

Plan Year 2027 Rate Setting Recommendation Analysis

DRAFT

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Table of Contents

Subject	Page
Executive Summary	3
Plan Year 2027 Overview	10
Trend Analysis	15
Financial Projections	17
Rate Setting Development	23
Exhibits	27
1 – Enrollment Projections	27
2 – Trend Assumption	32
3 – Aggregate Costs	34
4 – Plan Year 2027 Premiums	43
About Aon	57

Executive Summary

The purpose of this Analysis is to recommend premium levels for the Local Government Employer Group of the State Health Benefits Program (SHBP) for January 1, 2027 through December 31, 2027. For Plan Year 2027, employees and retirees are offered the following benefit options:

Plan Type	Horizon	Aetna
Unity PPO	CWA Unity / NJDIRECT ² 26 CWA Unity / 26 NJDIRECT ¹	CWA Unity Freedom / Freedom ² 26 CWA Unity Freedom / 26 Freedom ¹
Unity 2019 PPO	CWA Unity 2019 / NJDIRECT 2019 ²	CWA Unity Freedom 2019 / Freedom 2019 ²
PPO10	NJDIRECT10 26 NJDIRECT10 ¹	Freedom 10 26 Freedom 10 ¹
PPO15	NJDIRECT15 26 NJDIRECT15 ¹	Freedom 15 26 Freedom 15 ¹
PPO1525	NJDIRECT1525 26 NJDIRECT1525 ¹	Freedom 1525 26 Freedom 1525 ¹
PPO2030	NJDIRECT2030 26 NJDIRECT 2030 ¹	Freedom 2030 26 Freedom 2030 ¹
PPO2035 (Active Only)	NJDIRECT2035 26 NJDIRECT 2035 ¹	Freedom 2035 26 Freedom 2035 ¹
HDLow	Horizon HDLow 26 Horizon HDLow ¹	Freedom HDLow 26 Freedom HDLow ¹
HDHigh	Horizon HDHigh 26 Horizon HDHigh ¹	Freedom HDHigh 26 Freedom HDHigh ¹
HMO10 (Retiree Only)	Horizon HMO10 26 Horizon HMO10 ¹	Aetna HMO10 26 Aetna HMO10 ¹
HMO15 (Active Only)	Horizon HMO15 26 Horizon HMO15 ¹	Aetna HMO15 26 Aetna HMO15 ¹
HMO1525 (Retiree Only)	Horizon HMO1525	Aetna HMO1525
HMO2030 (Retiree Only)	Horizon HMO2030	Aetna HMO2030
Tiered Network	Horizon OMNIA 26 Horizon OMNIA ¹	Aetna Liberty 26 Aetna Liberty ¹

¹ Plan options effective 7/1/2026

² Plan options only available to Retirees effective 7/1/2026. CWA Unity options are only offered to members from NJ Water Supply Authority and NJ Infrastructure Bank, who negotiate collective bargaining agreements with the Office of Employee Relations

The plan options shown above are provided for reference and reflect potential options available to a member. The plan options shown above are not available for all members and can be dependent

on multiple factors such as union designation, years of service, etc. Please refer to the Division of Pensions and Benefits website for more detailed plan information

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

Premium Rate Scenarios

The projected combined Active and Retiree Medical and Prescription Drug Claim Stabilization Reserve (CSR) balance is projected to be negative as of 12/31/2027. Additionally, it is understood that a balance of \$90M of the amount borrowed under Chapter 86 will need to be paid in 2027. As in recent years, an additional margin is recommended to replenish the CSR. Multiple premium rate increase scenarios were reviewed with the Division to measure their impact on the projected CSR and to consider the re-payment of the Chapter 86 \$90M through 2027 premiums.

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

This scenario examines the increase that would be required to collect the remaining \$90M owed under Chapter 86 through 2027 premiums and to restore the projected Active and Retiree CSR balances to the target 2.0 months of plan cost by 12/31/2027. The chart below illustrates the increases required under this scenario.

This scenario assumes that Active and Retiree enrollment will decrease 7.5% in 2027 and includes anti-selection loads of 5.0% in 2026 and 4.25% in 2027 on claim costs to reflect the increased risk of employers choosing to leave the plan. Even this level of anti-selection may be insufficient if attrition from the plan is significant.

Resulting premiums under this scenario are set 19.7% higher than projection costs for Actives and 43.4% higher for Retirees for Plan Year 2027.

	Medical	Rx			Total
		Rx Card	MMRx	Total	
Actives					
PPO / HDHP	25.7%	29.8%	25.4%	29.0%	26.3%
HMO	20.3%	25.4%	25.4%	25.4%	21.2%
Tiered Network	41.6%	44.1%	45.2%	44.4%	42.1%
Total	26.8%	30.9%	27.8%	30.3%	27.5%
Early Retirees					
PPO / HDHP	46.0%			51.3%	47.1%
HMO	46.0%			51.3%	47.2%
Total	46.0%			51.3%	47.1%
Medicare Retirees					
Medicare Advantage	16.4%			33.3%	26.6%
Medicare Supplement	26.1%			33.3%	29.9%
Total	18.0%			33.3%	27.1%
Grand Total	31.4%			35.8%	32.4%

SHBP Projected Claims Stabilization Reserve

(in \$ millions)

Claim Stabilization Reserve (\$ millions)	Total	Active	Retiree
12/31/2025	(\$213)	(\$29)	(\$184)
12/31/2026	(\$99)	\$24	(\$123)
12/31/2027	\$285	\$190	\$96
Months of Plan Cost as of 12/31/2027	2.0	2.0	2.0

Scenario 2: Fund the CSR to 1.0 Months of Plan Cost

This scenario examines the increase that would be required to collect the remaining \$90M owed under Chapter 86 through 2027 premiums and increase the projected Active and Retiree CSR balances to 1.0 month of plan cost by 12/31/2027. The chart below illustrates the increases required under this scenario.

This scenario assumes that Active and Retiree enrollment will decrease 5.0% in 2027 and includes anti-selection loads of 5.0% in 2026 and 3.0% in 2027 on claim costs to reflect the increased risk of employers choosing to leave the plan. Even this level of anti-selection may be insufficient if attrition from the plan is significant.

Resulting premiums under this scenario are set 11.3% higher than projection costs for Actives and 34.5% higher for Retirees for Plan Year 2027.

	Medical	Rx			Total
		Rx Card	MMRx	Total Rx	
Actives					
PPO / HDHP	15.7%	19.5%	15.4%	18.8%	16.2%
HMO	10.7%	15.4%	15.4%	15.4%	11.6%
Tiered Network	30.3%	32.6%	33.7%	32.9%	30.8%
Total	16.7%	20.5%	17.7%	20.0%	17.3%
Early Retirees					
PPO / HDHP	35.5%			40.4%	36.5%
HMO	35.5%			40.4%	36.6%
Total	35.5%			40.4%	36.5%
Medicare Retirees					
Medicare Advantage	9.3%			25.1%	18.9%
Medicare Supplement	18.7%			25.1%	22.1%
Total	10.8%			25.1%	19.3%
Grand Total	21.3%			25.9%	22.3%

SHBP Projected Claims Stabilization Reserve

(in \$ millions)

Claim Stabilization Reserve (\$ millions)	Total	Active	Retiree
12/31/2025	(\$213)	(\$29)	(\$184)
12/31/2026	(\$99)	\$24	(\$123)
12/31/2027	\$145	\$96	\$48
Months of Plan Cost as of 12/31/2027	1.0	1.0	1.0

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

Premium Increase Overview

- The total recommended Plan Year 2027 premium rate change for the combined Local Government Actives, Early Retirees, and Medicare Retirees is an increase of 22.3%. This reflects the following:
 - The recommended rate change for Local Government Actives is a 16.7% increase for medical and a 20.0% increase for the prescription drug premium rates, for a total increase of 17.3%.
 - Active premium rates for the HDHigh, HDLow, and Tiered Network plans were further adjusted due to significant migration from higher cost plans. The total active medical with Rx card premium increase will be 71.8% for HDHigh, 26.2% for the HDLow, and 30.8% for the Tiered Network. Adjustments reflect the expected actuarial difference in those plan values compared to the PPO1525.
 - The recommended rate change for Local Government Early Retirees is a 35.5% increase for medical and a 40.4% increase for the prescription drug premium rates, for a total increase of 36.5%.
 - The Medicare Retiree medical change for Plan Year 2026 is a decrease of 10.8%, which includes both self-insured medical premiums and fully insured Medicare Advantage premiums. The recommended prescription drug rate change in Plan Year 2026 is a 25.1% increase.
 - For Actives and Early Retirees, the premium increases are assumed to apply to both the legacy plan options and new plan options that are effective July 1, 2026.
- To address a shortfall in the Active and Retiree Medical and Prescription Drug Claim Stabilization, a transfer was authorized under Chapter 86 to cover emerging claims. The amount transferred is understood to total \$150 million as of 12/31/2025. The Plan Year 2026 premium rates included additional margin to help pay back this Chapter 86 balance and replenish the Claims Stabilization Reserve. Per the Division, \$60 million of this balance is projected to be paid by the end of 2026, requiring an additional \$90 million to be paid in 2027. As a result, Plan Year 2027 premium rates are set 11.3% higher than projection medical and prescription drug costs for Actives and 34.5% higher for Early and Medicare Retirees. This increase includes margin to help build the CSR balance to 1.0 month of plan cost, along with an additional amount to repay the remaining \$90 million owed under Chapter 86. Despite this margin, the projected CSR balances remains below the targeted 2.0 months of plan cost in Plan Year 2027, indicating that further margin adjustments may be warranted.

- An anti-selection assumption of 5.00% in Plan Year 2026 and 3.00% in Plan Year 2027 has been applied on projected Active and Early Retiree claim costs to reflect the increased risk of lower cost employers choosing to leave the plan as a result of the additional cost. This level of anti-selection may be insufficient if attrition from the plan is significant.

Recommended Premium Rate Changes

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

	Medical	Rx			Total
		Rx Card	MMRx	Total Rx	
Actives					
PPO / HDHP	15.7%	19.5%	15.4%	18.8%	16.2%
HMO	10.7%	15.4%	15.4%	15.4%	11.6%
Tiered Network	30.3%	32.6%	33.7%	32.9%	30.8%
Total	16.7%	20.5%	17.7%	20.0%	17.3%
Early Retirees					
PPO / HDHP	35.5%			40.4%	36.5%
HMO	35.5%			40.4%	36.6%
Total	35.5%			40.4%	36.5%
Medicare Retirees					
Medicare Advantage	9.3%			25.1%	18.9%
Medicare Supplement	18.7%			25.1%	22.1%
Total	10.8%			25.1%	19.3%
Grand Total	21.3%			25.9%	22.3%

The table below shows the projected total Claims Stabilization Reserve at the end of Plan Years 2025 through 2027 for Local Government. The projected reserve balances are based on the reserve balance as of June 30, 2025, provided by the State. The CSR balances below are intended to illustrate how the Claims Stabilization Reserve may fluctuate due to gains and losses in the active and retiree plans. Actual balances may differ.

SHBP Projected Claims Stabilization Reserve

(in \$ millions)

Claim Stabilization Reserve (\$ millions)	Total	Active	Retiree
12/31/2025	(\$213)	(\$29)	(\$184)
12/31/2026	(\$99)	\$24	(\$123)
12/31/2027	\$145	\$96	\$48
Months of Plan Cost as of 12/31/2027	1.0	1.0	1.0

Additional Disclosures

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

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

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

Plan Year 2027 Overview

On September 24, 2025, the State Health Benefits Plan Design Committee (SHBP PDC) approved Resolutions 2025-9 through 2025-13 which included medical and prescription drug plan design changes. For Local Government Actives and Early Retirees, these plan design changes resulted in the creation of new plan options offered alongside the current Active and Retiree plan options beginning July 1, 2026, through December 31, 2026. These changes do not impact Medicare Retirees.

- Resolution 2025-9: This resolution confirms that certain resolutions that previously were required to be reaffirmed each year no longer require annual reaffirming and are made permanent, including resolutions 2025-3, 2025-4, 2025-6, 2025-7, and 2025-8. This change has no impact on the projected costs in this analysis.
- Resolution 2025-10: This resolution outlines changes to medical plan deductibles, out-of-pocket maximums, in-network imaging copays, and out-of-network physical therapy limits. These changes are assumed to be effective July 1, 2026, and impacts for these changes are based on Aon's Actuarial Value model.
- Resolution 2025-11: This resolution outlines changes to the prescription drug plan out-of-pocket maximums, copay changes that vary by drug tier (i.e., generic, preferred brand, non-preferred brand, and specialty), and requirements for maintenance medications to be filled through mail order. The impact of these changes, other than for non-diabetic GLP-1¹ copays discussed below, are based on Aon's Actuarial Value model.

The resolution also establishes a separate \$45 non-diabetic GLP-1 copay tier. The impact of the \$45 GLP-1 copay is estimated using information provided by Optum on November 24, 2025, and January 7, 2026. The estimated impacts assume 20% of total prescription drug claims (net of rebates) are attributable to non-diabetic GLP-1 therapies. The GLP-1 copay change is assumed to be applicable to the new plan options beginning July 1, 2026.

- The resolution requires the implementation of a separate lifestyle management program which creates a new dual tier non-diabetic GLP-1 copay. The impact of this program and dual tier non-diabetic GLP-1 copays have been excluded from this analysis due to uncertainty around timing of implementation and administration.

¹ Non-diabetic GLP-1s refer to glucagon-like peptide-1 (GLP-1) receptor agonists and dual GLP-1/glucose-dependent insulinotropic polypeptide (GIP) receptor agonists indicated for therapeutic use in conditions other than diabetes—primarily for chronic weight management and obesity-related comorbidities—and include, but are not limited to, Zepbound, Wegovy, and Saxenda.

- Resolution 2025-12: This resolution requires members to pay 50% coinsurance when using either an in-network or out-of-network hospital for a covered procedure that could instead be performed at an in-network outpatient Ambulatory Surgical Center (ASC), subject to certain exceptions. The ASC impact analysis is based on 2024 ASC and non-ASC claims data provided by Horizon, which were used to assess the cost differential between settings and estimate the expected impact. The estimate assumes that 50% of current non-ASC utilization will shift to an ASC setting. These changes are assumed to take effect on July 1, 2026, and the estimated impacts apply to both Horizon and Aetna.
- Resolution 2025-13: This resolution establishes a Centers of Excellence (COE) pilot program. The impact of the COE has been excluded from this analysis due to uncertainty around the timing of contract award, implementation, and administration.
- Resolution 2026-1: This resolution amends resolution 2025-10 so that lab services are not subject to the newly proposed copays and deductibles.
- Additional Fees: Additional vendor fees will be incurred related to changes outlined in resolutions 2025-10 and 2025-12, including a one-time implementation fee and ongoing administrative fees. For this analysis, the full implementation fee and half of the ongoing administrative fees are reflected in the projected Plan Year 2026 costs. The full year value of ongoing fees is reflected in Plan Year 2027.

Vendor Changes

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

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

Federal Health Care Reform

IRS Health Savings Account (HSA) Requirements: On August 23, 2023, the SHBP Plan Design Committee approved resolutions 2023-11 and 2023-12, which renamed the HD1500 and HD4000 to the HDLow and HDHigh plan options, respectively. As part of these resolutions, the plans' deductibles and out-of-pocket maximums will be indexed each year aligning with the IRS inflation-adjusted deductible increases and out-of-pocket maximums will be adjusted to maintain a consistent distribution between deductibles and out-of-pocket maximums. For Plan Year 2027, the HDLow and HDHigh in-network deductibles and OOP maximums will increase \$50/\$100

(Single/Family), consistent with the change in the IRS minimum deductibles for HSA qualified plans. The impact of these changes is based on Aon's Actuarial Value model.

In-Network Out-of-Pocket Maximum: Effective January 1, 2027, Federal Health Care Reform requires that in-network medical and prescription drug benefits have a combined out-of-pocket maximum no greater than \$12,000 single / \$24,000 family. All plans are adjusted for this change, which 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)
2025	\$9,200 / \$18,400
2026	\$10,600 / \$21,200
2027	\$12,000 / \$24,000

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

New Jersey State Mandates

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

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

Eligibility Changes and Other Eligible Members

Chapter 375 Coverage of Adult Children

The number of Local Government adult children covered under Chapter 375 as of April 2026 is 21. The premiums for this group are required to be equivalent to the premium charges for children and are included in the standard premiums, with a 2% load for expenses. Plan Year 2027 rate setting

premiums have been calculated based on this requirement. The Adult Child rate will be approximately 81% of the Single Employee rate.

Enrollment Changes

Exhibit 1A shows historical enrollment patterns from 2024 through 2026 and includes a projection of enrollment from 2026 to 2027. Enrollment for Plan Years 2024 through 2026 are based on actual Active and Retiree average monthly enrollment during each year as reported by the State through April 2026. This projection assumes that total Local Government Actives, Local Government Early Retirees, and Local Government Medicare Retirees enrollment counts decrease 5.0% in Plan Year 2027.

Exhibit 1B reflects the distribution of projected Plan Year 2027 enrollment among benefit options. Approximately 52% of Local Government Actives are assumed to be enrolled in the PPO10 plan and 11% of Local Government Actives are assumed to be enrolled in the PPO15 plan. Enrollment in the HMO10 plan is projected to be approximately 1% of the total Active enrollment. Approximately 81% of Local Government Retirees are assumed to be enrolled in the PPO10 plan or the PPO15 plan.

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

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

With the implementation of the plan options effective July 1, 2026, the State held a special open enrollment period from April 1 – April 30, 2026, which allowed Active and Early Retiree members from NJ Water Supply Authority and NJ Infrastructure Bank, who negotiate collective bargaining agreements with the Office of Employee Relations, to choose a different medical plan. Based on review of the special open enrollment results, no additional adjustments will be made to the projected enrollment amounts beyond what is noted below.

No additional plan migration is assumed in this analysis.

Active Demographic Changes

The Active Employee average age increased by 0.4 from Plan Year 2025 to Plan Year 2026. The average HMO Employee age is 3.7 years older than the average PPO10 and PPO15 employee. Employees enrolled in the Unity PPO plan option are 2.9 years younger than employees enrolled in the PPO10 and PPO15 plan options. The average age of Employees enrolling in the Other Plans is 2.4 years younger than the Employees in the PPO10 and PPO15 plan options.

Average Employee Age

	April 2025	April 2026	Change
PPO10/15	46.4	47.1	0.7
HMO10	49.4	50.8	1.4
Unity PPO / Unity PPO 2019	42.9	44.2	1.3
Other Plans	44.3	44.7	0.4
Total	45.9	46.3	0.4

* Other Plans include the PPO1525, PPO2030, PPO2035, HDHigh, HDLow, and Tiered Network plans.

Trend Analysis

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

	Plan Year 2026		Plan Year 2027	
	Medical	Prescription Drugs	Medical	Prescription Drugs
PPO Actives	10.00%	20.50%	9.50%	18.50%
PPO Early Retirees	10.00%	19.00%	9.50%	17.50%
Self-Insured Medicare Retirees	6.00%	1.50%	6.00%	6.30%
HMO/Tiered Network Actives	10.00%	20.50%	9.50%	18.50%
HMO/Tiered Network Early Retirees	10.00%	19.00%	9.50%	17.50%

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

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

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

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

Plan Year 2027	Vendor Recommendation			National AON Trend Guidance	
	Horizon	Aetna	Optum	Medical	Rx
PPO Actives	12.6%	14.0%	23.4%	7.5%	20.8%
PPO Early Retirees	12.6%	13.6%	19.1%	7.5%	19.9%
HMO Actives	12.6%	14.0%	23.4%	7.5%	20.8%
Tiered Network Actives	12.6%	14.0%	23.4%	7.5%	20.8%
Self-Insured Medicare Retirees	8.2%	N/A	6.3%	6.5%	N/A

*Gross trend shown before impact of plan design changes.

Aon National Guidance trends include the impact of plan design leveraging.

Medical Trends:

- PPO and HMO Actives: The PPO Active medical trend is 10.00% in Plan Year 2026, a 0.50% increase from the 9.50% medical trend in the Plan Year 2026 Rate Setting Analysis. The PPO Active medical trend is 9.50% for Plan Year 2027.

- PPO and HMO Early Retirees: The Plan Year 2026 Early Retiree PPO medical trend is 10.00%, a 0.50% increase from the Plan Year 2026 Rate Setting Analysis. The Plan Year 2027 medical trend is 9.5%.
- Self-Insured Medicare Retirees (PPOs and HMOs): The self-insured Medicare Retiree medical trend is 6.00% in Plan Year 2026 and Plan Year 2027.

Prescription Drug Trends: Prescription drug trends continue to be impacted by specialty drug costs and utilization and ongoing utilization of high-cost weight loss drugs (GLP-1s).

The recommended prescription drug trend has been updated to 20.50% for Actives, 19.00% for Early Retirees, and 1.50% for Self-Insured Medicare Retirees in Plan Year 2026 compared to the 19.00% Active, 17.00% Early Retiree, and 3.00% Self-Insured Medicare Retiree trends that were used in the Plan Year 2026 Rate Setting Analysis. The recommended prescription drug trend for Plan Year 2027 is 18.50% for Actives, 17.50% for Early Retirees, and 6.3% for Self-Insured Medicare Retirees. EGWP Retiree trends were provided by Optum and reflected expected savings for CMS projected drug price negotiations permitted under the Inflation Reduction Act.

Additional Trend Adjustments: To reflect potential additions and terminations of Local Government Employers, the Active and Early Retiree medical and prescription drug trends will be increased by 500 basis points in Plan Year 2026 and by 300 basis points in Plan Year 2027. No adjustment is made for the Medicare Retiree population. These adjustments reflect anti-selection risk and change in average health status of the population resulting from Local Government Employers entering or terminating coverage under the State-sponsored plans based on their own favorable or unfavorable claims experience.

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

Aetna Monthly Per Member Medicare Advantage Premium Rates

Local Government	Aetna Medicare Advantage Rates			
	2026	2027	\$ Change	
PPO 10	\$ 219.03	\$ 209.69	\$ (9.34)	
PPO 15	\$ 201.68	\$ 201.02	\$ (0.66)	
HMO 10	\$ 243.16	\$ 142.65	\$ (100.51)	
HMO 1525	\$ 208.76	\$ 119.98	\$ (88.78)	

*MA rates shown above do not include additional margin. Final premium rates will include an additional 34.5% adjustment, which reflects margin to help build the Retiree CSR balance to 1.0 month of plan cost plus an additional load to collect the \$90M owed under Chapter 86.

Financial Projections

Aggregate Financial Projections

Using the assumptions and methodology described in this Rate Setting Development section of this analysis, below are the current estimated projected costs for Plan Years 2024, 2025 and 2026.

Projected Financial Results **(in \$ millions)**

	PPO 10	PPO 15	Legacy HMOs	Other Plans	Total
Plan Year 2025					
Premium Rates x Enrollment	\$1,186.5	\$274.6	\$42.4	\$339.8	\$1,843.3
Incurred Claims	\$1,200.3	\$270.3	\$37.6	\$334.4	\$1,842.6
Administrative Charges	\$24.5	\$5.9	\$1.1	\$9.9	\$41.4
Net Gain (Loss)	(\$38.3)	(\$1.6)	\$3.7	(\$4.5)	(\$40.7)
Plan Year 2026					
Premium Rates x Enrollment	\$1,093.4	\$226.0	\$40.4	\$431.2	\$1,791.0
Incurred Claims	\$951.8	\$191.6	\$31.2	\$408.8	\$1,583.4
Administrative Charges	\$17.8	\$3.9	\$0.8	\$10.8	\$33.3
Chapter 86 Repayment	\$36.6	\$7.6	\$1.4	\$14.4	\$60.0
Net Gain (Loss)	\$87.2	\$22.9	\$7.0	(\$2.8)	\$114.3
Plan Year 2027					
Premium Rates x Enrollment	\$1,239.6	\$255.6	\$45.1	\$541.2	\$2,081.5
Incurred Claims	\$1,031.1	\$207.8	\$32.2	\$445.6	\$1,716.7
Administrative Charges	\$16.6	\$3.6	\$0.8	\$10.1	\$31.1
Chapter 86 Repayment	\$53.6	\$11.1	\$2.0	\$23.4	\$90.0
Net Gain (Loss)	\$138.3	\$33.1	\$10.1	\$62.1	\$243.7

Notes:

- Other Plans include the 15/25 PPO, 15/25 HMO, 20/30 PPO, 20/30 HMO, 20/35 PPO, HDLow, HDHigh, Tiered Network, Unity PPO, and Unity 2019 PPO plan options.
- Plan Year 2025 and 2026 premium rates include margin of 3.0% and 15.4%, respectively.
- Plan Year 2027 Active and Retiree premium rates include margin of 11.3% and 34.5%, respectively.
- Incurred claims includes medical claims, other claim based fees, Rx claims, capitation, MA premiums, rebates, and EGWP credits.
- Totals may not add due to rounding.

The current Plan Year 2025 financial results project a loss of \$40.7 compared to a \$57.1 million loss projected in the Plan Year 2026 Rate Setting Analysis.

The current Plan Year 2026 results project a total gain of \$174.3 million compared to \$339.9 million gain projected in the Plan Year 2026 Rate Setting Analysis, which reflected 15.4% margin added to 2026 premium rates to address the below-target Claims Stabilization Reserve balance and pay back amounts owed under Chapter 86. For 2026, it is assumed that \$60 million of the

\$150 million Chapter 86 loan will be repaid, leaving \$114.3 million to help build the Claims Stabilization Reserve balance.

The Plan Year 2027 Rate Setting Analysis is projected to produce a \$333.7 million gain for Local Government Actives and Retirees, of which \$90 million is allocated to repay the Chapter 86 balance. Final Active and Retiree premium rates are priced 11.3% and 34.5% higher than projected costs, respectively, which reflects margin to help build the projected CSR balance to 1.0 month of plan cost plus an additional load to collect the remaining \$90M owed under Chapter 86.

The Plan Year 2027 aggregate projected cost is approximately \$1.8 billion: \$1.2 billion for Actives and \$0.6 billion for Retirees.

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

Cost Driver Analysis

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

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

Active Medical

For Plan Year 2025, actual Active per member per month (PMPM) medical claims experience was 0.1% higher than expected. Based on Calendar Year 2025 reporting provided by Horizon, medical claims experience was driven by the following:

- Medical claims for outpatient services increased, with a total annual trend of 12%, including a 5% increase in the cost per visit and 7% increase in utilization. Outpatient (OP) utilization and cost per service increased across most service categories, including an overall increase of 14% in OP Surgery, 18% increase in OP ambulatory, and a 39% increase in OP Behavioral Health.
- Inpatient total annual trend is 6%, including a 9% increase in cost per visit, offset by a 3% decrease in utilization. Professional trends increased 18% driven by a 12% increase in the cost per visit and a 5% increase in the number of visits. Specialist and Behavioral Health total trend increased 23% and 25%, respectively.

The 2026 medical projection also reflects a higher trend and anti-selection assumption (15.0% combined) compared to the Plan Year 2026 Rate Setting Analysis (13.25%). Claims are also projected to be 1.7% lower in 2026 because of changes in plan mix and other actuarial adjustments. Overall, the 2026 Medical claims are projected to be 0.1% higher than what was projected in the Plan Year 2026 Rate Setting Analysis.

Active Rx

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

- Drugs for weight loss ranked number one in terms of spend by disease state, and PMPM claims spend for weight loss increased 75.1% in 2025. The GLP-1 drugs

Zepbound, Wegovy, Mounjaro, and Ozempic ranked as the top 4 drugs by overall plan spend.

- The trend for inflammatory conditions was 19.9%, driven by specialty medications in the category such as Dupixent, Skyrizi Pen, and Humira Pen.
- Overall specialty drug claims PMPM increased 18.7%, which was driven by inflammatory conditions (noted above) and oncology.

Offsetting lower than expected claims in 2025, the 2026 Rx projection reflects a higher trend and anti-selection assumption (25.5% combined) compared to the Plan Year 2026 Rate Setting Analysis (22.75% combined). There was a significant shift to lower cost plans, particularly the HDHigh and Tiered Network, reducing projected plan costs. Overall, the 2026 Rx claims are projected to be 3.0% lower than what was projected in the Plan Year 2026 Rate Setting Analysis. PMPM Rebates are projected to be 3.7% higher compared to the Plan Year 2026 Rate Setting Analysis, and as a result, Rx claims net of rebates are 7.2% lower in 2026 than expected.

Early Retiree Medical

For Plan Year 2025, actual Early Retiree PMPM medical claims experience was 1.7% higher than expected. Based on data provided by Horizon, medical claims experience was driven by the following:

- Medical claims for outpatient services increased, with a total annual trend of 14%, including a 3% increase in utilization and an 11% increase in the cost per visit. Overall Ambulatory and Outpatient Surgery PMPM cost increased 39% and 12%, respectively.
- Inpatient visits decreased 2%, and cost per visit increased 4% for a total trend of 1%
- The professional trend was 21% driven by a 5% increase in visits and 15% increase in the cost per visit. Specialist physicians were the biggest driver of professional cost increases, with an overall trend of 23%.

In addition to higher than expected claims in 2025, the 2026 medical projection reflects a higher trend and anti-selection assumption (15.0% combined) compared to the Plan Year 2026 Rate Setting Analysis (13.25% combined). Plan Mix and other actuarial adjustments contributed to lower plan costs, and overall, the 2026 Medical claims are projected to be 3.0% higher than what was projected in the Plan Year 2026 Rate Setting Analysis.

Early Retiree Rx

For Plan Year 2025, actual Early Retiree PMPM prescription drug claims experience was 1.9% lower than expected. Based on data provided by Optum, Rx claim increases were driven by the following:

- Drugs for inflammatory conditions ranked number one in terms of spend by disease state, and PMPM claims spend for inflammatory conditions increased 14.6% in 2025. The top drugs in this category were Dupixent, Humira Pen, and Rinvoq.
- PMPM Drug Spend for weight loss drugs (such as high cost GLP-1 medications) increased 92.1%. The GLP-1 drugs Wegovy, Zepbound, Mounjaro, and Ozempic ranked as the top 4 drugs in terms of overall individual plan drug spend.
- Overall specialty drug claims PMPM increased 11.5%, which was driven by inflammatory conditions (noted above) and oncology.

Offsetting lower than expected claims in 2025, the 2026 Rx projection reflects a higher trend and anti-selection assumption (24.0%) compared to the Plan Year 2026 Rate Setting Analysis (20.75%). When combined with changes in plan mix, the 2026 Rx claims are projected to be 0.1% higher than what was projected in the Plan Year 2026 Rate Setting Analysis. PMPM Rebates are projected to be 3.9% higher compared to the Plan Year 2026 Rate Setting Analysis, higher than the increase in Rx claims. As a result, Rx claims net of rebates are 2.4% lower in 2026 than expected.

Medicare Retiree Medical

87% of Medicare Retiree Members are enrolled in Medicare Advantage plans, and the majority of the medical plan cost is equal to the Medicare Advantage Premium multiplied by membership.

Medicare Retiree Rx

For Plan Year 2025, actual Medicare Retiree PMPM prescription drug claims experience was 3.2% lower than expected. Based on data provided by Optum, Rx claim experience was driven by the following:

- Drugs for diabetes ranked number one in terms of spend by disease state, and PMPM claims spend increased 9.0% in 2025.
- Specialty drug claims PMPM increased 19.5% driven by increases in spend for oncology, inflammatory conditions, and cardiovascular drugs.

The 2026 Rx projection reflects a lower trend assumption (1.5%) compared to the Plan Year 2026 Rate Setting Analysis (3.0%). Overall, the 2026 Rx claims are projected to be 4.6% lower than what was projected in the Plan Year 2026 Rate Setting Analysis. Lower than expected rebates are partially offset by higher than expected EGWP credits. PMPM Rebates and EGWP credits are projected to be 19.1% lower and 2.9% higher compared to the Plan Year 2026 Rate Setting Analysis, respectively. As a result, Rx claims net of rebates and EGWP credits are 6.0% lower in 2026 than expected.

Self-Insured Vendor Administrative Fees and Claim Charges

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

Horizon & Aetna Medical PEPM Fees/Charges

	2027 PEPM ASO Fees				
	PPO	HMO	Tiered	HDHP	Medicare Retirees
Horizon	\$33.72	\$43.72	\$45.72	\$36.33	\$28.91
Aetna	\$37.40	\$54.06	\$61.13	\$39.35	N/A

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

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

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

Prescription Drug Fees

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

Other Vendor Fees

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

Rate Setting Development

Rating Methodology

Exhibit 3 shows the aggregate projected costs for Plan Years 2025, 2026, and 2027, separately for each PPO, Tiered Network, HMO and High Deductible plan. Costs are also projected separately for Actives, Early Retirees and Medicare Retirees, and separately for medical claims, prescription drug claims, and administrative costs.

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

Premium Group	Included Plans
Active PPO, HMO, HDHP, Tiered Network, Unity PPO, Unity 2019 PPO	Premium increase reflects projected experience for all self-insured Active plans*
Early Retiree	Premium increase reflects projected experience for all self-insured Early Retiree plans
Self-Insured Medicare Retiree	Premium increase reflects projected experience for all self-insured Medicare Retiree plans

*Active premium rates for the HDHigh, HDLow, and Tiered Network plans reflect the expected actuarial difference in those plan values compared to the PPO1525.

Projection Assumptions

1. Using 2025 incurred claims data paid through March 2026 supplied by Horizon, Aetna, and Optum, incurred claims were completed for Plan Year 2025, separately for each benefit plan, for medical and prescription drugs and for Actives, Early Retirees and Medicare Retirees.
2. Capitation and other similar fixed claim charges were added to the incurred claims.
3. Estimated incurred claims in Plan Year 2025 were divided by average covered members to get average claims per member per year. Covered members were based on historical monthly census data and adjusted with assumptions for the number of members per coverage tier.
4. Claims per member were projected from the mid-point of the experience period to the mid-point of Plan Year 2027 using the annual trend rates listed in the Trend Analysis section of this document and incorporate the impact of any plan design changes.

5. Aggregate claims for Plan Year 2027 are the product of projected membership and the projected claims per member.
6. Projected Horizon value-based claims charges including outcomes-based payments, specialty payment program amounts, and DPCMH claims, were added to the aggregate projected 2027 medical claims. These amounts are based on actual Horizon paid data trended forward to 2027 using medical claims trends. Aetna amounts for these expenses are understood to be in the underlying claim data provided by Aetna.
7. Plan Year 2027 projected Medicare Advantage fully insured premiums are based on rates provided by Aetna.
8. Prescription drug rebates for Plan Year 2025 are based on actual incurred rebate amounts provided by Optum. Projected Plan Year 2026 and 2027 rebate amounts are based on data provided by Optum.
9. Prescription drug rebates paid through the Horizon medical plan for Plan Year 2025, 2026, and 2027 are incorporated into the projection based on actual and expected rebate payment data provided by Horizon. Aetna amounts for these rebates are understood to be in the underlying claim data provided by Aetna.
10. EGWP projections include monthly CMS capitation payments per Medicare-eligible Retiree for prescription drug coverage, prescription drug manufacturers' coverage gap reimbursement payments, an annual CMS payment for reinsurance on catastrophic claims, and CMS Low Income Cost Sharing (LICS) payments. These amounts are equal to recommendations from Optum for Plan Years 2025, 2026, and 2027.
 - a. Direct Subsidy: Plan Years 2025, 2026, and 2027 expected direct subsidy payments were provided by Optum. The Plan Year 2027 CMS per capita payment is assumed to be \$212.60 Per Member Per Month (PMPM).
 - b. Manufacturers Discount: Plan Years 2025, 2026, and 2027 expected coverage gap payments were provided by Optum. The Plan Year 2027 credits are assumed to be \$111.15 PMPM which includes \$3.81 for the CMS paid selected drug discount on drugs selected for negotiation for 2027.
 - c. Catastrophic Reinsurance: This payment has a long lag, and the Plan Year 2024 credit is not expected to be fully paid until the beginning of Plan Year 2027. Plan Years 2025, 2026, and 2027 expected catastrophic reinsurance payments were provided by Optum and are reflected based on incurred year. The Plan Year 2027 credits are assumed to be \$126.92 PMPM.

- d. Low Income Cost Sharing (LICS): Plan Years 2025, 2026, and 2027 actual and expected LICS payments were provided by Optum. For Plan Year 2027, the subsidy payment is assumed to be \$0.26 PMPM.
- 11. Total SHBP projected Plan Year 2027 claim costs are the sum of projected medical and prescription drug claims, capitation charges, payments from CMS related to EGWP Plus Wrap and prescription drug rebates.
- 12. Due to small enrollment and claims data, projected claims for some plans are based on claims experience from larger plans adjusted for the expected relative plan cost differences. These include:
 - a. Local Government Actives:
 - The Tiered Network's projected costs are based on a blend of actual claim experience (50% weight) and PPO15 claims adjusted for plan design differences (50%).
 - PPO2035 projected costs in Plan Year 2026 reflect 25% of actual Plan Year 2025 medical and prescription drug claim experience blended with 75% of PPO15 claims experience adjusted for the difference in plan design.
 - The HDHigh, HDLow, Unity PPO, and Unity 2019 PPO plan options reflect 100% of PPO15 claims experience adjusted for the difference in plan design.
 - b. The Local Government Early Retirees plans reflect 100% of PPO15 claims experience adjusted for the difference in plan design: HDHigh, HDLow, Tiered Network, and Unity PPO plan options
- 13. Base administrative fees per subscriber per month or per member per month are multiplied by the projected average enrollment for the applicable projection Plan Year. Plan Year 2027 administrative fees are based on amounts provided by Horizon, Aetna, and Optum.
- 14. Overhead charges, which are internal State of New Jersey administrative costs charged against the plans, are projected to be equal to \$6.3 million for Plan Year 2027. Actual Plan Year 2025 overhead charges were provided by the State and were used to project charges for Plan Year 2027.
- 15. Additional fees and claim charges reported and projected by the vendors have been reflected in the projections.
- 16. Projected investment income of \$2.5 million was used to reduce projected administrative costs for Plan Year 2027. Actual Plan Year 2025 investment income was provided by the State and was used to project charges for Plan Year 2027.

17. Based on participation in NJWELL, employers are eligible for a 1% discount on their premium rates in the following plan year. Plan Year 2025 participation showed 13 Local Government employers (a total of 128 Employees) were eligible for this discount. The Plan Year 2026 costs have been adjusted to reflect the total number of Employees who will receive the 1% premium discount in Plan Year 2026. 1% of Employees are assumed to be eligible for this discount in Plan Year 2027.

Claims Stabilization Reserve

1. Premium rates are priced 11.3% higher than Active and 34.5% higher than Early Retiree and Medicare Retiree projected medical and prescription drug costs. This reflects margin to help build the projected CSR balance plus an additional load to collect the remaining \$90M owed under Chapter 86.
2. Projected Claims Stabilization Reserve on December 31, 2027, is based on the actual Claims Stabilization Reserve on June 30, 2025, provided by the Division.

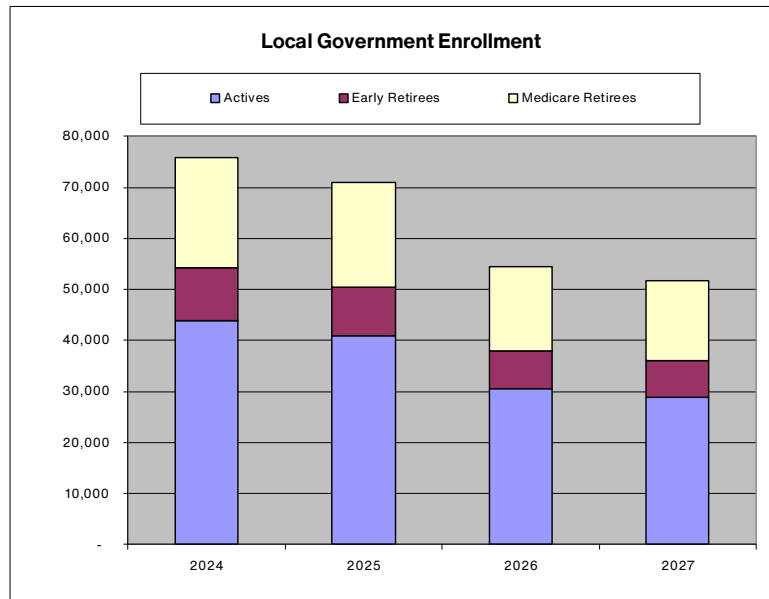
Projected Premiums

1. Plan Year 2027 self-insured premiums were developed by applying the projected premium increase percentages listed in the Executive Summary section of this document to the Plan Year 2026 premium rates. Premium rates for the self-insured Aetna and Horizon plans are assumed to be the same for Plan Year 2027.
2. Aggregate Plan Year 2027 premiums are calculated by multiplying projected Plan Year 2027 enrollment by projected Plan Year 2027 premium rates.

Data Assumptions

1. Claims: For medical and prescription drug claims, Aon is using claim files from each of the vendors which have claims incurred through December 31, 2025, and paid through March 31, 2026, for all groups.
2. Enrollment: Plan Year 2026 enrollment and Plan Year 2027 projected enrollment is based on actual census data provided by the State through April 2026. Actual calendar year 2025 census data from the Division is used for the 2025 exposure units in the cost analysis.

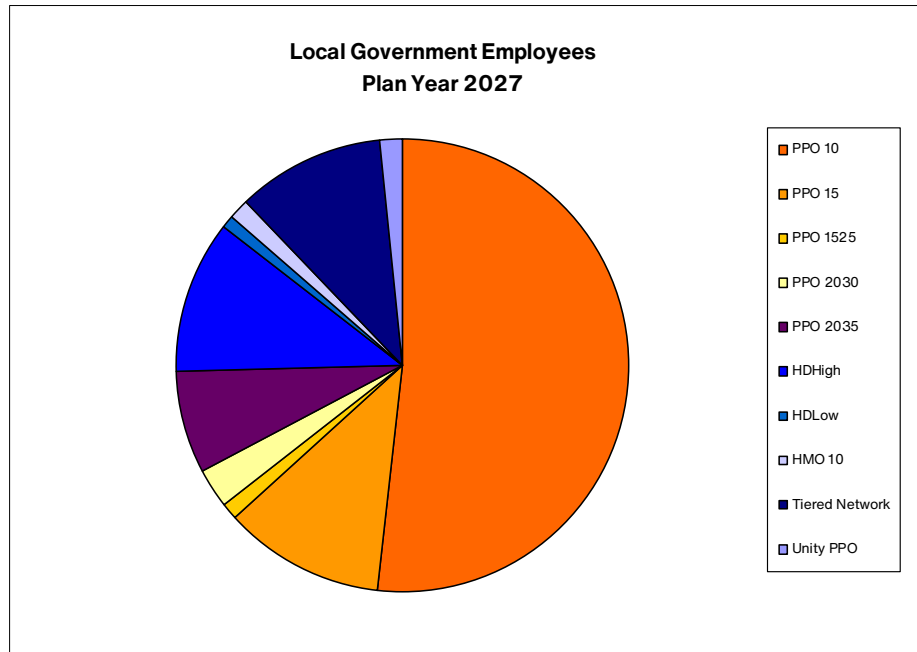
Exhibit 1A – Enrollment Projections



Annual Change in Enrollment

	Actual <u>2024 to 2025</u>	Actual <u>2025 to 2026</u>	Assumed <u>2026 to 2027</u>
Actives	(6.8%)	(25.5%)	(5.0%)
Early Retirees	(7.3%)	(23.0%)	(5.0%)
Medicare Retirees	(4.5%)	(18.8%)	(5.0%)

Exhibit 1B Actives – Projected Plan Year 2027 Plan Distribution



Assumes approximately 53% of Employees will remain in the \$10 copay plans.

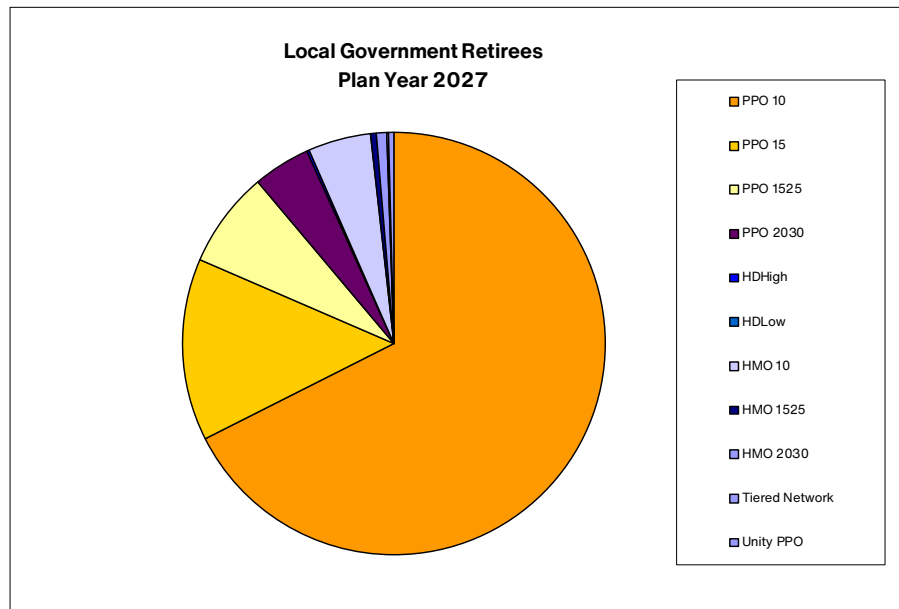
Assumes approximately 76% of Employees will enroll in the PPO plans, 1% in the HMO plans, 11% in the Tiered Network plans, and less than 1% in the High Deductible plans.

Assumes approximately 65% of Employees will enroll in the PPO 10, PPO 15, and HMO 10 plans and approximately 35% in the other benefit options.

Actives	Horizon	Aetna	Total
PPO 10	50.3%	1.5%	51.8%
PPO 15	11.3%	0.2%	11.5%
PPO 1525	1.1%	0.1%	1.2%
PPO 2030	2.7%	0.1%	2.8%
PPO 2035	7.2%	0.1%	7.3%
HDHigh	10.5%	0.4%	10.9%
HDLow	0.9%	0.0%	0.9%
HMO 10	1.4%	0.1%	1.5%
Tiered Network	9.7%	0.9%	10.6%
Unity PPO	<u>1.5%</u>	<u>0.1%</u>	<u>1.6%</u>
Total	96.4%	3.6%	100.0%

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

Exhibit 1B Early and Medicare Retirees – Projected Plan Year 2027 Plan Distribution



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 86% of Retirees will enroll in the PPO 10, PPO15, and HMO 10 plans and approximately 14% in the other benefit options.

Retirees	Horizon	Aetna	Total
PPO 10	18.9%	48.7%	67.6%
PPO 15	4.0%	9.9%	13.9%
PPO 1525	7.3%	0.0%	7.4%
PPO 2030	4.2%	0.2%	4.4%
HDHigh	0.2%	0.0%	0.2%
HDLow	0.0%	0.0%	0.0%
HMO 10	1.0%	3.8%	4.8%
HMO 1525	0.2%	0.3%	0.4%
HMO 2030	0.7%	0.1%	0.8%
Tiered Network	0.1%	0.0%	0.1%
Unity PPO	<u>0.3%</u>	<u>0.1%</u>	<u>0.4%</u>
Total	36.8%	63.2%	100.0%

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

Exhibit 1C Actives – 2026 Enrollment

	2026 Estimated Average Number of Contracts				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
LOCAL GOVERNMENT - ACTIVE & COBRA					
<u>Medical Plans</u>					
Horizon PPO10	6,537	2,343	4,364	2,061	15,305
Horizon PPO15	1,391	628	994	426	3,439
Horizon PPO1525	161	44	92	40	337
Horizon PPO2030	393	115	204	103	815
Horizon PPO2035	901	366	630	295	2,192
Horizon PPO HDHigh	1,158	442	1,227	367	3,194
Horizon PPO HDLow	93	34	122	13	262
Horizon Legacy HMO (10)	192	65	88	69	413
Horizon Tiered Network	1,374	369	888	307	2,938
Horizon Unity PPO	53	39	71	27	190
Horizon Unity 2019 PPO	168	38	45	29	279
Horizon Total	12,421	4,483	8,725	3,737	29,365
Aetna PPO10	211	43	136	73	464
Aetna PPO15	20	9	26	7	63
Aetna PPO1525	8	2	8	3	21
Aetna PPO2030	15	4	19	6	44
Aetna PPO2035	19	4	9	4	36
Aetna PPO HDHigh	42	7	69	14	132
Aetna PPO HDLow	5	2	5	1	14
Aetna Legacy HMO (10)	14	4	8	2	29
Aetna Tiered Network	154	22	64	33	273
Aetna Unity PPO	4	2	1	1	8
Aetna Unity 2019 PPO	7	1	4	2	14
Aetna Total	498	100	350	147	1,096
Total	12,919	4,583	9,075	3,884	30,461

* Numbers may not add due to rounding.

Exhibit 1C Early and Medicare Retirees – 2026 Enrollment

	2026 Estimated Average Number of Contracts				
	Single	Employee + Spouse	Family	Employee + Child(ren)	Total
LOCAL GOVERNMENT RETIREES					
<u>Medical Plans</u>					
Horizon PPO10	1,112	1,179	1,773	471	4,535
Horizon PPO15	275	234	360	94	964
Horizon PPO1525	797	742	172	53	1,764
Horizon PPO2030	185	391	361	65	1,002
Horizon PPO HDHigh	14	17	10	3	44
Horizon PPO HDLow	0	0	0	0	0
Horizon Legacy HMO (10)	95	77	60	19	251
Horizon 1525 HMO	18	14	8	3	44
Horizon 2030 HMO	35	48	59	15	157
OMNIA Health	14	6	7	2	29
Horizon Unity PPO	24	15	13	14	66
Horizon Total	2,569	2,723	2,823	740	8,855
MA PPO 10	6,157	4,898	453	209	11,717
MA PPO 15	1,223	1,050	86	31	2,391
Aetna PPO 1525	1	2	6	0	9
Aetna PPO 2030	3	8	36	3	49
Aetna PPO HDHigh	1	1	0	0	2
Aetna PPO HDLow	1	0	0	0	1
MA HMO (10)	528	330	31	16	905
MA 1525 HMO	19	36	7	1	63
Aetna 2030 HMO	4	7	23	1	34
Aetna Tiered Network	2	0	1	0	3
Aetna Unity PPO	6	21	3	2	31
Aetna Total	7,945	6,352	645	263	15,205
Total	10,514	9,075	3,468	1,003	24,060

* Numbers may not add due to rounding.

Exhibit 2A – Medical Trend Assumption

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

	(A) Increase in Claims	(B) Plan Changes	(C) = (A) - (B) Claim Trend
<u>PPO Active</u>			
12 months through 12/2024 vs 12/2023	10.2%	0.5%	9.6%
12 months through 12/2025 vs 12/2024	13.5%	0.3%	13.2%
Recommended 2027 Trend Assumption	9.5%		

<u>PPO Early Retiree</u>			
12 months through 12/2024 vs 12/2023	9.1%	0.0%	9.1%
12 months through 12/2025 vs 12/2024	14.3%	0.0%	14.3%
Recommended 2027 Trend Assumption	9.5%		

<u>HMO Active</u>			
12 months through 12/2024 vs 12/2023	16.0%	0.6%	15.4%
12 months through 12/2025 vs 12/2024	(0.7%)	0.3%	(1.0%)
Recommended 2027 Trend Assumption	9.5%		

<u>HMO Early Retiree</u>			
12 months through 12/2024 vs 12/2023	15.5%	0.0%	15.5%
12 months through 12/2025 vs 12/2024	14.3%	0.0%	14.3%
Recommended 2027 Trend Assumption	9.5%		

Normalizing Adjustments

4/1/2024: NJ State Mandate S2535

7/1/2024: NJ State Mandate A5235

Exhibit 2B – Prescription Drug Trend Assumption

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

	(A) Increase in Claims	(B) Plan Changes	(C) = (A) - (B) Claim Trend
Active Rx			
12 months through 12/2024 vs 12/2023	21.2%	0.0%	21.2%
12 months through 12/2025 vs 12/2024	23.7%	0.0%	23.7%
Recommended 2027 Trend Assumption			18.5%

Early Retiree Rx			
12 months through 12/2024 vs 12/2023	21.4%	0.0%	21.4%
12 months through 12/2025 vs 12/2024	18.8%	0.0%	18.8%
Recommended 2027 Trend Assumption			17.5%

EGWP Rx			
12 months through 12/2024 vs 12/2023	15.5%	0.0%	15.5%
12 months through 12/2025 vs 12/2024	14.3%	0.0%	14.3%
Recommended 2027 Trend Assumption			6.3%

Normalizing Adjustments:

None

Exhibit 3A – Plan Year 2025 Aggregate Costs

Page 1 of 3

	Total	Legacy Plans						1525			
		Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
Employees and Retirees											
Average Medical Members	150,680	23,762	5,002	69,975	17,245	1,702	2,121	117	5,379	125	89
Incurred Medical Claims	\$1,461,505,000	\$84,661,000	\$17,426,000	\$872,372,000	\$195,758,000	\$5,887,000	\$21,139,000	\$1,106,000	\$34,466,000	\$686,000	\$809,000
Capitation and Other Claim Based Fee	\$27,697,000	\$0	\$0	\$15,885,000	\$4,179,000	\$0	\$560,000	\$0	\$1,358,000	\$0	\$23,000
Incurred Prescription Drug Claims	\$743,447,000	\$216,733,000	\$46,464,000	\$267,715,000	\$64,112,000	\$16,015,000	\$8,453,000	\$224,000	\$37,462,000	\$685,000	\$237,000
Prescription Drug Rebates	(\$272,377,000)	(\$67,781,000)	(\$14,418,000)	(\$109,072,000)	(\$26,101,000)	(\$4,971,000)	(\$3,356,000)	(\$92,000)	(\$12,022,000)	(\$229,000)	(\$83,000)
EGWP Credits	(\$117,685,000)	(\$80,216,000)	(\$17,123,000)	N/A	N/A	(\$5,824,000)	(\$337,000)	\$0	(\$11,730,000)	(\$354,000)	(\$146,000)
Administrative Fees	\$41,413,000	\$4,399,000	\$906,000	\$20,128,000	\$4,987,000	\$350,000	\$791,000	\$35,000	\$1,795,000	\$26,000	\$30,000
Total Cost	\$1,884,000,000	\$157,796,000	\$33,255,000	\$1,067,028,000	\$242,935,000	\$11,457,000	\$27,250,000	\$1,273,000	\$51,329,000	\$814,000	\$870,000
Total Premium	\$1,843,281,000	\$176,764,000	\$35,359,000	\$1,009,725,000	\$239,243,000	\$13,073,000	\$29,294,000	\$1,430,000	\$53,626,000	\$1,016,000	\$939,000
Gain (Loss)	(\$40,719,000)	\$18,968,000	\$2,104,000	(\$57,303,000)	(\$3,692,000)	\$1,616,000	\$2,044,000	\$157,000	\$2,297,000	\$202,000	\$69,000
Employees											
Average Medical Members	94,226	1,364	241	54,500	13,833	102	1,372	89	1,651	N/A	N/A
Incurred Medical Claims	\$1,044,318,000	\$11,611,000	\$3,061,000	\$662,462,000	\$152,042,000	\$1,182,000	\$11,956,000	\$736,000	\$15,720,000	N/A	N/A
Capitation and Other Claim Based Fee	\$21,963,000	\$0	\$0	\$13,001,000	\$3,279,000	\$0	\$376,000	\$0	\$407,000	N/A	N/A
Incurred Prescription Drug Claims	\$314,085,000	\$4,677,000	\$472,000	\$187,202,000	\$47,274,000	\$539,000	\$3,966,000	\$69,000	\$3,055,000	N/A	N/A
Prescription Drug Rebates	(\$127,210,000)	(\$1,894,000)	(\$191,000)	(\$75,821,000)	(\$19,147,000)	(\$218,000)	(\$1,606,000)	(\$28,000)	(\$1,237,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$28,632,000	\$440,000	\$67,000	\$16,070,000	\$4,069,000	\$45,000	\$528,000	\$28,000	\$510,000	N/A	N/A
Total Cost	\$1,281,788,000	\$14,834,000	\$3,409,000	\$802,914,000	\$187,517,000	\$1,548,000	\$15,220,000	\$805,000	\$18,455,000	N/A	N/A
Total Premium	\$1,239,969,000	\$18,885,000	\$3,176,000	\$759,917,000	\$186,872,000	\$1,351,000	\$18,098,000	\$1,049,000	\$20,295,000	N/A	N/A
Gain (Loss)	(\$41,819,000)	\$4,051,000	(\$233,000)	(\$42,997,000)	(\$645,000)	(\$197,000)	\$2,878,000	\$244,000	\$1,840,000	N/A	N/A
Early Retirees											
Average Medical Members	27,809	2,873	593	15,475	3,412	182	667	28	873	39	54
Incurred Medical Claims	\$360,748,000	\$35,986,000	\$7,321,000	\$209,910,000	\$43,716,000	\$1,603,000	\$8,948,000	\$370,000	\$11,050,000	\$533,000	\$764,000
Capitation	\$4,904,000	\$0	\$0	\$2,884,000	\$900,000	\$0	\$165,000	\$0	\$275,000	\$0	\$11,000
Incurred Prescription Drug Claims	\$137,455,000	\$15,142,000	\$2,718,000	\$80,513,000	\$16,838,000	\$602,000	\$3,553,000	\$155,000	\$3,318,000	\$197,000	\$96,000
Prescription Drug Rebates	(\$56,767,000)	(\$6,254,000)	(\$1,122,000)	(\$33,251,000)	(\$6,954,000)	(\$249,000)	(\$1,467,000)	(\$64,000)	(\$1,370,000)	(\$81,000)	(\$40,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$6,976,000	\$498,000	\$101,000	\$4,058,000	\$918,000	\$53,000	\$235,000	\$7,000	\$182,000	\$11,000	\$13,000
Total Cost	\$453,316,000	\$45,372,000	\$9,018,000	\$264,114,000	\$55,418,000	\$2,009,000	\$11,434,000	\$468,000	\$13,455,000	\$660,000	\$844,000
Total Premium	\$437,438,000	\$48,482,000	\$9,724,000	\$249,808,000	\$52,371,000	\$2,573,000	\$10,477,000	\$381,000	\$13,151,000	\$554,000	\$729,000
Gain (Loss)	(\$15,878,000)	\$3,110,000	\$706,000	(\$14,306,000)	(\$3,047,000)	\$564,000	(\$957,000)	(\$87,000)	(\$304,000)	(\$106,000)	(\$115,000)
Medicare Retirees											
Average Medical Members	28,645	19,525	4,168	N/A	N/A	1,418	82	N/A	2,855	86	35
Incurred Medical Claims	\$56,439,000	\$37,064,000	\$7,044,000	N/A	N/A	\$3,102,000	\$235,000	N/A	\$7,696,000	\$153,000	\$45,000
Capitation and Other Claim Based Fee	\$830,000	\$0	\$0	N/A	N/A	\$0	\$19,000	N/A	\$676,000	\$0	\$12,000
Incurred Prescription Drug Claims	\$291,907,000	\$196,914,000	\$43,274,000	N/A	N/A	\$14,874,000	\$934,000	N/A	\$31,089,000	\$488,000	\$141,000
Prescription Drug Rebates	(\$88,400,000)	(\$59,633,000)	(\$13,105,000)	N/A	N/A	(\$4,504,000)	(\$283,000)	N/A	(\$9,415,000)	(\$148,000)	(\$43,000)
EGWP Credits	(\$117,685,000)	(\$80,216,000)	(\$17,123,000)	N/A	N/A	(\$5,824,000)	(\$337,000)	N/A	(\$11,730,000)	(\$354,000)	(\$146,000)
Administrative Fees	\$5,805,000	\$3,461,000	\$738,000	N/A	N/A	\$252,000	\$28,000	N/A	\$1,103,000	\$15,000	\$17,000
Total Cost	\$148,896,000	\$97,590,000	\$20,828,000	N/A	N/A	\$7,900,000	\$596,000	N/A	\$19,419,000	\$154,000	\$26,000
Total Premium	\$165,874,000	\$109,397,000	\$22,459,000	N/A	N/A	\$9,149,000	\$719,000	N/A	\$20,180,000	\$462,000	\$210,000
Gain (Loss)	\$16,978,000	\$11,807,000	\$1,631,000	N/A	N/A	\$1,249,000	\$123,000	N/A	\$761,000	\$308,000	\$184,000

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

** Plan Year 2025 premium rates include margin of 3.0%.

Exhibit 3A – Plan Year 2025 Aggregate Costs

Page 2 of 3

	2030				PPO 2035		HDHigh	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna	Horizon	Aetna	Horizon
Employees and Retirees								
Average Medical Members	369	8,040	75	412	337	10,045	19	315
Incurred Medical Claims	\$2,927,000	\$82,236,000	\$305,000	\$3,804,000	\$2,354,000	\$92,910,000	\$465,000	\$1,366,000
Capitation and Other Claim Based Fees	\$0	\$1,788,000	\$0	\$94,000	\$0	\$2,373,000	\$0	\$116,000
Incurred Prescription Drug Claims	\$891,000	\$25,844,000	\$308,000	\$2,018,000	\$1,014,000	\$39,267,000	\$108,000	\$335,000
Prescription Drug Rebates	(\$364,000)	(\$10,139,000)	(\$127,000)	(\$810,000)	(\$411,000)	(\$15,904,000)	(\$44,000)	(\$136,000)
EGWP Credits	\$0	(\$1,863,000)	\$0	(\$92,000)	N/A	N/A	N/A	N/A
Administrative Fees	\$99,000	\$2,291,000	\$24,000	\$124,000	\$97,000	\$2,963,000	\$8,000	\$106,000
Total Cost	\$3,553,000	\$100,157,000	\$510,000	\$5,138,000	\$3,054,000	\$121,609,000	\$537,000	\$1,787,000
Total Premium	\$4,511,000	\$99,163,000	\$899,000	\$5,247,000	\$3,451,000	\$107,632,000	\$147,000	\$2,375,000
Gain (Loss)	\$958,000	(\$994,000)	\$389,000	\$109,000	\$397,000	(\$13,977,000)	(\$390,000)	\$588,000
Employees								
Average Medical Members	227	4,932	N/A	N/A	337	10,045	16	260
Incurred Medical Claims	\$1,785,000	\$50,243,000	N/A	N/A	\$2,354,000	\$92,910,000	\$464,000	\$1,178,000
Capitation and Other Claim Based Fees	\$0	\$1,195,000	N/A	N/A	\$0	\$2,373,000	\$0	\$62,000
Incurred Prescription Drug Claims	\$452,000	\$11,886,000	N/A	N/A	\$1,014,000	\$39,267,000	\$108,000	\$264,000
Prescription Drug Rebates	(\$183,000)	(\$4,814,000)	N/A	N/A	(\$411,000)	(\$15,904,000)	(\$44,000)	(\$107,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$65,000	\$1,508,000	N/A	N/A	\$97,000	\$2,963,000	\$7,000	\$85,000
Total Cost	\$2,119,000	\$60,018,000	N/A	N/A	\$3,054,000	\$121,609,000	\$535,000	\$1,482,000
Total Premium	\$2,690,000	\$59,389,000	N/A	N/A	\$3,451,000	\$107,632,000	\$118,000	\$1,854,000
Gain (Loss)	\$571,000	(\$629,000)	N/A	N/A	\$397,000	(\$13,977,000)	(\$417,000)	\$372,000
Early Retirees								
Average Medical Members	142	2,654	75	390	N/A	N/A	3	55
Incurred Medical Claims	\$1,142,000	\$30,952,000	\$305,000	\$3,745,000	N/A	N/A	\$1,000	\$188,000
Capitation	\$0	\$477,000	\$0	\$87,000	N/A	N/A	\$0	\$54,000
Incurred Prescription Drug Claims	\$439,000	\$9,974,000	\$308,000	\$1,809,000	N/A	N/A	\$0	\$71,000
Prescription Drug Rebates	(\$181,000)	(\$4,119,000)	(\$127,000)	(\$747,000)	N/A	N/A	\$0	(\$29,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$34,000	\$601,000	\$24,000	\$115,000	N/A	N/A	\$1,000	\$21,000
Total Cost	\$1,434,000	\$37,885,000	\$510,000	\$5,009,000	N/A	N/A	\$2,000	\$305,000
Total Premium	\$1,821,000	\$36,653,000	\$899,000	\$5,070,000	N/A	N/A	\$29,000	\$521,000
Gain (Loss)	\$387,000	(\$1,232,000)	\$389,000	\$61,000	N/A	N/A	\$27,000	\$216,000
Medicare Retirees								
Average Medical Members	N/A	454	N/A	22	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	\$1,041,000	N/A	\$59,000	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	\$116,000	N/A	\$7,000	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	\$3,984,000	N/A	\$209,000	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	(\$1,206,000)	N/A	(\$63,000)	N/A	N/A	N/A	N/A
EGWP Credits	N/A	(\$1,863,000)	N/A	(\$92,000)	N/A	N/A	N/A	N/A
Administrative Fees	N/A	\$182,000	N/A	\$9,000	N/A	N/A	N/A	N/A
Total Cost	N/A	\$2,254,000	N/A	\$129,000	N/A	N/A	N/A	N/A
Total Premium	N/A	\$3,121,000	N/A	\$177,000	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	\$867,000	N/A	\$48,000	N/A	N/A	N/A	N/A

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

** Plan Year 2025 premium rates include margin of 3.0%.

Exhibit 3A – Plan Year 2025 Aggregate Costs

Page 3 of 3

	HDLow		Tiered Network		Unity PPO			
	Aetna	Horizon	Aetna	Horizon	Aetna Unity PPO	Horizon Unity PPO	Aetna Unity 2019 PPO	Horizon Unity 2019 PPO
Employees and Retirees								
Average Medical Members	12	61	397	3,701	100	655	25	600
Incurred Medical Claims	\$65,000	\$284,000	\$2,911,000	\$23,378,000	\$1,464,000	\$7,293,000	\$256,000	\$5,177,000
Capitation and Other Claim Based Fees	\$0	\$15,000	\$0	\$991,000	\$0	\$162,000	\$0	\$153,000
Incurred Prescription Drug Claims	\$220,000	\$23,000	\$970,000	\$8,697,000	\$288,000	\$2,867,000	\$42,000	\$2,455,000
Prescription Drug Rebates	(\$89,000)	(\$9,000)	(\$394,000)	(\$3,526,000)	(\$118,000)	(\$1,170,000)	(\$17,000)	(\$994,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$4,000	\$21,000	\$204,000	\$1,563,000	\$34,000	\$182,000	\$9,000	\$237,000
Total Cost	\$200,000	\$334,000	\$3,691,000	\$31,103,000	\$1,668,000	\$9,334,000	\$290,000	\$7,028,000
Total Premium	\$135,000	\$644,000	\$3,798,000	\$36,584,000	\$1,474,000	\$8,427,000	\$319,000	\$8,006,000
Gain (Loss)	(\$65,000)	\$310,000	\$107,000	\$5,481,000	(\$194,000)	(\$907,000)	\$29,000	\$978,000
Employees								
Average Medical Members	12	61	390	3,638	31	500	25	600
Incurred Medical Claims	\$65,000	\$284,000	\$2,869,000	\$22,798,000	\$643,000	\$4,522,000	\$256,000	\$5,177,000
Capitation and Other Claim Based Fees	\$0	\$15,000	\$0	\$976,000	\$0	\$126,000	\$0	\$153,000
Incurred Prescription Drug Claims	\$220,000	\$23,000	\$930,000	\$8,313,000	\$48,000	\$1,809,000	\$42,000	\$2,455,000
Prescription Drug Rebates	(\$89,000)	(\$9,000)	(\$377,000)	(\$3,367,000)	(\$19,000)	(\$733,000)	(\$17,000)	(\$994,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$4,000	\$21,000	\$200,000	\$1,537,000	\$7,000	\$135,000	\$9,000	\$237,000
Total Cost	\$200,000	\$334,000	\$3,622,000	\$30,257,000	\$679,000	\$5,859,000	\$290,000	\$7,028,000
Total Premium	\$135,000	\$644,000	\$3,717,000	\$35,785,000	\$369,000	\$6,217,000	\$319,000	\$8,006,000
Gain (Loss)	(\$65,000)	\$310,000	\$95,000	\$5,528,000	(\$310,000)	\$358,000	\$29,000	\$978,000
Early Retirees								
Average Medical Members	-	-	7	63	69	155	N/A	N/A
Incurred Medical Claims	\$0	\$0	\$42,000	\$580,000	\$821,000	\$2,771,000	N/A	N/A
Capitation	\$0	\$0	\$0	\$15,000	\$0	\$36,000	N/A	N/A
Incurred Prescription Drug Claims	\$0	\$0	\$40,000	\$384,000	\$240,000	\$1,058,000	N/A	N/A
Prescription Drug Rebates	\$0	\$0	(\$17,000)	(\$159,000)	(\$99,000)	(\$437,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$0	\$0	\$4,000	\$26,000	\$27,000	\$47,000	N/A	N/A
Total Cost	\$0	\$0	\$69,000	\$846,000	\$989,000	\$3,475,000	N/A	N/A
Total Premium	\$0	\$0	\$81,000	\$799,000	\$1,105,000	\$2,210,000	N/A	N/A
Gain (Loss)	\$0	\$0	\$12,000	(\$47,000)	\$116,000	(\$1,265,000)	N/A	N/A
Medicare Retirees								
Average Medical Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

** Plan Year 2025 premium rates include margin of 3.0%.

Exhibit 3B – Plan Year 2026 Aggregate Costs

Page 1 of 3

		Legacy Plans						1525			
	Total	Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
Employees and Retirees											
Average Medical Members	112,645	19,029	3,863	45,404	10,065	1,399	1,378	81	3,899	119	86
Incurred Medical Claims	\$1,231,308,000	\$84,029,000	\$16,326,000	\$656,103,000	\$132,734,000	\$5,840,000	\$15,862,000	\$929,000	\$25,829,000	\$726,000	\$907,000
Capitation and Other Claim Based Fee	\$23,485,000	\$0	\$0	\$12,054,000	\$2,891,000	\$0	\$425,000	\$0	\$1,064,000	\$0	\$24,000
Incurred Prescription Drug Claims	\$662,708,000	\$180,420,000	\$37,356,000	\$229,997,000	\$44,520,000	\$13,683,000	\$7,104,000	\$296,000	\$33,471,000	\$697,000	\$249,000
Prescription Drug Rebates	(\$216,727,000)	(\$35,911,000)	(\$7,153,000)	(\$95,375,000)	(\$18,462,000)	(\$2,633,000)	(\$2,751,000)	(\$123,000)	(\$7,381,000)	(\$170,000)	(\$72,000)
EGWP Credits	(\$117,380,000)	(\$79,475,000)	(\$16,541,000)	N/A	N/A	(\$5,969,000)	(\$357,000)	\$0	(\$12,295,000)	(\$434,000)	(\$164,000)
Administrative Fees	\$33,279,000	\$3,480,000	\$687,000	\$14,286,000	\$3,181,000	\$278,000	\$560,000	\$21,000	\$1,395,000	\$23,000	\$31,000
Total Cost	\$1,616,673,000	\$152,543,000	\$30,675,000	\$817,065,000	\$164,864,000	\$11,199,000	\$20,843,000	\$1,123,000	\$42,083,000	\$842,000	\$975,000
Total Premium	\$1,790,997,000	\$189,991,000	\$35,966,000	\$903,429,000	\$189,984,000	\$14,212,000	\$26,195,000	\$1,445,000	\$48,020,000	\$1,264,000	\$1,231,000
Gain (Loss)	\$174,324,000	\$37,448,000	\$5,291,000	\$86,364,000	\$25,120,000	\$3,013,000	\$5,352,000	\$322,000	\$5,937,000	\$422,000	\$256,000
Employees											
Average Medical Members	68,226	1,030	161	33,917	7,703	61	848	52	719	N/A	N/A
Incurred Medical Claims	\$855,025,000	\$10,123,000	\$2,355,000	\$476,165,000	\$97,787,000	\$812,000	\$8,539,000	\$494,000	\$7,902,000	N/A	N/A
Capitation and Other Claim Based Fee	\$18,448,000	\$0	\$0	\$9,584,000	\$2,167,000	\$0	\$275,000	\$0	\$207,000	N/A	N/A
Incurred Prescription Drug Claims	\$293,262,000	\$4,494,000	\$401,000	\$155,890,000	\$30,066,000	\$450,000	\$3,258,000	\$100,000	\$3,036,000	N/A	N/A
Prescription Drug Rebates	(\$121,426,000)	(\$1,861,000)	(\$166,000)	(\$64,546,000)	(\$12,449,000)	(\$186,000)	(\$1,349,000)	(\$41,000)	(\$1,257,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$22,915,000	\$329,000	\$43,000	\$11,093,000	\$2,495,000	\$26,000	\$357,000	\$15,000	\$249,000	N/A	N/A
Total Cost	\$1,068,224,000	\$13,085,000	\$2,633,000	\$588,186,000	\$120,066,000	\$1,102,000	\$11,080,000	\$568,000	\$10,137,000	N/A	N/A
Total Premium	\$1,161,791,000	\$19,719,000	\$2,898,000	\$651,731,000	\$140,500,000	\$1,110,000	\$15,589,000	\$890,000	\$12,691,000	N/A	N/A
Gain (Loss)	\$93,567,000	\$6,634,000	\$265,000	\$63,545,000	\$20,434,000	\$8,000	\$4,509,000	\$322,000	\$2,554,000	N/A	N/A
Early Retirees											
Average Medical Members	21,155	2,248	424	11,487	2,362	155	459	29	743	33	53
Incurred Medical Claims	\$314,899,000	\$32,506,000	\$6,037,000	\$179,938,000	\$34,947,000	\$1,576,000	\$7,105,000	\$435,000	\$10,864,000	\$511,000	\$863,000
Capitation	\$4,314,000	\$0	\$0	\$2,470,000	\$724,000	\$0	\$132,000	\$0	\$273,000	\$0	\$13,000
Incurred Prescription Drug Claims	\$128,886,000	\$14,690,000	\$2,407,000	\$74,107,000	\$14,454,000	\$636,000	\$3,029,000	\$196,000	\$3,503,000	\$202,000	\$117,000
Prescription Drug Rebates	(\$53,616,000)	(\$6,111,000)	(\$1,001,000)	(\$30,829,000)	(\$6,013,000)	(\$264,000)	(\$1,260,000)	(\$82,000)	(\$1,457,000)	(\$84,000)	(\$49,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$5,574,000	\$340,000	\$63,000	\$3,193,000	\$686,000	\$40,000	\$177,000	\$6,000	\$189,000	\$8,000	\$15,000
Total Cost	\$400,057,000	\$41,425,000	\$7,506,000	\$228,879,000	\$44,798,000	\$1,988,000	\$9,183,000	\$555,000	\$13,372,000	\$637,000	\$959,000
Total Premium	\$451,219,000	\$51,636,000	\$9,164,000	\$251,698,000	\$49,484,000	\$2,992,000	\$9,878,000	\$555,000	\$15,054,000	\$640,000	\$997,000
Gain (Loss)	\$51,162,000	\$10,211,000	\$1,658,000	\$22,819,000	\$4,686,000	\$1,004,000	\$695,000	\$0	\$1,682,000	\$3,000	\$38,000
Medicare Retirees											
Average Medical Members	23,264	15,751	3,278	N/A	N/A	1,183	71	N/A	2,437	86	33
Incurred Medical Claims	\$61,384,000	\$41,400,000	\$7,934,000	N/A	N/A	\$3,452,000	\$218,000	N/A	\$7,063,000	\$215,000	\$44,000
Capitation and Other Claim Based Fee	\$723,000	\$0	\$0	N/A	N/A	\$0	\$18,000	N/A	\$584,000	\$0	\$11,000
Incurred Prescription Drug Claims	\$240,560,000	\$161,236,000	\$34,548,000	N/A	N/A	\$12,597,000	\$817,000	N/A	\$26,932,000	\$495,000	\$132,000
Prescription Drug Rebates	(\$41,685,000)	(\$27,939,000)	(\$5,986,000)	N/A	N/A	(\$2,183,000)	(\$142,000)	N/A	(\$4,667,000)	(\$86,000)	(\$23,000)
EGWP Credits	(\$117,380,000)	(\$79,475,000)	(\$16,541,000)	N/A	N/A	(\$5,969,000)	(\$357,000)	N/A	(\$12,295,000)	(\$434,000)	(\$164,000)
Administrative Fees	\$4,790,000	\$2,811,000	\$581,000	N/A	N/A	\$212,000	\$26,000	N/A	\$957,000	\$15,000	\$16,000
Total Cost	\$148,392,000	\$98,033,000	\$20,536,000	N/A	N/A	\$8,109,000	\$580,000	N/A	\$18,574,000	\$205,000	\$16,000
Total Premium	\$177,987,000	\$118,636,000	\$23,904,000	N/A	N/A	\$10,110,000	\$728,000	N/A	\$20,275,000	\$624,000	\$234,000
Gain (Loss)	\$29,595,000	\$20,603,000	\$3,368,000	N/A	N/A	\$2,001,000	\$148,000	N/A	\$1,701,000	\$419,000	\$218,000

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

** Plan Year 2026 premium rates are priced 15.4% higher than Active Early Retirees, and Medicare Retiree projected medical and prescription drug costs. This reflects 6.0% margin to help build the CSR balance plus an additional load to collect amounts owed under Chapter 86.

Exhibit 3B – Plan Year 2026 Aggregate Costs

Page 2 of 3

	2030				PPO 2035		HDHigh	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna	Horizon	Aetna	Horizon
Employees and Retirees								
Average Medical Members	279	4,231	108	400	73	4,900	369	7,960
Incurred Medical Claims	\$2,570,000	\$49,645,000	\$504,000	\$4,252,000	\$894,000	\$56,564,000	\$4,518,000	\$84,834,000
Capitation and Other Claim Based Fees	\$0	\$1,048,000	\$0	\$105,000	\$0	\$1,386,000	\$0	\$2,113,000
Incurred Prescription Drug Claims	\$897,000	\$20,164,000	\$545,000	\$2,381,000	\$211,000	\$23,246,000	\$884,000	\$32,759,000
Prescription Drug Rebates	(\$373,000)	(\$7,503,000)	(\$227,000)	(\$940,000)	(\$88,000)	(\$9,625,000)	(\$366,000)	(\$13,564,000)
EGWP Credits	\$0	(\$2,034,000)	\$0	(\$111,000)	N/A	N/A	N/A	N/A
Administrative Fees	\$65,000	\$1,303,000	\$31,000	\$129,000	\$25,000	\$1,622,000	\$95,000	\$2,499,000
Total Cost	\$3,159,000	\$62,623,000	\$853,000	\$5,816,000	\$1,042,000	\$73,193,000	\$5,131,000	\$108,641,000
Total Premium	\$4,797,000	\$74,807,000	\$1,794,000	\$6,932,000	\$1,259,000	\$83,080,000	\$3,438,000	\$77,165,000
Gain (Loss)	\$1,638,000	\$12,184,000	\$941,000	\$1,116,000	\$217,000	\$9,887,000	(\$1,693,000)	(\$31,476,000)
Employees								
Average Medical Members	114	1,703	N/A	N/A	73	4,900	366	7,868
Incurred Medical Claims	\$1,032,000	\$20,036,000	N/A	N/A	\$894,000	\$56,564,000	\$4,481,000	\$83,618,000
Capitation and Other Claim Based Fees	\$0	\$498,000	N/A	N/A	\$0	\$1,386,000	\$0	\$2,011,000
Incurred Prescription Drug Claims	\$263,000	\$6,668,000	N/A	N/A	\$211,000	\$23,246,000	\$869,000	\$32,236,000
Prescription Drug Rebates	(\$109,000)	(\$2,761,000)	N/A	N/A	(\$88,000)	(\$9,625,000)	(\$360,000)	(\$13,347,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$31,000	\$605,000	N/A	N/A	\$25,000	\$1,622,000	\$94,000	\$2,466,000
Total Cost	\$1,217,000	\$25,046,000	N/A	N/A	\$1,042,000	\$73,193,000	\$5,084,000	\$106,984,000
Total Premium	\$1,932,000	\$30,715,000	N/A	N/A	\$1,259,000	\$83,080,000	\$3,392,000	\$76,012,000
Gain (Loss)	\$715,000	\$5,669,000	N/A	N/A	\$217,000	\$9,887,000	(\$1,692,000)	(\$30,972,000)
Early Retirees								
Average Medical Members	165	2,125	108	378	N/A	N/A	3	92
Incurred Medical Claims	\$1,538,000	\$28,614,000	\$504,000	\$4,189,000	N/A	N/A	\$37,000	\$1,216,000
Capitation	\$0	\$447,000	\$0	\$98,000	N/A	N/A	\$0	\$102,000
Incurred Prescription Drug Claims	\$634,000	\$9,901,000	\$545,000	\$2,173,000	N/A	N/A	\$15,000	\$523,000
Prescription Drug Rebates	(\$264,000)	(\$4,119,000)	(\$227,000)	(\$904,000)	N/A	N/A	(\$6,000)	(\$217,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$34,000	\$535,000	\$31,000	\$120,000	N/A	N/A	\$1,000	\$33,000
Total Cost	\$1,942,000	\$35,378,000	\$853,000	\$5,676,000	N/A	N/A	\$47,000	\$1,657,000
Total Premium	\$2,865,000	\$40,820,000	\$1,794,000	\$6,728,000	N/A	N/A	\$46,000	\$1,153,000
Gain (Loss)	\$923,000	\$5,442,000	\$941,000	\$1,052,000	N/A	N/A	(\$1,000)	(\$504,000)
Medicare Retirees								
Average Medical Members	N/A	403	N/A	22	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	\$995,000	N/A	\$63,000	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	\$103,000	N/A	\$7,000	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	\$3,595,000	N/A	\$208,000	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	(\$623,000)	N/A	(\$36,000)	N/A	N/A	N/A	N/A
EGWP Credits	N/A	(\$2,034,000)	N/A	(\$111,000)	N/A	N/A	N/A	N/A
Administrative Fees	N/A	\$163,000	N/A	\$9,000	N/A	N/A	N/A	N/A
Total Cost	N/A	\$2,199,000	N/A	\$140,000	N/A	N/A	N/A	N/A
Total Premium	N/A	\$3,272,000	N/A	\$204,000	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	\$1,073,000	N/A	\$64,000	N/A	N/A	N/A	N/A

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

** Plan Year 2026 premium rates are priced 15.4% higher than Active Early Retirees, and Medicare Retiree projected medical and prescription drug costs. This reflects 6.0% margin to help build the CSR balance plus an additional load to collect amounts owed under Chapter 86.

Exhibit 3B – Plan Year 2026 Aggregate Costs

Page 3 of 3

	HDLow		Tiered Network		Unity PPO			
	Aetna	Horizon	Aetna	Horizon	Aetna Unity PPO	Horizon Unity PPO	Aetna Unity 2019 PPO	Horizon Unity 2019 PPO
Employees and Retirees								
Average Medical Members	33	679	544	6,495	96	628	30	497
Incurred Medical Claims	\$444,000	\$7,860,000	\$5,670,000	\$58,388,000	\$1,343,000	\$8,024,000	\$421,000	\$6,092,000
Capitation and Other Claim Based Fees	\$0	\$169,000	\$0	\$1,880,000	\$0	\$179,000	\$0	\$147,000
Incurred Prescription Drug Claims	\$88,000	\$3,022,000	\$1,410,000	\$23,414,000	\$507,000	\$3,124,000	\$75,000	\$2,188,000
Prescription Drug Rebates	(\$37,000)	(\$1,251,000)	(\$584,000)	(\$9,695,000)	(\$211,000)	(\$1,295,000)	(\$31,000)	(\$906,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$11,000	\$200,000	\$275,000	\$2,647,000	\$32,000	\$186,000	\$9,000	\$208,000
Total Cost	\$506,000	\$10,000,000	\$6,771,000	\$76,634,000	\$1,671,000	\$10,218,000	\$474,000	\$7,729,000
Total Premium	\$488,000	\$9,656,000	\$7,366,000	\$85,797,000	\$2,065,000	\$11,057,000	\$510,000	\$9,049,000
Gain (Loss)	(\$18,000)	(\$344,000)	\$595,000	\$9,163,000	\$394,000	\$839,000	\$36,000	\$1,320,000
Employees								
Average Medical Members	32	679	538	6,437	15	483	30	497
Incurred Medical Claims	\$432,000	\$7,860,000	\$5,598,000	\$57,665,000	\$215,000	\$5,940,000	\$421,000	\$6,092,000
Capitation and Other Claim Based Fees	\$0	\$169,000	\$0	\$1,864,000	\$0	\$140,000	\$0	\$147,000
Incurred Prescription Drug Claims	\$83,000	\$3,022,000	\$1,376,000	\$23,058,000	\$41,000	\$2,231,000	\$75,000	\$2,188,000
Prescription Drug Rebates	(\$35,000)	(\$1,251,000)	(\$570,000)	(\$9,547,000)	(\$17,000)	(\$924,000)	(\$31,000)	(\$906,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$10,000	\$200,000	\$272,000	\$2,622,000	\$6,000	\$138,000	\$9,000	\$208,000
Total Cost	\$490,000	\$10,000,000	\$6,676,000	\$75,662,000	\$245,000	\$7,525,000	\$474,000	\$7,729,000
Total Premium	\$468,000	\$9,656,000	\$7,267,000	\$84,802,000	\$284,000	\$8,237,000	\$510,000	\$9,049,000
Gain (Loss)	(\$22,000)	(\$344,000)	\$591,000	\$9,140,000	\$39,000	\$712,000	\$36,000	\$1,320,000
Early Retirees								
Average Medical Members	1	-	6	58	81	145	N/A	N/A
Incurred Medical Claims	\$12,000	\$0	\$72,000	\$723,000	\$1,128,000	\$2,084,000	N/A	N/A
Capitation	\$0	\$0	\$0	\$16,000	\$0	\$39,000	N/A	N/A
Incurred Prescription Drug Claims	\$5,000	\$0	\$34,000	\$356,000	\$466,000	\$893,000	N/A	N/A
Prescription Drug Rebates	(\$2,000)	\$0	(\$14,000)	(\$148,000)	(\$194,000)	(\$371,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$1,000	\$0	\$3,000	\$25,000	\$26,000	\$48,000	N/A	N/A
Total Cost	\$16,000	\$0	\$95,000	\$972,000	\$1,426,000	\$2,693,000	N/A	N/A
Total Premium	\$20,000	\$0	\$99,000	\$995,000	\$1,781,000	\$2,820,000	N/A	N/A
Gain (Loss)	\$4,000	\$0	\$4,000	\$23,000	\$355,000	\$127,000	N/A	N/A
Medicare Retirees								
Average Medical Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

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Exhibit 3C – Plan Year 2027 Aggregate Costs

Page 1 of 3

	Total	Legacy Plans						1525			
		Aetna PPO10	Aetna PPO15	Horizon PPO10	Horizon PPO15	Aetna HMO	Horizon HMO	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO
Employees and Retirees											
Average Medical Members	107,035	18,078	3,670	43,146	9,564	1,330	1,309	76	3,704	113	81
Incurred Medical Claims	\$1,306,556,000	\$83,223,000	\$16,484,000	\$701,629,000	\$141,945,000	\$4,477,000	\$16,948,000	\$993,000	\$27,187,000	\$664,000	\$968,000
Capitation and Other Claim Based Fee	\$25,058,000	\$0	\$0	\$12,883,000	\$3,090,000	\$0	\$454,000	\$0	\$1,102,000	\$0	\$25,000
Incurred Prescription Drug Claims	\$729,032,000	\$184,833,000	\$38,107,000	\$264,849,000	\$51,265,000	\$13,969,000	\$8,056,000	\$339,000	\$34,713,000	\$732,000	\$267,000
Prescription Drug Rebates	(\$224,372,000)	(\$31,863,000)	(\$6,237,000)	(\$103,535,000)	(\$20,042,000)	(\$2,298,000)	(\$2,961,000)	(\$134,000)	(\$6,823,000)	(\$164,000)	(\$73,000)
EGWP Credits	(\$119,588,000)	(\$80,970,000)	(\$16,853,000)	N/A	N/A	(\$6,081,000)	(\$363,000)	\$0	(\$12,526,000)	(\$442,000)	(\$167,000)
Administrative Fees	\$31,133,000	\$3,336,000	\$657,000	\$13,271,000	\$2,958,000	\$267,000	\$20,000	\$20,000	\$1,320,000	\$21,000	\$29,000
Total Cost	\$1,747,819,000	\$158,559,000	\$32,158,000	\$889,097,000	\$179,216,000	\$10,334,000	\$22,659,000	\$1,218,000	\$44,973,000	\$811,000	\$1,049,000
Total Premium	\$2,081,522,000	\$222,731,000	\$42,596,000	\$1,016,827,000	\$212,995,000	\$14,927,000	\$30,181,000	\$1,663,000	\$56,474,000	\$1,435,000	\$1,571,000
Gain (Loss)	\$333,703,000	\$64,172,000	\$10,438,000	\$127,730,000	\$33,779,000	\$4,593,000	\$7,522,000	\$445,000	\$11,501,000	\$624,000	\$522,000
Employees											
Average Medical Members	64,827	978	153	32,227	7,319	58	806	49	683	N/A	N/A
Incurred Medical Claims	\$914,103,000	\$10,820,000	\$2,517,000	\$509,160,000	\$104,564,000	\$868,000	\$9,130,000	\$528,000	\$8,450,000	N/A	N/A
Capitation and Other Claim Based Fee	\$19,718,000	\$0	\$0	\$10,243,000	\$2,316,000	\$0	\$294,000	\$0	\$222,000	N/A	N/A
Incurred Prescription Drug Claims	\$338,489,000	\$5,189,000	\$463,000	\$179,967,000	\$34,710,000	\$520,000	\$3,761,000	\$115,000	\$3,505,000	N/A	N/A
Prescription Drug Rebates	(\$130,610,000)	(\$2,002,000)	(\$179,000)	(\$69,442,000)	(\$13,393,000)	(\$201,000)	(\$1,451,000)	(\$44,000)	(\$1,353,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$21,359,000	\$313,000	\$40,000	\$10,314,000	\$2,322,000	\$24,000	\$335,000	\$14,000	\$232,000	N/A	N/A
Total Cost	\$1,163,059,000	\$14,320,000	\$2,841,000	\$640,242,000	\$130,519,000	\$1,211,000	\$12,069,000	\$613,000	\$11,056,000	N/A	N/A
Total Premium	\$1,294,793,000	\$20,903,000	\$3,073,000	\$690,539,000	\$148,823,000	\$1,176,000	\$16,527,000	\$943,000	\$13,441,000	N/A	N/A
Gain (Loss)	\$131,734,000	\$6,583,000	\$232,000	\$50,297,000	\$18,304,000	(\$35,000)	\$4,458,000	\$330,000	\$2,385,000	N/A	N/A
Early Retirees											
Average Medical Members	20,107	2,136	403	10,919	2,245	148	436	27	706	31	50
Incurred Medical Claims	\$336,797,000	\$34,750,000	\$6,454,000	\$192,469,000	\$37,381,000	\$1,685,000	\$7,599,000	\$465,000	\$11,619,000	\$546,000	\$923,000
Capitation	\$4,612,000	\$0	\$0	\$2,640,000	\$774,000	\$0	\$142,000	\$0	\$292,000	\$0	\$14,000
Incurred Prescription Drug Claims	\$147,614,000	\$16,820,000	\$2,756,000	\$84,882,000	\$16,555,000	\$728,000	\$3,469,000	\$224,000	\$4,011,000	\$232,000	\$134,000
Prescription Drug Rebates	(\$59,290,000)	(\$6,756,000)	(\$1,107,000)	(\$34,093,000)	(\$6,649,000)	(\$292,000)	(\$1,393,000)	(\$90,000)	(\$1,611,000)	(\$93,000)	(\$54,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$5,172,000	\$317,000	\$59,000	\$2,957,000	\$636,000	\$37,000	\$165,000	\$6,000	\$175,000	\$7,000	\$14,000
Total Cost	\$434,905,000	\$45,131,000	\$8,162,000	\$248,855,000	\$48,697,000	\$2,158,000	\$9,982,000	\$605,000	\$14,486,000	\$692,000	\$1,031,000
Total Premium	\$585,063,000	\$66,939,000	\$11,884,000	\$326,288,000	\$64,172,000	\$3,880,000	\$12,810,000	\$720,000	\$19,524,000	\$831,000	\$1,294,000
Gain (Loss)	\$150,158,000	\$21,808,000	\$3,722,000	\$77,433,000	\$15,475,000	\$1,722,000	\$2,828,000	\$115,000	\$5,038,000	\$139,000	\$263,000
Medicare Retirees											
Average Medical Members	22,101	14,964	3,114	N/A	N/A	1,124	67	N/A	2,315	82	31
Incurred Medical Claims	\$55,656,000	\$37,653,000	\$7,513,000	N/A	N/A	\$1,924,000	\$219,000	N/A	\$7,118,000	\$118,000	\$45,000
Capitation and Other Claim Based Fee	\$728,000	\$0	\$0	N/A	N/A	\$0	\$18,000	N/A	\$588,000	\$0	\$11,000
Incurred Prescription Drug Claims	\$242,929,000	\$162,824,000	\$34,888,000	N/A	N/A	\$12,721,000	\$826,000	N/A	\$27,197,000	\$500,000	\$133,000
Prescription Drug Rebates	(\$34,472,000)	(\$34,472,000)	(\$4,951,000)	N/A	N/A	(\$1,805,000)	(\$117,000)	N/A	(\$3,859,000)	(\$71,000)	(\$19,000)
EGWP Credits	(\$119,588,000)	(\$80,970,000)	(\$16,853,000)	N/A	N/A	(\$6,081,000)	(\$363,000)	N/A	(\$12,526,000)	(\$442,000)	(\$167,000)
Administrative Fees	\$4,602,000	\$2,706,000	\$558,000	N/A	N/A	\$206,000	\$25,000	N/A	\$913,000	\$14,000	\$15,000
Total Cost	\$149,855,000	\$99,108,000	\$21,155,000	N/A	N/A	\$6,965,000	\$608,000	N/A	\$19,431,000	\$119,000	\$18,000
Total Premium	\$201,666,000	\$134,889,000	\$27,639,000	N/A	N/A	\$9,871,000	\$844,000	N/A	\$23,509,000	\$604,000	\$277,000
Gain (Loss)	\$51,811,000	\$35,781,000	\$6,484,000	N/A	N/A	\$2,906,000	\$236,000	N/A	\$4,078,000	\$485,000	\$259,000

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

** Plan Year 2027 Premium rates are priced 11.3% higher than Active and 34.5% higher than Early Retiree and Medicare Retiree projected medical and prescription drug costs. This reflects margin to help build the projected CSR balance plus an additional load to collect the remaining \$90M owed under Chapter 86.

Exhibit 3C – Projected Plan Year 2027 Aggregate Costs

Page 2 of 3

	2030				PPO 2035		HDHigh	
	Aetna PPO	Horizon PPO	Aetna HMO	Horizon HMO	Aetna	Horizon	Aetna	Horizon
Employees and Retirees								
Average Medical Members	265	4,021	102	380	69	4,656	351	7,564
Incurred Medical Claims	\$2,747,000	\$53,032,000	\$538,000	\$4,544,000	\$955,000	\$60,483,000	\$4,823,000	\$90,576,000
Capitation and Other Claim Based Fees	\$0	\$1,115,000	\$0	\$112,000	\$0	\$1,481,000	\$0	\$2,258,000
Incurred Prescription Drug Claims	\$1,030,000	\$22,667,000	\$624,000	\$2,699,000	\$244,000	\$26,836,000	\$1,019,000	\$37,756,000
Prescription Drug Rebates	(\$409,000)	(\$8,040,000)	(\$251,000)	(\$1,030,000)	(\$94,000)	(\$10,355,000)	(\$393,000)	(\$14,578,000)
EGWP Credits	\$0	(\$2,073,000)	\$0	(\$113,000)	N/A	N/A	N/A	N/A
Administrative Fees	\$61,000	\$1,216,000	\$30,000	\$121,000	\$24,000	\$1,512,000	\$90,000	\$2,331,000
Total Cost	\$3,429,000	\$67,917,000	\$941,000	\$6,333,000	\$1,129,000	\$79,957,000	\$5,539,000	\$118,343,000
Total Premium	\$5,766,000	\$89,315,000	\$2,330,000	\$8,973,000	\$1,336,000	\$88,096,000	\$5,596,000	\$125,576,000
Gain (Loss)	\$2,337,000	\$21,398,000	\$1,389,000	\$2,640,000	\$207,000	\$8,139,000	\$57,000	\$7,233,000
Employees								
Average Medical Members	108	1,618	N/A	N/A	69	4,656	348	7,476
Incurred Medical Claims	\$1,103,000	\$21,424,000	N/A	N/A	\$955,000	\$60,483,000	\$4,783,000	\$89,277,000
Capitation and Other Claim Based Fees	\$0	\$533,000	N/A	N/A	\$0	\$1,481,000	\$0	\$2,149,000
Incurred Prescription Drug Claims	\$304,000	\$7,697,000	N/A	N/A	\$244,000	\$26,836,000	\$1,001,000	\$37,158,000
Prescription Drug Rebates	(\$117,000)	(\$2,970,000)	N/A	N/A	(\$94,000)	(\$10,355,000)	(\$386,000)	(\$14,338,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$29,000	\$564,000	N/A	N/A	\$24,000	\$1,512,000	\$89,000	\$2,300,000
Total Cost	\$1,319,000	\$27,248,000	N/A	N/A	\$1,129,000	\$79,957,000	\$5,487,000	\$116,546,000
Total Premium	\$2,048,000	\$32,556,000	N/A	N/A	\$1,336,000	\$88,096,000	\$5,536,000	\$124,078,000
Gain (Loss)	\$729,000	\$5,308,000	N/A	N/A	\$207,000	\$8,139,000	\$49,000	\$7,532,000
Early Retirees								
Average Medical Members	157	2,020	102	359	N/A	N/A	3	88
Incurred Medical Claims	\$1,644,000	\$30,605,000	\$538,000	\$4,481,000	N/A	N/A	\$40,000	\$1,299,000
Capitation	\$0	\$478,000	\$0	\$105,000	N/A	N/A	\$0	\$109,000
Incurred Prescription Drug Claims	\$726,000	\$11,340,000	\$624,000	\$2,489,000	N/A	N/A	\$18,000	\$598,000
Prescription Drug Rebates	(\$292,000)	(\$4,555,000)	(\$251,000)	(\$1,000,000)	N/A	N/A	(\$7,000)	(\$240,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$32,000	\$496,000	\$30,000	\$112,000	N/A	N/A	\$1,000	\$31,000
Total Cost	\$2,110,000	\$38,364,000	\$941,000	\$6,187,000	N/A	N/A	\$52,000	\$1,797,000
Total Premium	\$3,718,000	\$52,962,000	\$2,330,000	\$8,737,000	N/A	N/A	\$60,000	\$1,498,000
Gain (Loss)	\$1,608,000	\$14,598,000	\$1,389,000	\$2,550,000	N/A	N/A	\$8,000	(\$299,000)
Medicare Retirees								
Average Medical Members	N/A	383	N/A	21	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	\$1,003,000	N/A	\$63,000	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	\$104,000	N/A	\$7,000	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	\$3,630,000	N/A	\$210,000	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	(\$515,000)	N/A	(\$30,000)	N/A	N/A	N/A	N/A
EGWP Credits	N/A	(\$2,073,000)	N/A	(\$113,000)	N/A	N/A	N/A	N/A
Administrative Fees	N/A	\$156,000	N/A	\$9,000	N/A	N/A	N/A	N/A
Total Cost	N/A	\$2,305,000	N/A	\$146,000	N/A	N/A	N/A	N/A
Total Premium	N/A	\$3,797,000	N/A	\$236,000	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	\$1,492,000	N/A	\$90,000	N/A	N/A	N/A	N/A

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Exhibit 3C – Projected Plan Year 2027 Aggregate Costs

Page 3 of 3

	HDLow		Tiered Network		Unity PPO			
	Aetna	Horizon	Aetna	Horizon	Aetna Unity PPO	Horizon Unity PPO	Aetna Unity 2019 PPO	Horizon Unity 2019 PPO
Average Medical Members	32	645	518	6,172	91	597	28	473
Incurred Medical Claims	\$474,000	\$8,389,000	\$6,061,000	\$62,435,000	\$1,436,000	\$8,581,000	\$450,000	\$6,514,000
Capitation and Other Claim Based Fees	\$0	\$180,000	\$0	\$2,010,000	\$0	\$191,000	\$0	\$157,000
Incurred Prescription Drug Claims	\$102,000	\$3,482,000	\$1,627,000	\$27,027,000	\$580,000	\$3,597,000	\$87,000	\$2,525,000
Prescription Drug Rebates	(\$39,000)	(\$1,344,000)	(\$629,000)	(\$10,435,000)	(\$232,000)	(\$1,405,000)	(\$34,000)	(\$974,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$10,000	\$187,000	\$261,000	\$2,480,000	\$30,000	\$173,000	\$9,000	\$194,000
Total Cost	\$547,000	\$10,894,000	\$7,320,000	\$83,517,000	\$1,814,000	\$11,137,000	\$512,000	\$8,416,000
Total Premium	\$587,000	\$11,573,000	\$9,161,000	\$106,676,000	\$2,613,000	\$12,392,000	\$541,000	\$9,591,000
Gain (Loss)	\$40,000	\$679,000	\$1,841,000	\$23,159,000	\$799,000	\$1,255,000	\$29,000	\$1,175,000
Employees								
Average Medical Members	31	645	512	6,117	14	459	28	473
Incurred Medical Claims	\$461,000	\$8,389,000	\$5,984,000	\$61,661,000	\$230,000	\$6,352,000	\$450,000	\$6,514,000
Capitation and Other Claim Based Fees	\$0	\$180,000	\$0	\$1,993,000	\$0	\$150,000	\$0	\$157,000
Incurred Prescription Drug Claims	\$96,000	\$3,482,000	\$1,588,000	\$26,619,000	\$47,000	\$2,575,000	\$87,000	\$2,525,000
Prescription Drug Rebates	(\$37,000)	(\$1,344,000)	(\$613,000)	(\$10,271,000)	(\$18,000)	(\$994,000)	(\$34,000)	(\$974,000)
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$9,000	\$187,000	\$258,000	\$2,456,000	\$5,000	\$129,000	\$9,000	\$194,000
Total Cost	\$529,000	\$10,894,000	\$7,217,000	\$82,458,000	\$264,000	\$8,212,000	\$512,000	\$8,416,000
Total Premium	\$561,000	\$11,573,000	\$9,033,000	\$105,384,000	\$302,000	\$8,733,000	\$541,000	\$9,591,000
Gain (Loss)	\$32,000	\$679,000	\$1,816,000	\$22,926,000	\$38,000	\$521,000	\$29,000	\$1,175,000
Early Retirees								
Average Medical Members	1	-	6	55	77	138	N/A	N/A
Incurred Medical Claims	\$13,000	\$0	\$77,000	\$774,000	\$1,206,000	\$2,229,000	N/A	N/A
Capitation	\$0	\$0	\$0	\$17,000	\$0	\$41,000	N/A	N/A
Incurred Prescription Drug Claims	\$6,000	\$0	\$39,000	\$408,000	\$533,000	\$1,022,000	N/A	N/A
Prescription Drug Rebates	(\$2,000)	\$0	(\$16,000)	(\$164,000)	(\$214,000)	(\$411,000)	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	\$1,000	\$0	\$3,000	\$24,000	\$25,000	\$44,000	N/A	N/A
Total Cost	\$18,000	\$0	\$103,000	\$1,059,000	\$1,550,000	\$2,925,000	N/A	N/A
Total Premium	\$26,000	\$0	\$128,000	\$1,292,000	\$2,311,000	\$3,659,000	N/A	N/A
Gain (Loss)	\$8,000	\$0	\$25,000	\$233,000	\$761,000	\$734,000	N/A	N/A
Medicare Retirees								
Average Medical Members	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Medical Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Capitation and Other Claim Based Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Incurred Prescription Drug Claims	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Prescription Drug Rebates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EGWP Credits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Administrative Fees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Cost	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Premium	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gain (Loss)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Exhibit 4A – Plan Year 2027 Monthly Active Premiums

Legacy Active Plans

Page 1 of 4

	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Medical Coverage Only</u>							
Single	\$1,845.41	\$1,757.31	\$1,706.78	\$1,704.66	N/A	\$1,691.50	N/A
Employee+Spouse	\$3,690.82	\$3,514.62	\$3,413.56	\$3,409.32	N/A	\$3,383.00	N/A
Family	\$5,148.69	\$4,902.89	\$4,761.92	\$4,756.00	N/A	\$4,719.29	N/A
Employee+Child(ren)	\$3,303.28	\$3,145.58	\$3,055.14	\$3,051.34	N/A	\$3,027.79	N/A
Adult Child Rate	\$1,487.03	\$1,416.04	\$1,375.33	\$1,373.61	N/A	\$1,363.02	N/A
	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Rx Card</u>							
Single	\$441.44	\$441.44	\$441.44	\$400.36	N/A	\$402.89	N/A
Employee+Spouse	\$882.88	\$882.88	\$882.88	\$800.72	N/A	\$805.78	N/A
Family	\$1,231.62	\$1,231.62	\$1,231.62	\$1,117.00	N/A	\$1,124.06	N/A
Employee+Child(ren)	\$790.18	\$790.18	\$790.18	\$716.64	N/A	\$721.17	N/A
Adult Child Rate	\$355.71	\$355.71	\$355.71	\$322.61	N/A	\$324.65	N/A
	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Rx with Medical Coverage</u>							
Single	\$2,256.97	\$2,165.01	\$2,125.75	\$2,076.73	N/A	\$2,057.33	N/A
Employee+Spouse	\$4,513.93	\$4,330.02	\$4,251.50	\$4,153.46	N/A	\$4,114.65	N/A
Family	\$6,296.93	\$6,040.37	\$5,930.85	\$5,794.07	N/A	\$5,739.94	N/A
Employee+Child(ren)	\$4,039.97	\$3,875.36	\$3,805.10	\$3,717.34	N/A	\$3,682.62	N/A
Adult Child Rate	\$1,818.66	\$1,744.56	\$1,712.94	\$1,673.42	N/A	\$1,657.80	N/A

Exhibit 4A – Plan Year 2027 Monthly Active Premiums

Legacy Active Plans

Page 2 of 4

	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Medical Coverage Only</u>						
Single	\$1,590.01	\$1,433.82	\$1,562.21	\$1,440.65	\$1,643.10	\$1,634.44
Employee+Spouse	\$3,180.02	\$2,867.64	\$3,124.42	\$2,881.30	\$3,286.20	\$3,268.88
Family	\$4,436.13	\$4,000.36	\$4,358.57	\$4,019.41	\$4,584.25	\$4,560.09
Employee+Child(ren)	\$2,846.12	\$2,566.54	\$2,796.36	\$2,578.76	\$2,941.15	\$2,925.65
Adult Child Rate	\$1,281.23	\$1,155.37	\$1,258.83	\$1,160.87	\$1,324.01	\$1,317.03
	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Rx Card</u>						
Single	\$398.42	\$344.03	\$373.78	\$400.36	\$400.69	\$400.69
Employee+Spouse	\$796.84	\$688.06	\$747.56	\$800.72	\$801.38	\$801.38
Family	\$1,111.59	\$959.84	\$1,042.85	\$1,117.00	\$1,117.93	\$1,117.93
Employee+Child(ren)	\$713.17	\$615.81	\$669.07	\$716.64	\$717.24	\$717.24
Adult Child Rate	\$321.05	\$277.22	\$301.20	\$322.61	\$322.88	\$322.88
	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Rx with Medical Coverage</u>						
Single	\$1,947.33	\$1,777.85	\$1,935.99	\$1,815.69	\$2,015.48	\$2,006.82
Employee+Spouse	\$3,894.65	\$3,555.70	\$3,871.98	\$3,631.38	\$4,030.95	\$4,013.63
Family	\$5,433.04	\$4,960.20	\$5,401.42	\$5,065.77	\$5,623.18	\$5,599.02
Employee+Child(ren)	\$3,485.72	\$3,182.35	\$3,465.43	\$3,250.08	\$3,607.70	\$3,592.20
Adult Child Rate	\$1,569.16	\$1,432.59	\$1,560.03	\$1,463.08	\$1,624.06	\$1,617.09

Exhibit 4A – Plan Year 2027 Monthly Active Premiums

New 26 Plan Options

Page 3 of 4

	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Medical Coverage Only</u>							
Single	\$1,812.35	\$1,723.15	\$1,685.82	\$1,671.46	N/A	\$1,659.11	N/A
Employee+Spouse	\$3,624.70	\$3,446.29	\$3,371.63	\$3,342.92	N/A	\$3,318.22	N/A
Family	\$5,056.46	\$4,807.58	\$4,703.43	\$4,663.38	N/A	\$4,628.92	N/A
Employee+Child(ren)	\$3,244.10	\$3,084.43	\$3,017.61	\$2,991.92	N/A	\$2,969.81	N/A
Adult Child Rate	\$1,460.39	\$1,388.51	\$1,358.43	\$1,346.87	N/A	\$1,336.91	N/A
	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Rx Card</u>							
Single	\$414.29	\$414.29	\$414.29	\$382.28	N/A	\$382.77	N/A
Employee+Spouse	\$828.58	\$828.58	\$828.58	\$764.57	N/A	\$765.53	N/A
Family	\$1,155.88	\$1,155.88	\$1,155.88	\$1,066.57	N/A	\$1,067.92	N/A
Employee+Child(ren)	\$741.59	\$741.59	\$741.59	\$684.29	N/A	\$685.14	N/A
Adult Child Rate	\$333.85	\$333.85	\$333.85	\$308.05	N/A	\$308.42	N/A
	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Rx with Medical Coverage</u>							
Single	\$2,221.86	\$2,127.92	\$2,080.23	\$2,041.43	N/A	\$2,022.59	N/A
Employee+Spouse	\$4,443.70	\$4,255.85	\$4,160.46	\$4,082.86	N/A	\$4,045.15	N/A
Family	\$6,198.96	\$5,936.90	\$5,803.84	\$5,695.60	N/A	\$5,642.99	N/A
Employee+Child(ren)	\$3,977.11	\$3,808.98	\$3,723.60	\$3,654.17	N/A	\$3,620.42	N/A
Adult Child Rate	\$1,790.36	\$1,714.68	\$1,676.24	\$1,644.99	N/A	\$1,629.79	N/A

Exhibit 4A – Plan Year 2027 Monthly Active Premiums

New 26 Plan Options

Page 4 of 4

	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Medical Coverage Only</u>					
Single	\$1,568.97	\$1,415.00	\$1,541.88	\$1,422.96	\$1,611.76
Employee+Spouse	\$3,137.94	\$2,830.01	\$3,083.77	\$2,845.91	\$3,223.52
Family	\$4,377.43	\$3,947.87	\$4,301.87	\$3,970.04	\$4,496.81
Employee+Child(ren)	\$2,808.46	\$2,532.85	\$2,759.97	\$2,547.08	\$2,885.05
Adult Child Rate	\$1,264.28	\$1,140.21	\$1,242.45	\$1,146.60	\$1,298.76
	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Rx Card</u>					
Single	\$381.88	\$342.55	\$371.03	\$382.28	\$380.31
Employee+Spouse	\$763.77	\$685.08	\$742.06	\$764.56	\$760.61
Family	\$1,065.45	\$955.69	\$1,035.18	\$1,066.56	\$1,061.06
Employee+Child(ren)	\$683.57	\$613.15	\$664.15	\$684.28	\$680.75
Adult Child Rate	\$307.72	\$276.01	\$298.98	\$308.04	\$306.45
	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Rx with Medical Coverage</u>					
Single	\$1,925.19	\$1,757.55	\$1,912.91	\$1,781.89	\$1,981.12
Employee+Spouse	\$3,850.37	\$3,515.09	\$3,825.83	\$3,563.76	\$3,962.21
Family	\$5,371.27	\$4,903.56	\$5,337.05	\$4,971.44	\$5,527.29
Employee+Child(ren)	\$3,446.09	\$3,146.00	\$3,424.12	\$3,189.55	\$3,546.17
Adult Child Rate	\$1,551.32	\$1,416.22	\$1,541.43	\$1,435.81	\$1,596.35

Exhibit 4B – Plan Year 2027 Annual Active Premiums

Legacy Active Plans

Page 1 of 4

	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Medical Coverage Only</u>							
Single	\$22,145	\$21,088	\$20,481	\$20,456	N/A	\$20,298	N/A
Employee+Spouse	\$44,290	\$42,175	\$40,963	\$40,912	N/A	\$40,596	N/A
Family	\$61,784	\$58,835	\$57,143	\$57,072	N/A	\$56,631	N/A
Employee+Child(ren)	\$39,639	\$37,747	\$36,662	\$36,616	N/A	\$36,333	N/A
Adult Child Rate	\$17,844	\$16,992	\$16,504	\$16,483	N/A	\$16,356	N/A
	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Rx Card</u>							
Single	\$5,297	\$5,297	\$5,297	\$4,804	N/A	\$4,835	N/A
Employee+Spouse	\$10,595	\$10,595	\$10,595	\$9,609	N/A	\$9,669	N/A
Family	\$14,779	\$14,779	\$14,779	\$13,404	N/A	\$13,489	N/A
Employee+Child(ren)	\$9,482	\$9,482	\$9,482	\$8,600	N/A	\$8,654	N/A
Adult Child Rate	\$4,269	\$4,269	\$4,269	\$3,871	N/A	\$3,896	N/A
	Legacy Plans			1525		2030	
	PPO10	PPO15	HMO	PPO	HMO	PPO	HMO
<u>Rx with Medical Coverage</u>							
Single	\$27,084	\$25,980	\$25,509	\$24,921	N/A	\$24,688	N/A
Employee+Spouse	\$54,167	\$51,960	\$51,018	\$49,842	N/A	\$49,376	N/A
Family	\$75,563	\$72,484	\$71,170	\$69,529	N/A	\$68,879	N/A
Employee+Child(ren)	\$48,480	\$46,504	\$45,661	\$44,608	N/A	\$44,191	N/A
Adult Child Rate	\$21,824	\$20,935	\$20,555	\$20,081	N/A	\$19,894	N/A

Exhibit 4B – Plan Year 2027 Annual Active Premiums

Legacy Active Plans

Page 2 of 4

	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Medical Coverage Only</u>						
Single	\$19,080	\$17,206	\$18,747	\$17,288	\$19,717	\$19,613
Employee+Spouse	\$38,160	\$34,412	\$37,493	\$34,576	\$39,434	\$39,227
Family	\$53,234	\$48,004	\$52,303	\$48,233	\$55,011	\$54,721
Employee+Child(ren)	\$34,153	\$30,798	\$33,556	\$30,945	\$35,294	\$35,108
Adult Child Rate	\$15,375	\$13,864	\$15,106	\$13,930	\$15,888	\$15,804
	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Rx Card</u>						
Single	\$4,781	\$4,128	\$4,485	\$4,804	\$4,808	\$4,808
Employee+Spouse	\$9,562	\$8,257	\$8,971	\$9,609	\$9,617	\$9,617
Family	\$13,339	\$11,518	\$12,514	\$13,404	\$13,415	\$13,415
Employee+Child(ren)	\$8,558	\$7,390	\$8,029	\$8,600	\$8,607	\$8,607
Adult Child Rate	\$3,853	\$3,327	\$3,614	\$3,871	\$3,875	\$3,875
	2035	HDHigh	HDLow	Tiered Network	Unity PPO	Unity PPO 2019
	PPO	PPO	PPO	HMO	PPO	PPO
<u>Rx with Medical Coverage</u>						
Single	\$23,368	\$21,334	\$23,232	\$21,788	\$24,186	\$24,082
Employee+Spouse	\$46,736	\$42,668	\$46,464	\$43,577	\$48,371	\$48,164
Family	\$65,196	\$59,522	\$64,817	\$60,789	\$67,478	\$67,188
Employee+Child(ren)	\$41,829	\$38,188	\$41,585	\$39,001	\$43,292	\$43,106
Adult Child Rate	\$18,830	\$17,191	\$18,720	\$17,557	\$19,489	\$19,405

Exhibit 4B – Plan Year 2027 Annual Active Premiums

New 26 Plan Options

Page 3 of 4

	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Medical Coverage Only</u>							
Single	\$21,748	\$20,678	\$20,230	\$20,058	N/A	\$19,909	N/A
Employee+Spouse	\$43,496	\$41,355	\$40,460	\$40,115	N/A	\$39,819	N/A
Family	\$60,678	\$57,691	\$56,441	\$55,961	N/A	\$55,547	N/A
Employee+Child(ren)	\$38,929	\$37,013	\$36,211	\$35,903	N/A	\$35,638	N/A
Adult Child Rate	\$17,525	\$16,662	\$16,301	\$16,162	N/A	\$16,043	N/A
	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Rx Card</u>							
Single	\$4,971	\$4,971	\$4,971	\$4,587	N/A	\$4,593	N/A
Employee+Spouse	\$9,943	\$9,943	\$9,943	\$9,175	N/A	\$9,186	N/A
Family	\$13,871	\$13,871	\$13,871	\$12,799	N/A	\$12,815	N/A
Employee+Child(ren)	\$8,899	\$8,899	\$8,899	\$8,211	N/A	\$8,222	N/A
Adult Child Rate	\$4,006	\$4,006	\$4,006	\$3,697	N/A	\$3,701	N/A
	Legacy Plans			1525		2030	
	26 PPO10	26 PPO15	26 HMO	26 PPO	26 HMO	26 PPO	26 HMO
<u>Rx with Medical Coverage</u>							
Single	\$26,662	\$25,535	\$24,963	\$24,497	N/A	\$24,271	N/A
Employee+Spouse	\$53,324	\$51,070	\$49,926	\$48,994	N/A	\$48,542	N/A
Family	\$74,388	\$71,243	\$69,646	\$68,347	N/A	\$67,716	N/A
Employee+Child(ren)	\$47,725	\$45,708	\$44,683	\$43,850	N/A	\$43,445	N/A
Adult Child Rate	\$21,484	\$20,576	\$20,115	\$19,740	N/A	\$19,557	N/A

Exhibit 4B – Plan Year 2027 Annual Active Premiums

New 26 Plan Options

Page 4 of 4

	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Medical Coverage Only</u>					
Single	\$18,828	\$16,980	\$18,503	\$17,076	\$19,341
Employee+Spouse	\$37,655	\$33,960	\$37,005	\$34,151	\$38,682
Family	\$52,529	\$47,374	\$51,622	\$47,640	\$53,962
Employee+Child(ren)	\$33,702	\$30,394	\$33,120	\$30,565	\$34,621
Adult Child Rate	\$15,171	\$13,683	\$14,909	\$13,759	\$15,585
	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Rx Card</u>					
Single	\$4,583	\$4,111	\$4,452	\$4,587	\$4,564
Employee+Spouse	\$9,165	\$8,221	\$8,905	\$9,175	\$9,127
Family	\$12,785	\$11,468	\$12,422	\$12,799	\$12,733
Employee+Child(ren)	\$8,203	\$7,358	\$7,970	\$8,211	\$8,169
Adult Child Rate	\$3,693	\$3,312	\$3,588	\$3,696	\$3,677
	2035	HDHigh	HDLow	Tiered Network	Unity PPO
	26 PPO	26 PPO	26 PPO	26 HMO	26 PPO
<u>Rx with Medical Coverage</u>					
Single	\$23,102	\$21,091	\$22,955	\$21,383	\$23,773
Employee+Spouse	\$46,204	\$42,181	\$45,910	\$42,765	\$47,547
Family	\$64,455	\$58,843	\$64,045	\$59,657	\$66,327
Employee+Child(ren)	\$41,353	\$37,752	\$41,089	\$38,275	\$42,554
Adult Child Rate	\$18,616	\$16,995	\$18,497	\$17,230	\$19,156

Exhibit 4C – Plan Year 2027 Monthly Early Retiree Premiums

Legacy Retiree Plan Options

Page 1 of 2

	Legacy PPO10	Legacy PPO15	Legacy HMO	PPO1525	HMO1525	PPO2030	HMO2030	HDHigh	HDLow	Tiered Network	Unity PPO
Total Premium											
Single - 0 Medicare	\$3,329.05	\$3,169.71	\$3,077.82	\$3,036.69	\$2,819.82	\$2,901.39	\$2,694.63	\$1,692.64	\$2,458.36	\$2,462.44	\$2,906.42
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$7,257.61	\$6,910.23	\$6,710.95	\$6,620.23	\$6,147.33	\$6,325.32	\$5,874.56	\$3,689.94	\$5,359.24	\$5,368.28	\$6,336.25
EE+Spouse - 1 Medicare	\$3,928.56	\$3,740.52	\$3,633.13	\$3,583.54	\$3,327.51	\$3,423.93	\$3,179.93	\$1,997.30	\$2,900.88	\$2,905.84	\$3,429.83
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$8,256.30	\$7,861.10	\$7,635.45	\$7,531.17	\$6,993.26	\$7,195.68	\$6,682.89	\$4,197.69	\$6,096.74	\$6,107.05	\$7,208.25
Family - 1 Medicare	\$4,927.25	\$4,691.39	\$4,557.63	\$4,494.48	\$4,173.44	\$4,294.29	\$3,988.26	\$2,505.05	\$3,638.38	\$3,644.61	\$4,301.83
Family - 2 Medicare	\$1,598.20	\$1,521.68	\$1,479.81	\$1,457.79	\$1,353.61	\$1,392.90	\$1,293.63	\$812.41	\$1,180.02	\$1,182.17	\$1,395.41
EE+Ch - 0 Medicare	\$4,660.76	\$4,437.68	\$4,310.34	\$4,251.52	\$3,947.85	\$4,062.06	\$3,772.63	\$2,369.69	\$3,441.73	\$3,447.51	\$4,069.10
EE+Ch - 1 Medicare	\$1,331.71	\$1,267.97	\$1,232.52	\$1,214.83	\$1,128.03	\$1,160.67	\$1,078.00	\$677.05	\$983.37	\$985.07	\$1,162.68
Medical Premium											
Single - 0 Medicare	\$2,669.83	\$2,510.49	\$2,437.04	\$2,397.85	\$2,152.16	\$2,256.50	\$2,020.68	\$1,270.74	\$1,882.34	\$1,869.68	\$2,263.78
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$5,820.24	\$5,472.86	\$5,312.75	\$5,227.33	\$4,691.74	\$4,919.17	\$4,405.07	\$2,770.21	\$4,103.45	\$4,076.00	\$4,935.08
EE+Spouse - 1 Medicare	\$3,150.41	\$2,962.37	\$2,875.71	\$2,829.48	\$2,539.58	\$2,662.67	\$2,384.39	\$1,499.47	\$2,221.11	\$2,206.32	\$2,671.30
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$6,621.20	\$6,226.00	\$6,043.93	\$5,946.69	\$5,337.40	\$5,596.13	\$5,011.31	\$3,151.43	\$4,668.13	\$4,636.94	\$5,614.27
Family - 1 Medicare	\$3,951.37	\$3,715.51	\$3,606.89	\$3,548.84	\$3,185.24	\$3,339.63	\$2,990.63	\$1,880.69	\$2,785.79	\$2,767.26	\$3,350.49
Family - 2 Medicare	\$1,281.54	\$1,205.02	\$1,169.85	\$1,150.99	\$1,033.07	\$1,083.13	\$969.95	\$609.95	\$903.45	\$897.58	\$1,086.71
EE+Ch - 0 Medicare	\$3,737.77	\$3,514.69	\$3,411.87	\$3,357.02	\$3,013.07	\$3,159.11	\$2,828.94	\$1,779.05	\$2,635.25	\$2,617.62	\$3,169.33
EE+Ch - 1 Medicare	\$1,067.94	\$1,004.20	\$974.83	\$959.17	\$860.91	\$902.61	\$808.26	\$508.31	\$752.91	\$747.94	\$905.55
Rx Premium											
Single - 0 Medicare	\$659.22	\$659.22	\$640.78	\$638.84	\$667.66	\$644.89	\$673.95	\$421.90	\$576.02	\$592.76	\$642.64
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$1,437.37	\$1,437.37	\$1,398.20	\$1,392.90	\$1,455.59	\$1,406.15	\$1,469.49	\$919.73	\$1,255.79	\$1,292.28	\$1,401.17
EE+Spouse - 1 Medicare	\$778.15	\$778.15	\$757.42	\$754.06	\$787.93	\$761.26	\$795.54	\$497.83	\$679.77	\$699.52	\$758.53
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$1,635.10	\$1,635.10	\$1,591.52	\$1,584.48	\$1,655.86	\$1,599.55	\$1,671.58	\$1,046.26	\$1,428.61	\$1,470.11	\$1,593.98
Family - 1 Medicare	\$975.88	\$975.88	\$950.74	\$945.64	\$988.20	\$954.66	\$997.63	\$624.36	\$852.59	\$877.35	\$951.34
Family - 2 Medicare	\$316.66	\$316.66	\$309.96	\$306.80	\$320.54	\$309.77	\$323.68	\$202.46	\$276.57	\$284.59	\$308.70
EE+Ch - 0 Medicare	\$922.99	\$922.99	\$898.47	\$894.50	\$934.78	\$902.95	\$943.69	\$590.64	\$806.48	\$829.89	\$899.77
EE+Ch - 1 Medicare	\$263.77	\$263.77	\$257.69	\$255.66	\$267.12	\$258.06	\$269.74	\$168.74	\$230.46	\$237.13	\$257.13

*The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family - 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the non-Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Medicare rate for the Medicare option and Tier that is elected (see Exhibit 4E).

Exhibit 4C – Plan Year 2027 Monthly Early Retiree Premiums

New 26 Retiree Plan Options

Page 2 of 2

	26 Legacy PPO10	26 Legacy PPO15	26 Legacy HMO	26 PPO1525	26 PPO2030	26 HDHigh	26 HDLow	26 Tiered Network	26 Unity PPO
Total Premium									
Single - 0 Medicare	\$3,267.18	\$3,105.09	\$3,022.92	\$2,970.73	\$2,835.65	\$1,672.99	\$2,430.30	\$2,419.90	\$2,843.89
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$7,122.75	\$6,769.35	\$6,591.26	\$6,476.43	\$6,181.98	\$3,647.10	\$5,298.07	\$5,275.51	\$6,199.94
EE+Spouse - 1 Medicare	\$3,855.55	\$3,664.26	\$3,568.32	\$3,505.71	\$3,346.33	\$1,974.11	\$2,867.78	\$2,855.61	\$3,356.06
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$8,102.88	\$7,700.83	\$7,499.25	\$7,367.60	\$7,032.60	\$4,148.95	\$6,027.17	\$6,001.54	\$7,053.17
Family - 1 Medicare	\$4,835.68	\$4,595.74	\$4,476.30	\$4,396.86	\$4,196.96	\$2,475.97	\$3,596.87	\$3,581.63	\$4,209.28
Family - 2 Medicare	\$1,568.51	\$1,490.66	\$1,453.37	\$1,426.12	\$1,361.33	\$802.97	\$1,166.57	\$1,161.73	\$1,365.39
EE+Ch - 0 Medicare	\$4,574.15	\$4,347.22	\$4,233.45	\$4,159.17	\$3,969.99	\$2,342.18	\$3,402.45	\$3,387.94	\$3,981.56
EE+Ch - 1 Medicare	\$1,306.97	\$1,242.12	\$1,210.50	\$1,188.44	\$1,134.36	\$669.19	\$972.15	\$968.03	\$1,137.67
Medical Premium									
Single - 0 Medicare	\$2,626.22	\$2,464.13	\$2,407.05	\$2,353.51	\$2,215.37	\$1,253.79	\$1,859.18	\$1,846.68	\$2,222.43
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$5,725.19	\$5,371.79	\$5,247.39	\$5,130.66	\$4,829.50	\$2,733.25	\$4,052.95	\$4,025.84	\$4,844.96
EE+Spouse - 1 Medicare	\$3,098.95	\$2,907.66	\$2,840.33	\$2,777.16	\$2,614.13	\$1,479.47	\$2,193.78	\$2,179.16	\$2,622.53
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$6,513.07	\$6,111.02	\$5,969.57	\$5,836.73	\$5,494.11	\$3,109.39	\$4,610.70	\$4,579.89	\$5,511.74
Family - 1 Medicare	\$3,886.84	\$3,646.90	\$3,562.51	\$3,483.21	\$3,278.75	\$1,855.61	\$2,751.52	\$2,733.20	\$3,289.30
Family - 2 Medicare	\$1,260.62	\$1,182.77	\$1,155.46	\$1,129.70	\$1,063.38	\$601.82	\$892.34	\$886.52	\$1,066.87
EE+Ch - 0 Medicare	\$3,676.72	\$3,449.79	\$3,369.89	\$3,294.94	\$3,101.51	\$1,755.32	\$2,602.82	\$2,585.41	\$3,111.45
EE+Ch - 1 Medicare	\$1,050.50	\$985.65	\$962.82	\$941.43	\$886.16	\$501.53	\$743.64	\$738.72	\$889.02
Rx Premium									
Single - 0 Medicare	\$640.96	\$640.96	\$615.87	\$617.22	\$620.28	\$419.20	\$571.12	\$573.22	\$621.46
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$1,397.56	\$1,397.56	\$1,343.87	\$1,345.77	\$1,352.48	\$913.85	\$1,245.12	\$1,249.67	\$1,354.98
EE+Spouse - 1 Medicare	\$756.60	\$756.60	\$727.99	\$728.55	\$732.20	\$494.64	\$674.00	\$676.45	\$733.53
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$1,589.81	\$1,589.81	\$1,529.68	\$1,530.87	\$1,538.49	\$1,039.56	\$1,416.47	\$1,421.65	\$1,541.43
Family - 1 Medicare	\$948.84	\$948.84	\$913.79	\$913.65	\$918.21	\$620.36	\$845.35	\$848.43	\$919.98
Family - 2 Medicare	\$307.89	\$307.89	\$297.91	\$296.42	\$297.95	\$201.15	\$274.23	\$275.21	\$298.52
EE+Ch - 0 Medicare	\$897.43	\$897.43	\$863.56	\$864.23	\$868.48	\$586.86	\$799.63	\$802.53	\$870.11
EE+Ch - 1 Medicare	\$256.47	\$256.47	\$247.68	\$247.01	\$248.20	\$167.66	\$228.51	\$229.31	\$248.65

*The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family - 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the non-Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Medicare rate for the Medicare option and Tier that is elected (see Exhibit 4E).

Exhibit 4D – Plan Year 2027 Annual Early Retiree Premiums

Legacy Retiree Plan Options

Page 1 of 2

	Legacy PPO10	Legacy PPO15	Legacy HMO	PPO1525	HMO1525	PPO2030	HMO2030	HDHigh	HDLow	Tiered Network	Unity PPO
Total Premium											
Single - 0 Medicare	\$39,949	\$38,037	\$36,934	\$36,440	\$33,838	\$34,817	\$32,336	\$20,312	\$29,500	\$29,549	\$34,877
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$87,091	\$82,923	\$80,531	\$79,443	\$73,768	\$75,904	\$70,495	\$44,279	\$64,311	\$64,419	\$76,035
EE+Spouse - 1 Medicare	\$47,143	\$44,886	\$43,598	\$43,002	\$39,930	\$41,087	\$38,159	\$23,968	\$34,811	\$34,870	\$41,158
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$99,076	\$94,333	\$91,625	\$90,374	\$83,919	\$86,348	\$80,195	\$50,372	\$73,161	\$73,285	\$86,499
Family - 1 Medicare	\$59,127	\$56,297	\$54,692	\$53,934	\$50,081	\$51,531	\$47,859	\$30,061	\$43,661	\$43,735	\$51,622
Family - 2 Medicare	\$19,178	\$18,260	\$17,758	\$17,493	\$16,243	\$16,715	\$15,524	\$9,749	\$14,160	\$14,186	\$16,745
EE+Ch - 0 Medicare	\$55,929	\$53,252	\$51,724	\$51,018	\$47,374	\$48,745	\$45,272	\$28,436	\$41,301	\$41,370	\$48,829
EE+Ch - 1 Medicare	\$15,981	\$15,216	\$14,790	\$14,578	\$13,536	\$13,928	\$12,936	\$8,125	\$11,800	\$11,821	\$13,952
Medical Premium											
Single - 0 Medicare	\$32,038	\$30,126	\$29,244	\$28,774	\$25,826	\$27,078	\$24,248	\$15,249	\$22,588	\$22,436	\$27,165
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$69,843	\$65,674	\$63,753	\$62,728	\$56,301	\$59,030	\$52,861	\$33,243	\$49,241	\$48,912	\$59,221
EE+Spouse - 1 Medicare	\$37,805	\$35,548	\$34,509	\$33,954	\$30,475	\$31,952	\$28,613	\$17,994	\$26,653	\$26,476	\$32,056
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$79,454	\$74,712	\$72,527	\$71,360	\$64,049	\$67,154	\$60,136	\$37,817	\$56,018	\$55,643	\$67,371
Family - 1 Medicare	\$47,416	\$44,586	\$43,283	\$42,586	\$38,223	\$40,076	\$35,888	\$22,568	\$33,429	\$33,207	\$40,206
Family - 2 Medicare	\$15,378	\$14,460	\$14,038	\$13,812	\$12,397	\$12,998	\$11,639	\$7,319	\$10,841	\$10,771	\$13,041
EE+Ch - 0 Medicare	\$44,853	\$42,176	\$40,942	\$40,284	\$36,157	\$37,909	\$33,947	\$21,349	\$31,623	\$31,411	\$38,032
EE+Ch - 1 Medicare	\$12,815	\$12,050	\$11,698	\$11,510	\$10,331	\$10,831	\$9,699	\$6,100	\$9,035	\$8,975	\$10,867
Rx Premium											
Single - 0 Medicare	\$7,911	\$7,911	\$7,689	\$7,666	\$8,012	\$7,739	\$8,087	\$5,063	\$6,912	\$7,113	\$7,712
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$17,248	\$17,248	\$16,778	\$16,715	\$17,467	\$16,874	\$17,634	\$11,037	\$15,069	\$15,507	\$16,814
EE+Spouse - 1 Medicare	\$9,338	\$9,338	\$9,089	\$9,049	\$9,455	\$9,135	\$9,546	\$5,974	\$8,157	\$8,394	\$9,102
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$19,621	\$19,621	\$19,098	\$19,014	\$19,870	\$19,195	\$20,059	\$12,555	\$17,143	\$17,641	\$19,128
Family - 1 Medicare	\$11,711	\$11,711	\$11,409	\$11,348	\$11,858	\$11,456	\$11,972	\$7,492	\$10,231	\$10,528	\$11,416
Family - 2 Medicare	\$3,800	\$3,800	\$3,720	\$3,682	\$3,846	\$3,717	\$3,884	\$2,430	\$3,319	\$3,415	\$3,704
EE+Ch - 0 Medicare	\$11,076	\$11,076	\$10,782	\$10,734	\$11,217	\$10,835	\$11,324	\$7,088	\$9,678	\$9,959	\$10,797
EE+Ch - 1 Medicare	\$3,165	\$3,165	\$3,092	\$3,068	\$3,205	\$3,097	\$3,237	\$2,025	\$2,766	\$2,846	\$3,086

*The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family - 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the non-Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Medicare rate for the Medicare option and Tier that is elected (see Exhibit 4F).

Exhibit 4D – Plan Year 2027 Annual Early Retiree Premiums

New 26 Retiree Plan Options

Page 2 of 2

	26 Legacy PPO10	26 Legacy PPO15	26 Legacy HMO	26 PPO1525	26 PPO2030	26 HDHigh	26 HDLow	26 Tiered Network	26 Unity PPO
Total Premium									
Single - 0 Medicare	\$39,206	\$37,261	\$36,275	\$35,649	\$34,028	\$20,076	\$29,164	\$29,039	\$34,127
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$85,473	\$81,232	\$79,095	\$77,717	\$74,184	\$43,765	\$63,577	\$63,306	\$74,399
EE+Spouse - 1 Medicare	\$46,267	\$43,971	\$42,820	\$42,069	\$40,156	\$23,689	\$34,413	\$34,267	\$40,273
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$97,235	\$92,410	\$89,991	\$88,411	\$84,391	\$49,787	\$72,326	\$72,018	\$84,638
Family - 1 Medicare	\$58,028	\$55,149	\$53,716	\$52,762	\$50,364	\$29,712	\$43,162	\$42,980	\$50,511
Family - 2 Medicare	\$18,822	\$17,888	\$17,440	\$17,113	\$16,336	\$9,636	\$13,999	\$13,941	\$16,385
EE+Ch - 0 Medicare	\$54,890	\$52,167	\$50,801	\$49,910	\$47,640	\$28,106	\$40,829	\$40,655	\$47,779
EE+Ch - 1 Medicare	\$15,684	\$14,905	\$14,526	\$14,261	\$13,612	\$8,030	\$11,666	\$11,616	\$13,652
Medical Premium									
Single - 0 Medicare	\$31,515	\$29,570	\$28,885	\$28,242	\$26,584	\$15,045	\$22,310	\$22,160	\$26,669
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$68,702	\$64,461	\$62,969	\$61,568	\$57,954	\$32,799	\$48,635	\$48,310	\$58,140
EE+Spouse - 1 Medicare	\$37,187	\$34,892	\$34,084	\$33,326	\$31,370	\$17,754	\$26,325	\$26,150	\$31,470
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$78,157	\$73,332	\$71,635	\$70,041	\$65,929	\$37,313	\$55,328	\$54,959	\$66,141
Family - 1 Medicare	\$46,642	\$43,763	\$42,750	\$41,799	\$39,345	\$22,267	\$33,018	\$32,798	\$39,472
Family - 2 Medicare	\$15,127	\$14,193	\$13,866	\$13,556	\$12,761	\$7,222	\$10,708	\$10,638	\$12,802
EE+Ch - 0 Medicare	\$44,121	\$41,397	\$40,439	\$39,539	\$37,218	\$21,064	\$31,234	\$31,025	\$37,337
EE+Ch - 1 Medicare	\$12,606	\$11,828	\$11,554	\$11,297	\$10,634	\$6,018	\$8,924	\$8,865	\$10,668
Rx Premium									
Single - 0 Medicare	\$7,692	\$7,692	\$7,390	\$7,407	\$7,443	\$5,030	\$6,853	\$6,879	\$7,458
Single - 1 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 0 Medicare	\$16,771	\$16,771	\$16,126	\$16,149	\$16,230	\$10,966	\$14,941	\$14,996	\$16,260
EE+Spouse - 1 Medicare	\$9,079	\$9,079	\$8,736	\$8,743	\$8,786	\$5,936	\$8,088	\$8,117	\$8,802
EE+Spouse - 2 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 0 Medicare	\$19,078	\$19,078	\$18,356	\$18,370	\$18,462	\$12,475	\$16,998	\$17,060	\$18,497
Family - 1 Medicare	\$11,386	\$11,386	\$10,965	\$10,964	\$11,019	\$7,444	\$10,144	\$10,181	\$11,040
Family - 2 Medicare	\$3,695	\$3,695	\$3,575	\$3,557	\$3,575	\$2,414	\$3,291	\$3,303	\$3,582
EE+Ch - 0 Medicare	\$10,769	\$10,769	\$10,363	\$10,371	\$10,422	\$7,042	\$9,596	\$9,630	\$10,441
EE+Ch - 1 Medicare	\$3,078	\$3,078	\$2,972	\$2,964	\$2,978	\$2,012	\$2,742	\$2,752	\$2,984

The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family – 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the non-Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Medicare rate for the Medicare option and Tier that is elected (see Exhibit 4F).

Exhibit 4E – Plan Year 2027 Monthly Medicare Retiree Premiums

	Aetna PPO10	Aetna PPO15	Aetna Legacy HMO	Horizon Legacy HMO	Horizon PPO1525	Aetna HMO1525	Horizon HMO1525	Horizon PPO2030	Horizon HMO 2030
Total Premium									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$757.52	\$745.85	\$739.24	\$1,054.41	\$852.41	\$622.11	\$754.54	\$832.39	\$947.14
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$757.52	\$745.85	\$739.24	\$1,054.41	\$852.41	\$622.11	\$754.54	\$832.39	\$947.14
EE+Spouse - 2 Medicare	\$1,515.04	\$1,491.70	\$1,478.48	\$2,108.82	\$1,704.82	\$1,244.22	\$1,509.08	\$1,664.78	\$1,894.28
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$757.52	\$745.85	\$739.24	\$1,054.41	\$852.41	\$622.11	\$754.54	\$832.39	\$947.14
Family - 2 Medicare	\$1,515.04	\$1,491.70	\$1,478.48	\$2,108.82	\$1,704.82	\$1,244.22	\$1,509.08	\$1,664.78	\$1,894.28
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$757.52	\$745.85	\$739.24	\$1,054.41	\$852.41	\$622.11	\$754.54	\$832.39	\$947.14
Medical Premium									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$282.23	\$270.56	\$192.00	\$507.17	\$391.79	\$161.49	\$293.92	\$367.41	\$482.16
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$282.23	\$270.56	\$192.00	\$507.17	\$391.79	\$161.49	\$293.92	\$367.41	\$482.16
EE+Spouse - 2 Medicare	\$564.46	\$541.12	\$384.00	\$1,014.34	\$783.58	\$322.98	\$587.84	\$734.82	\$964.32
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$282.23	\$270.56	\$192.00	\$507.17	\$391.79	\$161.49	\$293.92	\$367.41	\$482.16
Family - 2 Medicare	\$564.46	\$541.12	\$384.00	\$1,014.34	\$783.58	\$322.98	\$587.84	\$734.82	\$964.32
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$282.23	\$270.56	\$192.00	\$507.17	\$391.79	\$161.49	\$293.92	\$367.41	\$482.16
Rx Premium									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$475.29	\$475.29	\$547.24	\$547.24	\$460.62	\$460.62	\$460.62	\$464.98	\$464.98
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$475.29	\$475.29	\$547.24	\$547.24	\$460.62	\$460.62	\$460.62	\$464.98	\$464.98
EE+Spouse - 2 Medicare	\$950.58	\$950.58	\$1,094.48	\$1,094.48	\$921.24	\$921.24	\$921.24	\$929.96	\$929.96
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$475.29	\$475.29	\$547.24	\$547.24	\$460.62	\$460.62	\$460.62	\$464.98	\$464.98
Family - 2 Medicare	\$950.58	\$950.58	\$1,094.48	\$1,094.48	\$921.24	\$921.24	\$921.24	\$929.96	\$929.96
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$475.29	\$475.29	\$547.24	\$547.24	\$460.62	\$460.62	\$460.62	\$464.98	\$464.98

*The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family – 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Early Retiree rate for the plan option and tier that is elected (see Exhibits 4C). Medicare Rates are applicable to both the legacy retiree plan options and new 26 early retiree plan options.

Exhibit 4F – Plan Year 2027 Annual Medicare Retiree Premiums

	Aetna PPO10	Aetna PPO15	Aetna Legacy HMO	Horizon Legacy HMO	Horizon PPO1525	Aetna HMO1525	Horizon HMO1525	Horizon PPO2030	Horizon HMO 2030
<u>Total Premium</u>									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$9,090	\$8,950	\$8,871	\$12,653	\$10,229	\$7,465	\$9,054	\$9,989	\$11,366
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$9,090	\$8,950	\$8,871	\$12,653	\$10,229	\$7,465	\$9,054	\$9,989	\$11,366
EE+Spouse - 2 Medicare	\$18,180	\$17,900	\$17,742	\$25,306	\$20,458	\$14,931	\$18,109	\$19,977	\$22,731
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$9,090	\$8,950	\$8,871	\$12,653	\$10,229	\$7,465	\$9,054	\$9,989	\$11,366
Family - 2 Medicare	\$18,180	\$17,900	\$17,742	\$25,306	\$20,458	\$14,931	\$18,109	\$19,977	\$22,731
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$9,090	\$8,950	\$8,871	\$12,653	\$10,229	\$7,465	\$9,054	\$9,989	\$11,366
<u>Medical Premium</u>									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$3,387	\$3,247	\$2,304	\$6,086	\$4,701	\$1,938	\$3,527	\$4,409	\$5,786
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$3,387	\$3,247	\$2,304	\$6,086	\$4,701	\$1,938	\$3,527	\$4,409	\$5,786
EE+Spouse - 2 Medicare	\$6,774	\$6,493	\$4,608	\$12,172	\$9,403	\$3,876	\$7,054	\$8,818	\$11,572
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$3,387	\$3,247	\$2,304	\$6,086	\$4,701	\$1,938	\$3,527	\$4,409	\$5,786
Family - 2 Medicare	\$6,774	\$6,493	\$4,608	\$12,172	\$9,403	\$3,876	\$7,054	\$8,818	\$11,572
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$3,387	\$3,247	\$2,304	\$6,086	\$4,701	\$1,938	\$3,527	\$4,409	\$5,786
<u>Rx Premium</u>									
Single - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Single - 1 Medicare	\$5,703	\$5,703	\$6,567	\$6,567	\$5,527	\$5,527	\$5,527	\$5,580	\$5,580
EE+Spouse - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Spouse - 1 Medicare	\$5,703	\$5,703	\$6,567	\$6,567	\$5,527	\$5,527	\$5,527	\$5,580	\$5,580
EE+Spouse - 2 Medicare	\$11,407	\$11,407	\$13,134	\$13,134	\$11,055	\$11,055	\$11,055	\$11,160	\$11,160
Family - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Family - 1 Medicare	\$5,703	\$5,703	\$6,567	\$6,567	\$5,527	\$5,527	\$5,527	\$5,580	\$5,580
Family - 2 Medicare	\$11,407	\$11,407	\$13,134	\$13,134	\$11,055	\$11,055	\$11,055	\$11,160	\$11,160
EE+Ch - 0 Medicare	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EE+Ch - 1 Medicare	\$5,703	\$5,703	\$6,567	\$6,567	\$5,527	\$5,527	\$5,527	\$5,580	\$5,580

*The EE+Spouse - 1 Medicare, Family - 1 Medicare, Family - 2 Medicare & EE+Ch - 1 Medicare rates above only reflect the Medicare portion of the premium rate. The total premium rate is equal to the split family rate above plus the Early Retiree rate for the plan option and tier that is elected (see Exhibits 4D). Medicare Rates are applicable to both the legacy retiree plan options and new 26 early retiree plan options.

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