

RETIREE SCHEDULE OF BENEFITS						
Benefit Plan Option	Class I Retiree*		Class II Retiree		Class III Retiree	
	High	Low	High	Low	High	Low
Medical Plan Option - Doctor Visit Copays - Kaiser (California only) Blue Shield (California only)	\$15 copay \$15 copay ²	\$25 copay ¹ \$25 copay ¹	\$15 copay \$15 copay ²	\$25 copay ¹ \$25 copay ¹	\$15 copay \$15 copay ²	\$25 copay ¹ \$25 copay ¹
Prescription Drugs HMO Plans	Refer to Medical Comparison		Refer to Medical Comparison		Refer to Medical Comparison	
Dental Plans (Self-Pay) Prepaid (California only)	United Concordia		United Concordia		United Concordia	
Vision (Self-Pay) Prepaid (Optional)	Medical Eye Services (MES) Vision Service Plan (VSP)		Medical Eye Services (MES) Vision Service Plan (VSP)		Medical Eye Services (MES) Vision Service Plan (VSP)	

¹ Non-Medicare Retirees - \$25 copay

² Non-Medicare Retirees - \$15 copay