



2026 Medical, Dental and Vision Plan Premiums (per pay period, 24/year)

| | | 2026 Medical Premiums Per Pay | | | |
|--|---------------------|-------------------------------|---------|---------|--------|
| Pay Band | Medical Plan Option | EE Only | EE + SP | EE + CH | Family |
| Band 1 \$75K or less | Key Medical 1 | \$102 | \$285 | \$210 | \$392 |
| | Key Medical 2 | \$49 | \$182 | \$116 | \$249 |
| | Key Medical 3 | \$19 | \$114 | \$59 | \$154 |
| Band 2 Greater than \$75K and less than \$150K | Key Medical 1 | \$131 | \$348 | \$256 | \$472 |
| | Key Medical 2 | \$72 | \$224 | \$150 | \$302 |
| | Key Medical 3 | \$40 | \$159 | \$89 | \$207 |
| Band 3 \$150K or above | Key Medical 1 | \$146 | \$376 | \$277 | \$506 |
| | Key Medical 2 | \$86 | \$252 | \$171 | \$337 |
| | Key Medical 3 | \$54 | \$187 | \$110 | \$243 |

Pay band is determined based on earnings received (base salary, overtime, cash commissions and short-term incentives) from pay dates between Oct. 1, 2024, through Sept. 30, 2025. Note: Your pay band is assigned annually and may change from year to year. If you were hired/rehired on Oct. 1, 2024, or later, your pay band will be determined based on the greater of earnings received from pay dates between Oct. 1, 2024, through Sept. 30, 2025, (base salary, overtime, cash commissions and short-term incentives) or your annualized base pay (or Annual Benefits Base Rate (ABBR), if applicable).

| Vision | 2026 Premiums Per Pay |
|---------|-----------------------|
| EE | \$3.54 |
| EE + CH | \$7.06 |
| EE + SP | \$6.52 |
| Family | \$10.37 |

| Dental | 2026 Premiums Per Pay |
|---------|-----------------------|
| EE | \$9 |
| EE + CH | \$21 |
| EE + SP | \$17 |
| Family | \$30 |

Note: If you are enrolling your domestic partner in any coverage, please review important information regarding tax implications on the following pages.

EE = Employee Only
 EE+SP = Employee + Spouse/partner
 EE+CH = Employee + One or more Child(ren)
 Family = Employee + Spouse/partner + Child(ren)

2026 Biweekly Imputed Income (24 Pay Dates) for Domestic Partner Coverage

What Is Imputed Income?

The definition of imputed income is benefits employees receive that aren't part of their salary or wages but still get taxed as part of their income. The employee is responsible for paying the tax on the value of certain benefits as determined by the IRS, which includes health and accident insurance for domestic partners.

| Enrolled Dependents | Pay Band | Key Medical 1 | Key Medical 2 | Key Medical 3 | Dental | Vision |
|---------------------|--------------------------|----------------|----------------|----------------|----------------|----------------|
| | | Imputed Income | Imputed Income | Imputed Income | Imputed Income | Imputed Income |
| DP | Less than \$75,000 | \$638 | \$536 | \$464 | \$26 | \$2.98 |
| | \$75,000.00–\$149,999.99 | \$672 | \$555 | \$488 | | |
| | \$150,000.00 or more | \$685 | \$569 | \$502 | | |
| DP+EEs CH | Less than \$75,000 | \$638 | \$536 | \$464 | \$26 | \$2.98 |
| | \$75,000.00–\$149,999.99 | \$672 | \$555 | \$488 | | |
| | \$150,000.00 or more | \$685 | \$569 | \$502 | | |
| DP+DPs CH | Less than \$75,000 | \$1,109 | \$927 | \$800 | \$43 | \$6.83 |
| | \$75,000.00–\$149,999.99 | \$1,160 | \$957 | \$832 | | |
| | \$150,000.00 or more | \$1,179 | \$978 | \$854 | | |
| DP+EEs CH+DPs CH | Less than \$75,000 | \$638 | \$538 | \$464 | \$18 | \$3.31 |
| | \$75,000.00–\$149,999.99 | \$672 | \$557 | \$487 | | |
| | \$150,000.00 or more | \$685 | \$571 | \$502 | | |

Example:

An employee in the \$75,000–\$149,999.99 pay band who enrolled a domestic partner in Key Medical 1 and the dental plan should expect the following each bi-weekly pay that includes health and insurance premium deductions:

Medical coverage

- Pretax deduction for your premium contribution
- Taxable value of coverage (imputed income) of \$672.00

Dental coverage

- Pretax deduction for your premium contribution
- Taxable value of coverage (imputed income) of \$26.00

DP = Domestic Partner Only

DP+EEs CH = Domestic Partner + Employee's Child(ren)

DP+DPs CH = Domestic Partner and Domestic Partner's Child(ren)

DP+EEs CH+DPs CH = Domestic Partner, Employee's Child(ren), and Domestic Partner's Child(ren)

2026 Biweekly Imputed Income (24 Pay Dates) for Domestic Partner Coverage (continued)

| | | AD&D |
|-------------------------|----------------|----------------|
| Enrolled Dependents | Coverage Level | Imputed Income |
| DP | \$50,000 | \$0.23 |
| | \$100,000 | \$0.45 |
| | \$250,000 | \$1.13 |
| | \$500,000 | \$2.25 |
| | \$750,000 | \$3.38 |
| | \$1,000,000 | \$4.50 |
| DP+EEs CH | \$50,000 | \$0.23 |
| | \$100,000 | \$0.45 |
| | \$250,000 | \$1.13 |
| | \$500,000 | \$2.25 |
| | \$750,000 | \$3.38 |
| | \$1,000,000 | \$4.50 |
| DP+DPs CH | \$50,000 | \$0.25 |
| | \$100,000 | \$0.50 |
| | \$250,000 | \$1.25 |
| | \$500,000 | \$2.50 |
| | \$750,000 | \$3.75 |
| | \$1,000,000 | \$5.00 |
| DP+EEs CH+DPs CH | \$50,000 | \$0.23 |
| | \$100,000 | \$0.45 |
| | \$250,000 | \$1.13 |
| | \$500,000 | \$2.25 |
| | \$750,000 | \$3.38 |
| | \$1,000,000 | \$4.50 |

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DP+EEs CH+DPs CH = Domestic Partner, Employee's Child(ren), and Domestic Partner's Child(ren)