Town of Salisbury

Actuarial Valuation and Review of Other Postemployment Benefits (OPEB) as of June 30, 2009
In Accordance with GASB Statements Number 43 and 45

SEGAL

THE SEGAL COMPANY
116 Huntington Ave., 8th Floor Boston, MA 02116
T 617.424.7300 F 617.424.7390 www.segalco.com

September 25, 2009

Mr. Andrew Gould
Finance Director/Town Accountant
Town of Salisbury, MA
5 Beach Road
Salisbury, MA 01952

Dear Mr. Gould:

We are pleased to submit this report on our actuarial valuation of postemployment welfare benefits as of June 30, 2009 under GASB Statements Number 43 and 45. It establishes the liabilities of the postemployment welfare benefit plan in accordance with GASB Statements Number 43 and 45 for the fiscal year beginning July 1, 2009 and summarizes the actuarial data.

This report is based on information received from the Town of Salisbury. The actuarial projections were based on the assumptions and methods described in Exhibit II and on the plan of benefits as summarized in Exhibit III.

We look forward to discussing this material with you at your convenience.

Sincerely,

THE SEGAL COMPANY

By: ______________________
Kathleen A. Riley, FSA, MAAA
Senior Vice President and Actuary

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PURPOSE

This report presents the results of our actuarial valuation of the Town of Salisbury postemployment welfare benefit plan as of June 30, 2009. The results are in accordance with the Governmental Accounting Standards, which prescribe an accrual methodology for accumulating the value of other postemployment benefits (OPEB) over participants' active working lifetimes. The accounting standard supplements cash accounting, under which the expense for postemployment benefits is equal to benefit and administrative costs paid on behalf of retirees and their dependents (*i.e.*, a pay-as-you-go basis).

The results of the valuation show a significant increase in expense for OPEB compared to the current accounting method.

HIGHLIGHTS OF THE VALUATION

During the fiscal year ending June 30, 2009, we project the Town will pay benefits (net of retiree contributions) on behalf of retired employees of about $204,131. Under current accounting rules, this is the employer's "cost" of those benefit programs for retirees. Under new accounting rules, the annual "cost" will increase to $429,841.

Because the benefits are not being pre-funded, we have used a 5.0% discount rate (referred to as the pay-as-you-go interest rate).

The GASB statements allow the use of one of six funding methods to determine the actuarial liabilities. For this report, we are calculating the ARC under the projected unit credit cost method (which is the cost method required under Financial Accounting Standards Board Statement No. 106). We also calculated the ARC under the entry age normal cost method (which is the cost method used by the Essex Regional Retirement System), but since that method results in a higher ARC, we did not include those results in this report. If requested, we can provide those calculations under separate cover.

To determine the amortization payment on the unfunded actuarial accrued liability (UAAL), an amortization period and amortization method must be selected. We have used a 30-year open amortization of the UAAL (the maximum permitted by the GASB statements), with payments increasing at 4.5% year. The GASB statements allow for either an open or closed amortization period. In open amortization, the period is reset to the initial value every year and the UAAL is reamortized, while under a closed amortization, the remaining period decreases and the UAAL is eventually "paid off."

We have also included the information needed for the June 30, 2010 disclosures. Please note, if there are material plan changes or demographic changes, we will need to review these figures.

If the benefits are funded in the future, assets set aside to fund OPEB liabilities would have to be held in a trust or equivalent arrangement, through which assets are accumulated and benefits are paid as they come due. Employer contributions to the trust will be irrevocable, trust assets will be dedicated to providing benefits to retirees and their spouses in accordance with the terms of the plan, and trust assets will be legally protected from creditors of the employer.

GASB guidelines prohibit the offset of OPEB obligations by the future value of Medicare Part D subsidies. Therefore, these calculations do not include an estimate for retiree prescription drug plan federal subsides that the Employer may be eligible to receive for plan years beginning in 2006.

Employer decisions regarding plan design, cost sharing between the Employer and its retirees, actuarial cost method, amortization techniques, and integration with Medicare are just some of the decisions that affect the magnitude of OPEB obligations. We are available to assist you with any investigation of such options you may wish to undertake.

ACCOUNTING REQUIREMENTS

The Governmental Accounting Standards Board (GASB) issued Statement Number 43 – *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans,* and Statement Number 45 – *Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions.* Under these statements, all state and local governmental entities that provide other post employment benefits (OPEB) are required to report the cost of these benefits on their financial statements.

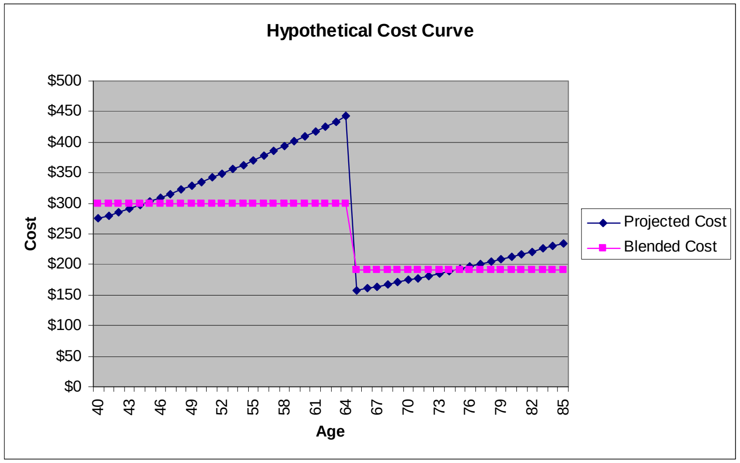
The statements cover postemployment benefits of health, prescription drug, dental, vision and life insurance coverage for retirees; long-term care coverage, life insurance and death benefits that are *not* offered as part of a pension plan; and long-term disability insurance for employees. These benefits, referred to as OPEB, are typically financed on a pay-as-you-go basis. The new standard introduces an accrual-basis accounting requirement; thereby recognizing the employer cost of postemployment benefits over an employee's career. The standards also introduce a consistent accounting requirement for both pension and non-pension benefits.

The total cost of providing postemployment benefits is projected, taking into account assumptions about demographics, turnover, mortality, disability, retirement, health care trends, and other actuarial assumptions. This amount is then discounted to determine the actuarial present value of the total projected benefits (APB). The actuarial accrued liability (AAL) is the portion of the present value of the total projected benefits allocated to years of employment prior to the measurement date. The unfunded actuarial accrued liability (UAAL) is the difference between the AAL and actuarial value of assets in the Plan.

Once the UAAL is determined, the Annual Required Contribution (ARC) is determined as the normal cost (the APB allocated to the current year of service) and the amortization of the UAAL. This ARC is compared to actual contributions made and any difference is reported as the net OPEB obligation (NOO). In addition, required supplementary information (RSI) must be reported, including historical information about the UAAL and the progress in funding the Plan.

The benefits valued in this report are limited to those described in Exhibit III of Section 4.

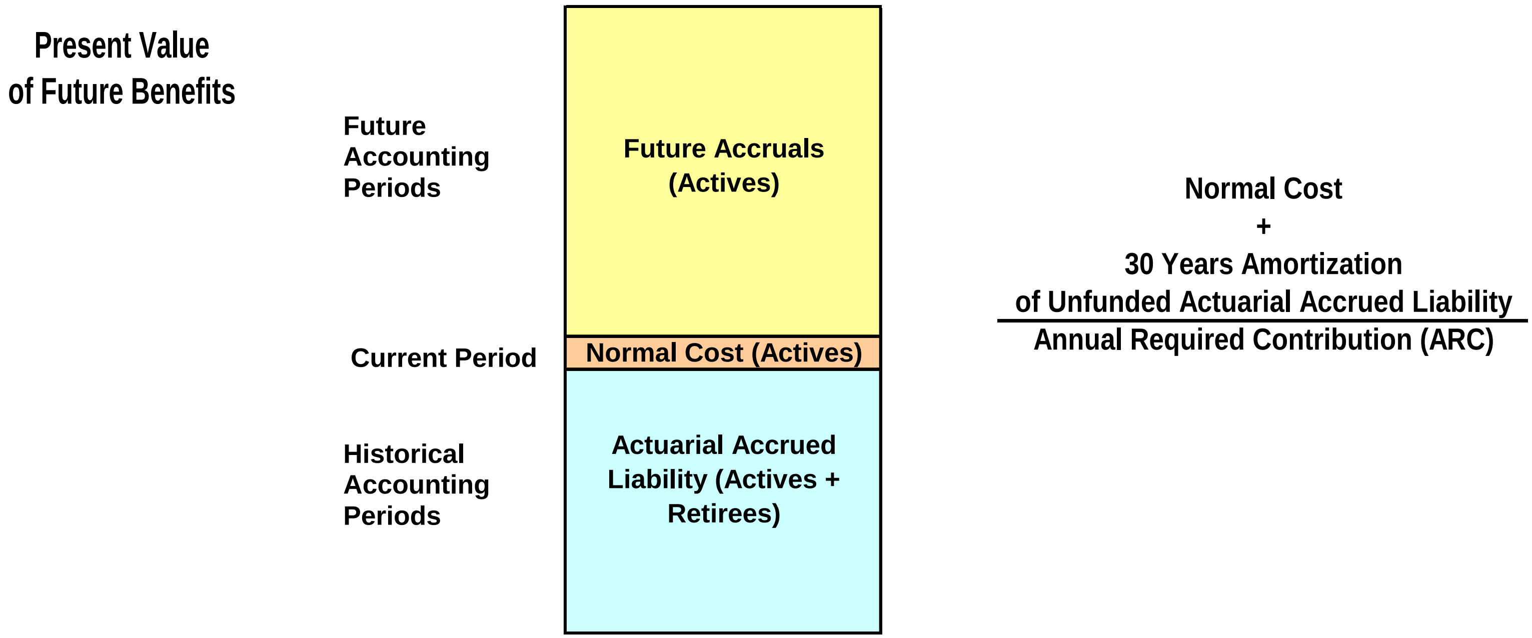
The following graph illustrates why a significant accounting obligation may exist even though the retiree contributes most or all of the blended premium cost of the plan. The average cost for retirees is likely to exceed the average cost for the whole group, leading to an implicit subsidy for these retirees. The accounting standard requires the employer to identify and account for this implicit subsidy as well as any explicit subsidies the employer may provide.



This graph shows how the actuarial present value of the total projected benefits (APB) is broken down and allocated to various accounting periods.

The exact breakdown depends on the actuarial cost method and amortization methods selected by the employer.

GASB 43/45 Measurement



Net OPEB Obligation = $ARC_1 + ARC_2 + ARC_3 + \ldots\ldots$

$- \text{Contribution}_1 - \text{Contribution}_2 - \text{Contribution}_3 - \ldots\ldots$

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Actuarial computations under GASB statements are for purposes of fulfilling certain welfare plan accounting requirements. The calculations shown in this report have been made on a basis consistent with our understanding of GASB. Determinations for purposes other than meeting the financial accounting requirements of GASB may differ significantly from the results reported here.

Calculations are based on the benefits provided under the terms of the substantive plan in effect at the time of the valuation and on the pattern of sharing costs between the employer and plan members. The projection of benefits does not incorporate the potential effect of legal or contractual funding limitations on the pattern of cost sharing between the employer and plan members in the future.

Actuarial calculations reflect a long-term perspective, and the methods and assumptions use techniques designed to reduce short term volatility in accrued liabilities and the actuarial value of assets, if any.

The calculation of an accounting obligation does not, in and of itself, imply that there is any legal liability to provide the benefits valued, nor is there any implication that the Employer is required to implement a funding policy to satisfy the projected expense.

Actuarial valuations involve estimates of the value of reported amounts and assumptions about the probability of events far into the future, and the actuarially determined amounts are subject to continual revision as actual results are compared to past expectations and new estimates are made about the future.

The key results and significant assumptions for the current year are shown on a pre-funded basis and a pay-as-you-go basis.

SUMMARY OF VALUATION RESULTS
ALL DEPARTMENTS

	Pay-as-you-go (5.0% interest rate)
Actuarial Accrued Liability	
1. Current retirees, beneficiaries and dependents	$3,460,364
2. Current active members	3,497,920
3. Total as of July 1, 2009: (1) + (2)	$6,958,284
4. Total as of July 1, 2008:	$6,643,795
Annual Required Contribution for Fiscal Year Ending June 30, 2009	
5. Normal cost as of July 1, 2009	$191,472
6. Normal cost as of July 1, 2008	182,354
7. Adjustment for timing	4,503
8. Normal cost adjusted for timing: (6) + (7)	$186,857
9. 30-year increasing amortization (4.5% per year) of the unfunded actuarial accrued liability (UAAL) as of July 1, 2008	237,128
10. Adjustment for timing	5,856
11. Amortization payment adjusted for timing: (9) + (10)	$242,984
12. Total Annual Required Contribution (ARC): (8) + (11)	$429,841

Note: Adjustment for timing assumes payment in the middle of the fiscal year.

PROJECTION OF ANNUAL REQUIRED CONTRIBUTION

30 Years Open, Pay-As-You-Go (5.0% discount rate)

(1) Fiscal Year Ended June 30	(2) Projected Benefit Payments	(3) Normal Cost	(4) Amortization of UAAL	(5) ARC: (3) + (4)	(6) Additional Funding	(7) Assets at End of Year	(8) AAL at End of Year	(9) UAAL at End of Year: (8) – (7)
2009	$204,131	$186,857	$242,984	$429,841	$0	$0	$6,958,284	$6,958,284
2010	224,544	196,200	254,486	450,686	-	-	7,277,154	7,277,154
2011	240,223	206,010	266,148	472,158	-	-	7,605,954	7,605,954
2012	250,620	216,310	278,173	494,483	-	-	7,951,095	7,951,095
2013	252,546	227,126	290,796	517,922	-	-	8,322,602	8,322,602
2014	271,362	238,482	304,383	542,865	-	-	8,705,040	8,705,040
2015	293,432	250,406	318,370	568,776	-	-	9,096,204	9,096,204
2016	322,723	262,927	332,676	595,603	-	-	9,489,741	9,489,741
2017	348,315	276,073	347,069	623,142	-	-	9,890,202	9,890,202
2018	372,611	289,877	361,715	651,592	-	-	10,299,934	10,299,934
2019	403,548	304,370	376,700	681,070	-	-	10,713,304	10,713,304
2020	425,196	319,589	391,818	711,407	-	-	11,140,754	11,140,754
2021	446,456	335,568	407,452	743,020	-	-	11,584,166	11,584,166
2022	468,779	352,347	423,669	776,016	-	-	12,044,067	12,044,067
2023	492,218	369,964	440,489	810,453	-	-	12,520,998	12,520,998
2024	516,828	388,462	457,931	846,393	-	-	13,015,512	13,015,512
2025	542,670	407,885	476,017	883,902	-	-	13,528,174	13,528,174
2026	569,803	428,280	494,767	923,047	-	-	14,059,564	14,059,564
2027	598,293	449,694	514,201	963,895	-	-	14,610,273	14,610,273
2028	628,208	472,178	534,343	1,006,521	-	-	15,180,904	15,180,904
2029	659,619	495,787	555,212	1,050,999	-	-	15,772,072	15,772,072
2030	692,599	520,577	576,833	1,097,410	-	-	16,384,404	16,384,404
2031	727,229	546,605	599,228	1,145,833	-	-	17,018,540	17,018,540
2032	763,591	573,936	622,420	1,196,356	-	-	17,675,128	17,675,128
2033	801,770	602,633	646,434	1,249,067	-	-	18,354,829	18,354,829
2034	841,859	632,764	671,292	1,304,056	-	-	19,058,312	19,058,312
2035	883,952	664,402	697,021	1,361,423	-	-	19,786,256	19,786,256
2036	928,150	697,622	723,644	1,421,266	-	-	20,539,349	20,539,349
2037	974,557	732,504	751,187	1,483,691	-	-	21,318,286	21,318,286
2038	1,023,285	769,129	779,675	1,548,804	-	-	22,123,767	22,123,767

Note: Assumes payment in the middle of the fiscal year.

September 25, 2009

ACTUARIAL CERTIFICATION

This is to certify that The Segal Company has conducted an actuarial valuation of certain benefit obligations of the Town of Salisbury other postemployment benefit programs as of June 30, 2009, in accordance with generally accepted actuarial principles and practices. The actuarial calculations presented in this report have been made on a basis consistent with our understanding of GASB Statements Number 43 and 45 for the determination of the liability for postemployment benefits other than pensions.

The actuarial valuation is based on the plan of benefits verified by the Town and on participant, premium and expense data provided by the Town or from vendors employed by the Town.

The actuarial computations made are for purposes of fulfilling plan accounting requirements. Determinations for purposes other than meeting financial accounting requirements may be significantly different from the results reported here. Accordingly, additional determinations may be needed for other purposes, such as judging benefit security at termination or adequacy of funding an ongoing plan.

To the best of our knowledge, this report is complete and accurate and in our opinion presents the information necessary to comply with GASB Statements Number 43 and 45 with respect to the benefit obligations addressed. The signing actuaries are members of the Society of Actuaries, the American Academy of Actuaries, and other professional actuarial organizations and collectively meet their "General Qualification Standards for Statements of Actuarial Opinion" to render the actuarial opinion contained herein.

Kathleen A. Riley, FSA, MAAA
Senior Vice President and Actuary

Howard Atkinson, Jr., ASA, MAAA, FCA
Vice President and Health Actuary

CHART 1

Required Supplementary Information – Schedule of Employer Contributions
Pay-As-You-Go Assumptions (5.00%)

Fiscal Year Ended June 30,	Annual OPEB Cost	Actual Contributions	Percentage Contributed
2009	$429,841	$204,131	47.5%
2010	453,717	224,544	49.5%

This schedule of funding progress presents multi-year trend information about whether the actuarial value of plan assets is increasing or decreasing over time relative to the actuarial accrued liability for benefits.

CHART 2

Required Supplementary Information – Schedule of Funding Progress
Pay-As-You-Go Assumptions, (5.00%)

Actuarial Valuation Date	Actuarial Value of Assets* (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b) - (a)	Funded Ratio (a) / (b)	Covered Payroll (c)	UAAL as a Percentage of Covered Payroll [(b) - (a) / (c)]
6/30/2009	$0	$6,958,284	$6,958,284	0.00%	N/A	N/A

Note: Enter covered payroll for fiscal 2009.

CHART 3

Required Supplementary Information – Net OPEB Obligation (NOO)
Pay-As-You-Go Assumptions (5.00%)

Fiscal Year Ended June 30	Annual Required Contribution (a)	Interest on Existing NOO (b)	ARC Adjustment (c)	Annual OPEB Cost (a) + (b) + (c) (d)	Actual Contribution Amount (e)	Net Increase in NOO (d) - (e) (f)	NOO as of Following Date (g)
2009	$429,841	$0	$0	$429,841	$204,131	$225,710	$225,710
2010	450,686	11,286	-8,255	453,717	224,544	229,173	454,883

Note: 2010 information assumes there will be no plan changes that need to be reflected.

CHART 4

Required Supplementary Information

Valuation date	June 30, 2009
Actuarial cost method	Projected Unit Credit
Amortization method	Amortization payments increasing at 4.5%
Remaining amortization period	30 years open
Asset valuation method	Market value
Actuarial assumptions:	
Investment rate of return	5.0%, pay-as-you-go scenario
Inflation rate	4.5%
Medical/drug cost trend rate	9.00% decreasing by 0.75% for 5 years and by 0.25% for 1 year to an ultimate level of 5.00% per year.
Plan membership:	
Current retirees, beneficiaries, and dependents*	68
Current active members	58
Total	126

* *Includes 8 with insurance only.*

This exhibit summarizes the participant data used for the current valuation.

EXHIBIT I

Summary of Participant Data

Active employees covered for medical benefits as of July 1, 2009		
Number of employees		
Male		37
Female		21
Total		58
Average age		46.8
Average service		10.7
Retired employees, spouses and beneficiaries covered for benefits as of July 1, 2009	**Medical**	**Life**
Number of individuals	60	31
Average age	70.3	71.4

EXHIBIT II

Actuarial Assumptions and Actuarial Cost Method

Data:	Detailed census data, premium rates, and summary plan descriptions for postemployment welfare benefits were provided by the Town of Salisbury.
Actuarial Cost Method:	Projected Unit Credit
Per Capita Cost Development:	Per capita costs were based on the fully-insured premium rates effective July 1, 2009. Premiums were combined by taking a weighted average based on the number of participants in each plan, and were then trended to the midpoint of the valuation year at assumed trend rates. Actuarial factors were then applied to the premium to estimate individual retiree and spouse costs by age and by gender.
Measurement Date:	June 30, 2009
Discount Rate:	5.0% pay-as-you-go
Mortality Rates:	
Healthy:	1994 Group Annuity Mortality Table
Disabled:	PBGC Mortality Table for Disabled Lives Receiving Social Security Disability Benefits

Termination Rates before Retirement:

Groups 1 and 2 Rate (%)

	Mortality			
Age	**Male**	**Female**	**Disability**	**Withdrawal**
20	0.05	0.03	0.06	12.00
25	0.07	0.03	0.09	8.78
30	0.08	0.04	0.11	5.55
35	0.09	0.05	0.15	3.93
40	0.11	0.07	0.22	2.31
45	0.16	0.10	0.36	1.89
50	0.26	0.14	0.61	1.46
55	0.44	0.23	1.01	- -
60	0.80	0.44	1.63	- -

Note: 55% of the rates shown represented accidental disability and death.

Group 4 Rate (%)

	Mortality			
Age	**Male**	**Female**	**Disability**	**Withdrawal**
20	0.05	0.03	0.18	2.10
25	0.07	0.03	0.26	1.88
30	0.08	0.04	0.33	1.65
35	0.09	0.05	0.44	1.11
40	0.11	0.07	0.66	0.56
45	0.16	0.10	1.08	0.28
50	0.26	0.14	1.82	- -
55	0.44	0.23	- -	- -
60	0.80	0.44	- -	- -

Note: 90% of the rates shown represented accidental disability and death.

Retirement Rates:

	Rate per year (%)	
Age	**Groups 1 and 2**	**Group 4**
50 – 54	- -	2.0
55	5.0	10.0
56 – 59	3.0	10.0
60 – 61	5.0	30.0
62 – 64	15.0	30.0
65	25.0	100.0
66 – 69	15.0	- -
70 – 71	50.0	- -
72	100.0	- -

Dependents: Demographic data was available for spouses of current retirees. For future retirees, husbands were assumed to be three years older than their wives. For future retirees who elect to continue their health coverage at retirement, 60% were assumed to have an eligible spouse who also opts for health coverage at that time.

Per Capita Health Costs: 2009 – 2010 medical and prescription drug claims costs are shown in the table below for retirees and for spouses at selected ages. These costs are net of deductibles and other benefit plan cost sharing provisions.

	Non-Medicare Plans				Medicare Supplement			
	Retiree		Spouse		Retiree		Spouse	
Age	Male	Female	Male	Female	Male	Female	Male	Female
45	$6,384	$8,008	$3,960	$5,977	N/A	N/A	N/A	N/A
50	7,577	8,630	5,292	6,929	N/A	N/A	N/A	N/A
55	8,998	9,290	7,082	8,021	N/A	N/A	N/A	N/A
60	10,686	10,013	9,480	9,303	N/A	N/A	N/A	N/A
65	12,691	10,787	12,691	10,787	$4,450	$3,783	$4,450	$3,783
70	14,709	11,625	14,709	11,625	5,158	4,076	5,158	4,076
75	15,851	12,513	15,851	12,513	5,558	4,388	5,558	4,388
80	17,069	13,491	17,069	13,491	5,985	4,730	5,985	4,730

Health Care Cost Trend Rates: Health care trend measures the anticipated overall rate at which health plan costs are expected to increase in future years. The rates shown below are "net" and are applied to the net per capita costs shown above. The trend shown for a particular plan year is the rate that must be applied to that year's cost to yield the next year's projected cost.

Year Ending June 30	Medical/Drug
2010	9.00%
2011	8.25%
2012	7.50%
2013	6.75%
2014	6.00%
2015	5.25%
2016 & later	5.00%

Retiree Contribution Increase Rate:	Retiree contributions for medical and prescription drug coverage are expected to increase with medical trend.
Participation and Coverage Election:	75% of active employees with coverage are assumed to elect retiree coverage.
	100% of retirees over age 65 are assumed to remain in their current medical plan for life.
	For future retirees hired prior to 1986 and current retires under age 65, 95% are assumed to enroll in a Medicare Supplement plan upon reaching age 65 and 5% are assumed to remain enrolled in a non-Medicare plan.
	For future retirees hired in 1986 or later, 100% are assumed to enroll in a Medicare Supplement plan upon reaching age 65.
Plan Design:	Development of plan liabilities was based on the substantive plan of benefits in effect as described in Exhibit III.
Administrative Expenses:	Administrative expenses are assumed to be included in the fully insured premium rates.
Annual Maximum Benefits:	No increase in the annual maximum benefit levels was assumed.
Lifetime Maximum Benefits:	No information was available regarding accumulations toward lifetime maximum benefits and no such accumulations were assumed.
Missing Participant Data:	A missing census item for a given participant was assumed to equal the average value of that item over all other participants of the same status for whom the item is known.

EXHIBIT III
Summary of Plan

This exhibit summarizes the major benefit provisions as included in the valuation. To the best of our knowledge, the summary represents the substantive plans as of the measurement date. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions.

Eligibility:	Retired and receiving a pension from the Essex Regional Retirement System or the Massachusetts Teachers Retirement System. **Group 1 (including Teachers):** ➤ Retirees with at least 10 years of creditable service are eligible at age 55; ➤ Retirees with at least 20 years of creditable service are eligible at any age. **Group 4:** ➤ Retirees with at least 10 years of creditable service are eligible at age 45; ➤ Retirees with at least 20 years of creditable service are eligible at any age. **Disability:** Accidental (job-related) Disability has no age or service requirement. Ordinary Disability requires 10 years of creditable service. **Pre-Retirement Death:** Surviving spouse is eligible. **Post-Retirement Death:** Surviving spouse is eligible.
Benefit Types:	Medical and prescription drug benefits are provided to all eligible retirees through a variety of plans primarily offered by Blue Cross Blue Shield of Massachusetts. The Town of Salisbury also pays 50% of the retiree life insurance premium.
Duration of Coverage:	Lifetime.
Dependent Benefits:	Medical and Prescription Drugs.
Dependent Coverage:	Benefits are payable to a spouse for their lifetime, regardless of when the retiree dies.
MGL Chapter 32B, Section 18:	Adopted.

Retiree Contributions: Premium rates and retiree contributions as of July 1, 2009 are summarized on the following page:

	Employees							
	Active	Retired	Total	*Retirees 65 and over**	Monthly Cost (eff. 7/1/2009)	Town cost ($) as of 7/1/2009	Retiree cost ($) as of 7/1/2009	Retiree cost (%) as of 7/1/2009
<u>Non-Medicare Actives and Retirees</u>								
HMO Blue								
Individual	25	4	29	*1*	$534.49	$267.24	$267.25	50.0%
Family	33	5	38	*1*	$1,389.66	$694.83	$694.83	50.0%
Blue Care Elect Preferred PPO								
Individual	0	0	0	*0*	$663.73	$331.86	$331.87	50.0%
Family	0	0	0	*0*	$1,725.71	$862.85	$862.86	50.0%
<u>Medicare Retirees</u>								
Medex 3		24	24	*24*	$437.83	$218.91	$218.92	50.0%
Totals**	58	33	91	26				

* 2 of 30 over-65 retirees (or 6.7%) are in a non-Medicare plan

** In addition, there are 23 spouses of retirees covered under and individual or family policy, as well as 4 retirees on the AARP and Medex Bronze Plans that are reimbursed.

Benefit Descriptions:

HMO Blue	
Medical	
Annual Deductible	None
Coinsurance	100%
Physicians Office Visit	$10
Emergency Room	$50
Maximum Out-Of-Pocket Expense	None
Prescription Drugs	
Retail Copay	$10 generic/$20 preferred brand/$35 non-preferred brand
Mail Copay	$10 generic/$20 preferred brand/$35 non-preferred brand

Blue Care Elect Preferred PPO	**In-Network**	**Out-of-Network**
Medical		
Annual Deductible	None	$250 individual/$500 family
Coinsurance	100%	80%
Physicians Office Visit Copay	$15	Coinsurance & deductible
Emergency Room Copay	$50	$50
Coinsurance Maximum	None	$1,000 individual/$2,000 family
Prescription Drugs		
Retail Copay	$10 generic/$20 preferred brand/$35 non-preferred brand	
Mail Copay	$10 generic/$20 preferred brand/$35 non-preferred brand	

Medex 3	
Medical	
Hospital Inpatient	Covered in full
Office Visits	Covered in full
Emergency Room	Covered in full
Prescription Drugs	
Retail Copay	Full coverage (generic)/20% copayment (brand) after a $50 calendar year deductible
Mail Copay	$2 generic/$15 brand

Retiree Life: $5,000

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