Appendix H

Health and Welfare Contributions (% of total premiums) for 2013

**HEALTH NET BLUE AND GOLD**

<table>
<thead>
<tr>
<th>PayBand 1</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>95.9%</td>
<td>95.9%</td>
<td>92.0%</td>
<td>93.0%</td>
</tr>
<tr>
<td>Employee</td>
<td>4.1%</td>
<td>4.1%</td>
<td>8.0%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PayBand 2</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>89.5%</td>
<td>89.5%</td>
<td>85.0%</td>
<td>86.2%</td>
</tr>
<tr>
<td>Employee</td>
<td>10.5%</td>
<td>10.5%</td>
<td>15.0%</td>
<td>13.8%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PayBand 3</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>82.9%</td>
<td>82.9%</td>
<td>78.8%</td>
<td>79.9%</td>
</tr>
<tr>
<td>Employee</td>
<td>17.1%</td>
<td>17.1%</td>
<td>21.2%</td>
<td>20.1%</td>
</tr>
</tbody>
</table>

**KAISER**

<table>
<thead>
<tr>
<th>PayBand 1</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>98.4%</td>
<td>98.4%</td>
<td>98.4%</td>
<td>98.4%</td>
</tr>
<tr>
<td>Employee</td>
<td>1.6%</td>
<td>1.6%</td>
<td>1.6%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PayBand 2</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>91.3%</td>
<td>91.3%</td>
<td>90.6%</td>
<td>90.8%</td>
</tr>
<tr>
<td>Employee</td>
<td>8.7%</td>
<td>8.7%</td>
<td>9.4%</td>
<td>9.2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PayBand 3</th>
<th>U</th>
<th>UC</th>
<th>UA</th>
<th>UAC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer</td>
<td>83.9%</td>
<td>83.9%</td>
<td>83.7%</td>
<td>83.7%</td>
</tr>
<tr>
<td>Employee</td>
<td>16.1%</td>
<td>16.1%</td>
<td>16.3%</td>
<td>16.3%</td>
</tr>
</tbody>
</table>