0%	0.0%	0.0%
HMO 10	0.5%	5.7%	6.2%
HMO 1525	0.1%	0.1%	0.2%
HMO 2030	0.2%	0.1%	0.3%
HMO 2035	0.2%	0.1%	0.3%
<b>Total</b>	<b>89.1%</b>	<b>10.9%</b>	<b>100.0%</b>

Exhibit 1B Retirees – Projected Plan Year 2018 Plan Distribution



Assumes approximately 91% of retirees will remain in the \$10 copay plans.

Assumes approximately 94% of retirees will enroll in the PPO plans, 6% in the HMO plans, and less than 1% in the High Deductible plan.

Assumes approximately 99% of retirees will enroll in the Legacy plans, with only approximately 1% in the new benefit options.

Assumes approximately 92% of retirees will enroll in the Horizon plans and approximately 8% of retirees will enroll in the Aetna plans.

Retirees	Horizon	Aetna	Total
PPO 10	83.3%	2.2%	85.5%
PPO 15	8.0%	0.2%	8.2%
PPO 1525	0.4%	0.0%	0.4%
PPO 2030	0.3%	0.0%	0.3%
HD 4000	0.0%	0.0%	0.0%
HMO 10	0.2%	5.4%	5.6%
HMO 1525	0.0%	0.0%	0.0%
HMO 2030	0.0%	0.0%	0.0%
<b>Total</b>	<b>92.2%</b>	<b>7.8%</b>	<b>100.0%</b>

Exhibit 1C Actives – May 2017 Enrollment

	Number of Contracts as of May 2017				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
<b>EDUCATION - ACTIVE &amp; COBRA</b>					
<b>Medical Plans</b>					
Horizon 10 PPO	15,467	9,047	20,236	5,246	49,996
Horizon 15 PPO	5,332	2,269	5,809	1,674	15,084
Horizon 1525 PPO	537	220	510	121	1,388
Horizon 2030 PPO	236	54	123	45	458
Horizon 2035 PPO	148	23	38	15	224
Horizon HD4000	0	0	0	0	0
Horizon HD1500	12	1	1	1	15
Horizon Legacy HMO (10)	197	36	103	86	422
Horizon 1525 HMO	41	8	10	13	72
Horizon 2030 HMO	141	10	24	8	183
Horizon 2035 HMO	113	4	5	9	131
<b>Horizon Total</b>	<b>22,224</b>	<b>11,672</b>	<b>26,859</b>	<b>7,218</b>	<b>67,973</b>
Aetna 10 PPO	802	308	928	289	2,327
Aetna 15 PPO	323	105	301	86	815
Aetna 1525 PPO	93	24	49	24	190
Aetna 2030 PPO	83	11	46	13	153
Aetna 2035 PPO	56	11	9	5	81
Aetna HD4000	0	0	0	0	0
Aetna HD1500	4	0	1	1	6
Aetna Legacy HMO (10)	1,267	738	1,584	729	4,318
Aetna 1525 HMO	29	6	19	15	69
Aetna 2030 HMO	27	11	22	7	67
Aetna 2035 HMO	42	3	5	1	51
<b>Aetna Total</b>	<b>2,726</b>	<b>1,217</b>	<b>2,959</b>	<b>1,169</b>	<b>8,026</b>
<b>Total</b>	<b>24,950</b>	<b>12,889</b>	<b>29,818</b>	<b>8,387</b>	<b>75,999</b>

Exhibit 1C Retirees – May 2017 Enrollment

	Number of Contracts as of May 2017				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
<b>EDUCATION RETIREES</b>					
<b>Medical Plans</b>					
Horizon 10 PPO	47,351	35,849	3,851	1,430	88,481
Horizon 15 PPO	4,921	3,048	287	136	8,392
Horizon 1525 PPO	79	36	4	1	120
Horizon 2030 PPO	42	15	4	2	63
Horizon HD4000	7	4	0	1	12
Horizon HD1500	0	0	0	0	0
Horizon Legacy HMO (10)	89	58	14	10	171
Horizon 1525 HMO	7	6	1	1	15
Horizon 2030 HMO	7	4	1	4	16
<b>Horizon Total</b>	<b>52,503</b>	<b>39,020</b>	<b>4,162</b>	<b>1,585</b>	<b>97,270</b>
Aetna 10 PPO	873	1,094	317	102	2,386
Aetna 15 PPO	100	69	8	8	185
Aetna 1525 PPO	4	2	1	1	8
Aetna 2030 PPO	1	2	0	1	4
Aetna HD4000	4	0	0	0	4
Aetna HD1500	0	0	0	0	0
Aetna Legacy HMO (10)	3,112	2,189	293	161	5,755
Aetna 1525 HMO	22	4	0	2	28
Aetna 2030 HMO	4	0	0	0	4
<b>Aetna Total</b>	<b>4,120</b>	<b>3,360</b>	<b>619</b>	<b>275</b>	<b>8,374</b>
<b>Total</b>	<b>56,623</b>	<b>42,380</b>	<b>4,781</b>	<b>1,860</b>	<b>105,644</b>

Exhibit 2A – Medical Trend

	(A) Increase in Claims/Ee	(B) Benefit + RFP Changes	(C) = (A) - (B) Claim Trend
<b><u>PPO Active</u></b>			
01/01/2015 - 12/31/2015	8.5%	0.6%	7.9%
01/01/2016 - 12/31/2016	12.2%	0.0%	12.2%
Average			10.1%
Aon Plan Year 2018 Trend Assumption			<b>8.8%</b>

<b><u>PPO Early Retiree</u></b>			
01/01/2015 - 12/31/2015	8.5%	0.7%	7.8%
01/01/2016 - 12/31/2016	8.2%	0.0%	8.2%
Average			8.0%
Aon Plan Year 2018 Trend Assumption			<b>8.0%</b>

<b><u>Self-Insured PPO Medicare Retiree</u></b>			
01/01/2015 - 12/31/2015	2.6%	0.6%	2.0%
01/01/2016 - 12/31/2016	2.8%	0.0%	2.8%
Average			2.4%
Aon Plan Year 2018 Trend Assumption			<b>3.5%</b>

<b><u>HMO Active</u></b>			
01/01/2015 - 12/31/2015	3.8%	0.6%	3.2%
01/01/2016 - 12/31/2016	8.0%	0.0%	8.0%
Average			5.6%
Aon Plan Year 2018 Trend Assumption			<b>5.5%</b>

<b><u>HMO Early Retiree</u></b>			
01/01/2015 - 12/31/2015	(3.3%)	0.6%	(3.9%)
01/01/2016 - 12/31/2016	12.2%	0.0%	12.2%
Average			4.1%
Aon Plan Year 2018 Trend Assumption			<b>5.5%</b>

Normalizing Adjustments

1/1/2015: Breast evaluation and other medically necessary testing for Actives and Retirees.

1/1/2015: Autism and other developmental disabilities mandate for Actives and Retirees.

Exhibit 2B – Prescription Drug Trend

	(A) Increase in Claims/Ee	(B) Benefit + RFP Changes	(C) = (A) - (B) Claim Trend
<b>Active Rx</b>			
01/01/2015 - 12/31/2015	16.8%	(2.4%)	19.2%
01/01/2016 - 12/31/2016	16.9%	(3.0%)	19.9%
Average			19.5%
Aon Plan Year 2018 Trend Assumption			<b>12.0%</b>

<b>Retiree Rx</b>			
01/01/2015 - 12/31/2015	13.3%	(3.1%)	16.4%
01/01/2016 - 12/31/2016	12.8%	(2.0%)	14.8%
Average			15.6%
Aon Plan Year 2018 Trend Assumption			<b>11.0%</b>

Normalizing Adjustments:

1/1/2014 and 1/1/2015: Retiree Rx Copay and OOP maximum change

1/1/2015: ESI Contract Extension (Actives & Retirees)

3/1/2016: Adjustment for compound drugs and Hepatitis C medications

Exhibit 3A – Plan Year 2016 Aggregate Costs

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	Legacy Plans							1525			
	Total	Aetna PPO 10	Aetna PPO 15	NJ DIRECT 10	NJ DIRECT 15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>											
Average Medical Subscribers	186,595	4,036	798	147,695	19,181	11,290	583	178	1,364	104	85
Incurred Medical Claims	\$1,988,212,000	\$55,207,000	\$9,883,000	\$1,582,917,000	\$197,184,000	\$107,949,000	\$4,001,000	\$1,279,000	\$19,526,000	\$598,000	\$365,000
Capitation	\$24,486,000	\$0	\$0	\$15,798,000	\$2,259,000	\$5,863,000	\$93,000	\$0	\$209,000	\$64,000	\$12,000
Incurred Prescription Drug Claims	\$944,074,000	\$22,248,000	\$2,146,000	\$771,981,000	\$81,033,000	\$60,031,000	\$2,107,000	\$351,000	\$2,091,000	\$267,000	\$140,000
Prescription Drug Rebates	(\$140,772,000)	(\$3,271,000)	(\$344,000)	(\$114,929,000)	(\$12,292,000)	(\$8,916,000)	(\$316,000)	(\$54,000)	(\$326,000)	(\$41,000)	(\$20,000)
EGWP Credits	(\$188,756,000)	(\$2,773,000)	(\$235,000)	(\$158,907,000)	(\$16,104,000)	(\$10,208,000)	(\$225,000)	\$0	(\$168,000)	(\$36,000)	(\$23,000)
Education Surcharge	(\$33,296,000)	(\$1,587,000)	(\$76,000)	(\$27,452,000)	(\$1,856,000)	(\$2,091,000)	(\$90,000)	(\$14,000)	(\$35,000)	(\$6,000)	(\$7,000)
Administrative Fees	\$81,260,000	\$1,702,000	\$373,000	\$64,046,000	\$8,251,000	\$5,201,000	\$335,000	\$91,000	\$549,000	\$59,000	\$48,000
<b>Total Cost</b>	<b>\$2,675,208,000</b>	<b>\$71,526,000</b>	<b>\$11,747,000</b>	<b>\$2,133,454,000</b>	<b>\$258,475,000</b>	<b>\$157,829,000</b>	<b>\$5,905,000</b>	<b>\$1,653,000</b>	<b>\$21,846,000</b>	<b>\$905,000</b>	<b>\$515,000</b>
<b>Total Premium</b>	<b>\$2,804,452,000</b>	<b>\$74,741,000</b>	<b>\$13,556,000</b>	<b>\$2,211,561,000</b>	<b>\$280,232,000</b>	<b>\$171,085,000</b>	<b>\$9,420,000</b>	<b>\$2,919,000</b>	<b>\$22,190,000</b>	<b>\$1,389,000</b>	<b>\$1,097,000</b>
<b>Gain (Loss)</b>	<b>\$129,244,000</b>	<b>\$3,215,000</b>	<b>\$1,809,000</b>	<b>\$78,107,000</b>	<b>\$21,757,000</b>	<b>\$13,256,000</b>	<b>\$3,515,000</b>	<b>\$1,266,000</b>	<b>\$344,000</b>	<b>\$484,000</b>	<b>\$582,000</b>
<b>Employees</b>											
Average Medical Subscribers	82,125	2,066	643	60,100	10,670	5,470	428	168	1,252	79	70
Incurred Medical Claims	\$1,383,067,000	\$34,668,000	\$8,653,000	\$1,078,267,000	\$157,552,000	\$71,704,000	\$3,074,000	\$1,058,000	\$18,873,000	\$464,000	\$333,000
Capitation	\$16,526,000	\$0	\$0	\$9,941,000	\$1,735,000	\$4,327,000	\$74,000	\$0	\$202,000	\$61,000	\$10,000
Incurred Prescription Drug Claims	\$198,270,000	\$7,575,000	\$1,338,000	\$154,862,000	\$19,544,000	\$11,639,000	\$777,000	\$261,000	\$954,000	\$126,000	\$29,000
Prescription Drug Rebates	(\$33,772,000)	(\$1,290,000)	(\$228,000)	(\$26,379,000)	(\$3,329,000)	(\$1,983,000)	(\$132,000)	(\$44,000)	(\$162,000)	(\$21,000)	(\$5,000)
EGWP Credits	N/A	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	N/A
Administrative Fees	\$35,538,000	\$1,070,000	\$329,000	\$24,667,000	\$4,376,000	\$3,619,000	\$243,000	\$86,000	\$500,000	\$52,000	\$39,000
<b>Total Cost</b>	<b>\$1,599,629,000</b>	<b>\$42,023,000</b>	<b>\$10,092,000</b>	<b>\$1,241,358,000</b>	<b>\$179,878,000</b>	<b>\$89,306,000</b>	<b>\$4,036,000</b>	<b>\$1,361,000</b>	<b>\$20,367,000</b>	<b>\$682,000</b>	<b>\$406,000</b>
<b>Total Premium</b>	<b>\$1,608,823,000</b>	<b>\$41,737,000</b>	<b>\$11,617,000</b>	<b>\$1,206,553,000</b>	<b>\$197,349,000</b>	<b>\$103,249,000</b>	<b>\$7,393,000</b>	<b>\$2,719,000</b>	<b>\$21,092,000</b>	<b>\$1,180,000</b>	<b>\$933,000</b>
<b>Gain (Loss)</b>	<b>\$9,194,000</b>	<b>(\$286,000)</b>	<b>\$1,525,000</b>	<b>(\$34,805,000)</b>	<b>\$17,471,000</b>	<b>\$13,943,000</b>	<b>\$3,357,000</b>	<b>\$1,358,000</b>	<b>\$725,000</b>	<b>\$498,000</b>	<b>\$527,000</b>
<b>Retirees</b>											
Average Medical Subscribers	104,470	1,970	155	87,595	8,511	5,820	155	10	112	25	15
Incurred Medical Claims	\$605,145,000	\$20,539,000	\$1,230,000	\$504,650,000	\$39,632,000	\$36,245,000	\$927,000	\$221,000	\$653,000	\$134,000	\$32,000
Capitation	\$7,960,000	\$0	\$0	\$5,857,000	\$524,000	\$1,536,000	\$19,000	\$0	\$7,000	\$3,000	\$2,000
Incurred Prescription Drug Claims	\$745,804,000	\$14,673,000	\$808,000	\$617,119,000	\$61,489,000	\$48,392,000	\$1,330,000	\$90,000	\$1,137,000	\$141,000	\$111,000
Prescription Drug Rebates	(\$107,000,000)	(\$1,981,000)	(\$116,000)	(\$88,550,000)	(\$8,963,000)	(\$6,933,000)	(\$184,000)	(\$10,000)	(\$164,000)	(\$20,000)	(\$15,000)
EGWP Credits	(\$188,756,000)	(\$2,773,000)	(\$235,000)	(\$158,907,000)	(\$16,104,000)	(\$10,208,000)	(\$225,000)	\$0	(\$168,000)	(\$36,000)	(\$23,000)
Education Surcharge	(\$33,296,000)	(\$1,587,000)	(\$76,000)	(\$27,452,000)	(\$1,856,000)	(\$2,091,000)	(\$90,000)	(\$14,000)	(\$35,000)	(\$6,000)	(\$7,000)
Administrative Fees	\$45,722,000	\$632,000	\$44,000	\$39,379,000	\$3,875,000	\$1,582,000	\$92,000	\$5,000	\$49,000	\$7,000	\$9,000
<b>Total Cost</b>	<b>\$1,075,579,000</b>	<b>\$29,503,000</b>	<b>\$1,655,000</b>	<b>\$892,096,000</b>	<b>\$78,597,000</b>	<b>\$68,523,000</b>	<b>\$1,869,000</b>	<b>\$292,000</b>	<b>\$1,479,000</b>	<b>\$223,000</b>	<b>\$109,000</b>
<b>Total Premium</b>	<b>\$1,195,629,000</b>	<b>\$33,004,000</b>	<b>\$1,939,000</b>	<b>\$1,005,008,000</b>	<b>\$82,883,000</b>	<b>\$67,836,000</b>	<b>\$2,027,000</b>	<b>\$200,000</b>	<b>\$1,098,000</b>	<b>\$209,000</b>	<b>\$164,000</b>
<b>Gain (Loss)</b>	<b>\$120,050,000</b>	<b>\$3,501,000</b>	<b>\$284,000</b>	<b>\$112,912,000</b>	<b>\$4,286,000</b>	<b>(\$687,000)</b>	<b>\$158,000</b>	<b>(\$92,000)</b>	<b>(\$381,000)</b>	<b>(\$14,000)</b>	<b>\$55,000</b>



Exhibit 3A – Plan Year 2016 Aggregate Costs

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	2030				2035				HD 4000		HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>												
Average Medical Subscribers	140	475	77	205	68	172	25	82	6	11	4	16
Incurred Medical Claims	\$1,577,000	\$3,602,000	\$710,000	\$1,404,000	\$156,000	\$1,057,000	\$47,000	\$576,000	\$5,000	\$131,000	\$0	\$38,000
Capitation	\$0	\$62,000	\$54,000	\$26,000	\$0	\$22,000	\$15,000	\$7,000	\$0	\$1,000	\$0	\$1,000
Incurred Prescription Drug Claims	\$123,000	\$772,000	\$129,000	\$371,000	\$40,000	\$134,000	\$5,000	\$43,000	\$1,000	\$28,000	\$10,000	\$23,000
Prescription Drug Rebates	(\$20,000)	(\$117,000)	(\$17,000)	(\$62,000)	(\$7,000)	(\$23,000)	(\$1,000)	(\$7,000)	\$0	(\$3,000)	(\$2,000)	(\$4,000)
EGWP Credits	\$0	(\$66,000)	\$0	(\$11,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Surcharge	(\$5,000)	(\$36,000)	(\$7,000)	(\$14,000)	\$0	\$0	\$0	\$0	(\$5,000)	(\$15,000)	\$0	\$0
Administrative Fees	\$72,000	\$193,000	\$49,000	\$110,000	\$35,000	\$69,000	\$16,000	\$44,000	\$3,000	\$5,000	\$2,000	\$7,000
<b>Total Cost</b>	<b>\$1,747,000</b>	<b>\$4,410,000</b>	<b>\$918,000</b>	<b>\$1,824,000</b>	<b>\$224,000</b>	<b>\$1,259,000</b>	<b>\$82,000</b>	<b>\$663,000</b>	<b>\$4,000</b>	<b>\$147,000</b>	<b>\$10,000</b>	<b>\$65,000</b>
<b>Total Premium</b>	<b>\$2,130,000</b>	<b>\$6,743,000</b>	<b>\$1,103,000</b>	<b>\$2,225,000</b>	<b>\$816,000</b>	<b>\$1,959,000</b>	<b>\$201,000</b>	<b>\$721,000</b>	<b>\$47,000</b>	<b>\$137,000</b>	<b>\$35,000</b>	<b>\$145,000</b>
<b>Gain (Loss)</b>	<b>\$383,000</b>	<b>\$2,333,000</b>	<b>\$185,000</b>	<b>\$401,000</b>	<b>\$592,000</b>	<b>\$700,000</b>	<b>\$119,000</b>	<b>\$58,000</b>	<b>\$43,000</b>	<b>(\$10,000)</b>	<b>\$25,000</b>	<b>\$80,000</b>
<b>Employees</b>												
Average Medical Subscribers	136	416	70	190	68	172	25	82	N/A	N/A	4	16
Incurred Medical Claims	\$1,517,000	\$3,201,000	\$458,000	\$1,371,000	\$156,000	\$1,057,000	\$47,000	\$576,000	N/A	N/A	\$0	\$38,000
Capitation	\$0	\$57,000	\$50,000	\$24,000	\$0	\$22,000	\$15,000	\$7,000	N/A	N/A	\$0	\$1,000
Incurred Prescription Drug Claims	\$114,000	\$421,000	\$37,000	\$338,000	\$40,000	\$134,000	\$5,000	\$43,000	N/A	N/A	\$10,000	\$23,000
Prescription Drug Rebates	(\$19,000)	(\$72,000)	(\$6,000)	(\$58,000)	(\$7,000)	(\$23,000)	(\$1,000)	(\$7,000)	N/A	N/A	(\$2,000)	(\$4,000)
EGWP Credits	N/A	N/A	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	N/A	N/A
Administrative Fees	\$70,000	\$168,000	\$45,000	\$101,000	\$35,000	\$69,000	\$16,000	\$44,000	N/A	N/A	\$2,000	\$7,000
<b>Total Cost</b>	<b>\$1,682,000</b>	<b>\$3,775,000</b>	<b>\$584,000</b>	<b>\$1,776,000</b>	<b>\$224,000</b>	<b>\$1,259,000</b>	<b>\$82,000</b>	<b>\$663,000</b>	<b>N/A</b>	<b>N/A</b>	<b>\$10,000</b>	<b>\$65,000</b>
<b>Total Premium</b>	<b>\$2,041,000</b>	<b>\$6,061,000</b>	<b>\$1,001,000</b>	<b>\$2,021,000</b>	<b>\$816,000</b>	<b>\$1,959,000</b>	<b>\$201,000</b>	<b>\$721,000</b>	<b>N/A</b>	<b>N/A</b>	<b>\$35,000</b>	<b>\$145,000</b>
<b>Gain (Loss)</b>	<b>\$359,000</b>	<b>\$2,286,000</b>	<b>\$417,000</b>	<b>\$245,000</b>	<b>\$592,000</b>	<b>\$700,000</b>	<b>\$119,000</b>	<b>\$58,000</b>	<b>N/A</b>	<b>N/A</b>	<b>\$25,000</b>	<b>\$80,000</b>
<b>Retirees</b>												
Average Medical Subscribers	4	59	7	15	N/A	N/A	N/A	N/A	6	11	N/A	N/A
Incurred Medical Claims	\$60,000	\$401,000	\$252,000	\$33,000	N/A	N/A	N/A	N/A	\$5,000	\$131,000	N/A	N/A
Capitation	\$0	\$5,000	\$4,000	\$2,000	N/A	N/A	N/A	N/A	\$0	\$1,000	N/A	N/A
Incurred Prescription Drug Claims	\$9,000	\$351,000	\$92,000	\$33,000	N/A	N/A	N/A	N/A	\$1,000	\$28,000	N/A	N/A
Prescription Drug Rebates	(\$1,000)	(\$45,000)	(\$11,000)	(\$4,000)	N/A	N/A	N/A	N/A	\$0	(\$3,000)	N/A	N/A
EGWP Credits	\$0	(\$66,000)	\$0	(\$11,000)	N/A	N/A	N/A	N/A	\$0	\$0	N/A	N/A
Education Surcharge	(\$5,000)	(\$36,000)	(\$7,000)	(\$14,000)	N/A	N/A	N/A	N/A	(\$5,000)	(\$15,000)	N/A	N/A
Administrative Fees	\$2,000	\$25,000	\$4,000	\$9,000	N/A	N/A	N/A	N/A	\$3,000	\$5,000	N/A	N/A
<b>Total Cost</b>	<b>\$65,000</b>	<b>\$635,000</b>	<b>\$334,000</b>	<b>\$48,000</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$4,000</b>	<b>\$147,000</b>	<b>N/A</b>	<b>N/A</b>
<b>Total Premium</b>	<b>\$89,000</b>	<b>\$682,000</b>	<b>\$102,000</b>	<b>\$204,000</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$47,000</b>	<b>\$137,000</b>	<b>N/A</b>	<b>N/A</b>
<b>Gain (Loss)</b>	<b>\$24,000</b>	<b>\$47,000</b>	<b>(\$232,000)</b>	<b>\$156,000</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$43,000</b>	<b>(\$10,000)</b>	<b>N/A</b>	<b>N/A</b>

Exhibit 3B – Plan Year 2017 Aggregate Costs

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	Legacy Plans							1525			
	Total	Aetna PPO 10	Aetna PPO 15	NJ DIRECT 10	NJ DIRECT 15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>											
Average Medical Subscribers	181,325	4,685	986	138,456	23,242	10,066	585	194	1,489	96	85
Incurred Medical Claims	\$2,063,669,000	\$75,675,000	\$14,610,000	\$1,538,412,000	\$289,216,000	\$97,606,000	\$6,673,000	\$2,734,000	\$22,685,000	\$1,003,000	\$791,000
Capitation	\$24,018,000	\$0	\$0	\$15,083,000	\$3,179,000	\$5,098,000	\$94,000	\$0	\$252,000	\$65,000	\$12,000
Incurred Prescription Drug Claims	\$1,005,375,000	\$27,713,000	\$3,265,000	\$809,017,000	\$95,110,000	\$61,276,000	\$2,148,000	\$439,000	\$3,014,000	\$328,000	\$214,000
Prescription Drug Rebates	(\$133,168,000)	(\$3,714,000)	(\$454,000)	(\$106,867,000)	(\$12,774,000)	(\$8,086,000)	(\$295,000)	(\$64,000)	(\$428,000)	(\$45,000)	(\$30,000)
EGWP Credits	(\$191,155,000)	(\$3,395,000)	(\$270,000)	(\$160,910,000)	(\$15,882,000)	(\$10,120,000)	(\$246,000)	\$0	(\$185,000)	(\$36,000)	(\$24,000)
Education Surcharge	(\$33,729,000)	(\$1,968,000)	(\$95,000)	(\$27,614,000)	(\$1,747,000)	(\$2,045,000)	(\$104,000)	(\$13,000)	(\$41,000)	(\$10,000)	(\$8,000)
Administrative Fees	\$72,544,000	\$1,702,000	\$411,000	\$55,893,000	\$8,934,000	\$3,956,000	\$313,000	\$89,000	\$527,000	\$48,000	\$45,000
<b>Total Cost</b>	<b>\$2,807,554,000</b>	<b>\$96,013,000</b>	<b>\$17,467,000</b>	<b>\$2,123,014,000</b>	<b>\$366,036,000</b>	<b>\$147,685,000</b>	<b>\$8,583,000</b>	<b>\$3,185,000</b>	<b>\$25,824,000</b>	<b>\$1,353,000</b>	<b>\$1,000,000</b>
<b>Total Premium</b>	<b>\$2,751,915,000</b>	<b>\$87,858,000</b>	<b>\$17,950,000</b>	<b>\$2,054,522,000</b>	<b>\$377,765,000</b>	<b>\$151,456,000</b>	<b>\$9,708,000</b>	<b>\$3,422,000</b>	<b>\$26,856,000</b>	<b>\$1,401,000</b>	<b>\$1,169,000</b>
<b>Gain (Loss)</b>	<b>(\$55,639,000)</b>	<b>(\$8,155,000)</b>	<b>\$483,000</b>	<b>(\$68,492,000)</b>	<b>\$11,729,000</b>	<b>\$3,771,000</b>	<b>\$1,125,000</b>	<b>\$237,000</b>	<b>\$1,032,000</b>	<b>\$48,000</b>	<b>\$169,000</b>
<b>Employees</b>											
Average Medical Subscribers	75,531	2,287	801	49,845	14,855	4,298	414	186	1,369	68	70
Incurred Medical Claims	\$1,419,474,000	\$46,966,000	\$13,105,000	\$1,004,519,000	\$249,124,000	\$60,921,000	\$5,291,000	\$2,593,000	\$22,002,000	\$862,000	\$682,000
Capitation	\$15,872,000	\$0	\$0	\$9,014,000	\$2,671,000	\$3,579,000	\$72,000	\$0	\$243,000	\$60,000	\$10,000
Incurred Prescription Drug Claims	\$196,673,000	\$5,637,000	\$1,747,000	\$142,640,000	\$30,428,000	\$10,197,000	\$882,000	\$391,000	\$2,215,000	\$149,000	\$106,000
Prescription Drug Rebates	(\$28,889,000)	(\$828,000)	(\$257,000)	(\$20,951,000)	(\$4,469,000)	(\$1,498,000)	(\$130,000)	(\$57,000)	(\$325,000)	(\$22,000)	(\$16,000)
EGWP Credits	N/A	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	N/A
Administrative Fees	\$27,933,000	\$1,031,000	\$362,000	\$17,344,000	\$5,212,000	\$2,553,000	\$214,000	\$85,000	\$476,000	\$41,000	\$36,000
<b>Total Cost</b>	<b>\$1,631,063,000</b>	<b>\$52,806,000</b>	<b>\$14,957,000</b>	<b>\$1,152,566,000</b>	<b>\$282,966,000</b>	<b>\$75,752,000</b>	<b>\$6,329,000</b>	<b>\$3,012,000</b>	<b>\$24,611,000</b>	<b>\$1,090,000</b>	<b>\$818,000</b>
<b>Total Premium</b>	<b>\$1,596,032,000</b>	<b>\$49,149,000</b>	<b>\$15,706,000</b>	<b>\$1,085,581,000</b>	<b>\$300,820,000</b>	<b>\$87,609,000</b>	<b>\$7,512,000</b>	<b>\$3,252,000</b>	<b>\$25,684,000</b>	<b>\$1,163,000</b>	<b>\$1,002,000</b>
<b>Gain (Loss)</b>	<b>(\$35,031,000)</b>	<b>(\$3,657,000)</b>	<b>\$749,000</b>	<b>(\$66,985,000)</b>	<b>\$17,854,000</b>	<b>\$11,857,000</b>	<b>\$1,183,000</b>	<b>\$240,000</b>	<b>\$1,073,000</b>	<b>\$73,000</b>	<b>\$184,000</b>
<b>Retirees</b>											
Average Medical Subscribers	105,794	2,398	185	88,611	8,387	5,768	171	8	120	28	15
Incurred Medical Claims	\$644,195,000	\$28,709,000	\$1,505,000	\$533,893,000	\$40,092,000	\$36,685,000	\$1,382,000	\$141,000	\$683,000	\$141,000	\$109,000
Capitation	\$8,146,000	\$0	\$0	\$6,069,000	\$508,000	\$1,519,000	\$22,000	\$0	\$9,000	\$5,000	\$2,000
Incurred Prescription Drug Claims	\$808,702,000	\$22,076,000	\$1,518,000	\$666,377,000	\$64,682,000	\$51,079,000	\$1,266,000	\$48,000	\$799,000	\$179,000	\$108,000
Prescription Drug Rebates	(\$104,279,000)	(\$2,886,000)	(\$197,000)	(\$85,916,000)	(\$8,305,000)	(\$6,588,000)	(\$165,000)	(\$7,000)	(\$103,000)	(\$23,000)	(\$14,000)
EGWP Credits	(\$191,155,000)	(\$3,395,000)	(\$270,000)	(\$160,910,000)	(\$15,882,000)	(\$10,120,000)	(\$246,000)	\$0	(\$185,000)	(\$36,000)	(\$24,000)
Education Surcharge	(\$33,729,000)	(\$1,968,000)	(\$95,000)	(\$27,614,000)	(\$1,747,000)	(\$2,045,000)	(\$104,000)	(\$13,000)	(\$41,000)	(\$10,000)	(\$8,000)
Administrative Fees	\$44,611,000	\$671,000	\$49,000	\$38,549,000	\$3,722,000	\$1,403,000	\$99,000	\$4,000	\$51,000	\$7,000	\$9,000
<b>Total Cost</b>	<b>\$1,176,491,000</b>	<b>\$43,207,000</b>	<b>\$2,510,000</b>	<b>\$970,448,000</b>	<b>\$83,070,000</b>	<b>\$71,933,000</b>	<b>\$2,254,000</b>	<b>\$173,000</b>	<b>\$1,213,000</b>	<b>\$263,000</b>	<b>\$182,000</b>
<b>Total Premium</b>	<b>\$1,155,883,000</b>	<b>\$38,709,000</b>	<b>\$2,244,000</b>	<b>\$968,941,000</b>	<b>\$76,945,000</b>	<b>\$63,847,000</b>	<b>\$2,196,000</b>	<b>\$170,000</b>	<b>\$1,172,000</b>	<b>\$238,000</b>	<b>\$167,000</b>
<b>Gain (Loss)</b>	<b>(\$20,608,000)</b>	<b>(\$4,498,000)</b>	<b>(\$266,000)</b>	<b>(\$1,507,000)</b>	<b>(\$6,125,000)</b>	<b>(\$8,086,000)</b>	<b>(\$58,000)</b>	<b>(\$3,000)</b>	<b>(\$41,000)</b>	<b>(\$25,000)</b>	<b>(\$15,000)</b>

Exhibit 3B – Plan Year 2017 Aggregate Costs

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	2030				2035				HD 4000		HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>												
Average Medical Subscribers	152	513	70	197	79	218	49	126	4	12	6	15
Incurred Medical Claims	\$1,977,000	\$6,174,000	\$840,000	\$1,466,000	\$639,000	\$1,902,000	\$273,000	\$697,000	\$24,000	\$99,000	\$60,000	\$113,000
Capitation	\$0	\$77,000	\$57,000	\$26,000	\$0	\$30,000	\$32,000	\$10,000	\$0	\$2,000	\$0	\$1,000
Incurred Prescription Drug Claims	\$392,000	\$1,234,000	\$161,000	\$391,000	\$141,000	\$309,000	\$26,000	\$120,000	\$8,000	\$30,000	\$11,000	\$28,000
Prescription Drug Rebates	(\$57,000)	(\$175,000)	(\$24,000)	(\$56,000)	(\$21,000)	(\$45,000)	(\$4,000)	(\$18,000)	(\$1,000)	(\$4,000)	(\$2,000)	(\$4,000)
EGWP Credits	\$0	(\$74,000)	\$0	(\$13,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Surcharge	(\$6,000)	(\$37,000)	(\$4,000)	(\$17,000)	\$0	\$0	\$0	\$0	(\$4,000)	(\$16,000)	\$0	\$0
Administrative Fees	\$70,000	\$186,000	\$43,000	\$101,000	\$37,000	\$79,000	\$29,000	\$65,000	\$2,000	\$5,000	\$3,000	\$6,000
Total Cost	\$2,376,000	\$7,385,000	\$1,073,000	\$1,898,000	\$796,000	\$2,275,000	\$356,000	\$874,000	\$29,000	\$116,000	\$72,000	\$144,000
Total Premium	\$2,563,000	\$8,076,000	\$1,171,000	\$2,346,000	\$936,000	\$2,703,000	\$437,000	\$1,137,000	\$38,000	\$153,000	\$78,000	\$170,000
Gain (Loss)	\$187,000	\$691,000	\$98,000	\$448,000	\$140,000	\$428,000	\$81,000	\$263,000	\$9,000	\$37,000	\$6,000	\$26,000
<b>Employees</b>												
Average Medical Subscribers	148	450	66	181	79	218	49	126	N/A	N/A	6	15
Incurred Medical Claims	\$1,913,000	\$5,703,000	\$808,000	\$1,301,000	\$639,000	\$1,902,000	\$273,000	\$697,000	N/A	N/A	\$60,000	\$113,000
Capitation	\$0	\$71,000	\$55,000	\$24,000	\$0	\$30,000	\$32,000	\$10,000	N/A	N/A	\$0	\$1,000
Incurred Prescription Drug Claims	\$369,000	\$841,000	\$147,000	\$289,000	\$141,000	\$309,000	\$26,000	\$120,000	N/A	N/A	\$11,000	\$28,000
Prescription Drug Rebates	(\$54,000)	(\$124,000)	(\$22,000)	(\$42,000)	(\$21,000)	(\$45,000)	(\$4,000)	(\$18,000)	N/A	N/A	(\$2,000)	(\$4,000)
EGWP Credits	N/A	N/A	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	N/A	N/A
Administrative Fees	\$68,000	\$160,000	\$40,000	\$92,000	\$37,000	\$79,000	\$29,000	\$65,000	N/A	N/A	\$3,000	\$6,000
Total Cost	\$2,296,000	\$6,651,000	\$1,028,000	\$1,664,000	\$796,000	\$2,275,000	\$356,000	\$874,000	N/A	N/A	\$72,000	\$144,000
Total Premium	\$2,478,000	\$7,368,000	\$1,120,000	\$2,127,000	\$936,000	\$2,703,000	\$437,000	\$1,137,000	N/A	N/A	\$78,000	\$170,000
Gain (Loss)	\$182,000	\$717,000	\$92,000	\$463,000	\$140,000	\$428,000	\$81,000	\$263,000	N/A	N/A	\$6,000	\$26,000
<b>Retirees</b>												
Average Medical Subscribers	4	63	4	16	N/A	N/A	N/A	N/A	4	12	N/A	N/A
Incurred Medical Claims	\$64,000	\$471,000	\$32,000	\$165,000	N/A	N/A	N/A	N/A	\$24,000	\$99,000	N/A	N/A
Capitation	\$0	\$6,000	\$2,000	\$2,000	N/A	N/A	N/A	N/A	\$0	\$2,000	N/A	N/A
Incurred Prescription Drug Claims	\$23,000	\$393,000	\$14,000	\$102,000	N/A	N/A	N/A	N/A	\$8,000	\$30,000	N/A	N/A
Prescription Drug Rebates	(\$3,000)	(\$51,000)	(\$2,000)	(\$14,000)	N/A	N/A	N/A	N/A	(\$1,000)	(\$4,000)	N/A	N/A
EGWP Credits	\$0	(\$74,000)	\$0	(\$13,000)	N/A	N/A	N/A	N/A	\$0	\$0	N/A	N/A
Education Surcharge	(\$6,000)	(\$37,000)	(\$4,000)	(\$17,000)	N/A	N/A	N/A	N/A	(\$4,000)	(\$16,000)	N/A	N/A
Administrative Fees	\$2,000	\$26,000	\$3,000	\$9,000	N/A	N/A	N/A	N/A	\$2,000	\$5,000	N/A	N/A
Total Cost	\$80,000	\$734,000	\$45,000	\$234,000	N/A	N/A	N/A	N/A	\$29,000	\$116,000	N/A	N/A
Total Premium	\$85,000	\$708,000	\$51,000	\$219,000	N/A	N/A	N/A	N/A	\$38,000	\$153,000	N/A	N/A
Gain (Loss)	\$5,000	(\$26,000)	\$6,000	(\$15,000)	N/A	N/A	N/A	N/A	\$9,000	\$37,000	N/A	N/A

Exhibit 3C – Projected Plan Year 2018 Aggregate Costs

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	Legacy Plans							1525			
	Total	Aetna PPO 10	Aetna PPO 15	NJ DIRECT 10	NJ DIRECT 15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>											
Average Medical Subscribers	181,396	4,632	967	137,951	23,070	10,062	577	296	1,782	106	94
Incurred Medical Claims	\$2,183,279,000	\$75,951,000	\$16,496,000	\$1,611,094,000	\$313,153,000	\$97,908,000	\$7,649,000	\$5,450,000	\$28,234,000	\$1,232,000	\$1,165,000
Capitation	\$25,296,000	\$0	\$0	\$15,842,000	\$3,437,000	\$5,127,000	\$108,000	\$0	\$313,000	\$78,000	\$18,000
Incurred Prescription Drug Claims	\$1,152,204,000	\$29,774,000	\$3,959,000	\$918,500,000	\$113,073,000	\$69,479,000	\$2,627,000	\$909,000	\$6,240,000	\$560,000	\$379,000
Prescription Drug Rebates	(\$280,613,000)	(\$7,447,000)	(\$1,044,000)	(\$222,706,000)	(\$28,118,000)	(\$16,743,000)	(\$678,000)	(\$256,000)	(\$1,617,000)	(\$141,000)	(\$97,000)
EGWP Credits	(\$216,241,000)	(\$3,688,000)	(\$310,000)	(\$180,305,000)	(\$18,464,000)	(\$11,679,000)	(\$299,000)	\$0	(\$740,000)	(\$75,000)	(\$51,000)
Education Surcharge	(\$36,092,000)	(\$1,691,000)	(\$112,000)	(\$29,860,000)	(\$1,912,000)	(\$2,048,000)	(\$95,000)	(\$49,000)	(\$104,000)	(\$16,000)	(\$10,000)
Administrative Fees	\$74,241,000	\$1,746,000	\$423,000	\$56,772,000	\$9,217,000	\$3,981,000	\$322,000	\$143,000	\$685,000	\$52,000	\$52,000
<b>Total Cost</b>	<b>\$2,902,074,000</b>	<b>\$94,645,000</b>	<b>\$19,412,000</b>	<b>\$2,169,337,000</b>	<b>\$390,386,000</b>	<b>\$146,025,000</b>	<b>\$9,634,000</b>	<b>\$6,197,000</b>	<b>\$33,011,000</b>	<b>\$1,690,000</b>	<b>\$1,456,000</b>
<b>Total Premium</b>	<b>\$2,936,721,000</b>	<b>\$92,110,000</b>	<b>\$20,699,000</b>	<b>\$2,157,161,000</b>	<b>\$416,867,000</b>	<b>\$158,858,000</b>	<b>\$11,775,000</b>	<b>\$6,691,000</b>	<b>\$35,015,000</b>	<b>\$1,844,000</b>	<b>\$1,724,000</b>
<b>Gain (Loss)</b>	<b>\$34,647,000</b>	<b>(\$2,535,000)</b>	<b>\$1,287,000</b>	<b>(\$12,176,000)</b>	<b>\$26,481,000</b>	<b>\$12,833,000</b>	<b>\$2,141,000</b>	<b>\$494,000</b>	<b>\$2,004,000</b>	<b>\$154,000</b>	<b>\$268,000</b>
<b>Employees</b>											
Average Medical Subscribers	73,644	2,230	781	48,230	14,483	4,191	404	270	1,423	67	68
Incurred Medical Claims	\$1,503,353,000	\$49,830,000	\$14,706,000	\$1,044,907,000	\$269,632,000	\$62,318,000	\$6,326,000	\$4,920,000	\$26,242,000	\$1,001,000	\$1,001,000
Capitation	\$16,748,000	\$0	\$0	\$9,381,000	\$2,890,000	\$3,664,000	\$88,000	\$0	\$291,000	\$70,000	\$15,000
Incurred Prescription Drug Claims	\$239,349,000	\$6,922,000	\$2,171,000	\$171,124,000	\$38,427,000	\$11,449,000	\$1,171,000	\$705,000	\$3,238,000	\$200,000	\$169,000
Prescription Drug Rebates	(\$68,222,000)	(\$1,973,000)	(\$619,000)	(\$48,776,000)	(\$10,953,000)	(\$3,263,000)	(\$334,000)	(\$201,000)	(\$923,000)	(\$57,000)	(\$48,000)
EGWP Credits	N/A	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	N/A
Administrative Fees	\$29,171,000	\$1,072,000	\$375,000	\$17,995,000	\$5,464,000	\$2,622,000	\$221,000	\$130,000	\$530,000	\$42,000	\$37,000
<b>Total Cost</b>	<b>\$1,720,399,000</b>	<b>\$55,851,000</b>	<b>\$16,633,000</b>	<b>\$1,194,631,000</b>	<b>\$305,460,000</b>	<b>\$76,790,000</b>	<b>\$7,472,000</b>	<b>\$5,554,000</b>	<b>\$29,378,000</b>	<b>\$1,256,000</b>	<b>\$1,174,000</b>
<b>Total Premium</b>	<b>\$1,755,089,000</b>	<b>\$54,551,000</b>	<b>\$18,094,000</b>	<b>\$1,169,715,000</b>	<b>\$337,318,000</b>	<b>\$95,311,000</b>	<b>\$9,520,000</b>	<b>\$6,051,000</b>	<b>\$31,611,000</b>	<b>\$1,433,000</b>	<b>\$1,455,000</b>
<b>Gain (Loss)</b>	<b>\$34,690,000</b>	<b>(\$1,300,000)</b>	<b>\$1,461,000</b>	<b>(\$24,916,000)</b>	<b>\$31,858,000</b>	<b>\$18,521,000</b>	<b>\$2,048,000</b>	<b>\$497,000</b>	<b>\$2,233,000</b>	<b>\$177,000</b>	<b>\$281,000</b>
<b>Retirees</b>											
Average Medical Subscribers	107,752	2,402	186	89,721	8,587	5,871	173	26	359	39	26
Incurred Medical Claims	\$679,926,000	\$26,121,000	\$1,790,000	\$566,187,000	\$43,521,000	\$35,590,000	\$1,323,000	\$530,000	\$1,992,000	\$231,000	\$164,000
Capitation	\$8,548,000	\$0	\$0	\$6,461,000	\$547,000	\$1,463,000	\$20,000	\$0	\$22,000	\$8,000	\$3,000
Incurred Prescription Drug Claims	\$912,855,000	\$22,852,000	\$1,788,000	\$747,376,000	\$74,646,000	\$58,030,000	\$1,456,000	\$204,000	\$3,002,000	\$360,000	\$210,000
Prescription Drug Rebates	(\$212,391,000)	(\$5,474,000)	(\$425,000)	(\$173,930,000)	(\$17,165,000)	(\$13,480,000)	(\$344,000)	(\$55,000)	(\$694,000)	(\$84,000)	(\$49,000)
EGWP Credits	(\$216,241,000)	(\$3,688,000)	(\$310,000)	(\$180,305,000)	(\$18,464,000)	(\$11,679,000)	(\$299,000)	\$0	(\$740,000)	(\$75,000)	(\$51,000)
Education Surcharge	(\$36,092,000)	(\$1,691,000)	(\$112,000)	(\$29,860,000)	(\$1,912,000)	(\$2,048,000)	(\$95,000)	(\$49,000)	(\$104,000)	(\$16,000)	(\$10,000)
Administrative Fees	\$45,070,000	\$674,000	\$48,000	\$38,777,000	\$3,753,000	\$1,359,000	\$101,000	\$13,000	\$155,000	\$10,000	\$15,000
<b>Total Cost</b>	<b>\$1,181,675,000</b>	<b>\$38,794,000</b>	<b>\$2,779,000</b>	<b>\$974,706,000</b>	<b>\$84,926,000</b>	<b>\$69,235,000</b>	<b>\$2,162,000</b>	<b>\$643,000</b>	<b>\$3,633,000</b>	<b>\$434,000</b>	<b>\$282,000</b>
<b>Total Premium</b>	<b>\$1,181,632,000</b>	<b>\$37,559,000</b>	<b>\$2,605,000</b>	<b>\$987,446,000</b>	<b>\$79,549,000</b>	<b>\$63,547,000</b>	<b>\$2,255,000</b>	<b>\$640,000</b>	<b>\$3,404,000</b>	<b>\$411,000</b>	<b>\$269,000</b>
<b>Gain (Loss)</b>	<b>(\$43,000)</b>	<b>(\$1,235,000)</b>	<b>(\$174,000)</b>	<b>\$12,740,000</b>	<b>(\$5,377,000)</b>	<b>(\$5,688,000)</b>	<b>\$93,000</b>	<b>(\$3,000)</b>	<b>(\$229,000)</b>	<b>(\$23,000)</b>	<b>(\$13,000)</b>

Exhibit 3C – Projected Plan Year 2018 Aggregate Costs

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	2030				2035				HD 4000		HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Employees and Retirees</b>												
Average Medical Subscribers	238	792	71	213	92	227	48	123	6	14	13	22
Incurred Medical Claims	\$4,105,000	\$10,118,000	\$986,000	\$2,499,000	\$1,299,000	\$3,181,000	\$515,000	\$1,492,000	\$67,000	\$153,000	\$202,000	\$330,000
Capitation	\$0	\$120,000	\$68,000	\$45,000	\$0	\$50,000	\$61,000	\$23,000	\$0	\$2,000	\$0	\$4,000
Incurred Prescription Drug Claims	\$767,000	\$3,669,000	\$224,000	\$671,000	\$300,000	\$663,000	\$66,000	\$290,000	\$26,000	\$53,000	\$30,000	\$45,000
Prescription Drug Rebates	(\$216,000)	(\$920,000)	(\$63,000)	(\$177,000)	(\$85,000)	(\$161,000)	(\$19,000)	(\$83,000)	(\$7,000)	(\$14,000)	(\$8,000)	(\$13,000)
EGWP Credits	\$0	(\$571,000)	\$0	(\$59,000)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Surcharge	(\$38,000)	(\$88,000)	(\$11,000)	(\$22,000)	\$0	\$0	\$0	\$0	(\$11,000)	(\$25,000)	\$0	\$0
Administrative Fees	\$115,000	\$317,000	\$45,000	\$115,000	\$45,000	\$89,000	\$29,000	\$67,000	\$3,000	\$6,000	\$7,000	\$10,000
Total Cost	\$4,733,000	\$12,645,000	\$1,249,000	\$3,072,000	\$1,559,000	\$3,722,000	\$652,000	\$1,789,000	\$78,000	\$175,000	\$231,000	\$376,000
Total Premium	\$5,122,000	\$13,657,000	\$1,435,000	\$3,817,000	\$1,730,000	\$4,308,000	\$780,000	\$2,188,000	\$79,000	\$180,000	\$258,000	\$423,000
Gain (Loss)	\$389,000	\$1,012,000	\$186,000	\$745,000	\$171,000	\$586,000	\$128,000	\$399,000	\$1,000	\$5,000	\$27,000	\$47,000
<b>Employees</b>												
Average Medical Subscribers	218	512	65	177	92	227	48	123	N/A	N/A	13	22
Incurred Medical Claims	\$3,720,000	\$8,596,000	\$898,000	\$2,237,000	\$1,299,000	\$3,181,000	\$515,000	\$1,492,000	N/A	N/A	\$202,000	\$330,000
Capitation	\$0	\$107,000	\$62,000	\$42,000	\$0	\$50,000	\$61,000	\$23,000	N/A	N/A	\$0	\$4,000
Incurred Prescription Drug Claims	\$608,000	\$1,304,000	\$180,000	\$387,000	\$300,000	\$663,000	\$66,000	\$290,000	N/A	N/A	\$30,000	\$45,000
Prescription Drug Rebates	(\$173,000)	(\$372,000)	(\$51,000)	(\$110,000)	(\$85,000)	(\$161,000)	(\$19,000)	(\$83,000)	N/A	N/A	(\$8,000)	(\$13,000)
EGWP Credits	N/A	N/A	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	N/A	N/A
Administrative Fees	\$105,000	\$196,000	\$41,000	\$94,000	\$45,000	\$89,000	\$29,000	\$67,000	N/A	N/A	\$7,000	\$10,000
Total Cost	\$4,260,000	\$9,831,000	\$1,130,000	\$2,650,000	\$1,559,000	\$3,722,000	\$652,000	\$1,789,000	N/A	N/A	\$231,000	\$376,000
Total Premium	\$4,647,000	\$11,003,000	\$1,308,000	\$3,385,000	\$1,730,000	\$4,308,000	\$780,000	\$2,188,000	N/A	N/A	\$258,000	\$423,000
Gain (Loss)	\$387,000	\$1,172,000	\$178,000	\$735,000	\$171,000	\$586,000	\$128,000	\$399,000	N/A	N/A	\$27,000	\$47,000
<b>Retirees</b>												
Average Medical Subscribers	20	280	6	36	N/A	N/A	N/A	N/A	6	14	N/A	N/A
Incurred Medical Claims	\$385,000	\$1,522,000	\$88,000	\$262,000	N/A	N/A	N/A	N/A	\$67,000	\$153,000	N/A	N/A
Capitation	\$0	\$13,000	\$6,000	\$3,000	N/A	N/A	N/A	N/A	\$0	\$2,000	N/A	N/A
Incurred Prescription Drug Claims	\$159,000	\$2,365,000	\$44,000	\$284,000	N/A	N/A	N/A	N/A	\$26,000	\$53,000	N/A	N/A
Prescription Drug Rebates	(\$43,000)	(\$548,000)	(\$12,000)	(\$67,000)	N/A	N/A	N/A	N/A	(\$7,000)	(\$14,000)	N/A	N/A
EGWP Credits	\$0	(\$571,000)	\$0	(\$59,000)	N/A	N/A	N/A	N/A	\$0	\$0	N/A	N/A
Education Surcharge	(\$38,000)	(\$88,000)	(\$11,000)	(\$22,000)	N/A	N/A	N/A	N/A	(\$11,000)	(\$25,000)	N/A	N/A
Administrative Fees	\$10,000	\$121,000	\$4,000	\$21,000	N/A	N/A	N/A	N/A	\$3,000	\$6,000	N/A	N/A
Total Cost	\$473,000	\$2,814,000	\$119,000	\$422,000	N/A	N/A	N/A	N/A	\$78,000	\$175,000	N/A	N/A
Total Premium	\$475,000	\$2,654,000	\$127,000	\$432,000	N/A	N/A	N/A	N/A	\$79,000	\$180,000	N/A	N/A
Gain (Loss)	\$2,000	(\$160,000)	\$8,000	\$10,000	N/A	N/A	N/A	N/A	\$1,000	\$5,000	N/A	N/A

Exhibit 4A – Plan Year 2018 Monthly Active Premiums

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	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Medical Coverage Only</b>										
Single	\$914.87	\$870.93	\$914.87	\$870.93	\$838.88	\$830.51	\$845.27	\$845.27	\$774.63	\$766.89
Employee+Spouse	\$1,829.74	\$1,741.86	\$1,829.74	\$1,741.86	\$1,677.76	\$1,661.02	\$1,690.54	\$1,690.54	\$1,549.26	\$1,533.78
Family	\$2,616.53	\$2,490.86	\$2,616.53	\$2,490.86	\$2,399.20	\$2,375.26	\$2,417.47	\$2,417.47	\$2,215.44	\$2,193.31
Employee+Child(ren)	\$1,701.66	\$1,619.93	\$1,701.66	\$1,619.93	\$1,560.32	\$1,544.75	\$1,572.20	\$1,572.20	\$1,440.81	\$1,426.42
Adult Child Rate	\$802.53	\$763.98	\$802.53	\$763.98	\$735.87	\$728.52	\$741.47	\$741.47	\$679.50	\$672.72
<b>Rx Card</b>										
Single	\$253.27	\$253.27	\$253.27	\$253.27	\$253.27	\$253.27	\$229.70	\$229.70	\$229.70	\$229.70
Employee+Spouse	\$506.52	\$506.52	\$506.52	\$506.52	\$506.52	\$506.52	\$459.41	\$459.41	\$459.41	\$459.41
Family	\$724.35	\$724.35	\$724.35	\$724.35	\$724.35	\$724.35	\$656.94	\$656.94	\$656.94	\$656.94
Employee+Child(ren)	\$471.08	\$471.08	\$471.08	\$471.08	\$471.08	\$471.08	\$427.24	\$427.24	\$427.24	\$427.24
Adult Child Rate	\$222.17	\$222.17	\$222.17	\$222.17	\$222.17	\$222.17	\$201.49	\$201.49	\$201.49	\$201.49
<b>Rx with Medical Coverage</b>										
Single	\$1,099.77	\$1,046.94	\$1,099.77	\$1,046.94	\$1,082.30	\$1,073.93	\$1,010.22	\$1,010.22	\$1,004.33	\$996.59
Employee+Spouse	\$2,199.53	\$2,093.91	\$2,199.53	\$2,093.91	\$2,164.61	\$2,147.87	\$2,020.41	\$2,020.41	\$2,008.67	\$1,993.19
Family	\$3,145.34	\$2,994.25	\$3,145.34	\$2,994.25	\$3,095.38	\$3,071.44	\$2,889.23	\$2,889.23	\$2,872.38	\$2,850.25
Employee+Child(ren)	\$2,045.57	\$1,947.31	\$2,045.57	\$1,947.31	\$2,013.08	\$1,997.51	\$1,879.01	\$1,879.01	\$1,868.05	\$1,853.66
Adult Child Rate	\$964.72	\$918.38	\$964.72	\$918.38	\$949.40	\$942.05	\$886.17	\$886.17	\$880.99	\$874.21

Exhibit 4A – Plan Year 2018 Monthly Active Premiums

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	2030				2035				HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Medical Coverage Only</b>										
Single	\$794.39	\$794.39	\$728.43	\$721.14	\$683.18	\$683.18	\$626.45	\$620.17	\$712.76	\$712.76
Employee+Spouse	\$1,588.78	\$1,588.78	\$1,456.86	\$1,442.28	\$1,366.36	\$1,366.36	\$1,252.90	\$1,240.34	\$1,425.52	\$1,425.52
Family	\$2,271.96	\$2,271.96	\$2,083.31	\$2,062.46	\$1,953.89	\$1,953.89	\$1,791.65	\$1,773.69	\$2,038.49	\$2,038.49
Employee+Child(ren)	\$1,477.57	\$1,477.57	\$1,354.88	\$1,341.32	\$1,270.71	\$1,270.71	\$1,165.20	\$1,153.52	\$1,325.73	\$1,325.73
Adult Child Rate	\$696.84	\$696.84	\$638.98	\$632.58	\$599.28	\$599.28	\$549.53	\$544.02	\$625.23	\$625.23
	2030				2035				HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Rx Card</b>										
Single	\$233.77	\$233.77	\$233.77	\$233.77	\$210.39	\$210.39	\$210.39	\$210.39	\$240.10	\$240.10
Employee+Spouse	\$467.51	\$467.51	\$467.51	\$467.51	\$420.78	\$420.78	\$420.78	\$420.78	\$480.22	\$480.22
Family	\$668.58	\$668.58	\$668.58	\$668.58	\$601.72	\$601.72	\$601.72	\$601.72	\$686.69	\$686.69
Employee+Child(ren)	\$434.81	\$434.81	\$434.81	\$434.81	\$391.33	\$391.33	\$391.33	\$391.33	\$446.59	\$446.59
Adult Child Rate	\$205.06	\$205.06	\$205.06	\$205.06	\$184.56	\$184.56	\$184.56	\$184.56	\$210.62	\$210.62
	2030				2035				HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Rx with Medical Coverage</b>										
Single	\$959.34	\$959.34	\$962.20	\$954.91	\$831.64	\$831.64	\$836.84	\$830.56	\$952.86	\$952.86
Employee+Spouse	\$1,918.65	\$1,918.65	\$1,924.37	\$1,909.79	\$1,663.26	\$1,663.26	\$1,673.68	\$1,661.12	\$1,905.74	\$1,905.74
Family	\$2,743.72	\$2,743.72	\$2,751.89	\$2,731.04	\$2,378.49	\$2,378.49	\$2,393.37	\$2,375.41	\$2,725.18	\$2,725.18
Employee+Child(ren)	\$1,784.38	\$1,784.38	\$1,789.69	\$1,776.13	\$1,546.85	\$1,546.85	\$1,556.53	\$1,544.85	\$1,772.32	\$1,772.32
Adult Child Rate	\$841.54	\$841.54	\$844.04	\$837.64	\$729.51	\$729.51	\$734.08	\$728.58	\$835.85	\$835.85

Exhibit 4B – Plan Year 2018 Annual Active Premiums

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	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Medical Coverage Only</b>										
Single	\$10,978	\$10,451	\$10,978	\$10,451	\$10,067	\$9,966	\$10,143	\$10,143	\$9,296	\$9,203
Employee+Spouse	\$21,957	\$20,902	\$21,957	\$20,902	\$20,133	\$19,932	\$20,286	\$20,286	\$18,591	\$18,405
Family	\$31,398	\$29,890	\$31,398	\$29,890	\$28,790	\$28,503	\$29,010	\$29,010	\$26,585	\$26,320
Employee+Child(ren)	\$20,420	\$19,439	\$20,420	\$19,439	\$18,724	\$18,537	\$18,866	\$18,866	\$17,290	\$17,117
Adult Child Rate	\$9,630	\$9,168	\$9,630	\$9,168	\$8,830	\$8,742	\$8,898	\$8,898	\$8,154	\$8,073
	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Rx Card</b>										
Single	\$3,039	\$3,039	\$3,039	\$3,039	\$3,039	\$3,039	\$2,756	\$2,756	\$2,756	\$2,756
Employee+Spouse	\$6,078	\$6,078	\$6,078	\$6,078	\$6,078	\$6,078	\$5,513	\$5,513	\$5,513	\$5,513
Family	\$8,692	\$8,692	\$8,692	\$8,692	\$8,692	\$8,692	\$7,883	\$7,883	\$7,883	\$7,883
Employee+Child(ren)	\$5,653	\$5,653	\$5,653	\$5,653	\$5,653	\$5,653	\$5,127	\$5,127	\$5,127	\$5,127
Adult Child Rate	\$2,666	\$2,666	\$2,666	\$2,666	\$2,666	\$2,666	\$2,418	\$2,418	\$2,418	\$2,418
	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Rx with Medical Coverage</b>										
Single	\$13,197	\$12,563	\$13,197	\$12,563	\$12,988	\$12,887	\$12,123	\$12,123	\$12,052	\$11,959
Employee+Spouse	\$26,394	\$25,127	\$26,394	\$25,127	\$25,975	\$25,774	\$24,245	\$24,245	\$24,104	\$23,918
Family	\$37,744	\$35,931	\$37,744	\$35,931	\$37,145	\$36,857	\$34,671	\$34,671	\$34,469	\$34,203
Employee+Child(ren)	\$24,547	\$23,368	\$24,547	\$23,368	\$24,157	\$23,970	\$22,548	\$22,548	\$22,417	\$22,244
Adult Child Rate	\$11,577	\$11,021	\$11,577	\$11,021	\$11,393	\$11,305	\$10,634	\$10,634	\$10,572	\$10,491



Exhibit 4B – Plan Year 2018 Annual Active Premiums

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	2030				2035				HD 1500	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Medical Coverage Only</b>										
Single	\$9,533	\$9,533	\$8,741	\$8,654	\$8,198	\$8,198	\$7,517	\$7,442	\$8,553	\$8,553
Employee+Spouse	\$19,065	\$19,065	\$17,482	\$17,307	\$16,396	\$16,396	\$15,035	\$14,884	\$17,106	\$17,106
Family	\$27,264	\$27,264	\$25,000	\$24,750	\$23,447	\$23,447	\$21,500	\$21,284	\$24,462	\$24,462
Employee+Child(ren)	\$17,731	\$17,731	\$16,259	\$16,096	\$15,249	\$15,249	\$13,982	\$13,842	\$15,909	\$15,909
Adult Child Rate	\$8,362	\$8,362	\$7,668	\$7,591	\$7,191	\$7,191	\$6,594	\$6,528	\$7,503	\$7,503
<b>Rx Card</b>										
Single	\$2,805	\$2,805	\$2,805	\$2,805	\$2,525	\$2,525	\$2,525	\$2,525	\$2,881	\$2,881
Employee+Spouse	\$5,610	\$5,610	\$5,610	\$5,610	\$5,049	\$5,049	\$5,049	\$5,049	\$5,763	\$5,763
Family	\$8,023	\$8,023	\$8,023	\$8,023	\$7,221	\$7,221	\$7,221	\$7,221	\$8,240	\$8,240
Employee+Child(ren)	\$5,218	\$5,218	\$5,218	\$5,218	\$4,696	\$4,696	\$4,696	\$4,696	\$5,359	\$5,359
Adult Child Rate	\$2,461	\$2,461	\$2,461	\$2,461	\$2,215	\$2,215	\$2,215	\$2,215	\$2,527	\$2,527
<b>Rx with Medical Coverage</b>										
Single	\$11,512	\$11,512	\$11,546	\$11,459	\$9,980	\$9,980	\$10,042	\$9,967	\$11,434	\$11,434
Employee+Spouse	\$23,024	\$23,024	\$23,092	\$22,917	\$19,959	\$19,959	\$20,084	\$19,933	\$22,869	\$22,869
Family	\$32,925	\$32,925	\$33,023	\$32,772	\$28,542	\$28,542	\$28,720	\$28,505	\$32,702	\$32,702
Employee+Child(ren)	\$21,413	\$21,413	\$21,476	\$21,314	\$18,562	\$18,562	\$18,678	\$18,538	\$21,268	\$21,268
Adult Child Rate	\$10,098	\$10,098	\$10,128	\$10,052	\$8,754	\$8,754	\$8,809	\$8,743	\$10,030	\$10,030

Exhibit 4C – Plan Year 2018 Monthly Retiree Premiums

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	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Total Premium</b>										
Single - 0 Medicare	\$1,386.31	\$1,320.51	\$1,386.31	\$1,320.51	\$1,283.07	\$1,273.21	\$1,273.80	\$1,273.80	\$1,184.76	\$1,175.84
Single - 1 Medicare	\$486.34	\$481.45	\$449.41	\$427.51	\$448.67	\$467.76	N/A	\$402.84	\$418.56	\$424.97
EE+Spouse - 0 Medicare	\$3,022.13	\$2,878.71	\$3,022.13	\$2,878.71	\$2,797.41	\$2,775.91	\$2,776.87	\$2,776.87	\$2,582.79	\$2,563.32
EE+Spouse - 1 Medicare	\$1,705.16	\$1,624.25	\$1,707.09	\$1,626.07	\$1,630.32	\$1,619.57	N/A	\$1,544.96	\$1,498.06	\$1,488.60
EE+Spouse - 2 Medicare	\$972.71	\$962.93	\$898.83	\$855.03	\$897.33	\$935.50	N/A	\$805.69	\$837.14	\$849.88
Family - 0 Medicare	\$3,438.02	\$3,274.86	\$3,438.02	\$3,274.86	\$3,182.10	\$3,157.62	\$3,158.99	\$3,158.99	\$2,938.20	\$2,916.03
Family - 1 Medicare	\$2,046.09	\$1,948.98	\$2,048.47	\$1,951.23	\$1,940.94	\$1,927.83	N/A	\$1,855.79	\$1,785.07	\$1,773.46
Family - 2 Medicare	\$1,247.95	\$1,235.38	\$1,153.19	\$1,096.98	\$1,107.85	\$1,155.00	N/A	\$1,033.69	\$1,033.99	\$1,048.97
EE+Ch - 0 Medicare	\$1,940.82	\$1,848.70	\$1,940.82	\$1,848.70	\$1,796.71	\$1,782.87	\$1,783.28	\$1,783.28	\$1,658.69	\$1,646.18
EE+Ch - 1 Medicare	\$770.04	\$762.30	\$711.57	\$676.90	\$657.96	\$685.96	N/A	\$637.84	\$613.61	\$621.96
<b>Medical Premium</b>										
Single - 0 Medicare	\$1,099.02	\$1,033.22	\$1,099.02	\$1,033.22	\$986.83	\$976.97	\$995.39	\$995.39	\$893.82	\$884.90
Single - 1 Medicare	\$247.22	\$242.33	\$210.29	\$188.39	\$206.30	\$225.39	N/A	\$171.11	\$176.30	\$182.71
EE+Spouse - 0 Medicare	\$2,395.85	\$2,252.43	\$2,395.85	\$2,252.43	\$2,151.28	\$2,129.78	\$2,169.95	\$2,169.95	\$1,948.54	\$1,929.07
EE+Spouse - 1 Medicare	\$1,159.45	\$1,078.54	\$1,161.38	\$1,080.36	\$1,073.16	\$1,062.41	N/A	\$1,016.12	\$945.29	\$935.83
EE+Spouse - 2 Medicare	\$494.44	\$484.66	\$420.56	\$376.76	\$412.60	\$450.77	N/A	\$342.22	\$352.60	\$365.34
Family - 0 Medicare	\$2,725.57	\$2,562.41	\$2,725.57	\$2,562.41	\$2,447.33	\$2,422.85	\$2,468.58	\$2,468.58	\$2,216.70	\$2,194.53
Family - 1 Medicare	\$1,429.65	\$1,332.54	\$1,432.03	\$1,334.79	\$1,310.94	\$1,297.83	N/A	\$1,258.39	\$1,160.65	\$1,149.04
Family - 2 Medicare	\$634.34	\$621.77	\$539.58	\$483.37	\$509.73	\$556.88	N/A	\$439.07	\$412.34	\$427.32
EE+Ch - 0 Medicare	\$1,538.62	\$1,446.50	\$1,538.62	\$1,446.50	\$1,381.58	\$1,367.74	\$1,393.52	\$1,393.52	\$1,251.37	\$1,238.86
EE+Ch - 1 Medicare	\$391.40	\$383.66	\$332.93	\$298.26	\$302.56	\$330.56	N/A	\$270.92	\$230.02	\$238.37
<b>Rx Premium</b>										
Single - 0 Medicare	\$287.29	\$287.29	\$287.29	\$287.29	\$296.24	\$296.24	\$278.41	\$278.41	\$290.94	\$290.94
Single - 1 Medicare	\$239.12	\$239.12	\$239.12	\$239.12	\$242.37	\$242.37	N/A	\$231.73	\$242.26	\$242.26
EE+Spouse - 0 Medicare	\$626.28	\$626.28	\$626.28	\$626.28	\$646.13	\$646.13	\$606.92	\$606.92	\$634.25	\$634.25
EE+Spouse - 1 Medicare	\$545.71	\$545.71	\$545.71	\$545.71	\$557.16	\$557.16	N/A	\$528.84	\$552.77	\$552.77
EE+Spouse - 2 Medicare	\$478.27	\$478.27	\$478.27	\$478.27	\$484.73	\$484.73	N/A	\$463.47	\$484.54	\$484.54
Family - 0 Medicare	\$712.45	\$712.45	\$712.45	\$712.45	\$734.77	\$734.77	\$690.41	\$690.41	\$721.50	\$721.50
Family - 1 Medicare	\$616.44	\$616.44	\$616.44	\$616.44	\$630.00	\$630.00	N/A	\$597.40	\$624.42	\$624.42
Family - 2 Medicare	\$613.61	\$613.61	\$613.61	\$613.61	\$598.12	\$598.12	N/A	\$594.62	\$621.65	\$621.65
EE+Ch - 0 Medicare	\$402.20	\$402.20	\$402.20	\$402.20	\$415.13	\$415.13	\$389.76	\$389.76	\$407.32	\$407.32
EE+Ch - 1 Medicare	\$378.64	\$378.64	\$378.64	\$378.64	\$355.40	\$355.40	N/A	\$366.92	\$383.59	\$383.59

Exhibit 4C – Plan Year 2018 Monthly Retiree Premiums

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	2030				HD 4000	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Total Premium</b>						
Single - 0 Medicare	\$1,222.83	\$1,222.83	\$1,136.81	\$1,128.37	\$817.69	\$817.69
Single - 1 Medicare	N/A	\$394.75	N/A	\$416.07	N/A	N/A
EE+Spouse - 0 Medicare	\$2,665.84	\$2,665.84	\$2,478.28	\$2,459.90	\$1,782.55	\$1,782.55
EE+Spouse - 1 Medicare	N/A	\$1,493.98	N/A	\$1,439.77	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$789.52	N/A	\$832.10	N/A	N/A
Family - 0 Medicare	\$3,032.69	\$3,032.69	\$2,819.33	\$2,798.43	\$2,027.85	\$2,027.85
Family - 1 Medicare	N/A	\$1,792.39	N/A	\$1,713.20	N/A	N/A
Family - 2 Medicare	N/A	\$1,012.93	N/A	\$1,027.01	N/A	N/A
EE+Ch - 0 Medicare	\$1,712.00	\$1,712.00	\$1,591.57	\$1,579.76	\$1,144.75	\$1,144.75
EE+Ch - 1 Medicare	N/A	\$625.01	N/A	\$608.95	N/A	N/A
<b>Medical Premium</b>						
Single - 0 Medicare	\$941.79	\$941.79	\$843.12	\$834.68	\$613.05	\$613.05
Single - 1 Medicare	N/A	\$160.82	N/A	\$171.50	N/A	N/A
EE+Spouse - 0 Medicare	\$2,053.16	\$2,053.16	\$1,838.01	\$1,819.63	\$1,336.45	\$1,336.45
EE+Spouse - 1 Medicare	N/A	\$960.11	N/A	\$881.74	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$321.64	N/A	\$342.96	N/A	N/A
Family - 0 Medicare	\$2,335.69	\$2,335.69	\$2,090.94	\$2,070.04	\$1,520.36	\$1,520.36
Family - 1 Medicare	N/A	\$1,189.32	N/A	\$1,082.84	N/A	N/A
Family - 2 Medicare	N/A	\$412.65	N/A	\$399.44	N/A	N/A
EE+Ch - 0 Medicare	\$1,318.53	\$1,318.53	\$1,180.37	\$1,168.56	\$858.27	\$858.27
EE+Ch - 1 Medicare	N/A	\$254.61	N/A	\$221.71	N/A	N/A
<b>Rx Premium</b>						
Single - 0 Medicare	\$281.04	\$281.04	\$293.69	\$293.69	\$204.64	\$204.64
Single - 1 Medicare	N/A	\$233.93	N/A	\$244.57	N/A	N/A
EE+Spouse - 0 Medicare	\$612.68	\$612.68	\$640.27	\$640.27	\$446.10	\$446.10
EE+Spouse - 1 Medicare	N/A	\$533.87	N/A	\$558.03	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$467.88	N/A	\$489.14	N/A	N/A
Family - 0 Medicare	\$697.00	\$697.00	\$728.39	\$728.39	\$507.49	\$507.49
Family - 1 Medicare	N/A	\$603.07	N/A	\$630.36	N/A	N/A
Family - 2 Medicare	N/A	\$600.28	N/A	\$627.57	N/A	N/A
EE+Ch - 0 Medicare	\$393.47	\$393.47	\$411.20	\$411.20	\$286.48	\$286.48
EE+Ch - 1 Medicare	N/A	\$370.40	N/A	\$387.24	N/A	N/A

Exhibit 4D – Plan Year 2018 Annual Retiree Premiums

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	Legacy Plans						1525			
	Aetna PPO10	Aetna PPO15	Horizon DIR10	Horizon DIR15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
<b>Total Premium</b>										
Single - 0 Medicare	\$16,636	\$15,846	\$16,636	\$15,846	\$15,397	\$15,279	\$15,286	\$15,286	\$14,217	\$14,110
Single - 1 Medicare	\$5,836	\$5,777	\$5,393	\$5,130	\$5,384	\$5,613	N/A	\$4,834	\$5,023	\$5,100
EE+Spouse - 0 Medicare	\$36,266	\$34,545	\$36,266	\$34,545	\$33,569	\$33,311	\$33,322	\$33,322	\$30,993	\$30,760
EE+Spouse - 1 Medicare	\$20,462	\$19,491	\$20,485	\$19,513	\$19,564	\$19,435	N/A	\$18,540	\$17,977	\$17,863
EE+Spouse - 2 Medicare	\$11,673	\$11,555	\$10,786	\$10,260	\$10,768	\$11,226	N/A	\$9,668	\$10,046	\$10,199
Family - 0 Medicare	\$41,256	\$39,298	\$41,256	\$39,298	\$38,185	\$37,891	\$37,908	\$37,908	\$35,258	\$34,992
Family - 1 Medicare	\$24,553	\$23,388	\$24,582	\$23,415	\$23,291	\$23,134	N/A	\$22,269	\$21,421	\$21,282
Family - 2 Medicare	\$14,975	\$14,825	\$13,838	\$13,164	\$13,294	\$13,860	N/A	\$12,404	\$12,408	\$12,588
EE+Ch - 0 Medicare	\$23,290	\$22,184	\$23,290	\$22,184	\$21,561	\$21,394	\$21,399	\$21,399	\$19,904	\$19,754
EE+Ch - 1 Medicare	\$9,240	\$9,148	\$8,539	\$8,123	\$7,896	\$8,232	N/A	\$7,654	\$7,363	\$7,464
<b>Medical Premium</b>										
Single - 0 Medicare	\$13,188	\$12,399	\$13,188	\$12,399	\$11,842	\$11,724	\$11,945	\$11,945	\$10,726	\$10,619
Single - 1 Medicare	\$2,967	\$2,908	\$2,523	\$2,261	\$2,476	\$2,705	N/A	\$2,053	\$2,116	\$2,193
EE+Spouse - 0 Medicare	\$28,750	\$27,029	\$28,750	\$27,029	\$25,815	\$25,557	\$26,039	\$26,039	\$23,382	\$23,149
EE+Spouse - 1 Medicare	\$13,913	\$12,942	\$13,937	\$12,964	\$12,878	\$12,749	N/A	\$12,193	\$11,343	\$11,230
EE+Spouse - 2 Medicare	\$5,933	\$5,816	\$5,047	\$4,521	\$4,951	\$5,409	N/A	\$4,107	\$4,231	\$4,384
Family - 0 Medicare	\$32,707	\$30,749	\$32,707	\$30,749	\$29,368	\$29,074	\$29,623	\$29,623	\$26,600	\$26,334
Family - 1 Medicare	\$17,156	\$15,990	\$17,184	\$16,017	\$15,731	\$15,574	N/A	\$15,101	\$13,928	\$13,788
Family - 2 Medicare	\$7,612	\$7,461	\$6,475	\$5,800	\$6,117	\$6,683	N/A	\$5,269	\$4,948	\$5,128
EE+Ch - 0 Medicare	\$18,463	\$17,358	\$18,463	\$17,358	\$16,579	\$16,413	\$16,722	\$16,722	\$15,016	\$14,866
EE+Ch - 1 Medicare	\$4,697	\$4,604	\$3,995	\$3,579	\$3,631	\$3,967	N/A	\$3,251	\$2,760	\$2,860
<b>Rx Premium</b>										
Single - 0 Medicare	\$3,447	\$3,447	\$3,447	\$3,447	\$3,555	\$3,555	\$3,341	\$3,341	\$3,491	\$3,491
Single - 1 Medicare	\$2,869	\$2,869	\$2,869	\$2,869	\$2,908	\$2,908	N/A	\$2,781	\$2,907	\$2,907
EE+Spouse - 0 Medicare	\$7,515	\$7,515	\$7,515	\$7,515	\$7,754	\$7,754	\$7,283	\$7,283	\$7,611	\$7,611
EE+Spouse - 1 Medicare	\$6,549	\$6,549	\$6,549	\$6,549	\$6,686	\$6,686	N/A	\$6,346	\$6,633	\$6,633
EE+Spouse - 2 Medicare	\$5,739	\$5,739	\$5,739	\$5,739	\$5,817	\$5,817	N/A	\$5,562	\$5,814	\$5,814
Family - 0 Medicare	\$8,549	\$8,549	\$8,549	\$8,549	\$8,817	\$8,817	\$8,285	\$8,285	\$8,658	\$8,658
Family - 1 Medicare	\$7,397	\$7,397	\$7,397	\$7,397	\$7,560	\$7,560	N/A	\$7,169	\$7,493	\$7,493
Family - 2 Medicare	\$7,363	\$7,363	\$7,363	\$7,363	\$7,177	\$7,177	N/A	\$7,135	\$7,460	\$7,460
EE+Ch - 0 Medicare	\$4,826	\$4,826	\$4,826	\$4,826	\$4,982	\$4,982	\$4,677	\$4,677	\$4,888	\$4,888
EE+Ch - 1 Medicare	\$4,544	\$4,544	\$4,544	\$4,544	\$4,265	\$4,265	N/A	\$4,403	\$4,603	\$4,603

Exhibit 4D – Plan Year 2018 Annual Retiree Premiums

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	2030				HD 4000	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO
<b>Total Premium</b>						
Single - 0 Medicare	\$14,674	\$14,674	\$13,642	\$13,540	\$9,812	\$9,812
Single - 1 Medicare	N/A	\$4,737	N/A	\$4,993	N/A	N/A
EE+Spouse - 0 Medicare	\$31,990	\$31,990	\$29,739	\$29,519	\$21,391	\$21,391
EE+Spouse - 1 Medicare	N/A	\$17,928	N/A	\$17,277	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$9,474	N/A	\$9,985	N/A	N/A
Family - 0 Medicare	\$36,392	\$36,392	\$33,832	\$33,581	\$24,334	\$24,334
Family - 1 Medicare	N/A	\$21,509	N/A	\$20,558	N/A	N/A
Family - 2 Medicare	N/A	\$12,155	N/A	\$12,324	N/A	N/A
EE+Ch - 0 Medicare	\$20,544	\$20,544	\$19,099	\$18,957	\$13,737	\$13,737
EE+Ch - 1 Medicare	N/A	\$7,500	N/A	\$7,307	N/A	N/A
<b>Medical Premium</b>						
Single - 0 Medicare	\$11,301	\$11,301	\$10,117	\$10,016	\$7,357	\$7,357
Single - 1 Medicare	N/A	\$1,930	N/A	\$2,058	N/A	N/A
EE+Spouse - 0 Medicare	\$24,638	\$24,638	\$22,056	\$21,836	\$16,037	\$16,037
EE+Spouse - 1 Medicare	N/A	\$11,521	N/A	\$10,581	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$3,860	N/A	\$4,116	N/A	N/A
Family - 0 Medicare	\$28,028	\$28,028	\$25,091	\$24,840	\$18,244	\$18,244
Family - 1 Medicare	N/A	\$14,272	N/A	\$12,994	N/A	N/A
Family - 2 Medicare	N/A	\$4,952	N/A	\$4,793	N/A	N/A
EE+Ch - 0 Medicare	\$15,822	\$15,822	\$14,164	\$14,023	\$10,299	\$10,299
EE+Ch - 1 Medicare	N/A	\$3,055	N/A	\$2,661	N/A	N/A
<b>Rx Premium</b>						
Single - 0 Medicare	\$3,372	\$3,372	\$3,524	\$3,524	\$2,456	\$2,456
Single - 1 Medicare	N/A	\$2,807	N/A	\$2,935	N/A	N/A
EE+Spouse - 0 Medicare	\$7,352	\$7,352	\$7,683	\$7,683	\$5,353	\$5,353
EE+Spouse - 1 Medicare	N/A	\$6,406	N/A	\$6,696	N/A	N/A
EE+Spouse - 2 Medicare	N/A	\$5,615	N/A	\$5,870	N/A	N/A
Family - 0 Medicare	\$8,364	\$8,364	\$8,741	\$8,741	\$6,090	\$6,090
Family - 1 Medicare	N/A	\$7,237	N/A	\$7,564	N/A	N/A
Family - 2 Medicare	N/A	\$7,203	N/A	\$7,531	N/A	N/A
EE+Ch - 0 Medicare	\$4,722	\$4,722	\$4,934	\$4,934	\$3,438	\$3,438
EE+Ch - 1 Medicare	N/A	\$4,445	N/A	\$4,647	N/A	N/A

Exhibit 5A – Plan Year 2018 Employee Plan Option Summary

	\$10 PPO		\$15 PPO		1525 PPO		2030 PPO		2035 PPO		\$10 HMO		1525 HMO		2030 HMO		2035 HMO		HD1500		
<b>Medical</b>																					
<b>In-Network</b>																					
Deductible (Single/Family)	N/A		N/A		N/A		N/A		\$200/person for non-copayment services		\$100 for medical appliances and DME		\$100 for medical appliances and DME		\$100 for medical appliances and DME		\$200/\$500		\$1,500/\$3,000		
OOP Maximum (Single/Family)	\$400/\$1,000		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$5,880/\$11,760		\$2,500/\$5,000		
PCP Copay	\$10		\$15		\$15		\$20		\$20		\$10		\$15		\$20		\$20		N/A		
Specialist Copay	\$10		\$15		\$25		\$30 for adults / \$20 for children		\$35		\$10		\$25		\$30 for adults / \$20 for children		\$35		N/A		
Emergency Room	\$25		\$50		\$75		\$125		\$300		\$35		\$75		\$125		\$300		N/A		
Coinsurance	10% on ambulance, prosthetic devices, DME		10% on ambulance, prosthetic devices, DME		10% on ambulance, prosthetic devices, DME		10% on ambulance, prosthetic devices, DME		20% after deductible for non-copayment services		N/A		N/A		N/A		N/A		20% on all in-network charges		
Coinsurance OOP Maximum (Single/Family)	N/A		\$400/\$1,000		\$400/\$1,000		\$800/\$2,000		\$2,000/\$5,000		N/A		N/A		N/A		N/A		N/A		
<b>Out-of-Network</b>																					
Deductible (Single/Family)	\$100/\$250		\$100/\$250		\$100/\$250		\$200/\$500		\$800/\$2,000		N/A		N/A		N/A		N/A		Combined with in-network deductible		
OOP Maximum (Single/Family)	\$2,000/\$5,000		\$2,000/\$5,000		\$2,000/\$5,000		\$5,000/\$12,500		\$6,500/\$13,000		N/A		N/A		N/A		N/A		\$3,500/\$7,000		
Coinsurance	20%		30%		30%		30%		40%		N/A		N/A		N/A		N/A		40%		
Inpatient Hospital	N/A		N/A		\$200 per stay		\$500 per stay		\$600 per stay		N/A		N/A		N/A		N/A		N/A		
Employer HSA Funding	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		\$300		
<b>Prescription Drug</b>	<b>\$10 PPO Rx Card</b>	<b>\$10 PPO NJ DIRECT MM Rx</b>	<b>\$10 PPO Aetna PPO</b>	<b>\$15 PPO Rx Card</b>	<b>\$15 PPO NJ DIRECT MM Rx</b>	<b>\$15 PPO Aetna PPO</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	<b>All Other Plans</b>	<b>NJ DIRECT MM Rx</b>	
OOP Maximum (Single/Family)	\$1,470 / \$2,940	OOP Max Applies	\$1,470 / \$2,940	\$1,470 / \$2,940	Coinsurance OOP Max Applies	\$1,470 / \$2,940	\$1,470 / \$2,940	Coinsurance OOP Max Applies	\$1,470 / \$2,940	Coinsurance OOP Max Applies	\$1,470 / \$2,940	Coinsurance OOP Max Applies	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	\$1,470 / \$2,940	Subject to deductible and coinsurance
Retail - Generic	\$3	10%	\$5	\$3	10%	\$5	\$7	15%	\$3	15%	\$7	20%	\$3	10%	\$7	15%	\$3	15%	\$7	20%	
Retail - Single-Source Brand	\$10	10%	\$10	\$10	10%	\$10	\$16	15%	\$18	15%	\$21	20%	\$10	10%	\$16	15%	\$18	15%	\$21	20%	
Retail - Multi-Source Brand	\$10	10%	\$20	\$10	10%	\$20	\$35	15%	\$46	15%	Mbr pays difference	20%	\$10	10%	\$35	15%	\$46	15%	Mbr pays difference	20%	
Mail - Generic	\$5	10%	\$5	\$5	10%	\$5	\$18	15%	\$5	15%	\$18	20%	\$5	10%	\$18	15%	\$5	15%	\$18	20%	
Mail - Single-Source Brand	\$15	10%	\$15	\$15	10%	\$15	\$40	15%	\$36	15%	\$52	20%	\$15	10%	\$40	15%	\$36	15%	\$52	20%	
Mail - Multi-Source Brand	\$15	10%	\$25	\$15	10%	\$25	\$88	15%	\$92	15%	Mbr pays difference	20%	\$15	10%	\$88	15%	\$92	15%	Mbr pays difference	20%	

\*HMO Plans do not have OON benefits

\*\*Family amounts are 2.5x per member amounts listed in table

### Exhibit 5B – Plan Year 2018 Early Retiree Plan Option Summary

	\$10 PPO	\$15 PPO	1525 PPO	2030 PPO	\$10 HMO	1525 HMO	2030 HMO	HD 4000
<b>Medical</b>								
<b>In-Network</b>								
Deductible (Single/Family)	N/A	N/A	N/A	N/A	\$100 for medical appliances and DME	\$100 for medical appliances and DME	\$100 for medical appliances and DME	\$4,000/\$8,000
OOP Maximum (Single/Family)	\$400/\$1,000	\$5,939/\$11,878	\$5,939/\$11,878	\$5,939/\$11,878	\$5,939/\$11,878	\$5,939/\$11,878	\$5,939/\$11,878	\$5,000/\$10,000
PCP Copay	\$10	\$15	\$15	\$20	\$10	\$15	\$20	N/A
Specialist Copay	\$10	\$15	\$25	\$30 for adults/ \$20 for children	\$10	\$25	\$30 for adults/ \$20 for children	N/A
Emergency Room	\$25	\$50	\$75	\$125	\$35	\$75	\$125	N/A
Coinsurance	10% on ambulance, prosthetic devices, DME	10% on ambulance, prosthetic devices, DME	10% on ambulance, prosthetic devices, DME	10% on ambulance, prosthetic devices, DME	N/A	N/A	N/A	20% on all in-network charges
Coinsurance OOP Maximum (Single/Family)	N/A	\$400/\$1,000	\$400/\$1,000	\$800/\$2,000	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>								
Deductible (Single/Family)	\$100/\$250	\$100/\$250	\$100/\$250	\$200/\$500	N/A	N/A	N/A	Combined with in-network deductible
OOP Maximum (Single/Family)	\$2,000/\$5,000	\$2,000/\$5,000	\$2,000/\$5,000	\$5,000/\$12,500	N/A	N/A	N/A	\$6,000/\$12,000
Coinsurance	20%	30%	30%	30%	N/A	N/A	N/A	40%
Inpatient Hospital	N/A	N/A	\$200 per stay	\$500 per stay	N/A	N/A	N/A	N/A
<b>Prescription Drug</b>								
OOP Maximum (Single/Family)	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	Subject to deductible and coinsurance
Retail - Generic	\$10	\$10	\$7	\$3	\$6	\$7	\$3	
Retail - Preferred	\$21	\$21	\$17	\$19	\$13	\$17	\$19	
Retail - Non-Preferred	\$42	\$42	\$36	\$48	\$26	\$36	\$48	
Mail - Generic	\$5	\$5	\$5	\$5	\$5	\$5	\$5	
Mail - Preferred	\$31	\$31	\$41	\$37	\$19	\$41	\$37	
Mail - Non- Preferred	\$52	\$52	\$91	\$95	\$31	\$91	\$95	

\*HMO Plans do not have OON benefits

\*\*Family amounts are 2.5x per member amounts listed in table

Exhibit 5C – Plan Year 2018 Medicare Retiree Plan Option Summary

	\$10 PPO (Horizon)	\$10 PPO (Aetna)	\$15 PPO (Horizon)	\$15 PPO (Aetna)	1525 PPO	2030 PPO	Legacy HMO (Horizon)	Legacy HMO (Aetna)	1525 HMO	2030 HMO
<b>Medical</b>										
<b>In-Network</b>										
Deductible (Single/Family)	N/A	N/A	N/A	N/A	N/A	N/A	\$100 for medical appliances and DME	N/A	\$100 for medical appliances and DME	\$100 for medical appliances and DME
OOP Maximum (Single/Family)	\$400 per person	\$400 per person	\$5,939 per person	\$1,000 per person	\$5,939 per person	\$5,939 per person	\$5,939/\$11,878	\$2,500 per person	\$5,939 per person	\$5,939 per person
PCP Copay	\$10	\$10	\$15	\$15	\$15	\$20	\$10	\$10	\$15	\$20
Specialist Copay	\$10	\$10	\$15	\$15	\$25	\$30 for adults/ \$20 for children	\$10	\$10	\$25	\$30 for adults/ \$20 for children
Emergency Room	\$25	\$25	\$50	\$50	\$75	\$125	\$35	\$75	\$75	\$125
Coinsurance	10% on ambulance, prosthetic devices, DME	N/A	10% on ambulance, prosthetic devices, DME	N/A	10% ambulance, prosthetic devices, DME	10% ambulance, prosthetic devices, DME	N/A	N/A	N/A	N/A
Coinsurance OOP Maximum (Single/Family)	N/A	N/A	\$400/\$1,000	N/A	\$400/\$1,000	\$800/\$2,000	N/A	N/A	N/A	N/A
<b>Out-of-Network</b>										
Deductible (Single/Family)	\$100 per person	N/A	\$100 per person	N/A	\$100 per person	\$200 per person	N/A	N/A	N/A	N/A
OOP Maximum (Single/Family)	\$2,000 per person	Combined with in-network	\$2,000 per person	Combined with in-network	\$2,000 per person	\$5,000 per person	N/A	N/A	N/A	N/A
Coinsurance	10% on ambulance, prosthetic devices, DME	N/A	10% on ambulance, prosthetic devices, DME	N/A	30%	30%	N/A	N/A	N/A	N/A
Inpatient Hospital	N/A	N/A	N/A	N/A	\$200 per stay	\$500 per stay	N/A	N/A	N/A	N/A
<b>Prescription Drug</b>										
OOP Maximum (Single/Family)	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822	\$1,411/\$2,822		\$1,411/\$2,822	\$1,411/\$2,822
Retail - Generic	\$10	\$10	\$10	\$10	\$7	\$3	\$6		\$7	\$3
Retail - Preferred	\$21	\$21	\$21	\$21	\$17	\$19	\$13		\$17	\$19
Retail - Non-Preferred	\$42	\$42	\$42	\$42	\$36	\$48	\$26		\$36	\$48
Mail - Generic	\$5	\$5	\$5	\$5	\$5	\$5	\$5		\$5	\$5
Mail - Preferred	\$31	\$31	\$31	\$31	\$41	\$37	\$19		\$41	\$37
Mail - Non- Preferred	\$52	\$52	\$52	\$52	\$91	\$95	\$31		\$91	\$95

\*HMO Plans do not have OON benefits

\*\*Family amounts are 2.5x per member amounts listed in table



## About Aon

Aon empowers organizations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon is the global leader in human resource solutions, with over 35,000 professionals in 90 countries serving more than 20,000 clients worldwide across 100+ solutions. For more information on Aon, please visit [aonhewitt.com](http://aonhewitt.com).

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