

2010 Annual Employee Contributions for Coverage Under the Xerox Health Plans

The 2010 employee contributions for Xerox medical, dental, and vision coverage are shown in the table below. Costs assume you are a full-time employee.

Your cost will vary by:

- **Your choice of coverage option.** You have your choice of two national medical coverage options (High Deductible or Coinsurance Plus). Your coverage will be provided through one of two carriers—CIGNA or Empire BlueCross BlueShield—depending on where you live. If you live in Hawaii, Puerto Rico, or the South Pacific, you will have different local options.
- **Whether you qualify for the tobacco-free incentive.** Subtract \$300 from the annual cost shown if you do not smoke or you intend to stop smoking in the coming year. The same incentive applies to spouses/domestic partners.
- **Whether you complete the Health Assessment.** You may qualify for a Health Assessment incentive of \$150 to apply toward your annual cost of coverage if you are hired before July 1, 2010, and complete the Health Assessment by June 30, 2010. Subtract \$150 from the cost shown if you qualify for the Health Assessment. The same incentive applies to spouses/domestic partners.
- **The number and types of dependents you cover.** The cost for covering dependents in the medical plan (as shown below) assumes you are covering a child(ren). The annual medical cost shown is \$750 higher if you cover your spouse or domestic partner.

Medical Options	Employee Only	Employee + 1 Dependent	Employee + 2 Dependents	Employee + 3 or More Dependents
• High Deductible	\$ 700	\$1,017	\$1,334	\$1,651
• Coinsurance Plus	\$1,200	\$1,935	\$2,670	\$3,405
Dental Options				
• MetLife Dental	\$ 152	\$ 284	\$ 416	\$ 548
• MetLife Dental Plus	\$ 325	\$ 622	\$ 919	\$1,216
• Aetna DMO	\$ 111	\$ 208	\$ 305	\$ 402
Vision Option				
EyeMed Vision Care	\$ 44	\$ 84	\$ 124	\$ 164

Important Notes:

- If your spouse or domestic partner qualifies for the \$300 tobacco-free incentive, you can reduce the cost of the medical spousal surcharge from \$750 to \$450. In addition, you can further reduce the cost of the surcharge by \$150 if your spouse or domestic partner is enrolled in coverage and completes the Health Assessment by June 30, 2010.
- In addition to the medical options shown in the table above, Health Maintenance Organizations (HMOs) may be available to you. HMO costs vary.
- The Aetna DMO is not available in all locations.

