

2021 MBP Medical/Vision Reduction of Force Rates

| Level of Coverage | Kaiser Permanente HMO | | |
|-------------------------------|---------------------------|---------------------------|---------------------------|
| | 1 st 12 Months | 2 nd 12 Months | 3 rd 12 Months |
| Individual | \$234.22 | \$ 398.18 | \$ 796.35 |
| Individual Plus One | \$468.44 | \$ 796.35 | \$1592.71 |
| Individual Plus More Than One | \$737.80 | \$1254.25 | \$2508.51 |

| Level of Coverage | Kaiser Permanente PPO | | |
|-------------------------------|---------------------------|---------------------------|---------------------------|
| | 1 st 12 Months | 2 nd 12 Months | 3 rd 12 Months |
| Individual | \$222.77 | \$ 378.71 | \$757.41 |
| Individual Plus One | \$445.53 | \$ 757.41 | \$1514.81 |
| Individual Plus More Than One | \$701.71 | \$1192.91 | \$2385.82 |

2021 MBP Dental COBRA Monthly Rates

| Level of Coverage | Delta Dental Core | Delta Dental Buy-Up |
|-------------------------------|----------------------|------------------------|
| Individual | \$ 37.44 | \$ 50.90 |
| Individual Plus One | \$ 73.90 | \$101.13 |
| Individual Plus More Than One | \$115.89 | \$166.11 |

2021 MBP EAP COBRA Monthly Rates

| Level of Coverage | Employee Assistance Program |
|-------------------|-----------------------------|
| Employee | \$ 2.24 |

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) was created by a federal law and provides continuing benefits for eligible individuals.