Northwind Dynamics

USW = Plan C or CDHP

2027 Monthly Rates

Northwind Dynamics Active Employee	Employee Weekly Cost	Company Weekly Cost	Employee Monthly Cost	Company Monthly Cost	Total Monthly Cost
Medical/Rx					
USW - ORRCC Plan C					
Single	103.57	543.74	414.28	2,174.95	2,589.23
Dual	204.17	1,071.87	816.67	4,287.50	5,104.17
Family	287.38	1,508.73	1,149.51	6,034.91	7,184.42
USW - ORRCC CDHP					
Single	33.98	216.96	135.92	867.83	1,003.75
Dual	105.39	421.58	421.57	1,686.30	2,107.87
Family	150.56	602.25	602.25	2,408.98	3,011.23
Vision					
USW - ORRCC					
Single	0.45	2.35	1.79	9.41	11.20
Dual	0.65	3.42	2.60	13.66	16.26
Family	1.16	6.12	4.65	24.46	29.11
Dental					
USW - ORRCC					
Single	0.25	7.95	0.98	31.80	32.78
Family	0.74	23.82	2.94	95.31	98.25
NWD Retiree (Pre-Age 65)			**Retiree Monthly Cost**	**Company Monthly Cost**	**Total Monthly Cost**
Medical/Rx					
Salaried - ORRCC Retiree Plan E					
Single			453.78	1,058.85	1,512.63
Dual			962.03	2,244.75	3,206.78
Family			1,406.74	3,282.40	4,689.14
USW - ORRCC Retiree Plan H					
Single			580.92	1,742.78	2,323.70
Dual			1,145.17	3,435.53	4,580.70
Family			1,611.93	4,835.79	6,447.72
Vision					
Salaried - ORRCC Salaried Retirees					
Single			3.36	7.84	11.20
Dual			4.87	11.39	16.26
Family			8.73	20.38	29.11
USW - ORRCC USW Retirees					
Single			2.80	8.40	11.20
Dual			4.06	12.20	16.26
Family			7.27	21.84	29.11
Dental					
Salaried - ORRCC Salaried Retirees					
Single			13.96	20.95	34.91
Dual			28.89	43.34	72.23
Family			43.91	65.87	109.78
USW - ORRCC USW Retirees					
Single			8.19	24.59	32.78
Family			24.56	73.69	98.25

ORRCC COBRA (monthly with 2%)					
Medical/Rx					
USW - Plan C			Base Rate	2% Admin	COBRA Rate
Single			2,589.23	51.78	2,641.01
Dual			5,104.17	102.08	5,206.25
Family			7,184.42	143.69	7,328.11
USW - CDHP					
Single			1,003.75	20.08	1,023.83
Dual			2,107.87	42.16	2,150.03
Family			3,011.23	60.22	3,071.45
Vision					
USW					
Single			11.20	0.22	11.42
Dual			16.26	0.33	16.59
Family			29.11	0.58	29.69
Dental					
Dental B1, B2 - ORRCC USW					
Single			32.78	0.66	33.44
Family			98.25	1.97	100.22

ORRCC Salaried/USW Life Rates					
Employee Basic Life (monthly rate per $1,000) - Employee and Employer Paid					
Total Rate					$0.280
Employee Cost Share (Rate per $1,000)					$0.140
Employer Cost Share (Rate per $1,000)					$0.140
Pre-65 Retiree Basic Life (monthly rate per $1,000) - SPLIT 50/50 BETWEEN EE AND ER					
			Employee	**Employer**	**Total**
50-54			$0.064	$0.064	$0.128
55-59			$0.104	$0.104	$0.208
60-64			$0.166	$0.167	$0.333
Retiree Basic Life (monthly rate per $1,000)- Employer Paid					
65-69					$0.525
70-74					$0.859
75-79					$1.465
80-84					$2.549
85-89					$4.466
90-94					$7.550
95+					$11.256
Employee Supplemental Life (monthly rate per $1,000) - Employee Paid					
< 30					$0.060
30-34					$0.080
35-39					$0.092
40-44					$0.100
45-49					$0.188
50-54					$0.300
55-59					$0.504
60-64					$0.800
65-69					$1.272
70-74					$2.060
75-79					$3.340
80-84					$5.412
85-89					$8.760
Optional Salaried Dependent Life - Spouse (monthly rate per $1,000) - Employee Paid					
< 30					$0.060
30-34					$0.080
35-39					$0.108
40-44					$0.168
45-49					$0.268
50-54					$0.420
55-59					$0.660
60-64					$1.068
65+					$1.720
Optional Salaried Dependent Life - Child - rate per month for $10,000 coverage - Employee Paid					
Per Employee per Month					$0.96