

## Active Full-Time Employees - Medical, Dental, Vision Plans

Bi-weekly employee contributions\*

Medical 2025 Contributions	Total bi-weekly contributions Non-Tobacco user				Total bi-weekly contributions Tobacco user**			
	Employee	EE+Spouse	EE+Children	EE+Family	Employee	EE+Spouse	EE+Children	EE+Family
<b>Surest Health PPO</b>								
less than \$30,000	\$1.42	\$42.82	\$33.66	\$97.81	\$81.42	\$122.82	\$113.66	\$177.81
\$30,000 but less than \$50,000	\$11.18	\$60.82	\$49.54	\$124.09	\$91.18	\$140.82	\$129.54	\$204.09
\$50,000 but less than \$70,000	\$21.08	\$79.14	\$65.68	\$150.80	\$101.08	\$159.14	\$145.68	\$230.80
\$70,000 but less than \$100,000	\$30.82	\$97.32	\$81.67	\$177.35	\$110.82	\$177.32	\$161.67	\$257.35
\$100,000 but less than \$200,000	\$40.70	\$115.80	\$97.92	\$204.32	\$120.70	\$195.80	\$177.92	\$284.32
\$200,000 or more	\$50.73	\$134.58	\$114.43	\$231.71	\$130.73	\$214.58	\$194.43	\$311.71
<b>Surest Select Health PPO</b>								
less than \$30,000	\$54.33	\$152.75	\$127.98	\$248.52	\$134.33	\$232.75	\$207.98	\$328.52
\$30,000 but less than \$50,000	\$63.80	\$170.23	\$143.40	\$274.03	\$143.80	\$250.23	\$223.40	\$354.03
\$50,000 but less than \$70,000	\$73.41	\$188.02	\$159.07	\$299.96	\$153.41	\$268.02	\$239.07	\$379.96
\$70,000 but less than \$100,000	\$82.87	\$205.67	\$174.59	\$325.74	\$162.87	\$285.67	\$254.59	\$405.74
\$100,000 but less than \$200,000	\$92.46	\$223.61	\$190.37	\$351.92	\$172.46	\$303.61	\$270.37	\$431.92
\$200,000 or more	\$102.20	\$241.84	\$206.40	\$378.52	\$182.20	\$321.84	\$286.40	\$458.52
<b>HDHP with Optional HSA</b>								
less than \$30,000	\$6.43	\$52.16	\$41.76	\$109.61	\$86.43	\$132.16	\$121.76	\$189.61
\$30,000 but less than \$50,000	\$15.90	\$69.64	\$57.18	\$135.12	\$95.90	\$149.64	\$137.18	\$215.12
\$50,000 but less than \$70,000	\$25.51	\$87.43	\$72.85	\$161.05	\$105.51	\$167.43	\$152.85	\$241.05
\$70,000 but less than \$100,000	\$34.97	\$105.08	\$88.37	\$186.83	\$114.97	\$185.08	\$168.37	\$266.83
\$100,000 but less than \$200,000	\$44.56	\$123.02	\$104.15	\$213.01	\$124.56	\$203.02	\$184.15	\$293.01
\$200,000 or more	\$54.30	\$141.25	\$120.18	\$239.61	\$134.30	\$221.25	\$200.18	\$319.61

\*Bi-weekly premiums are calculated using base pay.

\*\*The \$80 tobacco surcharge is included in the bi-weekly tobacco user premiums in the chart above and will be added to your bi-weekly medical cost on your paycheck. The Benefit Summary on the Health and Life website will display the medical cost and tobacco surcharge separately.

Dental 2025 Contributions	Total bi-weekly contributions			
	Employee	EE+Spouse	EE+Children	EE+Family
<b>Dental Option 1</b>	\$6.22	\$13.51	\$10.88	\$18.17
<b>Dental Option 2</b>	\$9.31	\$20.60	\$18.60	\$29.89

Vision 2025 Contributions	Total bi-weekly contributions			
	Employee	EE+Spouse	EE+Children	EE+Family
<b>Vision</b>	\$3.00	\$6.45	\$5.69	\$9.14

-Confidential-

Disclose and distribute only to Lumen Employees and authorized persons working for Lumen. Disclosure outside of Lumen is prohibited without authorization.