

PHILLIPS 66
COBRA RATE SHEET (102% unsubsidized)
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
EXPATRIATE PLAN (EAP and BH/SA thru Cigna Global Health Benefits)												
US Expats (Before-Tax benefit)	\$552.54	\$1,309.10	\$1,078.67	\$1,819.88	\$0.00	\$0.00	\$0.00	\$0.00	\$552.54	\$1,309.10	\$1,078.67	\$1,819.88
NCNRs (After-Tax benefit)	\$804.38	\$1,916.61	\$1,564.68	\$2,646.42	\$0.00	\$0.00	\$0.00	\$0.00	\$804.38	\$1,916.61	\$1,564.68	\$2,646.42
INPATRIATE PLANS (EAP and BH/SA thru Cigna Global Health Benefits)												
US Inpats (After-Tax benefit)	\$804.38	\$1,916.61	\$1,564.68	\$2,646.42	\$0.00	\$0.00	\$0.00	\$0.00	\$804.38	\$1,916.61	\$1,564.68	\$2,646.42