

# 2021 RATE SHEET: DallasNews 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
<b>CDHP or PPO</b>				
Less than \$50,000*	\$97.55	\$365.48	\$271.66	\$515.60
\$50,000-\$74,999*	\$117.94	\$436.23	\$326.92	\$611.12
\$75,000-\$99,999*	\$138.37	\$478.55	\$359.85	\$668.47
\$100,000 or more*	\$174.84	\$544.92	\$412.06	\$757.50

\* Based on your earnings as of 10/1/20

Surcharges applies to participants eligible for medical before 7/1/20

**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 7/31/20 or failed to meet 3 of the 5 measures and did not submit the Physician's Affidavit Form by 8/31/20.

**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
<b>DENTAL</b>				
Delta Dental PPO	\$20.24	\$41.66	\$41.17	\$63.54
MetLife DHMO	\$7.93	\$15.07	\$15.86	\$24.58
<b>VISION</b>				
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	\$0.116
30-34	\$0.175
35-39	\$0.194
40-44	\$0.370
45-49	\$0.467
50-54	\$1.031
55-59	\$1.283
60-64	\$1.944
65-69	\$2.782
70+	\$4.297

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.