

VMware, Inc. Monthly Renewal Rates: Active and COBRA
Renewal Effective: January 1, 2021 - December 31, 2021

Plans	Active Rates	COBRA Rates (+ 2%)
UHC HSA PPO (Including UHC HSA PPO Harvard Pilgrim)		
Employee Only	\$518.45	\$528.82
Employee + Spouse _{2GS}	\$1,166.51	\$1,189.84
Employee + Child(ren)	\$985.04	\$1004.74
Employee + Family	\$1,684.96	\$1,718.66
UHC Traditional PPO (Including UHC Traditional PPO Harvard Pilgrim)		
Employee Only	\$697.86	\$711.82
Employee + Spouse _{2GS}	\$1,570.18	\$1,601.58
Employee + Child(ren)	\$1334.13	\$1360.81
Employee + Family	\$2,268.04	\$2,313.40
Kaiser HMO - Northern California		
Employee Only	\$552.55	\$563.60
Employee + Spouse _{2GS}	\$1,215.61	\$1,239.92
Employee + Child(ren)	\$1049.85	\$1,070.85
Employee + Family	\$1,768.15	\$1,803.51
Kaiser HMO - Hawaii		
Employee Only	\$552.02	\$563.06
Employee + Spouse _{2GS}	\$1104.04	\$1,126.12
Employee + Child(ren)	\$993.63	\$1,013.50
Employee + Family	\$1,656.05	\$1,689.17
Delta Dental - All States		
Employee Only	\$48.02	\$48.98
Employee + Spouse _{2GS}	\$90.61	\$92.42
Employee + Child(ren)	\$123.01	\$125.47
Employee + Family	\$167.53	\$170.88
VSP Core Plan - All States		
Employee Only	\$6.81	\$6.95
Employee + Spouse _{2GS}	\$10.32	\$10.53
Employee + Child(ren)	\$10.51	\$10.72
Employee + Family	\$16.96	\$17.30
VSP Buy-Up Plan - All States		
Employee Only	\$16.19	\$16.51
Employee + Spouse _{2GS}	\$24.52	\$25.01
Employee + Child(ren)	\$24.98	\$25.48
Employee + Family	\$40.30	\$41.11
Employee Assistance Program		
All Coverage Tiers	\$5.59	\$5.70
Healthcare Flexible Spending		
General Purpose FSA	May be continued	Based on amount funded
Limited Purpose FSA	May be continued	Based on amount funded