

**Employer/Employee HI Charges
Effective 2/1/2000**

Full Time Employee	CEA - KK	APEA - SS	AVTECTA - TA	TEAME - TM	IBU - MM	MEBA - BB	MMP - CC	NONCOVERED EE/XE/XJ/XL
ER - V865	500.00	450.00	450.00	475.00	450.00	450.00	450.00	475.00
EE - E534 (upload from R&B)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total ER Chgs	500.00	450.00	450.00	475.00	450.00	450.00	450.00	475.00

Part Time Employee	CEA - KK	APEA - SS	AVTECTA - TA	TEAME - TM	IBU - MM	MEBA - BB	MMP - CC	NONCOVERED EE/XE/XJ/XL
ER - V875	250.00	225.00	225.00	237.50	225.00	225.00	225.00	237.50
EE - E534 (min. upload .5 ER)	250.00	225.00	225.00	237.50	225.00	225.00	225.00	237.50
Total ER-EE Chgs	500.00	450.00	450.00	475.00	450.00	450.00	450.00	475.00

Full Time Employee	PSEA - AA/AP
ER - V866	520.00
EE Buy Up - E547	75.00
Total ER-EE Chgs	595.00

Part Time Employee	PSEA - AA/AP
ER - V876	260.00
EE - E548	260.00
EE Buy Up - E547	75.00
Total ER-EE Chgs	595.00

Full Time Employee	ASEA - GG/GY
ER - V867	488.50
EE Buy Up - E536	84.50
Total ER-EE Chgs	573.00

Part Time Employee	ASEA - GG/GY
ER Chg - V877	244.25
EE Chg - E538	244.25
EE Buy Up - E536	84.50
Total ER-EE Chgs	573.00

Full Time Employee	ACSEA - TC
ER - V861	423.50
EE Buy Up - E540	101.50
EE HCRA - E542	Variable
EE Dep Care - E543	Variable
Total ER-EE Chgs	total

Part Time Employee	ACSEA - TC
ER - V871	211.75
EE - E541	211.75
EE Buy Up - E540	101.50
EE HCRA - E542	Variable
EE Dep Care - E543	Variable
Total ER-EE Chgs	total

Full Time Employee	PSEA - GC
ER - V867	473.50
EE Buy Up - E544	153.50
Total ER-EE Chgs	627.00

Part Time Employee	PSEA - GC
ER Chg - V877	236.75
EE Chg - E545	236.75
EE Buy Up - E544	153.50
Total ER-EE Chgs	627.00

Full Time Employee	LTC - LL
ER - V860	Variable
ER - E340	Variable
ER - E940	Variable
	Max 550.00
EE - E530 - LTC HI	Variable
EE - E550 - LTC Vol	Variable
EE - E552 - Dep Care	Variable
Total ER-EE Chgs	total

Part Time Employee	LTC - LL
ER - V870	Variable
ER - E340	Variable
ER - E940	Variable
	Max 275.00
EE - E530 - LTC HI	Variable
EE - E550 - LTC Vol	Variable
EE - E552 - Dep Care	Variable
Total ER-EE Chgs	total

**Employer/Employee HI Charges
Effective 7/1/2000**

Select Benefits Plan

Full Time Employee	CEA - KK	APEA - SS	AVTECTA - TA	IBU - MM	MEBA - BB	MMP - CC	NONCOVERED EE/XE/XJ/XL
ER - V865	540.00	515.00	515.00	515.00	515.00	515.00	515.00
EE HCRA - E533 (R&B Load)	Variable	Variable	Variable	Variable	Variable	Variable	Variable
EE Buy Up - E534 (R&B Load)	Variable	Variable	Variable	Variable	Variable	Variable	Variable
Total ER-EE Chgs	total	total	total	total	total	total	total

Part Time Employee	CEA - KK	APEA - SS	AVTECTA - TA	IBU - MM	MEBA - BB	MMP - CC	NONCOVERED EE/XE/XJ/XL
ER - V875	270.00	257.50	257.50	257.50	257.50	257.50	257.50
EE HCRA - E533 (R&B Load)	Variable	Variable	Variable	Variable	Variable	Variable	Variable
EE Buy Up/Contribution - E534	270.00	257.50	257.50	257.50	257.50	257.50	257.50
Total ER-EE Chgs	total	total	total	total	total	total	total

PSEA HI Trust

Full Time Employee	PSEA - AA/AP
ER - V866	546.50
EE Buy Up - E547	75.00
Total ER-EE Chgs	621.50

Part Time Employee	PSEA - AA/AP
ER - V876	273.25
EE Contribution - E548	273.25
EE Buy Up - E547	75.00
Total ER-EE Chgs	621.50

LTC HI Trust

Full Time Employee	LTC - LL
ER - V860	Variable
ER Cash Back - E340	Variable
ER Dep Care - E940	Variable
ER Maximum	570.00
EE Buy Up - E530	Variable
EE Voluntary - E550	Variable
EE Dep Care - E552	Variable
Total ER-EE Chgs	total

Part Time Employee	LTC - LL
ER - V870	285.00
EE Buy Up/Contribution - E530	Variable
EE LTC Voluntary - E550	Variable
EE Dep Care - E552	Variable
Total ER-EE Chgs	total

NEA HI Trust

Full Time Employee	ACSEA - TC
ER - V861	515.00
EE Buy Up - E540	63.00
EE HCRA - E542	Variable
EE Dep Care - E543	Variable
Total ER-EE Chgs	total

Part Time Employee	ACSEA - TC
ER - V871	257.50
EE Contribution - E541	257.50
EE Buy Up - E540	63.00
EE HCRA - E542	Variable
EE Dep Care - E543	Variable
Total ER-EE Chgs	total

NEA HI Trust

Full Time Employee	TEAME - TM
ER - V862	515.00
EE Buy Up - E553	0.00
Total ER-EE Chgs	515.00

Part Time Employee	TEAME - TM
ER - V872	257.50
EE Contribution - E554	257.50
EE Buy Up - E553	0.00
Total ER-EE Chgs	515.00

ASEA Plan

Full Time Employee	ASEA - GG/GY
ER - V867	515.00
EE Buy Up - E536	82.00
EE HCRA - E539	Variable
Total ER-EE Chg	total

Part Time Employee	ASEA - GG/GY
ER Chg - V877	257.50
EE Contribution - E538	257.50
EE Buy Up - E536	82.00
EE HCRA - E539	Variable
Total ER-EE Chg	total

Full Time Employee	PSEA - GC
ER - V867	515.00
EE Buy Up - E544	153.50
Total ER-EE Chgs	668.50

Part Time Employee	PSEA - GC
ER Chg - V877	257.50
EE Contribution - E545	257.50
EE Buy Up - E544	153.50
Total ER-EE Chgs	668.50