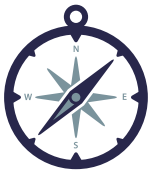




ANNUAL SALARY	SINGLE		EMPLOYEE & SPOUSE/PARTNER		FAMILY		PARENT/CHILD	
	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution	% pay contribution	\$ of pay employee contribution
\$20,000	2.060%	\$412	2.060%	\$412	2.060%	\$412	2.060%	\$412
\$21,000	2.060%	\$433	2.060%	\$433	2.060%	\$433	2.060%	\$433
\$22,000	2.060%	\$453	2.060%	\$453	2.060%	\$453	2.060%	\$453
\$23,000	2.060%	\$474	2.060%	\$474	2.060%	\$474	2.060%	\$474
\$24,000	2.060%	\$494	2.060%	\$494	2.060%	\$494	2.060%	\$494
\$25,000	2.060%	\$515	2.060%	\$515	2.060%	\$515	2.060%	\$515
\$26,000	2.060%	\$536	2.060%	\$536	2.318%	\$603	2.060%	\$536
\$27,000	2.060%	\$556	2.060%	\$556	2.318%	\$626	2.060%	\$556
\$28,000	2.060%	\$577	2.060%	\$577	2.318%	\$649	2.060%	\$577
\$29,000	2.060%	\$597	2.060%	\$597	2.318%	\$672	2.060%	\$597
\$30,000	2.318%	\$695	2.833%	\$850	2.575%	\$773	2.833%	\$850
\$31,000	2.318%	\$718	2.833%	\$878	2.575%	\$798	2.833%	\$878
\$32,000	2.318%	\$742	2.833%	\$906	2.575%	\$824	2.833%	\$906
\$33,000	2.318%	\$765	2.833%	\$935	2.575%	\$850	2.833%	\$935
\$34,000	2.318%	\$788	2.833%	\$963	2.575%	\$876	2.833%	\$963
\$35,000	2.318%	\$811	2.833%	\$991	3.090%	\$1,082	2.833%	\$991
\$36,000	2.318%	\$834	3.090%	\$1,112	3.090%	\$1,112	3.090%	\$1,112
\$37,000	2.318%	\$857	3.090%	\$1,143	3.090%	\$1,143	3.090%	\$1,143
\$38,000	2.318%	\$881	3.090%	\$1,174	3.090%	\$1,174	3.090%	\$1,174
\$39,000	2.318%	\$904	3.090%	\$1,205	3.090%	\$1,205	3.090%	\$1,205
\$40,000	2.318%	\$927	3.090%	\$1,236	3.090%	\$1,236	3.090%	\$1,236
\$41,000	2.318%	\$950	3.090%	\$1,267	3.090%	\$1,267	3.090%	\$1,267
\$42,000	2.318%	\$973	3.090%	\$1,298	3.090%	\$1,298	3.090%	\$1,298
\$43,000	2.318%	\$997	3.090%	\$1,329	3.090%	\$1,329	3.090%	\$1,329
\$44,000	2.318%	\$1,020	3.090%	\$1,360	3.090%	\$1,360	3.090%	\$1,360
\$45,000	2.472%	\$1,112	3.090%	\$1,391	3.605%	\$1,622	3.348%	\$1,506
\$46,000	2.472%	\$1,137	3.090%	\$1,421	3.605%	\$1,658	3.348%	\$1,540
\$47,000	2.472%	\$1,162	3.090%	\$1,452	3.605%	\$1,694	3.348%	\$1,573
\$48,000	2.472%	\$1,187	3.090%	\$1,483	3.605%	\$1,730	3.348%	\$1,607
\$49,000	2.472%	\$1,211	3.090%	\$1,514	3.605%	\$1,766	3.348%	\$1,640
\$50,000	3.090%	\$1,545	4.378%	\$2,189	4.635%	\$2,318	4.635%	\$2,318
\$51,000	3.090%	\$1,576	4.378%	\$2,233	4.635%	\$2,364	4.635%	\$2,364
\$52,000	3.090%	\$1,607	4.378%	\$2,276	4.635%	\$2,410	4.635%	\$2,410
\$53,000	3.090%	\$1,638	4.378%	\$2,320	4.635%	\$2,457	4.635%	\$2,457
\$54,000	3.090%	\$1,669	4.378%	\$2,364	4.635%	\$2,503	4.635%	\$2,503
\$55,000	3.502%	\$1,926	4.635%	\$2,549	5.150%	\$2,833	4.635%	\$2,549
\$56,000	3.502%	\$1,961	4.635%	\$2,596	5.150%	\$2,884	4.635%	\$2,596
\$57,000	3.502%	\$1,996	4.635%	\$2,642	5.150%	\$2,936	4.635%	\$2,642
\$58,000	3.502%	\$2,031	4.635%	\$2,688	5.150%	\$2,987	4.635%	\$2,688
\$59,000	3.502%	\$2,066	4.635%	\$2,735	5.150%	\$3,039	4.635%	\$2,735
\$60,000	3.863%	\$2,318	5.665%	\$3,399	6.180%	\$3,708	5.150%	\$3,090
\$61,000	3.863%	\$2,356	5.665%	\$3,456	6.180%	\$3,770	5.150%	\$3,142
\$62,000	3.863%	\$2,395	5.665%	\$3,512	6.180%	\$3,832	5.150%	\$3,193
\$63,000	3.863%	\$2,433	5.665%	\$3,569	6.180%	\$3,893	5.150%	\$3,245
\$64,000	3.863%	\$2,472	5.665%	\$3,626	6.180%	\$3,955	5.150%	\$3,296



ANNUAL SALARY	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
\$65,000	3.863%	\$2,511	5.923%	\$3,850	6.695%	\$4,352	5.408%	\$3,515
\$66,000	3.863%	\$2,549	5.923%	\$3,909	6.695%	\$4,419	5.408%	\$3,569
\$67,000	3.863%	\$2,588	5.923%	\$3,968	6.695%	\$4,486	5.408%	\$3,623
\$68,000	3.863%	\$2,627	5.923%	\$4,027	6.695%	\$4,553	5.408%	\$3,677
\$69,000	3.863%	\$2,665	5.923%	\$4,087	6.695%	\$4,620	5.408%	\$3,731
\$70,000	4.120%	\$2,884	6.386%	\$4,470	7.468%	\$5,227	5.923%	\$4,146
\$71,000	4.120%	\$2,925	6.386%	\$4,534	7.468%	\$5,302	5.923%	\$4,205
\$72,000	4.120%	\$2,966	6.386%	\$4,598	7.468%	\$5,377	5.923%	\$4,264
\$73,000	4.120%	\$3,008	6.386%	\$4,662	7.468%	\$5,451	5.923%	\$4,323
\$74,000	4.120%	\$3,049	6.386%	\$4,726	7.468%	\$5,526	5.923%	\$4,383
\$75,000		\$3,066		\$4,818	7.468%	\$5,601		\$4,532
\$76,000		\$3,066		\$4,818	7.468%	\$5,675		\$4,532
\$77,000		\$3,066		\$4,818	7.468%	\$5,750		\$4,532
\$78,000		\$3,066		\$4,818	7.468%	\$5,825		\$4,532
\$79,000		\$3,066		\$4,818	7.468%	\$5,899		\$4,532
\$80,000		\$3,175		\$5,037	7.468%	\$5,974		\$4,687
\$81,000		\$3,175		\$5,037	7.468%	\$6,049		\$4,687
\$82,000		\$3,175		\$5,037	7.468%	\$6,123		\$4,687
\$83,000		\$3,175		\$5,037	7.468%	\$6,198		\$4,687
\$84,000		\$3,175		\$5,037	7.468%	\$6,273		\$4,687
\$85,000		\$3,175		\$5,475	7.725%	\$6,566		\$5,099
\$86,000		\$3,175		\$5,475	7.725%	\$6,644		\$5,099
\$87,000		\$3,175		\$5,475	7.725%	\$6,721		\$5,099
\$88,000		\$3,175		\$5,475	7.725%	\$6,798		\$5,099
\$89,000		\$3,175		\$5,475	7.725%	\$6,875		\$5,099
\$90,000		\$3,175		\$5,475	7.725%	\$6,953		\$5,099
\$91,000		\$3,175		\$5,475	7.725%	\$7,030		\$5,099
\$92,000		\$3,175		\$5,475	7.725%	\$7,107		\$5,099
\$93,000		\$3,175		\$5,475	7.725%	\$7,184		\$5,099
\$94,000		\$3,175		\$5,475	7.725%	\$7,262		\$5,099
\$95,000		\$3,286		\$5,475	7.725%	\$7,339		\$5,099
\$96,000		\$3,286		\$5,475	7.725%	\$7,416		\$5,099
\$97,000		\$3,286		\$5,475	7.725%	\$7,493		\$5,099
\$98,000		\$3,286		\$5,475	7.725%	\$7,571		\$5,099
\$99,000		\$3,286		\$5,475	7.725%	\$7,648		\$5,099
\$100,000		\$3,286		\$6,582		\$8,459		\$6,129
\$101,000		\$3,286		\$6,582		\$8,459		\$6,129
\$102,000		\$3,286		\$6,582		\$8,459		\$6,129
\$103,000		\$3,286		\$6,582		\$8,459		\$6,129
\$104,000		\$3,286		\$6,582		\$8,459		\$6,129
\$105,000		\$3,286		\$6,582		\$8,459		\$6,129
\$106,000		\$3,286		\$6,582		\$8,459		\$6,129
\$107,000		\$3,286		\$6,582		\$8,459		\$6,129
\$108,000		\$3,286		\$6,582		\$8,459		\$6,129
\$109,000		\$3,286		\$6,582		\$8,459		\$6,129



ANNUAL SALARY	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
\$110,000		\$3,286		\$6,582		\$9,396		\$6,129
\$111,000		\$3,286		\$6,582		\$9,396		\$6,129
\$112,000		\$3,286		\$6,582		\$9,396		\$6,129
\$113,000		\$3,286		\$6,582		\$9,396		\$6,129
\$114,000		\$3,286		\$6,582		\$9,396		\$6,129
\$115,000		\$3,286		\$6,582		\$9,396		\$6,129
\$116,000		\$3,286		\$6,582		\$9,396		\$6,129
\$117,000		\$3,286		\$6,582		\$9,396		\$6,129
\$118,000		\$3,286		\$6,582		\$9,396		\$6,129
\$119,000		\$3,286		\$6,582		\$9,396		\$6,129
\$120,000		\$3,286		\$6,582		\$9,396		\$6,129
\$121,000		\$3,286		\$6,582		\$9,396		\$6,129
\$122,000		\$3,286		\$6,582		\$9,396		\$6,129
\$123,000		\$3,286		\$6,582		\$9,396		\$6,129
\$124,000		\$3,286		\$6,582		\$9,396		\$6,129
\$125,000		\$3,286		\$6,582		\$9,396		\$6,129
\$126,000		\$3,286		\$6,582		\$9,396		\$6,129
\$127,000		\$3,286		\$6,582		\$9,396		\$6,129
\$128,000		\$3,286		\$6,582		\$9,396		\$6,129
\$129,000		\$3,286		\$6,582		\$9,396		\$6,129
\$130,000		\$3,286		\$6,582		\$9,396		\$6,129
\$131,000		\$3,286		\$6,582		\$9,396		\$6,129
\$132,000		\$3,286		\$6,582		\$9,396		\$6,129
\$133,000		\$3,286		\$6,582		\$9,396		\$6,129
\$134,000		\$3,286		\$6,582		\$9,396		\$6,129
\$135,000		\$3,286		\$6,582		\$9,396		\$6,129
\$136,000		\$3,286		\$6,582		\$9,396		\$6,129
\$137,000		\$3,286		\$6,582		\$9,396		\$6,129
\$138,000		\$3,286		\$6,582		\$9,396		\$6,129
\$139,000		\$3,286		\$6,582		\$9,396		\$6,129
\$140,000		\$3,286		\$6,582		\$9,396		\$6,129
\$141,000		\$3,286		\$6,582		\$9,396		\$6,129
\$142,000		\$3,286		\$6,582		\$9,396		\$6,129
\$143,000		\$3,286		\$6,582		\$9,396		\$6,129
\$144,000		\$3,286		\$6,582		\$9,396		\$6,129
\$145,000		\$3,286		\$6,582		\$9,396		\$6,129
\$146,000		\$3,286		\$6,582		\$9,396		\$6,129
\$147,000		\$3,286		\$6,582		\$9,396		\$6,129
\$148,000		\$3,286		\$6,582		\$9,396		\$6,129
\$149,000		\$3,286		\$6,582		\$9,396		\$6,129
\$150,000		\$3,286		\$6,582		\$9,396		\$6,129



## Tiered Network Plan CWA Member Member Contributions

ANNUAL SALARY	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	1.545%	\$309	1.545%	\$309	1.545%	\$309	1.545%	\$309
\$21,000	1.545%	\$324	1.545%	\$324	1.545%	\$324	1.545%	\$324
\$22,000	1.545%	\$340	1.545%	\$340	1.545%	\$340	1.545%	\$340
\$23,000	1.545%	\$355	1.545%	\$355	1.545%	\$355	1.545%	\$355
\$24,000	1.545%	\$371	1.545%	\$371	1.545%	\$371	1.545%	\$371
\$25,000	1.545%	\$386	1.545%	\$386	1.545%	\$386	1.545%	\$386
\$26,000	1.545%	\$402	1.545%	\$402	1.741%	\$453	1.545%	\$402
\$27,000	1.545%	\$417	1.545%	\$417	1.741%	\$470	1.545%	\$417
\$28,000	1.545%	\$433	1.545%	\$433	1.741%	\$487	1.545%	\$433
\$29,000	1.545%	\$448	1.545%	\$448	1.741%	\$505	1.545%	\$448
\$30,000	1.738%	\$521	2.124%	\$637	1.931%	\$579	2.124%	\$637
\$31,000	1.738%	\$539	2.124%	\$659	1.931%	\$599	2.124%	\$659
\$32,000	1.738%	\$556	2.124%	\$680	1.931%	\$618	2.124%	\$680
\$33,000	1.738%	\$574	2.124%	\$701	1.931%	\$637	2.124%	\$701
\$34,000	1.738%	\$591	2.124%	\$722	1.931%	\$657	2.124%	\$722
\$35,000	1.738%	\$608	2.124%	\$744	2.318%	\$811	2.124%	\$744
\$36,000	1.738%	\$626	2.318%	\$834	2.318%	\$834	2.318%	\$834
\$37,000	1.738%	\$643	2.318%	\$857	2.318%	\$857	2.318%	\$857
\$38,000	1.738%	\$660	2.318%	\$881	2.318%	\$881	2.318%	\$881
\$39,000	1.738%	\$678	2.318%	\$904	2.318%	\$904	2.318%	\$904
\$40,000	1.738%	\$695	2.318%	\$927	2.318%	\$927	2.318%	\$927
\$41,000	1.738%	\$713	2.318%	\$950	2.318%	\$950	2.318%	\$950
\$42,000	1.738%	\$730	2.318%	\$973	2.318%	\$973	2.318%	\$973
\$43,000	1.738%	\$747	2.318%	\$997	2.318%	\$997	2.318%	\$997
\$44,000	1.738%	\$765	2.318%	\$1,020	2.318%	\$1,020	2.318%	\$1,020
\$45,000	1.854%	\$834	2.318%	\$1,043	2.704%	\$1,217	2.511%	\$1,130
\$46,000	1.854%	\$853	2.318%	\$1,066	2.704%	\$1,244	2.511%	\$1,155
\$47,000	1.854%	\$871	2.318%	\$1,089	2.704%	\$1,271	2.511%	\$1,180
\$48,000	1.854%	\$890	2.318%	\$1,112	2.704%	\$1,298	2.511%	\$1,205
\$49,000	1.854%	\$908	2.318%	\$1,136	2.704%	\$1,325	2.511%	\$1,230
\$50,000	2.318%	\$1,159	3.283%	\$1,642	3.476%	\$1,738	3.476%	\$1,738
\$51,000	2.318%	\$1,182	3.283%	\$1,674	3.476%	\$1,773	3.476%	\$1,773
\$52,000	2.318%	\$1,205	3.283%	\$1,707	3.476%	\$1,808	3.476%	\$1,808
\$53,000	2.318%	\$1,228	3.283%	\$1,740	3.476%	\$1,842	3.476%	\$1,842
\$54,000	2.318%	\$1,251	3.283%	\$1,773	3.476%	\$1,877	3.476%	\$1,877
\$55,000	2.627%	\$1,445	3.476%	\$1,912	3.863%	\$2,124	3.476%	\$1,912
\$56,000	2.627%	\$1,471	3.476%	\$1,947	3.863%	\$2,163	3.476%	\$1,947
\$57,000	2.627%	\$1,497	3.476%	\$1,981	3.863%	\$2,202	3.476%	\$1,981
\$58,000	2.627%	\$1,523	3.476%	\$2,016	3.863%	\$2,240	3.476%	\$2,016
\$59,000	2.627%	\$1,550	3.476%	\$2,051	3.863%	\$2,279	3.476%	\$2,051
\$60,000	2.897%	\$1,738	4.249%	\$2,549	4.635%	\$2,781	3.863%	\$2,318
\$61,000	2.897%	\$1,767	4.249%	\$2,592	4.635%	\$2,827	3.863%	\$2,356



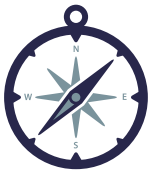
## Tiered Network Plan CWA Member Member Contributions

ANNUAL SALARY	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	2.897%	\$1,796	4.249%	\$2,634	4.635%	\$2,874	3.863%	\$2,395
\$63,000	2.897%	\$1,825	4.249%	\$2,677	4.635%	\$2,920	3.863%	\$2,433
\$64,000	2.897%	\$1,854	4.249%	\$2,719	4.635%	\$2,966	3.863%	\$2,472
\$65,000	2.897%	\$1,883	4.442%	\$2,887	5.021%	\$3,264	4.056%	\$2,636
\$66,000	2.897%	\$1,912	4.442%	\$2,932	5.021%	\$3,314	4.056%	\$2,677
\$67,000	2.897%	\$1,941	4.442%	\$2,976	5.021%	\$3,364	4.056%	\$2,717
\$68,000	2.897%	\$1,970	4.442%	\$3,020	5.021%	\$3,414	4.056%	\$2,758
\$69,000	2.897%	\$1,999	4.442%	\$3,065	5.021%	\$3,465	4.056%	\$2,798
\$70,000	3.090%	\$2,163	4.790%	\$3,353	5.601%	\$3,920	4.442%	\$3,109
\$71,000	3.090%	\$2,194	4.790%	\$3,401	5.601%	\$3,976	4.442%	\$3,154
\$72,000	3.090%	\$2,225	4.790%	\$3,448	5.601%	\$4,032	4.442%	\$3,198
\$73,000	3.090%	\$2,256	4.790%	\$3,496	5.601%	\$4,088	4.442%	\$3,243
\$74,000	3.090%	\$2,287	4.790%	\$3,544	5.601%	\$4,144	4.442%	\$3,287
\$75,000		\$2,300		\$3,614	5.601%	\$4,200		\$3,399
\$76,000		\$2,300		\$3,614	5.601%	\$4,256		\$3,399
\$77,000		\$2,300		\$3,614	5.601%	\$4,312		\$3,399
\$78,000		\$2,300		\$3,614	5.601%	\$4,368		\$3,399
\$79,000		\$2,300		\$3,614	5.601%	\$4,424		\$3,399
\$80,000		\$2,382		\$3,778	5.601%	\$4,481		\$3,515
\$81,000		\$2,382		\$3,778	5.601%	\$4,537		\$3,515
\$82,000		\$2,382		\$3,778	5.601%	\$4,593		\$3,515
\$83,000		\$2,382		\$3,778	5.601%	\$4,649		\$3,515
\$84,000		\$2,382		\$3,778	5.601%	\$4,705		\$3,515
\$85,000		\$2,382		\$4,107	5.794%	\$4,925		\$3,824
\$86,000		\$2,382		\$4,107	5.794%	\$4,983		\$3,824
\$87,000		\$2,382		\$4,107	5.794%	\$5,041		\$3,824
\$88,000		\$2,382		\$4,107	5.794%	\$5,099		\$3,824
\$89,000		\$2,382		\$4,107	5.794%	\$5,156		\$3,824
\$90,000		\$2,382		\$4,107	5.794%	\$5,214		\$3,824
\$91,000		\$2,382		\$4,107	5.794%	\$5,272		\$3,824
\$92,000		\$2,382		\$4,107	5.794%	\$5,330		\$3,824
\$93,000		\$2,382		\$4,107	5.794%	\$5,388		\$3,824
\$94,000		\$2,382		\$4,107	5.794%	\$5,446		\$3,824
\$95,000		\$2,464		\$4,107	5.794%	\$5,504		\$3,824
\$96,000		\$2,464		\$4,107	5.794%	\$5,562		\$3,824
\$97,000		\$2,464		\$4,107	5.794%	\$5,620		\$3,824
\$98,000		\$2,464		\$4,107	5.794%	\$5,678		\$3,824
\$99,000		\$2,464		\$4,107	5.794%	\$5,736		\$3,824
\$100,000		\$2,464		\$4,936		\$6,345		\$4,596
\$101,000		\$2,464		\$4,936		\$6,345		\$4,596
\$102,000		\$2,464		\$4,936		\$6,345		\$4,596
\$103,000		\$2,464		\$4,936		\$6,345		\$4,596



## Tiered Network Plan CWA Member Member Contributions

ANNUAL SALARY	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		\$2,464		\$4,936		\$6,345		\$4,596
\$105,000		\$2,464		\$4,936		\$6,345		\$4,596
\$106,000		\$2,464		\$4,936		\$6,345		\$4,596
\$107,000		\$2,464		\$4,936		\$6,345		\$4,596
\$108,000		\$2,464		\$4,936		\$6,345		\$4,596
\$109,000		\$2,464		\$4,936		\$6,345		\$4,596
\$110,000		\$2,464		\$4,936		\$7,047		\$4,596
\$111,000		\$2,464		\$4,936		\$7,047		\$4,596
\$112,000		\$2,464		\$4,936		\$7,047		\$4,596
\$113,000		\$2,464		\$4,936		\$7,047		\$4,596
\$114,000		\$2,464		\$4,936		\$7,047		\$4,596
\$115,000		\$2,464		\$4,936		\$7,047		\$4,596
\$116,000		\$2,464		\$4,936		\$7,047		\$4,596
\$117,000		\$2,464		\$4,936		\$7,047		\$4,596
\$118,000		\$2,464		\$4,936		\$7,047		\$4,596
\$119,000		\$2,464		\$4,936		\$7,047		\$4,596
\$120,000		\$2,464		\$4,936		\$7,047		\$4,596
\$121,000		\$2,464		\$4,936		\$7,047		\$4,596
\$122,000		\$2,464		\$4,936		\$7,047		\$4,596
\$123,000		\$2,464		\$4,936		\$7,047		\$4,596
\$124,000		\$2,464		\$4,936		\$7,047		\$4,596
\$125,000		\$2,464		\$4,936		\$7,047		\$4,596
\$126,000		\$2,464		\$4,936		\$7,047		\$4,596
\$127,000		\$2,464		\$4,936		\$7,047		\$4,596
\$128,000		\$2,464		\$4,936		\$7,047		\$4,596
\$129,000		\$2,464		\$4,936		\$7,047		\$4,596
\$130,000		\$2,464		\$4,936		\$7,047		\$4,596
\$131,000		\$2,464		\$4,936		\$7,047		\$4,596
\$132,000		\$2,464		\$4,936		\$7,047		\$4,596
\$133,000		\$2,464		\$4,936		\$7,047		\$4,596
\$134,000		\$2,464		\$4,936		\$7,047		\$4,596
\$135,000		\$2,464		\$4,936		\$7,047		\$4,596
\$136,000		\$2,464		\$4,936		\$7,047		\$4,596
\$137,000		\$2,464		\$4,936		\$7,047		\$4,596
\$138,000		\$2,464		\$4,936		\$7,047		\$4,596
\$139,000		\$2,464		\$4,936		\$7,047		\$4,596
\$140,000		\$2,464		\$4,936		\$7,047		\$4,596
\$141,000		\$2,464		\$4,936		\$7,047		\$4,596
\$142,000		\$2,464		\$4,936		\$7,047		\$4,596
\$143,000		\$2,464		\$4,936		\$7,047		\$4,596
\$144,000		\$2,464		\$4,936		\$7,047		\$4,596
\$145,000		\$2,464		\$4,936		\$7,047		\$4,596



**Tiered Network Plan CWA Member  
Member Contributions**

ANNUAL SALARY	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		\$2,464		\$4,936		\$7,047		\$4,596
\$147,000		\$2,464		\$4,936		\$7,047		\$4,596
\$148,000		\$2,464		\$4,936		\$7,047		\$4,596
\$149,000		\$2,464		\$4,936		\$7,047		\$4,596
\$150,000		\$2,464		\$4,936		\$7,047		\$4,596



## HMO and HDHP Member Contributions

ANNUAL BASE SALARY	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 salary.