



| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$20,000 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 | 2.00% | \$400 |
| \$21,000 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 | 2.00% | \$420 |
| \$22,000 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 | 2.00% | \$440 |
| \$23,000 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 | 2.00% | \$460 |
| \$24,000 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 | 2.00% | \$480 |
| \$25,000 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 | 2.00% | \$500 |
| \$26,000 | 2.00% | \$520 | 2.00% | \$520 | 2.25% | \$585 | 2.00% | \$520 |
| \$27,000 | 2.00% | \$540 | 2.00% | \$540 | 2.25% | \$608 | 2.00% | \$540 |
| \$28,000 | 2.00% | \$560 | 2.00% | \$560 | 2.25% | \$630 | 2.00% | \$560 |
| \$29,000 | 2.00% | \$580 | 2.00% | \$580 | 2.25% | \$653 | 2.00% | \$580 |
| \$30,000 | 2.25% | \$675 | 2.75% | \$825 | 2.50% | \$750 | 2.75% | \$825 |
| \$31,000 | 2.25% | \$698 | 2.75% | \$853 | 2.50% | \$775 | 2.75% | \$853 |
| \$32,000 | 2.25% | \$720 | 2.75% | \$880 | 2.50% | \$800 | 2.75% | \$880 |
| \$33,000 | 2.25% | \$743 | 2.75% | \$908 | 2.50% | \$825 | 2.75% | \$908 |
| \$34,000 | 2.25% | \$765 | 2.75% | \$935 | 2.50% | \$850 | 2.75% | \$935 |
| \$35,000 | 2.25% | \$788 | 2.75% | \$963 | 3.00% | \$1,050 | 2.75% | \$963 |
| \$36,000 | 2.25% | \$810 | 3.00% | \$1,080 | 3.00% | \$1,080 | 3.00% | \$1,080 |
| \$37,000 | 2.25% | \$833 | 3.00% | \$1,110 | 3.00% | \$1,110 | 3.00% | \$1,110 |
| \$38,000 | 2.25% | \$855 | 3.00% | \$1,140 | 3.00% | \$1,140 | 3.00% | \$1,140 |
| \$39,000 | 2.25% | \$878 | 3.00% | \$1,170 | 3.00% | \$1,170 | 3.00% | \$1,170 |
| \$40,000 | 2.25% | \$900 | 3.00% | \$1,200 | 3.00% | \$1,200 | 3.00% | \$1,200 |
| \$41,000 | 2.25% | \$923 | 3.00% | \$1,230 | 3.00% | \$1,230 | 3.00% | \$1,230 |
| \$42,000 | 2.25% | \$945 | 3.00% | \$1,260 | 3.00% | \$1,260 | 3.00% | \$1,260 |
| \$43,000 | 2.25% | \$968 | 3.00% | \$1,290 | 3.00% | \$1,290 | 3.00% | \$1,290 |
| \$44,000 | 2.25% | \$990 | 3.00% | \$1,320 | 3.00% | \$1,320 | 3.00% | \$1,320 |
| \$45,000 | 2.40% | \$1,080 | 3.00% | \$1,350 | 3.50% | \$1,575 | 3.25% | \$1,463 |
| \$46,000 | 2.40% | \$1,104 | 3.00% | \$1,380 | 3.50% | \$1,610 | 3.25% | \$1,495 |
| \$47,000 | 2.40% | \$1,128 | 3.00% | \$1,410 | 3.50% | \$1,645 | 3.25% | \$1,528 |
| \$48,000 | 2.40% | \$1,152 | 3.00% | \$1,440 | 3.50% | \$1,680 | 3.25% | \$1,560 |
| \$49,000 | 2.40% | \$1,176 | 3.00% | \$1,470 | 3.50% | \$1,715 | 3.25% | \$1,593 |
| \$50,000 | 3.00% | \$1,500 | 4.25% | \$2,125 | 4.50% | \$2,250 | 4.50% | \$2,250 |
| \$51,000 | 3.00% | \$1,530 | 4.25% | \$2,168 | 4.50% | \$2,295 | 4.50% | \$2,295 |
| \$52,000 | 3.00% | \$1,560 | 4.25% | \$2,210 | 4.50% | \$2,340 | 4.50% | \$2,340 |
| \$53,000 | 3.00% | \$1,590 | 4.25% | \$2,253 | 4.50% | \$2,385 | 4.50% | \$2,385 |
| \$54,000 | 3.00% | \$1,620 | 4.25% | \$2,295 | 4.50% | \$2,430 | 4.50% | \$2,430 |
| \$55,000 | 3.40% | \$1,870 | 4.50% | \$2,475 | 5.00% | \$2,750 | 4.50% | \$2,475 |
| \$56,000 | 3.40% | \$1,904 | 4.50% | \$2,520 | 5.00% | \$2,800 | 4.50% | \$2,520 |
| \$57,000 | 3.40% | \$1,938 | 4.50% | \$2,565 | 5.00% | \$2,850 | 4.50% | \$2,565 |
| \$58,000 | 3.40% | \$1,972 | 4.50% | \$2,610 | 5.00% | \$2,900 | 4.50% | \$2,610 |
| \$59,000 | 3.40% | \$2,006 | 4.50% | \$2,655 | 5.00% | \$2,950 | 4.50% | \$2,655 |
| \$60,000 | 3.75% | \$2,250 | 5.50% | \$3,300 | 6.00% | \$3,600 | 5.00% | \$3,000 |
| \$61,000 | 3.75% | \$2,288 | 5.50% | \$3,355 | 6.00% | \$3,660 | 5.00% | \$3,050 |
| \$62,000 | 3.75% | \$2,325 | 5.50% | \$3,410 | 6.00% | \$3,720 | 5.00% | \$3,100 |
| \$63,000 | 3.75% | \$2,363 | 5.50% | \$3,465 | 6.00% | \$3,780 | 5.00% | \$3,150 |



| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$64,000 | 3.75% | \$2,400 | 5.50% | \$3,520 | 6.00% | \$3,840 | 5.00% | \$3,200 |
| \$65,000 | 3.75% | \$2,438 | 5.75% | \$3,738 | 6.50% | \$4,225 | 5.25% | \$3,413 |
| \$66,000 | 3.75% | \$2,475 | 5.75% | \$3,795 | 6.50% | \$4,290 | 5.25% | \$3,465 |
| \$67,000 | 3.75% | \$2,513 | 5.75% | \$3,853 | 6.50% | \$4,355 | 5.25% | \$3,518 |
| \$68,000 | 3.75% | \$2,550 | 5.75% | \$3,910 | 6.50% | \$4,420 | 5.25% | \$3,570 |
| \$69,000 | 3.75% | \$2,588 | 5.75% | \$3,968 | 6.50% | \$4,485 | 5.25% | \$3,623 |
| \$70,000 | 4.00% | \$2,800 | 6.20% | \$4,340 | 7.25% | \$5,075 | 5.75% | \$4,025 |
| \$71,000 | 4.00% | \$2,840 | 6.20% | \$4,402 | 7.25% | \$5,148 | 5.75% | \$4,083 |
| \$72,000 | 4.00% | \$2,880 | 6.20% | \$4,464 | 7.25% | \$5,220 | 5.75% | \$4,140 |
| \$73,000 | 4.00% | \$2,920 | 6.20% | \$4,526 | 7.25% | \$5,293 | 5.75% | \$4,198 |
| \$74,000 | 4.00% | \$2,960 | 6.20% | \$4,588 | 7.25% | \$5,365 | 5.75% | \$4,255 |
| \$75,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,438 | | \$4,400 |
| \$76,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,510 | | \$4,400 |
| \$77,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,583 | | \$4,400 |
| \$78,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,655 | | \$4,400 |
| \$79,000 | | \$2,977 | | \$4,678 | 7.25% | \$5,728 | | \$4,400 |
| \$80,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,800 | | \$4,550 |
| \$81,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,873 | | \$4,550 |
| \$82,000 | | \$3,083 | | \$4,890 | 7.25% | \$5,945 | | \$4,550 |
| \$83,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,018 | | \$4,550 |
| \$84,000 | | \$3,083 | | \$4,890 | 7.25% | \$6,090 | | \$4,550 |
| \$85,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,375 | | \$4,950 |
| \$86,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,450 | | \$4,950 |
| \$87,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,525 | | \$4,950 |
| \$88,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,600 | | \$4,950 |
| \$89,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,675 | | \$4,950 |
| \$90,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,750 | | \$4,950 |
| \$91,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,825 | | \$4,950 |
| \$92,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,900 | | \$4,950 |
| \$93,000 | | \$3,083 | | \$5,316 | 7.50% | \$6,975 | | \$4,950 |
| \$94,000 | | \$3,083 | | \$5,316 | 7.50% | \$7,050 | | \$4,950 |
| \$95,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,125 | | \$4,950 |
| \$96,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,200 | | \$4,950 |
| \$97,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,275 | | \$4,950 |
| \$98,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,350 | | \$4,950 |
| \$99,000 | | \$3,190 | | \$5,316 | 7.50% | \$7,425 | | \$4,950 |
| \$100,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$101,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$102,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$103,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$104,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$105,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$106,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$107,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |



| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$108,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$109,000 | | \$3,190 | | \$6,390 | | \$8,213 | | \$5,950 |
| \$110,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$111,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$112,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$113,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$114,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$115,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$116,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$117,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$118,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$119,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$120,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$121,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$122,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$123,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$124,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$125,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$126,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$127,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$128,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$129,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$130,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$131,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$132,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$133,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$134,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$135,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$136,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$137,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$138,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$139,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$140,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$141,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$142,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$143,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$144,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$145,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$146,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$147,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$148,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$149,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |
| \$150,000 | | \$3,190 | | \$6,390 | | \$9,122 | | \$5,950 |



Tiered Network Plan CWA Member Annual Retiree Contributions

| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$20,000 | 1.50% | \$300 | 1.50% | \$300 | 1.50% | \$300 | 1.50% | \$300 |
| \$21,000 | 1.50% | \$315 | 1.50% | \$315 | 1.50% | \$315 | 1.50% | \$315 |
| \$22,000 | 1.50% | \$330 | 1.50% | \$330 | 1.50% | \$330 | 1.50% | \$330 |
| \$23,000 | 1.50% | \$345 | 1.50% | \$345 | 1.50% | \$345 | 1.50% | \$345 |
| \$24,000 | 1.50% | \$360 | 1.50% | \$360 | 1.50% | \$360 | 1.50% | \$360 |
| \$25,000 | 1.50% | \$375 | 1.50% | \$375 | 1.50% | \$375 | 1.50% | \$375 |
| \$26,000 | 1.50% | \$390 | 1.50% | \$390 | 1.69% | \$439 | 1.50% | \$390 |
| \$27,000 | 1.50% | \$405 | 1.50% | \$405 | 1.69% | \$456 | 1.50% | \$405 |
| \$28,000 | 1.50% | \$420 | 1.50% | \$420 | 1.69% | \$473 | 1.50% | \$420 |
| \$29,000 | 1.50% | \$435 | 1.50% | \$435 | 1.69% | \$489 | 1.50% | \$435 |
| \$30,000 | 1.69% | \$506 | 2.06% | \$619 | 1.88% | \$563 | 2.06% | \$619 |
| \$31,000 | 1.69% | \$523 | 2.06% | \$639 | 1.88% | \$581 | 2.06% | \$639 |
| \$32,000 | 1.69% | \$540 | 2.06% | \$660 | 1.88% | \$600 | 2.06% | \$660 |
| \$33,000 | 1.69% | \$557 | 2.06% | \$681 | 1.88% | \$619 | 2.06% | \$681 |
| \$34,000 | 1.69% | \$574 | 2.06% | \$701 | 1.88% | \$638 | 2.06% | \$701 |
| \$35,000 | 1.69% | \$591 | 2.06% | \$722 | 2.25% | \$788 | 2.06% | \$722 |
| \$36,000 | 1.69% | \$608 | 2.25% | \$810 | 2.25% | \$810 | 2.25% | \$810 |
| \$37,000 | 1.69% | \$624 | 2.25% | \$833 | 2.25% | \$833 | 2.25% | \$833 |
| \$38,000 | 1.69% | \$641 | 2.25% | \$855 | 2.25% | \$855 | 2.25% | \$855 |
| \$39,000 | 1.69% | \$658 | 2.25% | \$878 | 2.25% | \$878 | 2.25% | \$878 |
| \$40,000 | 1.69% | \$675 | 2.25% | \$900 | 2.25% | \$900 | 2.25% | \$900 |
| \$41,000 | 1.69% | \$692 | 2.25% | \$923 | 2.25% | \$923 | 2.25% | \$923 |
| \$42,000 | 1.69% | \$709 | 2.25% | \$945 | 2.25% | \$945 | 2.25% | \$945 |
| \$43,000 | 1.69% | \$726 | 2.25% | \$968 | 2.25% | \$968 | 2.25% | \$968 |
| \$44,000 | 1.69% | \$743 | 2.25% | \$990 | 2.25% | \$990 | 2.25% | \$990 |
| \$45,000 | 1.80% | \$810 | 2.25% | \$1,013 | 2.63% | \$1,181 | 2.44% | \$1,097 |
| \$46,000 | 1.80% | \$828 | 2.25% | \$1,035 | 2.63% | \$1,208 | 2.44% | \$1,121 |
| \$47,000 | 1.80% | \$846 | 2.25% | \$1,058 | 2.63% | \$1,234 | 2.44% | \$1,146 |
| \$48,000 | 1.80% | \$864 | 2.25% | \$1,080 | 2.63% | \$1,260 | 2.44% | \$1,170 |
| \$49,000 | 1.80% | \$882 | 2.25% | \$1,103 | 2.63% | \$1,286 | 2.44% | \$1,194 |
| \$50,000 | 2.25% | \$1,125 | 3.19% | \$1,594 | 3.38% | \$1,688 | 3.38% | \$1,688 |
| \$51,000 | 2.25% | \$1,148 | 3.19% | \$1,626 | 3.38% | \$1,721 | 3.38% | \$1,721 |
| \$52,000 | 2.25% | \$1,170 | 3.19% | \$1,658 | 3.38% | \$1,755 | 3.38% | \$1,755 |
| \$53,000 | 2.25% | \$1,193 | 3.19% | \$1,689 | 3.38% | \$1,789 | 3.38% | \$1,789 |
| \$54,000 | 2.25% | \$1,215 | 3.19% | \$1,721 | 3.38% | \$1,823 | 3.38% | \$1,823 |
| \$55,000 | 2.55% | \$1,403 | 3.38% | \$1,856 | 3.75% | \$2,063 | 3.38% | \$1,856 |
| \$56,000 | 2.55% | \$1,428 | 3.38% | \$1,890 | 3.75% | \$2,100 | 3.38% | \$1,890 |
| \$57,000 | 2.55% | \$1,454 | 3.38% | \$1,924 | 3.75% | \$2,138 | 3.38% | \$1,924 |
| \$58,000 | 2.55% | \$1,479 | 3.38% | \$1,958 | 3.75% | \$2,175 | 3.38% | \$1,958 |
| \$59,000 | 2.55% | \$1,505 | 3.38% | \$1,991 | 3.75% | \$2,213 | 3.38% | \$1,991 |
| \$60,000 | 2.81% | \$1,688 | 4.13% | \$2,475 | 4.50% | \$2,700 | 3.75% | \$2,250 |
| \$61,000 | 2.81% | \$1,716 | 4.13% | \$2,516 | 4.50% | \$2,745 | 3.75% | \$2,288 |



Tiered Network Plan CWA Member Annual Retiree Contributions

| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$62,000 | 2.81% | \$1,744 | 4.13% | \$2,558 | 4.50% | \$2,790 | 3.75% | \$2,325 |
| \$63,000 | 2.81% | \$1,772 | 4.13% | \$2,599 | 4.50% | \$2,835 | 3.75% | \$2,363 |
| \$64,000 | 2.81% | \$1,800 | 4.13% | \$2,640 | 4.50% | \$2,880 | 3.75% | \$2,400 |
| \$65,000 | 2.81% | \$1,828 | 4.31% | \$2,803 | 4.88% | \$3,169 | 3.94% | \$2,559 |
| \$66,000 | 2.81% | \$1,856 | 4.31% | \$2,846 | 4.88% | \$3,218 | 3.94% | \$2,559 |
| \$67,000 | 2.81% | \$1,884 | 4.31% | \$2,889 | 4.88% | \$3,266 | 3.94% | \$2,638 |
| \$68,000 | 2.81% | \$1,913 | 4.31% | \$2,933 | 4.88% | \$3,315 | 3.94% | \$2,678 |
| \$69,000 | 2.81% | \$1,941 | 4.31% | \$2,976 | 4.88% | \$3,364 | 3.94% | \$2,717 |
| \$70,000 | 3.00% | \$2,100 | 4.65% | \$3,255 | 5.44% | \$3,806 | 4.31% | \$3,019 |
| \$71,000 | 3.00% | \$2,130 | 4.65% | \$3,302 | 5.44% | \$3,861 | 4.31% | \$3,062 |
| \$72,000 | 3.00% | \$2,160 | 4.65% | \$3,348 | 5.44% | \$3,915 | 4.31% | \$3,105 |
| \$73,000 | 3.00% | \$2,190 | 4.65% | \$3,395 | 5.44% | \$3,969 | 4.31% | \$3,148 |
| \$74,000 | 3.00% | \$2,220 | 4.65% | \$3,441 | 5.44% | \$4,024 | 4.31% | \$3,191 |
| \$75,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,078 | | \$3,300 |
| \$76,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,133 | | \$3,300 |
| \$77,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,187 | | \$3,300 |
| \$78,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,241 | | \$3,300 |
| \$79,000 | | \$2,233 | | \$3,509 | 5.44% | \$4,296 | | \$3,300 |
| \$80,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,350 | | \$3,413 |
| \$81,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,404 | | \$3,413 |
| \$82,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,459 | | \$3,413 |
| \$83,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,513 | | \$3,413 |
| \$84,000 | | \$2,312 | | \$3,668 | 5.44% | \$4,568 | | \$3,413 |
| \$85,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,781 | | \$3,713 |
| \$86,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,838 | | \$3,713 |
| \$87,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,894 | | \$3,713 |
| \$88,000 | | \$2,312 | | \$3,987 | 5.63% | \$4,950 | | \$3,713 |
| \$89,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,006 | | \$3,713 |
| \$90,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,063 | | \$3,713 |
| \$91,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,119 | | \$3,713 |
| \$92,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,175 | | \$3,713 |
| \$93,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,231 | | \$3,713 |
| \$94,000 | | \$2,312 | | \$3,987 | 5.63% | \$5,288 | | \$3,713 |
| \$95,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,344 | | \$3,713 |
| \$96,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,400 | | \$3,713 |
| \$97,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,456 | | \$3,713 |
| \$98,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,513 | | \$3,713 |
| \$99,000 | | \$2,393 | | \$3,987 | 5.63% | \$5,569 | | \$3,713 |
| \$100,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$101,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$102,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$103,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |



Tiered Network Plan CWA Member Annual Retiree Contributions

| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$104,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$105,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$106,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$107,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$108,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$109,000 | | \$2,393 | | \$4,793 | | \$6,160 | | \$4,463 |
| \$110,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$111,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$112,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$113,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$114,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$115,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$116,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$117,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$118,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$119,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$120,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$121,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$122,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$123,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$124,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$125,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$126,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$127,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$128,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$129,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$130,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$131,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$132,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$133,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$134,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$135,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$136,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$137,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$138,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$139,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$140,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$141,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$142,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$143,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$144,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$145,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |



Tiered Network Plan CWA Member Annual Retiree Contributions

| ANNUAL RETIREMENT BENEFIT | SINGLE | | EMPLOYEE & SPOUSE/PARTNER | | FAMILY | | PARENT/CHILD | |
|---------------------------|--------------------|---------------------------------|---------------------------|---------------------------------|--------------------|---------------------------------|--------------------|---------------------------------|
| | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution | % pay contribution | \$ of pay employee contribution |
| \$146,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$147,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$148,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$149,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |
| \$150,000 | | \$2,393 | | \$4,793 | | \$6,842 | | \$4,463 |



HMO and HDHP Monthly Retiree Contributions

| ANNUAL RETIREMENT BENEFIT | SINGLE | EMPLOYEE & SPOUSE/PARTNER | FAMILY | PARENT/CHILD |
|------------------------------|--------------|------------------------------|--------------|--------------|
| | % of Premium | % of Premium | % of Premium | % of Premium |
| Under \$20,000 | 4.50% | | | |
| \$20,000 - \$24,999 | 5.50% | | | |
| Under \$25,000 | | 3.50% | 3.00% | 3.50% |
| \$25,000 - \$29,999 | 7.50% | 4.50% | 4.00% | 4.50% |
| \$30,000 - \$34,999 | 10.00% | 6.00% | 5.00% | 6.00% |
| \$35,000 - \$39,999 | 11.00% | 7.00% | 6.00% | 7.00% |
| \$40,000 - \$44,999 | 12.00% | 8.00% | 7.00% | 8.00% |
| \$45,000 - \$49,999 | 14.00% | 10.00% | 9.00% | 10.00% |
| \$50,000 - \$54,999 | 20.00% | 15.00% | 12.00% | 15.00% |
| \$55,000 - \$59,999 | 23.00% | 17.00% | 14.00% | 17.00% |
| \$60,000 - \$64,999 | 27.00% | 21.00% | 17.00% | 21.00% |
| \$65,000 - \$69,999 | 29.00% | 23.00% | 19.00% | 23.00% |
| \$70,000 - \$74,999 | 32.00% | 26.00% | 22.00% | 26.00% |
| \$75,000 - \$79,999 | 33.00% | 27.00% | 23.00% | 27.00% |
| \$80,000 - \$84,999 | 34.00% | 28.00% | 24.00% | 28.00% |
| \$85,000 - \$89,999 | 34.00% | 30.00% | 26.00% | 30.00% |
| \$90,000 - \$94,999 | 34.00% | 30.00% | 28.00% | 30.00% |
| \$95,000 - Over | 35.00% | | | |
| \$95,000 - \$99,999 | | 30.00% | 29.00% | 30.00% |
| \$100,000 - Over | | 35.00% | | 35.00% |
| \$100,000 - \$109,999 | | | 32.00% | |
| \$110,000 - Over | | | 35.00% | |

Note: All percentages on this chart are percentage of the full cost premium for the HMO and HDHP plans, not percentage of retirement benefit.