

**PHILLIPS 66**  
**COBRA RATE SHEET (102% unsubsidized)**  
*Expatriates and Inpatriates*  
**Cigna Global Health Benefits**  
**FULLY-INSURED MEDICAL / DENTAL BENEFIT**  
**Effective January 1, 2018 to December 31, 2018**  
**MONTHLY PREMIUMS**

Plan Description	Employee Cost			Company Cost			Total Cost		
	Employee Only	Employee + 1	Employee + 2 or more	Employee Only	Employee + 1	Employee + 2 or more	Employee Only	Employee + 1	Employee + 2 or more
<b>EXPATRIATE PLANS</b> <b>(EAP thru Value Options -- BH/SA thru Cigna Global Health Benefits)</b>									
US Expats (Before-Tax benefit)	\$619.60	\$1,470.53	\$2,040.31	\$0.00	\$0.00	\$0.00	\$619.60	\$1,470.53	\$2,040.31
NCNRs (After-Tax benefit)	\$904.60	\$2,158.06	\$2,975.68	\$0.00	\$0.00	\$0.00	\$904.60	\$2,158.06	\$2,975.68
<b>INPATRIATE PLANS</b> <b>(EAP and BH/SA thru Cigna Global Health Benefits)</b>									
US Inpats (After-Tax benefit)	\$904.60	\$2,158.06	\$2,975.68	\$0.00	\$0.00	\$0.00	\$904.60	\$2,158.06	\$2,975.68