



2008

Benefits in Brief

OFFICERS

Effective January 1, 2008

Medical Premiums

Your pre-tax premium for medical coverage is based on three factors:

1. The plan you select,
2. The coverage level you elect, and
3. Your Annual Benefits Salary.*

2008 Monthly Pre-Tax Premiums for Medical Coverage				
Annual Benefits Salary	Yourself Only	Yourself & Spouse or Same-Sex Domestic Partner	Yourself & Child or Children	Family
Below \$35,000				
CIGNA POS and CIGNA International	\$22.00	\$66.00	\$40.00	\$88.00
UHC POS	\$39.00	\$117.00	\$70.00	\$156.00
Aetna Choice POS II	\$0.00	\$30.00	\$18.00	\$40.00
CIGNA Modified Indemnity	\$66.00	\$198.00	\$119.00	\$264.00
Aetna Select HMO	\$34.00	\$102.00	\$61.00	\$136.00
HIP HMO	\$26.00	\$78.00	\$47.00	\$104.00
\$35,000 to \$44,999				
CIGNA POS and CIGNA International	\$37.00	\$111.00	\$67.00	\$148.00
UHC POS	\$58.00	\$174.00	\$104.00	\$232.00
Aetna Choice POS II	\$15.00	\$45.00	\$27.00	\$60.00
CIGNA Modified Indemnity	\$93.00	\$279.00	\$167.00	\$372.00
Aetna Select HMO	\$53.00	\$159.00	\$95.00	\$212.00
HIP HMO	\$44.00	\$132.00	\$79.00	\$176.00
\$45,000 to \$79,999				
CIGNA POS and CIGNA International	\$73.00	\$219.00	\$131.00	\$292.00
UHC POS	\$90.00	\$270.00	\$162.00	\$360.00
Aetna Choice POS II	\$43.00	\$129.00	\$77.00	\$172.00
CIGNA Modified Indemnity	\$150.00	\$450.00	\$270.00	\$600.00
Aetna Select HMO	\$102.00	\$306.00	\$184.00	\$408.00
HIP HMO	\$84.00	\$252.00	\$151.00	\$336.00

* Your Annual Benefits Salary is calculated as of July 1 (or on your hire date if you are new), and is the greater of (a) your benefits-eligible salary or (b) your year-to-date Columbia income, including certain approved additional and private-practice compensation.

2008 Monthly Pre-Tax Premiums for Medical Coverage

Annual Benefits Salary	Yourself Only	Yourself & Spouse or Same-Sex Domestic Partner	Yourself & Child or Children	Family
\$80,000 to \$174,999				
CIGNA POS and CIGNA International	\$85.00	\$255.00	\$153.00	\$340.00
UHC POS	\$104.00	\$312.00	\$187.00	\$416.00
Aetna Choice POS II	\$48.00	\$144.00	\$86.00	\$192.00
CIGNA Modified Indemnity	\$155.00	\$465.00	\$279.00	\$620.00
Aetna Select HMO	\$117.00	\$351.00	\$211.00	\$468.00
HIP HMO	\$104.00	\$312.00	\$187.00	\$416.00
\$175,000 and Above				
CIGNA POS and CIGNA International	\$97.00	\$291.00	\$175.00	\$388.00
UHC POS	\$117.00	\$351.00	\$211.00	\$468.00
Aetna Choice POS II	\$60.00	\$180.00	\$108.00	\$240.00
CIGNA Modified Indemnity	\$175.00	\$525.00	\$315.00	\$700.00
Aetna Select HMO	\$132.00	\$396.00	\$238.00	\$528.00
HIP HMO	\$120.00	\$360.00	\$216.00	\$480.00