

PHILLIPS 66
Expatriates and Inpatriates
Cigna Global Health Benefits
FULLY-INSURED MEDICAL / DENTAL BENEFIT
Effective January 1, 2020 to December 31, 2020
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)	\$0.00	\$0.00	\$0.00	\$0.00	\$556.09	\$1,317.29	\$1,085.82	\$1,832.53	\$556.09	\$1,317.29	\$1,085.82	\$1,832.53
NCNRs (After-Tax benefit)	\$161.17	\$384.78	\$314.22	\$532.11	\$648.00	\$1,543.00	\$1,260.00	\$2,131.00	\$809.17	\$1,927.78	\$1,574.22	\$2,663.11
INPATRIATE PLAN (EAP and BH/SA thru Cigna Global Health Benefits)												
US Inpats (After-Tax benefit)	\$0.00	\$0.00	\$0.00	\$0.00	\$809.17	\$1,927.78	\$1,574.22	\$2,663.11	\$809.17	\$1,927.78	\$1,534.00	\$2,663.11