

**PHILLIPS 66**  
**Expatriates and Inpatriates**  
**Cigna Global Health Benefits**  
**FULLY-INSURED MEDICAL / DENTAL BENEFIT**  
**Effective January 1, 2019 to December 31, 2019**  
**MONTHLY PREMIUMS**

Plan Description	Employee Cost				Company Cost				Total Cost			
	Employee Only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family	Employee Only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family	Employee Only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
<b>EXPATRIATE PLAN</b> (EAP and BH/SA thru Cigna Global Health Benefits)												
US Expats (Before-Tax benefit)	\$0.00	\$0.00	\$0.00	\$0.00	\$541.71	\$1,283.43	\$1,057.52	\$1,784.20	\$541.71	\$1,283.43	\$1,057.52	\$1,784.20
NCNRs (After-Tax benefit)	\$157.61	\$375.03	\$306.00	\$518.53	\$631.00	\$1,504.00	\$1,228.00	\$2,076.00	\$788.61	\$1,879.03	\$1,534.00	\$2,594.53
<b>INPATRIATE PLAN</b> (EAP and BH/SA thru Cigna Global Health Benefits)												
US Inpats (After-Tax benefit)	\$0.00	\$0.00	\$0.00	\$0.00	\$788.61	\$1,879.03	\$1,534.00	\$2,594.53	\$788.61	\$1,879.03	\$1,534.00	\$2,594.53