

STATE HEALTH INSURANCE RATES
 JANUARY 1, 2008 THROUGH DECEMBER 31, 2008
 ACTIVE EMPLOYEES

| STATE CODE | INSURANCE CARRIER | MONTHLY PREMIUMS | | |
|------------------------------|--------------------------|------------------|----------|----------|
| | | TOTAL | UNI | EMPLOYEE |
| SINGLE | | | | |
| 1X400 | BC/BS PLAN3 PLUS | 630.74 | 630.74 | 0.00 |
| SX400 | BC/BS IOWA SELECT | 631.36 | 631.36 | 0.00 |
| CX400 | BC/BS BLUE ACCESS | 398.00 | 398.00 | 0.00 |
| UX400 | BC/BS BLUE ADVANTAGE | 388.36 | 388.36 | 0.00 |
| GX400 | UNITED HEALTHCARE CHOICE | 527.47 | 527.47 | 0.00 |
| | UNITED HEALTHCARE | | | |
| MX400 | HERITAGE SELECT | 492.77 | 492.77 | 0.00 |
| FAMILY | | | | |
| 1X600 | BC/BS PLAN 3 PLUS | 1,473.25 | 1,253.81 | 219.44 |
| SX600 | BC/BS IOWA SELECT | 1,474.72 | 1,253.82 | 220.90 |
| CX600 | BC/BS BLUE ACCESS | 952.28 | 952.28 | 0.00 |
| UX600 | BC/BS BLUE ADVANTAGE | 929.20 | 929.20 | 0.00 |
| GX600 | UNITED HEALTHCARE CHOICE | 1,263.10 | 1,253.82 | 9.28 |
| | UNITED HEALTHCARE | | | |
| MX600 | HERITAGE SELECT | 1,179.84 | 1,179.84 | 0.00 |
| FAMILY - TWO STATE EMPLOYEES | | | | |
| 1X800 | BC/BS 3 PLUS | 736.63 | 736.63 | 0.00 |
| SX800 | BC/BS IOWA SELECT | 737.36 | 737.36 | 0.00 |
| CX800 | BC/BS BLUE ACCESS | 476.14 | 476.14 | 0.00 |
| UX800 | BC/BS BLUE ADVANTAGE | 464.60 | 464.60 | 0.00 |
| GX800 | UNITED HEALTHCARE CHOICE | 631.55 | 631.55 | 0.00 |
| | UNITED HEALTHCARE | | | |
| MX800 | HERITAGE SELECT | 589.92 | 589.92 | 0.00 |

FAMILY - TWO UNI EMPLOYEES - CONTRACT HOLDER

| | | | | |
|-------|--------------------------|----------|----------|------|
| 1X600 | BC/BS 3 PLUS | 1,473.25 | 1,473.25 | 0.00 |
| SX600 | BC/BS IOWA SELECT | 1,474.72 | 1,474.72 | 0.00 |
| CX600 | BC/BS BLUE ACCESS | 952.28 | 952.28 | 0.00 |
| UX600 | BC/BS BLUE ADVANTAGE | 929.20 | 929.20 | 0.00 |
| GX600 | UNITED HEALTHCARE CHOICE | 1,263.10 | 1,263.10 | 0.00 |
| | UNITED HEALTHCARE | | | |
| MX600 | HERITAGE SELECT | 1,179.84 | 1,179.84 | 0.00 |

DENTAL INSURANCE

| | | | | |
|-------|-------------------|-------|-------|-------|
| DX400 | SINGLE | 25.38 | 25.38 | 0.00 |
| DX600 | FAMILY | 68.02 | 34.02 | 34.00 |
| DX800 | SHARED FAMILY | 68.02 | 50.76 | 17.26 |
| DX800 | 2 STATE EMPLOYEES | 34.02 | 25.38 | 8.64 |