

**PHILLIPS 66**  
**Expatriates and Inpatriates**  
**Cigna Global Health Benefits**  
**FULLY-INSURED MEDICAL / DENTAL BENEFIT**  
**Effective January 1, 2021 to December 31, 2021**  
**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
<b>EXPATRIATE PLAN</b> (EAP and BH/SA thru Cigna Global Health Benefits)												
US Expats (Before-Tax benefit)	\$0.00	\$0.00	\$0.00	\$0.00	\$593.68	\$1,407.07	\$1,159.45	\$1,957.05	\$593.68	\$1,407.07	\$1,159.45	\$1,957.05
NCNRs (After-Tax benefit)	\$172.47	\$411.29	\$336.03	\$568.77	\$692.00	\$1,649.00	\$1,346.00	\$2,277.00	\$864.47	\$2,060.29	\$1,682.03	\$2,845.77
<b>INPATRIATE PLAN</b> (EAP and BH/SA thru Cigna Global Health Benefits)												
US Inpats (After-Tax benefit)	\$0.00	\$0.00	\$0.00	\$0.00	\$864.47	\$2,060.29	\$1,682.03	\$2,845.77	\$864.47	\$2,060.29	\$1,682.03	\$2,845.77