

2020 RATE SHEET: A. H. Belo Corporation

MEDICAL

OPTION	MONTHLY RATES			
<i>Same Rates Apply for both the CDHP or the PPO</i>	EMPLOYEE ONLY	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE & FAMILY
CDHP or PPO				
Less than \$50,000*	\$93.80	\$351.42	\$261.21	\$495.77
\$50,000-\$74,999*	\$113.40	\$419.45	\$314.35	\$587.62
\$75,000-\$99,999*	\$133.05	\$460.14	\$346.01	\$642.76
\$100,000 or more*	\$168.12	\$523.96	\$396.21	\$728.37

* Based on your earnings as of 10/1/19

Surcharges applies to participants eligible for medical before 7/1/18

Tobacco Use Surcharge: \$75 each per month – if you or spouse covered under the medical plan tested positive for cotinine or if you did not take the screening. Complete a six month Kick It! Program and present certificate to Benefits to avoid surcharge going forward.

Biometric Screening Surcharge: \$100 each per month - if you or your covered spouse covered under the medical plan failed to take the Biometric Screening by 7/31/19 or failed to meet 3 of the 5 measures and did not submit the Physician's Affidavit Form by 8/31/2019.

Spousal Exclusion: If your spouse is employed and that company offers medical and/or dental, your spouse is ineligible for coverage under the A. H. Belo medical and/or dental.

DENTAL AND VISION

OPTION	MONTHLY RATES			
	EMPLOYEE ONLY	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE & FAMILY
DENTAL				
Delta Dental PPO	\$20.24	\$41.66	\$41.17	\$63.54
MetLife DHMO	\$7.93	\$15.07	\$15.86	\$24.58
VISION				
Vision Service Plan	\$14.64	\$30.77	\$30.77	\$30.77

LIFE AND ACCIDENT

SUPPLEMENTAL LIFE*	
EMPLOYEE AGE	MONTHLY RATE PER \$1,000 OF COVERAGE
Less than 30	\$0.097
30-34	\$0.146
35-39	\$0.162
40-44	\$0.308
45-49	\$0.389
50-54	\$0.859
55-59	\$1.069
60-64	\$1.620
65-69	\$2.318
70+	\$3.581

DEPENDENT LIFE	
OPTION	MONTHLY RATE
Option 1	\$2.40
Option 2	\$1.20
Option 3	\$4.80
PERSONAL ACCIDENT*	
OPTION	MONTHLY RATE PER \$1,000
Employee Only	\$0.027
Employee & Family	\$0.045

*Supplemental Life and Personal Accident cost is based on employee's current benefit base salary and level of coverage.