

VMware, Inc. Monthly Renewal Rates: Active and COBRA
Renewal Effective: January 1, 2020 - December 31, 2020

Plans	Active Rates	COBRA Rates (+2%)
UHC HSA PPO (Including UHC HSA PPO Harvard Pilgrim)		
Employee Only	\$496.93	\$506.87
Employee + Spouse/DP	\$1,118.09	\$1,140.45
Employee + Child(ren)	\$944.16	\$963.04
Employee + Family	\$1,615.03	\$1,647.33
UHC Traditional PPO (Including UHC Traditional PPO Harvard Pilgrim)		
Employee Only	\$699.43	\$713.42
Employee + Spouse/DP	\$1,573.72	\$1,605.19
Employee + Child(ren)	\$1337.14	\$1363.88
Employee + Family	\$2,273.15	\$2,318.61
Kaiser HMO - Northern California		
Employee Only	\$531.53	\$542.16
Employee + Spouse/DP	\$1,169.37	\$1,192.76
Employee + Child(ren)	\$1009.91	\$1,030.11
Employee + Family	\$1,700.91	\$1,734.93
Kaiser HMO - Hawaii		
Employee Only	\$480.02	\$489.62
Employee + Spouse/DP	\$960.03	\$979.23
Employee + Child(ren)	\$864.03	\$881.31
Employee + Family	\$1,440.05	\$1,468.85
Delta Dental - All States		
Employee Only	\$47.30	\$48.25
Employee + Spouse/DP	\$88.93	\$90.71
Employee + Child(ren)	\$120.61	\$123.02
Employee + Family	\$164.13	\$167.41
VSP Core Plan - All States		
Employee Only	\$6.54	\$6.67
Employee + Spouse/DP	\$9.92	\$10.12
Employee + Child(ren)	\$10.10	\$10.30
Employee + Family	\$16.30	\$16.63
VSP Buy-Up Plan - All States		
Employee Only	\$15.56	\$15.87
Employee + Spouse/DP	\$23.56	\$24.03
Employee + Child(ren)	\$24.00	\$24.48
Employee + Family	\$38.72	\$39.49
Optum EAP		
All Coverage Tiers	\$1.53	\$1.56
Healthcare Flexible Spending		
General Purpose FSA	May be continued	Based on amount funded
Limited Purpose FSA	May be continued	Based on amount funded