

2021 health plan rates

Amazon shares the cost of health benefits with you. Your cost depends on your work status, the plan you choose, and the dependents you cover. These rates are effective through **December 31, 2021**.

| | Monthly Contributions | | | | | | | | Weekly Contributions ¹ | | | | | | | |
|--|-----------------------|--------------------------------------|----------------|--------------|------------------------------|--------------------------------------|----------------|--------------|-----------------------------------|--------------------------------------|----------------|--------------|------------------------------|--------------------------------------|----------------|--------------|
| | 30 – 40 Hours/Week | | | | Part-Time 20 – 29 Hours/Week | | | | 30 – 40 Hours/Week | | | | Part-Time 20 – 29 Hours/Week | | | |
| | You Only | You + Spouse/ Domestic Partner | You + Children | You + Family | You Only | You + Spouse/ Domestic Partner | You + Children | You + Family | You Only | You + Spouse/ Domestic Partner | You + Children | You + Family | You Only | You + Spouse/ Domestic Partner | You + Children | You + Family |
| MEDICAL PLANS | | | | | | | | | | | | | | | | |
| Shared Deductible Plan | \$33.00 | \$225.00 | \$184.00 | \$374.00 | \$49.50 | \$337.50 | \$276.00 | \$561.00 | \$7.62 | \$51.92 | \$42.46 | \$86.31 | \$11.42 | \$77.88 | \$63.69 | \$129.46 |
| Standard Plan | \$91.00 | \$324.00 | \$253.00 | \$477.00 | \$136.50 | \$486.00 | \$379.50 | \$715.50 | \$21.00 | \$74.77 | \$58.38 | \$110.08 | \$31.50 | \$112.15 | \$87.58 | \$165.12 |
| Health Savings Plan | \$33.00 | \$225.00 | \$184.00 | \$374.00 | \$49.50 | \$337.50 | \$276.00 | \$561.00 | \$7.62 | \$51.92 | \$42.46 | \$86.31 | \$11.42 | \$77.88 | \$63.69 | \$129.46 |
| In-Network Only Plan | \$107.00 | \$410.00 | \$321.00 | \$597.00 | \$160.50 | \$615.00 | \$481.50 | \$895.50 | \$24.69 | \$94.62 | \$74.08 | \$137.77 | \$37.04 | \$141.92 | \$111.12 | \$206.65 |
| Kaiser HMO (CA, CO, DC, MD, VA, WA) | \$110.00 | \$338.00 | \$298.00 | \$499.00 | \$165.00 | \$507.00 | \$447.00 | \$748.50 | \$25.38 | \$78.00 | \$68.77 | \$115.15 | \$38.08 | \$117.00 | \$103.15 | \$172.73 |
| DENTAL PLANS | | | | | | | | | | | | | | | | |
| Enhanced | \$9.00 | \$46.00 | \$46.00 | \$73.00 | \$13.50 | \$69.00 | \$69.00 | \$109.50 | \$2.08 | \$10.62 | \$10.62 | \$16.85 | \$3.12 | \$15.92 | \$15.92 | \$25.27 |
| Basic | \$3.00 | \$28.00 | \$28.00 | \$44.00 | \$4.50 | \$42.00 | \$42.00 | \$66.00 | \$0.69 | \$6.46 | \$6.46 | \$10.15 | \$1.04 | \$9.69 | \$9.69 | \$15.23 |
| VISION PLANS | | | | | | | | | | | | | | | | |
| Enhanced | \$16.00 | \$32.00 | \$30.00 | \$46.00 | \$17.00 | \$34.00 | \$32.00 | \$47.00 | \$3.69 | \$7.38 | \$6.92 | \$10.62 | \$3.92 | \$7.85 | \$7.38 | \$10.85 |
| Basic | \$4.00 | \$8.00 | \$8.00 | \$12.00 | \$6.00 | \$12.00 | \$10.00 | \$16.00 | \$0.92 | \$1.85 | \$1.85 | \$2.77 | \$1.38 | \$2.77 | \$2.31 | \$3.69 |

1. Biweekly rates are available on Amazon Benefits.

If you cover your domestic partner or their children, the IRS may consider the amount you and Amazon contribute toward the cost of their coverage as taxable income. This is known as imputed income.