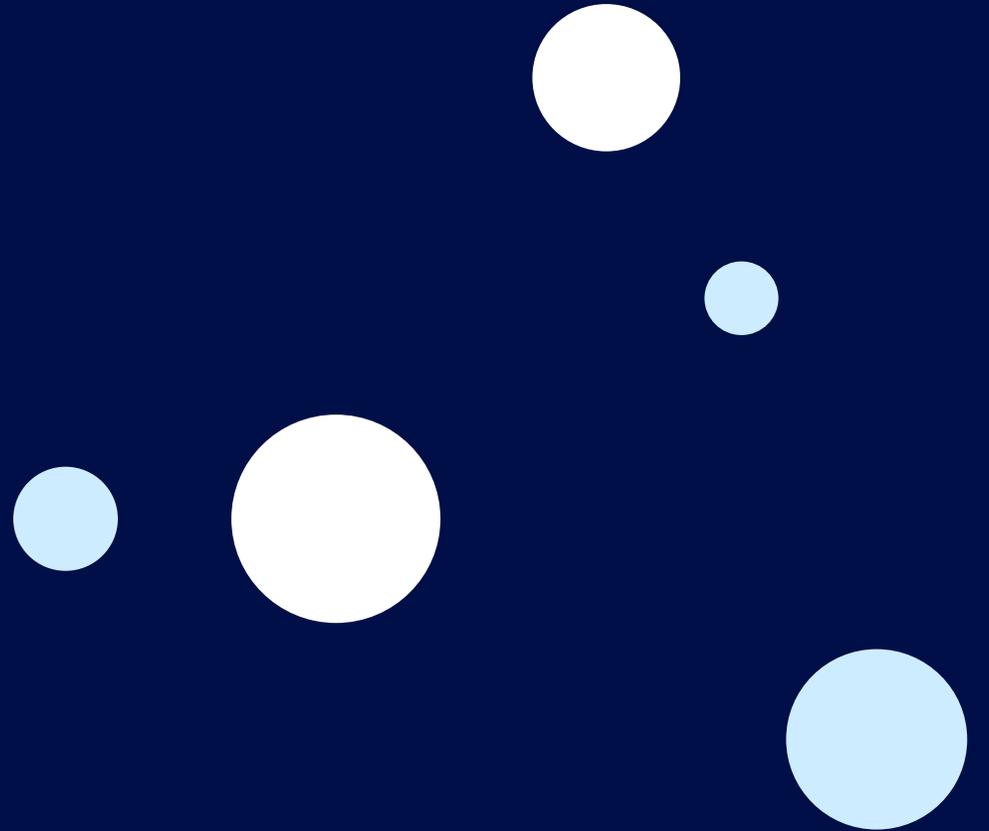


# experience

January 2025–November 2025 for Medical/Rx

January 2025–December 2025 for Dental & Vision

Clackamas County – General County

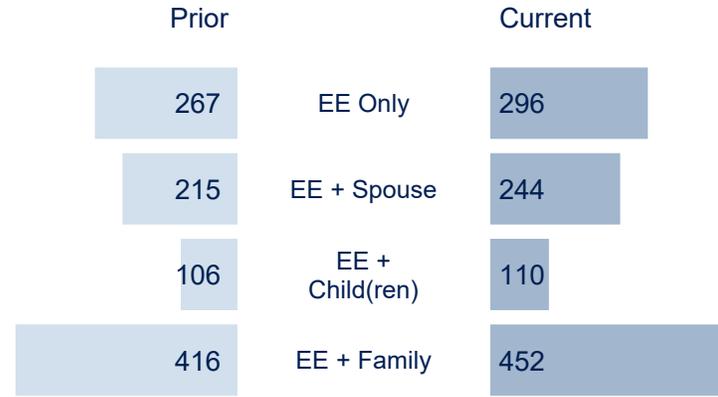




Total medical & pharmacy



### Average enrollment



### Gross plan cost PEPM

**+11.3%**

\$2,065  
prior YTD  
\$1,856

### Gross paid claims

**+25.0%**

\$24.6m  
prior YTD  
\$19.7m

### Gross budget PEPM

**+2.4%**

\$1,899  
prior YTD  
\$1,855

### Adjusted paid claims

**+23.2%**

\$22.4m  
prior YTD  
\$18.2m

### Gross plan cost vs gross budget\*

● budget ● actual ● under ● over



### Employees

**+9.6%**

1,101  
prior YTD  
1,005

### Fixed costs

**+12.3%**

\$2.6m  
prior YTD  
\$2.3m

### PEPM claims\*

● most recent ● prior ● lowest month ● highest month

Month	PEPM Claims
Dec '24	\$1,188
Jan '25	\$2,312
Feb '25	\$1,373
Mar '25	\$1,589
Apr '25	\$1,935
May '25	\$1,853
June '25	\$1,938
July '25	\$1,793
Aug '25	\$1,973
Sept '25	\$1,379
Oct '25	\$2,490
Nov '25	\$1,691



Month	PEPM Claims
Dec '23	\$2,133
Jan '24	\$1,094
Feb '24	\$1,416
Mar '24	\$1,795
Apr '24	\$1,865
May '24	\$1,738
June '24	\$2,014
July '24	\$1,494
Aug '24	\$1,833
Sept '24	\$1,513
Oct '24	\$1,617
Nov '24	\$1,693

### Gross plan cost

**+22.0%**

\$25.0m  
prior YTD  
\$20.5m

### Gross budget

**+12.2%**

\$23.0m  
prior YTD  
\$20.5m

\* Includes claims adjustments with the exception of Other Adjustments

# Total medical & pharmacy — YTD Nov 2025 — summary (cost vs budget)

Period	Enrollment	Claims				Total			Loss Ratio		Plan Cost	
		Month	EEs	Gross Paid Claims	Stop Loss Reimbrs	Rx Rebates	Adjusted Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative
<b>Prior Period</b>												
Jan	2024	986	\$1,078,835	\$0	\$0	\$1,078,835	\$208,726	\$1,287,561	\$1,836,321	70.1%	70.1%	\$1,305.84
Feb	2024	982	\$1,704,141	\$0	(\$313,495)	\$1,390,646	\$207,880	\$1,598,525	\$1,826,200	87.5%	78.8%	\$1,627.83
Mar	2024	987	\$1,771,980	\$0	\$0	\$1,771,980	\$208,938	\$1,980,918	\$1,837,107	107.8%	88.5%	\$2,007.01
Apr	2024	995	\$1,855,324	\$0	\$0	\$1,855,324	\$210,632	\$2,065,956	\$1,854,654	111.4%	94.3%	\$2,076.34
May	2024	1,003	\$2,047,297	(\$571)	(\$303,220)	\$1,743,506	\$212,325	\$1,955,831	\$1,864,755	104.9%	96.4%	\$1,949.98
Jun	2024	1,006	\$2,029,434	(\$2,861)	\$0	\$2,026,573	\$212,960	\$2,239,534	\$1,865,063	120.1%	100.4%	\$2,226.18
Jul	2024	1,016	\$1,517,568	\$0	\$0	\$1,517,568	\$215,077	\$1,732,645	\$1,880,417	92.1%	99.2%	\$1,705.36
Aug	2024	1,015	\$2,225,836	(\$23,885)	(\$341,038)	\$1,860,912	\$214,865	\$2,075,778	\$1,879,691	110.4%	100.6%	\$2,045.10
Sep	2024	1,016	\$1,599,950	(\$63,171)	\$0	\$1,536,779	\$215,077	\$1,751,856	\$1,880,190	93.2%	99.8%	\$1,724.27
Oct	2024	1,022	\$1,727,819	(\$75,501)	\$0	\$1,652,318	\$216,347	\$1,868,665	\$1,886,672	99.0%	99.7%	\$1,828.44
Nov	2024	1,025	\$2,119,211	(\$81,246)	(\$302,704)	\$1,735,261	\$216,982	\$1,952,243	\$1,892,656	103.1%	100.0%	\$1,904.63
Dec	2024	1,033	\$1,308,164	(\$81,246)	\$0	\$1,226,918	\$218,676	\$1,445,594	\$1,904,332	75.9%	98.0%	\$1,399.41
<b>Total</b>		<b>12,086</b>	<b>\$20,985,559</b>	<b>(\$328,479)</b>	<b>(\$1,260,458)</b>	<b>\$19,396,621</b>	<b>\$2,558,485</b>	<b>\$21,955,106</b>	<b>\$22,408,059</b>	<b>98.0%</b>	<b>98.0%</b>	<b>\$1,816.57</b>
Average / PEPM		1,007	\$1,736.35	(\$27.18)	(\$104.29)	\$1,604.88	\$211.69	\$1,816.57	\$1,854.05			
Total Thru Nov		11,053	\$19,677,395	(\$247,234)	(\$1,260,458)	\$18,169,703	\$2,339,810	\$20,509,512	\$20,503,727	100.0%	100.0%	\$1,855.56
<b>Current Period</b>												
Jan	2025	1,096	\$2,533,850	\$0	\$0	\$2,533,850	\$237,624	\$2,771,474	\$2,079,127	133.3%	133.3%	\$2,528.72
Feb	2025	1,102	\$1,879,236	\$0	(\$366,411)	\$1,512,825	\$238,925	\$1,751,750	\$2,086,523	84.0%	108.6%	\$1,589.61
Mar	2025	1,103	\$1,752,548	\$0	\$0	\$1,752,548	\$239,141	\$1,991,689	\$2,092,424	95.2%	104.1%	\$1,805.70
Apr	2025	1,103	\$2,134,449	\$0	\$0	\$2,134,449	\$239,141	\$2,373,590	\$2,092,394	113.4%	106.4%	\$2,151.94
May	2025	1,110	\$2,386,663	\$0	(\$329,943)	\$2,056,720	\$240,659	\$2,297,379	\$2,101,004	109.3%	107.0%	\$2,069.71
Jun	2025	1,099	\$2,129,451	\$0	\$0	\$2,129,451	\$238,274	\$2,367,725	\$2,087,510	113.4%	108.1%	\$2,154.44
Jul	2025	1,090	\$1,954,149	\$0	\$0	\$1,954,149	\$236,323	\$2,190,472	\$2,072,609	105.7%	107.8%	\$2,009.61
Aug	2025	1,099	\$2,605,413	(\$63,365)	(\$373,998)	\$2,168,050	\$238,274	\$2,406,324	\$2,085,980	115.4%	108.7%	\$2,189.56
Sep	2025	1,101	\$1,726,666	(\$208,032)	\$0	\$1,518,634	\$238,708	\$1,757,342	\$2,094,571	83.9%	105.9%	\$1,596.13
Oct	2025	1,107	\$3,035,667	(\$279,402)	\$0	\$2,756,265	\$240,009	\$2,996,274	\$2,108,273	142.1%	109.6%	\$2,706.66
Nov	2025	1,106	\$2,455,232	(\$139,696)	(\$445,606)	\$1,869,929	\$239,792	\$2,109,721	\$2,106,571	100.1%	108.7%	\$1,907.52
Dec	2025											
<b>Total Thru Nov</b>		<b>12,116</b>	<b>\$24,593,323</b>	<b>(\$690,495)</b>	<b>(\$1,515,959)</b>	<b>\$22,386,870</b>	<b>\$2,626,870</b>	<b>\$25,013,740</b>	<b>\$23,006,988</b>	<b>108.7%</b>	<b>108.7%</b>	<b>\$2,064.52</b>
Average / PEPM		1,101	\$2,029.82	(\$56.99)	(\$125.12)	\$1,847.71	\$216.81	\$2,064.52	\$1,898.89			
<b>Rolling 12 Month Adjusted Paid Claims do not include Other Adjustments</b>												
Prior Rolling 12		12,021	\$21,923,849	(\$428,897)	(\$1,260,458)	\$20,234,494	\$2,533,826	\$22,768,320	\$22,230,655	102.4%	102.4%	\$1,894.05
Current Rolling 12		13,149	\$25,901,487	(\$771,740)	(\$1,515,959)	\$23,613,788	\$2,845,546	\$26,459,334	\$24,911,320	106.2%	106.2%	\$2,012.27
Change		1,128	\$3,977,639	(\$342,844)	(\$255,500)	\$3,379,295	\$311,720	\$3,691,015	\$2,680,665			\$118.22
% Change		9.4%	18.1%	79.9%	20.3%	16.7%	12.3%	16.2%	12.1%	3.8 pts	3.8 pts	6.2%

Budget Summary

## Total medical & pharmacy — YTD Nov 2025 — fixed cost detail

	Period		Enrollment	Fixed Costs	Stop Loss	Total
	Month		EEs	Medical ASO	Specific	Fixed Costs
Fixed Costs Detail	<b>Prior Period</b>					
	Jan	2024	986	\$58,923	\$149,803	\$208,726
	Feb	2024	982	\$58,684	\$149,195	\$207,880
	Mar	2024	987	\$58,983	\$149,955	\$208,938
	Apr	2024	995	\$59,461	\$151,170	\$210,632
	May	2024	1,003	\$59,939	\$152,386	\$212,325
	Jun	2024	1,006	\$60,119	\$152,842	\$212,960
	Jul	2024	1,016	\$60,716	\$154,361	\$215,077
	Aug	2024	1,015	\$60,656	\$154,209	\$214,865
	Sep	2024	1,016	\$60,716	\$154,361	\$215,077
	Oct	2024	1,022	\$61,075	\$155,272	\$216,347
	Nov	2024	1,025	\$61,254	\$155,728	\$216,982
	Dec	2024	1,033	\$61,732	\$156,944	\$218,676
	<b>Total</b>		<b>12,086</b>	<b>\$722,259</b>	<b>\$1,836,226</b>	<b>\$2,558,485</b>
	Average / PEPM		1,007	\$59.76	\$151.93	\$211.69
	Total Thru Nov		11,053	\$660,527	\$1,679,282	\$2,339,810
	<b>Current Period</b>					
	Jan	2025	1,096	\$69,048	\$168,576	\$237,624
	Feb	2025	1,102	\$69,426	\$169,499	\$238,925
	Mar	2025	1,103	\$69,489	\$169,652	\$239,141
	Apr	2025	1,103	\$69,489	\$169,652	\$239,141
	May	2025	1,110	\$69,930	\$170,729	\$240,659
	Jun	2025	1,099	\$69,237	\$169,037	\$238,274
	Jul	2025	1,090	\$68,670	\$167,653	\$236,323
	Aug	2025	1,099	\$69,237	\$169,037	\$238,274
	Sep	2025	1,101	\$69,363	\$169,345	\$238,708
Oct	2025	1,107	\$69,741	\$170,268	\$240,009	
Nov	2025	1,106	\$69,678	\$170,114	\$239,792	
Dec	2025					
<b>Total Thru Nov</b>		<b>12,116</b>	<b>\$763,308</b>	<b>\$1,863,562</b>	<b>\$2,626,870</b>	
Average / PEPM		1,101	\$63.00	\$153.81	\$216.81	



Medical & pharmacy by plan

## GC – Active Personal Option — summary (cost vs budget)

Period	Enrollment	Claims			Total			Loss Ratio		Plan Cost	
		Month	EEs	Gross Paid Claims	Stop Loss Reimbrs	Adjusted Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative
<b>Prior Period</b>											
Jan	2024	390	\$382,655	\$0	\$382,655	\$82,559	\$465,214	\$651,558	71.4%	71.4%	\$1,192.86
Feb	2024	388	\$582,036	\$0	\$582,036	\$82,136	\$664,172	\$645,151	102.9%	87.1%	\$1,711.78
Mar	2024	389	\$716,382	\$0	\$716,382	\$82,347	\$798,729	\$646,137	123.6%	99.2%	\$2,053.29
Apr	2024	390	\$583,003	\$0	\$583,003	\$82,559	\$665,562	\$649,587	102.5%	100.0%	\$1,706.57
May	2024	392	\$582,756	(\$571)	\$582,185	\$82,982	\$665,168	\$653,531	101.8%	100.4%	\$1,696.86
Jun	2024	391	\$525,153	(\$2,861)	\$522,292	\$82,771	\$605,063	\$650,410	93.0%	99.2%	\$1,547.48
Jul	2024	391	\$502,326	\$0	\$502,326	\$82,771	\$585,097	\$648,768	90.2%	97.9%	\$1,496.41
Aug	2024	391	\$687,544	(\$20,625)	\$666,920	\$82,771	\$749,690	\$648,768	115.6%	100.1%	\$1,917.37
Sep	2024	392	\$500,488	(\$18,166)	\$482,322	\$82,982	\$565,305	\$652,875	86.6%	98.6%	\$1,442.10
Oct	2024	394	\$557,988	(\$31,855)	\$526,133	\$83,406	\$609,539	\$654,520	93.1%	98.0%	\$1,547.05
Nov	2024	391	\$705,276	(\$36,299)	\$668,977	\$82,771	\$751,748	\$652,216	115.3%	99.6%	\$1,922.63
Dec	2024	394	\$407,137	(\$36,299)	\$370,838	\$83,406	\$454,244	\$658,461	69.0%	97.0%	\$1,152.90
<b>Total</b>		<b>4,693</b>	<b>\$6,732,744</b>	<b>(\$146,673)</b>	<b>\$6,586,071</b>	<b>\$993,461</b>	<b>\$7,579,532</b>	<b>\$7,811,981</b>	<b>97.0%</b>	<b>97.0%</b>	<b>\$1,615.07</b>
Average / PEPM		391	\$1,434.64	(\$31.25)	\$1,403.38	\$211.69	\$1,615.07	\$1,664.60			
Total Thru Nov		4,299	\$6,325,607	(\$110,375)	\$6,215,232	\$910,055	\$7,125,288	\$7,153,520	99.6%	99.6%	\$1,657.43
<b>Current Period</b>											
Jan	2025	412	\$837,153	\$0	\$837,153	\$89,326	\$926,479	\$702,941	131.8%	131.8%	\$2,248.73
Feb	2025	413	\$735,835	\$0	\$735,835	\$89,543	\$825,378	\$703,111	117.4%	124.6%	\$1,998.49
Mar	2025	413	\$496,506	\$0	\$496,506	\$89,543	\$586,049	\$704,120	83.2%	110.8%	\$1,419.00
Apr	2025	411	\$482,131	\$0	\$482,131	\$89,109	\$571,240	\$702,770	81.3%	103.4%	\$1,389.88
May	2025	411	\$717,579	\$0	\$717,579	\$89,109	\$806,688	\$701,929	114.9%	105.7%	\$1,962.74
Jun	2025	401	\$527,428	\$0	\$527,428	\$86,941	\$614,369	\$692,323	88.7%	102.9%	\$1,532.09
Jul	2025	394	\$607,941	\$0	\$607,941	\$85,423	\$693,364	\$681,378	101.8%	102.8%	\$1,759.81
Aug	2025	398	\$654,265	\$0	\$654,265	\$86,290	\$740,555	\$685,591	108.0%	103.4%	\$1,860.69
Sep	2025	393	\$473,198	(\$102,520)	\$370,678	\$85,206	\$455,884	\$676,331	67.4%	99.5%	\$1,160.01
Oct	2025	393	\$912,568	(\$100,661)	\$811,907	\$85,206	\$897,113	\$679,022	132.1%	102.7%	\$2,282.73
Nov	2025	391	\$694,583	(\$150,756)	\$543,827	\$84,773	\$628,600	\$673,805	93.3%	101.9%	\$1,607.67
Dec	2025										
<b>Total Thru Nov</b>		<b>4,430</b>	<b>\$7,139,187</b>	<b>(\$353,937)</b>	<b>\$6,785,250</b>	<b>\$960,468</b>	<b>\$7,745,718</b>	<b>\$7,603,323</b>	<b>101.9%</b>	<b>101.9%</b>	<b>\$1,748.47</b>
Average / PEPM		403	\$1,611.55	(\$79.90)	\$1,531.66	\$216.81	\$1,748.47	\$1,716.33			
<b>Rolling 12 Month Adjusted Paid Claims do not include Other Adjustments</b>											
Prior Rolling 12		4,707	\$7,151,378	(\$141,308)	\$7,010,070	\$991,831	\$8,001,900	\$7,812,715	102.4%	102.4%	\$1,700.00
Current Rolling 12		4,824	\$7,546,324	(\$390,236)	\$7,156,088	\$1,043,874	\$8,199,963	\$8,261,783	99.3%	99.3%	\$1,699.83
Change		117	\$394,946	(\$248,927)	\$146,019	\$52,043	\$198,062	\$449,068			(\$0.17)
% Change		2.5%	5.5%	176.2%	2.1%	5.2%	2.5%	5.7%	-3.2 pts	-3.2 pts	-0.0%

Budget Summary

## GC – Active Personal Option — fixed cost detail

	Period		Enrollment	Fixed Costs	Stop Loss	Total
	Month		EEs	Medical ASO	Specific	Fixed Costs
Fixed Costs Detail	<b>Prior Period</b>					
	Jan	2024	390	\$23,306	\$59,253	\$82,559
	Feb	2024	388	\$23,187	\$58,949	\$82,136
	Mar	2024	389	\$23,247	\$59,101	\$82,347
	Apr	2024	390	\$23,306	\$59,253	\$82,559
	May	2024	392	\$23,426	\$59,557	\$82,982
	Jun	2024	391	\$23,366	\$59,405	\$82,771
	Jul	2024	391	\$23,366	\$59,405	\$82,771
	Aug	2024	391	\$23,366	\$59,405	\$82,771
	Sep	2024	392	\$23,426	\$59,557	\$82,982
	Oct	2024	394	\$23,545	\$59,860	\$83,406
	Nov	2024	391	\$23,366	\$59,405	\$82,771
	Dec	2024	394	\$23,545	\$59,860	\$83,406
	<b>Total</b>		<b>4,693</b>	<b>\$280,454</b>	<b>\$713,007</b>	<b>\$993,461</b>
	Average / PEPM		391	\$59.76	\$151.93	\$211.69
	Total Thru Nov		4,299	\$256,908	\$653,147	\$910,055
	<b>Current Period</b>					
	Jan	2025	412	\$25,956	\$63,370	\$89,326
	Feb	2025	413	\$26,019	\$63,524	\$89,543
	Mar	2025	413	\$26,019	\$63,524	\$89,543
	Apr	2025	411	\$25,893	\$63,216	\$89,109
	May	2025	411	\$25,893	\$63,216	\$89,109
	Jun	2025	401	\$25,263	\$61,678	\$86,941
	Jul	2025	394	\$24,822	\$60,601	\$85,423
	Aug	2025	398	\$25,074	\$61,216	\$86,290
	Sep	2025	393	\$24,759	\$60,447	\$85,206
	Oct	2025	393	\$24,759	\$60,447	\$85,206
Nov	2025	391	\$24,633	\$60,140	\$84,773	
Dec	2025					
<b>Total Thru Nov</b>		<b>4,430</b>	<b>\$279,090</b>	<b>\$681,378</b>	<b>\$960,468</b>	
Average / PEPM		403	\$63.00	\$153.81	\$216.81	

## GC – Active Open Option — summary (cost vs budget)

Period	Enrollment	Claims			Total			Loss Ratio		Plan Cost	
		Month	EEs	Gross Paid Claims	Stop Loss Reimbrs	Adjusted Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative
<b>Prior Period</b>											
Jan	2024	534	\$623,620	\$0	\$623,620	\$113,042	\$736,662	\$1,102,233	66.8%	66.8%	\$1,379.52
Feb	2024	532	\$1,044,376	\$0	\$1,044,376	\$112,619	\$1,156,995	\$1,099,340	105.2%	86.0%	\$2,174.80
Mar	2024	537	\$986,687	\$0	\$986,687	\$113,678	\$1,100,365	\$1,110,904	99.1%	90.4%	\$2,049.10
Apr	2024	544	\$1,034,673	\$0	\$1,034,673	\$115,159	\$1,149,832	\$1,125,002	102.2%	93.4%	\$2,113.66
May	2024	550	\$1,357,680	\$0	\$1,357,680	\$116,430	\$1,474,110	\$1,131,159	130.3%	100.9%	\$2,680.20
Jun	2024	555	\$1,313,285	\$0	\$1,313,285	\$117,488	\$1,430,773	\$1,135,328	126.0%	105.1%	\$2,577.97
Jul	2024	564	\$912,340	\$0	\$912,340	\$119,393	\$1,031,733	\$1,150,695	89.7%	102.9%	\$1,829.31
Aug	2024	563	\$1,380,653	\$0	\$1,380,653	\$119,181	\$1,499,834	\$1,149,969	130.4%	106.4%	\$2,664.00
Sep	2024	563	\$992,046	\$0	\$992,046	\$119,181	\$1,111,227	\$1,146,362	96.9%	105.3%	\$1,973.76
Oct	2024	566	\$1,034,383	\$0	\$1,034,383	\$119,817	\$1,154,200	\$1,147,998	100.5%	104.8%	\$2,039.22
Nov	2024	572	\$1,288,589	\$0	\$1,288,589	\$121,087	\$1,409,676	\$1,155,958	121.9%	106.4%	\$2,464.47
Dec	2024	576	\$712,362	\$0	\$712,362	\$121,933	\$834,295	\$1,159,581	71.9%	103.5%	\$1,448.43
<b>Total</b>		<b>6,656</b>	<b>\$12,680,694</b>	<b>\$0</b>	<b>\$12,680,694</b>	<b>\$1,409,009</b>	<b>\$14,089,703</b>	<b>\$13,614,529</b>	<b>103.5%</b>	<b>103.5%</b>	<b>\$2,116.84</b>
Average / PEPM		555	\$1,905.15	\$0.00	\$1,905.15	\$211.69	\$2,116.84	\$2,045.45			
Total Thru Nov		6,080	\$11,968,332	\$0	\$11,968,332	\$1,287,075	\$13,255,407	\$12,454,948	106.4%	106.4%	\$2,180.17
<b>Current Period</b>											
Jan	2025	621	\$1,561,493	\$0	\$1,561,493	\$134,639	\$1,696,132	\$1,281,328	132.4%	132.4%	\$2,731.29
Feb	2025	626	\$1,019,215	\$0	\$1,019,215	\$135,723	\$1,154,938	\$1,286,708	89.8%	111.0%	\$1,844.95
Mar	2025	627	\$1,085,913	\$0	\$1,085,913	\$135,940	\$1,221,853	\$1,290,591	94.7%	105.6%	\$1,948.73
Apr	2025	627	\$1,507,430	\$0	\$1,507,430	\$135,940	\$1,643,370	\$1,288,375	127.6%	111.1%	\$2,621.00
May	2025	634	\$1,443,822	\$0	\$1,443,822	\$137,458	\$1,581,280	\$1,297,826	121.8%	113.2%	\$2,494.13
Jun	2025	635	\$1,489,199	\$0	\$1,489,199	\$137,674	\$1,626,873	\$1,297,641	125.4%	115.3%	\$2,562.01
Jul	2025	631	\$1,217,032	\$0	\$1,217,032	\$136,807	\$1,353,839	\$1,291,158	104.9%	113.8%	\$2,145.55
Aug	2025	633	\$1,697,824	\$0	\$1,697,824	\$137,241	\$1,835,065	\$1,294,678	141.7%	117.3%	\$2,899.00
Sep	2025	641	\$1,148,552	(\$105,512)	\$1,043,040	\$138,975	\$1,182,015	\$1,313,371	90.0%	114.2%	\$1,844.02
Oct	2025	649	\$1,991,869	(\$178,741)	\$1,813,128	\$140,710	\$1,953,838	\$1,325,229	147.4%	117.6%	\$3,010.54
Nov	2025	651	\$1,590,392	\$11,204	\$1,601,596	\$141,143	\$1,742,740	\$1,329,672	131.1%	118.9%	\$2,677.02
Dec	2025										
<b>Total Thru Nov</b>		<b>6,975</b>	<b>\$15,752,741</b>	<b>(\$273,049)</b>	<b>\$15,479,692</b>	<b>\$1,512,250</b>	<b>\$16,991,942</b>	<b>\$14,296,577</b>	<b>118.9%</b>	<b>118.9%</b>	<b>\$2,436.12</b>
Average / PEPM		634	\$2,258.46	(\$39.15)	\$2,219.31	\$216.81	\$2,436.12	\$2,049.69			
<b>Rolling 12 Month Adjusted Paid Claims do not include Other Adjustments</b>											
Prior Rolling 12		6,581	\$13,208,684	(\$110,376)	\$13,098,308	\$1,387,491	\$14,485,798	\$13,448,368	107.7%	107.7%	\$2,201.15
Current Rolling 12		7,551	\$16,465,103	(\$273,049)	\$16,192,054	\$1,634,183	\$17,826,237	\$15,456,158	115.3%	115.3%	\$2,360.78
Change		970	\$3,256,419	(\$162,672)	\$3,093,747	\$246,693	\$3,340,439	\$2,007,790			\$159.62
% Change		14.7%	24.7%	147.4%	23.6%	17.8%	23.1%	14.9%	7.6 pts	7.6 pts	7.3%

Budget Summary

## GC – Active Open Option — fixed cost detail

	Period		Enrollment	Fixed Costs	Stop Loss	Total
	Month		EEs	Medical ASO	Specific	Fixed Costs
Fixed Costs Detail	<b>Prior Period</b>					
	Jan	2024	534	\$31,912	\$81,131	\$113,042
	Feb	2024	532	\$31,792	\$80,827	\$112,619
	Mar	2024	537	\$32,091	\$81,586	\$113,678
	Apr	2024	544	\$32,509	\$82,650	\$115,159
	May	2024	550	\$32,868	\$83,562	\$116,430
	Jun	2024	555	\$33,167	\$84,321	\$117,488
	Jul	2024	564	\$33,705	\$85,689	\$119,393
	Aug	2024	563	\$33,645	\$85,537	\$119,181
	Sep	2024	563	\$33,645	\$85,537	\$119,181
	Oct	2024	566	\$33,824	\$85,992	\$119,817
	Nov	2024	572	\$34,183	\$86,904	\$121,087
	Dec	2024	576	\$34,422	\$87,512	\$121,933
	<b>Total</b>		<b>6,656</b>	<b>\$397,763</b>	<b>\$1,011,246</b>	<b>\$1,409,009</b>
	Average / PEPM		555	\$59.76	\$151.93	\$211.69
	Total Thru Nov		6,080	\$363,341	\$923,734	\$1,287,075
	<b>Current Period</b>					
	Jan	2025	621	\$39,123	\$95,516	\$134,639
	Feb	2025	626	\$39,438	\$96,285	\$135,723
	Mar	2025	627	\$39,501	\$96,439	\$135,940
	Apr	2025	627	\$39,501	\$96,439	\$135,940
	May	2025	634	\$39,942	\$97,516	\$137,458
	Jun	2025	635	\$40,005	\$97,669	\$137,674
	Jul	2025	631	\$39,753	\$97,054	\$136,807
	Aug	2025	633	\$39,879	\$97,362	\$137,241
	Sep	2025	641	\$40,383	\$98,592	\$138,975
	Oct	2025	649	\$40,887	\$99,823	\$140,710
Nov	2025	651	\$41,013	\$100,130	\$141,143	
Dec	2025					
<b>Total Thru Nov</b>		<b>6,975</b>	<b>\$439,425</b>	<b>\$1,072,825</b>	<b>\$1,512,250</b>	
Average / PEPM		634	\$63.00	\$153.81	\$216.81	

## GC - Retiree Personal Option — summary (cost vs budget)

Period	Enrollment	Claims			Total			Loss Ratio		Plan Cost	
		Month	EEs	Gross Paid Claims	Stop Loss Reimbrs	Adjusted Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative
<b>Prior Period</b>											
Jan	2024	27	\$14,606	\$0	\$14,606	\$5,716	\$20,322	\$32,067	63.4%	63.4%	\$752.65
Feb	2024	27	\$24,250	\$0	\$24,250	\$5,716	\$29,966	\$31,246	95.9%	79.4%	\$1,109.84
Mar	2024	26	\$9,250	\$0	\$9,250	\$5,504	\$14,754	\$29,602	49.8%	70.0%	\$567.46
Apr	2024	26	\$15,401	\$0	\$15,401	\$5,504	\$20,905	\$29,602	70.6%	70.2%	\$804.04
May	2024	26	\$11,676	\$0	\$11,676	\$5,504	\$17,180	\$29,602	58.0%	67.8%	\$660.77
Jun	2024	24	\$7,541	\$0	\$7,541	\$5,081	\$12,622	\$27,957	45.1%	64.3%	\$525.90
Jul	2024	24	\$7,321	\$0	\$7,321	\$5,081	\$12,402	\$27,957	44.4%	61.6%	\$516.73
Aug	2024	24	\$12,276	\$0	\$12,276	\$5,081	\$17,357	\$27,957	62.1%	61.7%	\$723.19
Sep	2024	24	\$14,784	\$0	\$14,784	\$5,081	\$19,864	\$27,957	71.1%	62.7%	\$827.67
Oct	2024	26	\$9,159	\$0	\$9,159	\$5,504	\$14,663	\$30,259	48.5%	61.2%	\$563.96
Nov	2024	25	\$14,618	\$0	\$14,618	\$5,292	\$19,910	\$28,779	69.2%	61.9%	\$796.41
Dec	2024	25	\$19,082	\$0	\$19,082	\$5,292	\$24,374	\$28,779	84.7%	63.8%	\$974.97
<b>Total</b>		<b>304</b>	<b>\$159,964</b>	<b>\$0</b>	<b>\$159,964</b>	<b>\$64,354</b>	<b>\$224,317</b>	<b>\$351,764</b>	<b>63.8%</b>	<b>63.8%</b>	<b>\$737.89</b>
Average / PEPM		25	\$526.20	\$0.00	\$526.20	\$211.69	\$737.89	\$1,157.12			
Total Thru Nov		279	\$140,882	\$0	\$140,882	\$59,062	\$199,943	\$322,985	61.9%	61.9%	\$716.64
<b>Current Period</b>											
Jan	2025	25	\$25,437	\$0	\$25,437	\$5,420	\$30,857	\$29,479	104.7%	104.7%	\$1,234.29
Feb	2025	25	\$14,398	\$0	\$14,398	\$5,420	\$19,818	\$29,479	67.2%	86.0%	\$792.72
Mar	2025	24	\$31,795	\$0	\$31,795	\$5,203	\$36,998	\$28,637	129.2%	100.1%	\$1,541.58
Apr	2025	25	\$24,831	\$0	\$24,831	\$5,420	\$30,251	\$30,320	99.8%	100.0%	\$1,210.05
May	2025	25	\$23,129	\$0	\$23,129	\$5,420	\$28,549	\$30,320	94.2%	98.8%	\$1,141.97
Jun	2025	25	\$9,928	\$0	\$9,928	\$5,420	\$15,348	\$30,320	50.6%	90.6%	\$613.93
Jul	2025	27	\$8,833	\$0	\$8,833	\$5,854	\$14,687	\$32,847	44.7%	83.5%	\$543.96
Aug	2025	26	\$65,240	\$0	\$65,240	\$5,637	\$70,877	\$32,004	221.5%	101.6%	\$2,726.04
Sep	2025	25	\$12,478	\$0	\$12,478	\$5,420	\$17,898	\$31,161	57.4%	96.6%	\$715.93
Oct	2025	24	\$18,763	\$0	\$18,763	\$5,203	\$23,966	\$30,318	79.0%	94.9%	\$998.60
Nov	2025	24	\$36,190	\$0	\$36,190	\$5,203	\$41,393	\$30,318	136.5%	98.6%	\$1,724.73
Dec	2025										
<b>Total Thru Nov</b>		<b>275</b>	<b>\$271,021</b>	<b>\$0</b>	<b>\$271,021</b>	<b>\$59,623</b>	<b>\$330,644</b>	<b>\$335,206</b>	<b>98.6%</b>	<b>98.6%</b>	<b>\$1,202.34</b>
Average / PEPM		25	\$985.53	\$0.00	\$985.53	\$216.81	\$1,202.34	\$1,218.93			
<b>Rolling 12 Month Adjusted Paid Claims do not include Other Adjustments</b>											
Prior Rolling 12		306	\$173,534	\$0	\$173,534	\$64,473	\$238,007	\$353,064	67.4%	67.4%	\$777.80
Current Rolling 12		300	\$290,103	\$0	\$290,103	\$64,915	\$355,018	\$363,985	97.5%	97.5%	\$1,183.39
Change		(6)	\$116,570	\$0	\$116,570	\$442	\$117,012	\$10,921			\$405.59
% Change		-2.0%	67.2%	0.0%	67.2%	0.7%	49.2%	3.1%	30.1 pts	30.1 pts	52.1%

Budget Summary

## GC - Retiree Personal Option — fixed cost detail

	Period		Enrollment	Fixed Costs	Stop Loss	Total
	Month		EEs	Medical ASO	Specific	Fixed Costs
Fixed Costs Detail	<b>Prior Period</b>					
	Jan	2024	27	\$1,614	\$4,102	\$5,716
	Feb	2024	27	\$1,614	\$4,102	\$5,716
	Mar	2024	26	\$1,554	\$3,950	\$5,504
	Apr	2024	26	\$1,554	\$3,950	\$5,504
	May	2024	26	\$1,554	\$3,950	\$5,504
	Jun	2024	24	\$1,434	\$3,646	\$5,081
	Jul	2024	24	\$1,434	\$3,646	\$5,081
	Aug	2024	24	\$1,434	\$3,646	\$5,081
	Sep	2024	24	\$1,434	\$3,646	\$5,081
	Oct	2024	26	\$1,554	\$3,950	\$5,504
	Nov	2024	25	\$1,494	\$3,798	\$5,292
	Dec	2024	25	\$1,494	\$3,798	\$5,292
	<b>Total</b>		<b>304</b>	<b>\$18,167</b>	<b>\$46,187</b>	<b>\$64,354</b>
	Average / PEPM		25	\$59.76	\$151.93	\$211.69
	Total Thru Nov		279	\$16,673	\$42,388	\$59,062
	<b>Current Period</b>					
	Jan	2025	25	\$1,575	\$3,845	\$5,420
	Feb	2025	25	\$1,575	\$3,845	\$5,420
	Mar	2025	24	\$1,512	\$3,691	\$5,203
	Apr	2025	25	\$1,575	\$3,845	\$5,420
	May	2025	25	\$1,575	\$3,845	\$5,420
	Jun	2025	25	\$1,575	\$3,845	\$5,420
	Jul	2025	27	\$1,701	\$4,153	\$5,854
	Aug	2025	26	\$1,638	\$3,999	\$5,637
	Sep	2025	25	\$1,575	\$3,845	\$5,420
Oct	2025	24	\$1,512	\$3,691	\$5,203	
Nov	2025	24	\$1,512	\$3,691	\$5,203	
Dec	2025					
<b>Total Thru Nov</b>		<b>275</b>	<b>\$17,325</b>	<b>\$42,298</b>	<b>\$59,623</b>	
Average / PEPM		25	\$63.00	\$153.81	\$216.81	

## GC - Retiree Open Option — summary (cost vs budget)

Period	Enrollment	Claims			Total			Loss Ratio		Plan Cost	
		Month	EEs	Gross Paid Claims	Stop Loss Reimbrs	Adjusted Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative
<b>Prior Period</b>											
Jan	2024	35	\$57,954	\$0	\$57,954	\$7,409	\$65,363	\$50,463	129.5%	129.5%	\$1,867.52
Feb	2024	35	\$53,479	\$0	\$53,479	\$7,409	\$60,888	\$50,463	120.7%	125.1%	\$1,739.66
Mar	2024	35	\$59,661	\$0	\$59,661	\$7,409	\$67,070	\$50,463	132.9%	127.7%	\$1,916.29
Apr	2024	35	\$222,247	\$0	\$222,247	\$7,409	\$229,656	\$50,463	455.1%	209.5%	\$6,561.60
May	2024	35	\$95,185	\$0	\$95,185	\$7,409	\$102,594	\$50,463	203.3%	208.3%	\$2,931.26
Jun	2024	36	\$183,455	\$0	\$183,455	\$7,621	\$191,076	\$51,369	372.0%	236.0%	\$5,307.66
Jul	2024	37	\$95,581	\$0	\$95,581	\$7,833	\$103,414	\$52,997	195.1%	229.9%	\$2,794.96
Aug	2024	37	\$145,363	(\$3,261)	\$142,102	\$7,833	\$149,935	\$52,997	282.9%	236.8%	\$4,052.29
Sep	2024	37	\$92,632	(\$45,005)	\$47,627	\$7,833	\$55,460	\$52,997	104.6%	221.6%	\$1,498.91
Oct	2024	36	\$126,289	(\$43,646)	\$82,643	\$7,621	\$90,264	\$53,895	167.5%	216.0%	\$2,507.33
Nov	2024	37	\$110,728	(\$44,947)	\$65,781	\$7,833	\$73,613	\$55,703	132.2%	207.8%	\$1,989.55
Dec	2024	38	\$169,583	(\$44,947)	\$124,636	\$8,044	\$132,680	\$57,510	230.7%	209.9%	\$3,491.58
<b>Total</b>		<b>433</b>	<b>\$1,412,157</b>	<b>(\$181,806)</b>	<b>\$1,230,351</b>	<b>\$91,662</b>	<b>\$1,322,013</b>	<b>\$629,785</b>	<b>209.9%</b>	<b>209.9%</b>	<b>\$3,053.15</b>
Average / PEPM		36	\$3,261.33	(\$419.88)	\$2,841.46	\$211.69	\$3,053.15	\$1,454.47			
Total Thru Nov		395	\$1,242,574	(\$136,859)	\$1,105,715	\$83,618	\$1,189,333	\$572,274	207.8%	207.8%	\$3,010.97
<b>Current Period</b>											
Jan	2025	38	\$109,767	\$0	\$109,767	\$8,239	\$118,006	\$65,377	180.5%	180.5%	\$3,105.42
Feb	2025	38	\$109,788	\$0	\$109,788	\$8,239	\$118,027	\$67,225	175.6%	178.0%	\$3,105.97
Mar	2025	39	\$138,334	\$0	\$138,334	\$8,456	\$146,790	\$69,077	212.5%	189.8%	\$3,763.84
Apr	2025	40	\$120,057	\$0	\$120,057	\$8,672	\$128,729	\$70,929	181.5%	187.7%	\$3,218.24
May	2025	40	\$202,133	\$0	\$202,133	\$8,672	\$210,805	\$70,929	297.2%	210.3%	\$5,270.14
Jun	2025	38	\$102,896	\$0	\$102,896	\$8,239	\$111,135	\$67,225	165.3%	202.9%	\$2,924.60
Jul	2025	38	\$120,343	\$0	\$120,343	\$8,239	\$128,582	\$67,225	191.3%	201.3%	\$3,383.73
Aug	2025	42	\$188,084	(\$63,365)	\$124,719	\$9,106	\$133,825	\$73,708	181.6%	198.6%	\$3,186.32
Sep	2025	42	\$92,438	\$0	\$92,438	\$9,106	\$101,544	\$73,708	137.8%	191.5%	\$2,417.71
Oct	2025	41	\$112,467	\$0	\$112,467	\$8,889	\$121,356	\$73,704	164.7%	188.6%	\$2,959.91
Nov	2025	40	\$134,067	(\$144)	\$133,923	\$8,672	\$142,595	\$72,776	195.9%	189.3%	\$3,564.87
Dec	2025										
<b>Total Thru Nov</b>		<b>436</b>	<b>\$1,430,374</b>	<b>(\$63,509)</b>	<b>\$1,366,865</b>	<b>\$94,529</b>	<b>\$1,461,394</b>	<b>\$771,883</b>	<b>189.3%</b>	<b>189.3%</b>	<b>\$3,351.82</b>
Average / PEPM		40	\$3,280.67	(\$145.66)	\$3,135.01	\$216.81	\$3,351.82	\$1,770.37			
<b>Rolling 12 Month Adjusted Paid Claims do not include Other Adjustments</b>											
Prior Rolling 12		427	\$1,390,253	(\$177,212)	\$1,213,041	\$90,031	\$1,303,073	\$616,509	211.4%	211.4%	\$3,051.69
Current Rolling 12		474	\$1,599,957	(\$108,456)	\$1,491,501	\$102,573	\$1,594,074	\$829,394	192.2%	192.2%	\$3,363.03
Change		47	\$209,704	\$68,756	\$278,460	\$12,542	\$291,002	\$212,885			\$311.33
% Change		11.0%	15.1%	-38.8%	23.0%	13.9%	22.3%	34.5%	-19.2 pts	-19.2 pts	10.2%

Budget Summary

## GC - Retiree Open Option — fixed cost detail

	Period		Enrollment	Fixed Costs	Stop Loss	Total
	Month		EEs	Medical ASO	Specific	Fixed Costs
Fixed Costs Detail	<b>Prior Period</b>					
	Jan	2024	35	\$2,092	\$5,318	\$7,409
	Feb	2024	35	\$2,092	\$5,318	\$7,409
	Mar	2024	35	\$2,092	\$5,318	\$7,409
	Apr	2024	35	\$2,092	\$5,318	\$7,409
	May	2024	35	\$2,092	\$5,318	\$7,409
	Jun	2024	36	\$2,151	\$5,469	\$7,621
	Jul	2024	37	\$2,211	\$5,621	\$7,833
	Aug	2024	37	\$2,211	\$5,621	\$7,833
	Sep	2024	37	\$2,211	\$5,621	\$7,833
	Oct	2024	36	\$2,151	\$5,469	\$7,621
	Nov	2024	37	\$2,211	\$5,621	\$7,833
	Dec	2024	38	\$2,271	\$5,773	\$8,044
	<b>Total</b>		<b>433</b>	<b>\$25,876</b>	<b>\$65,786</b>	<b>\$91,662</b>
	Average / PEPM		36	\$59.76	\$151.93	\$211.69
	Total Thru Nov		395	\$23,605	\$60,012	\$83,618
	<b>Current Period</b>					
	Jan	2025	38	\$2,394	\$5,845	\$8,239
	Feb	2025	38	\$2,394	\$5,845	\$8,239
	Mar	2025	39	\$2,457	\$5,999	\$8,456
	Apr	2025	40	\$2,520	\$6,152	\$8,672
	May	2025	40	\$2,520	\$6,152	\$8,672
	Jun	2025	38	\$2,394	\$5,845	\$8,239
	Jul	2025	38	\$2,394	\$5,845	\$8,239
	Aug	2025	42	\$2,646	\$6,460	\$9,106
	Sep	2025	42	\$2,646	\$6,460	\$9,106
Oct	2025	41	\$2,583	\$6,306	\$8,889	
Nov	2025	40	\$2,520	\$6,152	\$8,672	
Dec	2025					
<b>Total Thru Nov</b>		<b>436</b>	<b>\$27,468</b>	<b>\$67,061</b>	<b>\$94,529</b>	
Average / PEPM		40	\$63.00	\$153.81	\$216.81	



Medical large claims

## Medical large claims

Large Claims Detail through November 2025				
Claimant Information / Diagnosis	Claimant Type	Plan	Claim Amount	Amount > Deductible
Acute myeloid leukemia with multilineage dysplasia, not having achieved remission		Personal Option	\$493,597	\$243,597
Unspecified psychosis not due to a substance or known physiological condition		Personal Option	\$360,340	\$110,340
Nontraumatic subdural hemorrhage		Open Option	\$357,965	\$107,965
Portal hypertension		Open Option	\$319,101	\$69,101
RX - QINLOCK		Open Option	\$313,509	\$63,509
Malignant neoplasm of cardia		Open Option	\$308,851	\$58,851
Nonrheumatic aortic (valve) stenosis with insufficiency		Open Option	\$270,335	\$20,335
Encounter for antineoplastic immunotherapy		Open Option	\$266,796	\$16,796
RX - RADICAVA ORS		Open Option	\$249,578	
Bicuspid aortic valve		Personal Option	\$230,049	
Nonrheumatic mitral (valve) insufficiency		Open Option	\$211,692	
RX - OTEZLA		Open Option	\$209,327	
Twin liveborn infant, delivered vaginally		Open Option	\$201,855	
Single liveborn infant, delivered vaginally		Open Option	\$199,679	
Encounter for antineoplastic chemotherapy		Personal Option	\$198,286	
Malignant neoplasm of upper-inner quadrant of left female breast		Open Option	\$187,136	
Twin liveborn infant, delivered vaginally		Open Option	\$183,101	
Infection following a procedure, superficial incisional surgical site		Open Option	\$165,206	
RX - MAVENCLAD		Open Option	\$156,757	
Infection and inflammatory reaction due to other internal joint prosthesis		Open Option	\$153,052	
RX - SKYRIZI ON-BODY		Open Option	\$139,075	
Malignant neoplasm of overlapping sites of colon		Open Option	\$138,838	
RX - STELARA		Open Option	\$138,821	
RX - SKYRIZI ON-BODY		Open Option	\$133,846	
RX - TIVICAY		Personal Option	\$129,905	
Polyneuropathy		Personal Option	\$124,950	
Bipolar disorder, current episode manic severe with psychotic features		Open Option	\$123,521	
RX - STELARA		Open Option	\$119,938	
RX - HUMIRA(CF) PEN		Open Option	\$118,889	
Other persistent atrial fibrillation		Open Option	\$116,800	
Spondylolisthesis, lumbar region		Personal Option	\$115,571	
Unilateral primary osteoarthritis, left knee		Personal Option	\$112,323	
Paroxysmal atrial fibrillation		Personal Option	\$112,068	
RX - EPIDIOLEX		Personal Option	\$111,725	
Compression of brain		Open Option	\$105,597	
RX - BIKTARVY		Personal Option	\$105,458	
Crohn's disease of large intestine with other complication		Open Option	\$104,928	
Malignant neoplasm of overlapping sites of colon		Open Option	\$98,872	
RX - VUMERITY		Open Option	\$98,461	
RX - ENBREL SURECLICK		Open Option	\$93,287	
<b>Stop Loss Reimbursement Earned</b>			<b>Total</b>	<b>\$690,495</b>



Total dental



### Average enrollment

	Prior	Current
EE Only	260	279
EE + Spouse	214	218
EE + Child(ren)	101	102
EE + Family	466	478

### Gross plan cost vs gross budget

● budget ● actual ● under ● over



### PEPM claims

● most recent ● prior ● lowest month ● highest month



# Total dental — YTD Dec 2025 — summary (cost vs budget)

Period	Month	Enrollment	Claims	Total			Loss Ratio		Plan Cost
		EEs	Gross Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative	PEPM
<b>Prior Period</b>									
Jan	2024	1,022	\$88,277	\$6,939	\$95,216	\$157,598	60.4%	60.4%	\$93.17
Feb	2024	1,028	\$173,728	\$6,980	\$180,708	\$157,675	114.6%	87.5%	\$175.79
Mar	2024	1,025	\$128,670	\$6,960	\$135,630	\$157,538	86.1%	87.0%	\$132.32
Apr	2024	1,028	\$141,691	\$6,980	\$148,671	\$158,500	93.8%	88.7%	\$144.62
May	2024	1,036	\$189,050	\$7,034	\$196,084	\$159,457	123.0%	95.6%	\$189.27
Jun	2024	1,042	\$119,647	\$7,075	\$126,722	\$159,763	79.3%	92.9%	\$121.61
Jul	2024	1,046	\$137,529	\$7,102	\$144,631	\$160,601	90.1%	92.5%	\$138.27
Aug	2024	1,045	\$269,590	\$7,096	\$276,685	\$160,417	172.5%	102.6%	\$264.77
Sep	2024	1,044	\$89,533	\$7,089	\$96,622	\$160,490	60.2%	97.8%	\$92.55
Oct	2024	1,054	\$138,365	\$7,157	\$145,522	\$161,919	89.9%	97.0%	\$138.07
Nov	2024	1,052	\$184,155	\$7,143	\$191,298	\$161,507	118.4%	99.0%	\$181.84
Dec	2024	1,062	\$154,001	\$7,211	\$161,212	\$162,769	99.0%	99.0%	\$151.80
<b>Total</b>		<b>12,484</b>	<b>\$1,814,236</b>	<b>\$84,766</b>	<b>\$1,899,002</b>	<b>\$1,918,234</b>	<b>99.0%</b>	<b>99.0%</b>	<b>\$152.11</b>
Average / PEPM		1,040	\$145.32	\$6.79	\$152.11	\$153.66			
Total Thru Dec		12,484	\$1,814,236	\$84,766	\$1,899,002	\$1,918,234	99.0%	99.0%	\$152.11
<b>Current Period</b>									
Jan	2025	1,067	\$88,159	\$7,352	\$95,511	\$164,078	58.2%	58.2%	\$89.51
Feb	2025	1,071	\$215,578	\$7,379	\$222,958	\$164,345	135.7%	97.0%	\$208.18
Mar	2025	1,064	\$214,091	\$7,331	\$221,421	\$163,179	135.7%	109.8%	\$208.10
Apr	2025	1,068	\$121,563	\$7,359	\$128,922	\$163,994	78.6%	102.0%	\$120.71
May	2025	1,074	\$185,887	\$7,400	\$193,287	\$163,989	117.9%	105.2%	\$179.97
Jun	2025	1,079	\$140,388	\$7,434	\$147,822	\$165,354	89.4%	102.5%	\$137.00
Jul	2025	1,071	\$169,174	\$7,379	\$176,553	\$163,942	107.7%	103.3%	\$164.85
Aug	2025	1,079	\$140,021	\$7,434	\$147,455	\$164,702	89.5%	101.5%	\$136.66
Sep	2025	1,079	\$131,882	\$7,434	\$139,316	\$164,980	84.4%	99.6%	\$129.12
Oct	2025	1,089	\$176,662	\$7,503	\$184,165	\$166,421	110.7%	100.8%	\$169.11
Nov	2025	1,088	\$176,796	\$7,496	\$184,292	\$166,267	110.8%	101.7%	\$169.39
Dec	2025	1,088	\$137,413	\$7,496	\$144,910	\$166,177	87.2%	100.5%	\$133.19
<b>Total Thru Dec</b>		<b>12,917</b>	<b>\$1,897,613</b>	<b>\$88,998</b>	<b>\$1,986,611</b>	<b>\$1,977,428</b>	<b>100.5%</b>	<b>100.5%</b>	<b>\$153.80</b>
Average / PEPM		1,076	\$146.91	\$6.89	\$153.80	\$153.09			
Prior Rolling 12		12,484	\$1,814,236	\$84,766	\$1,899,002	\$1,918,234	99.0%	99.0%	\$152.11
Current Rolling 12		12,917	\$1,897,613	\$88,998	\$1,986,611	\$1,977,428	100.5%	100.5%	\$153.80
Change		433	\$83,378	\$4,232	\$87,609	\$59,194			\$1.68
% Change		3.5%	4.6%	5.0%	4.6%	3.1%	1.5 pts	1.5 pts	1.1%

Budget Summary



Dental by plan

## GC - Incentive Plan — summary (cost vs budget)

	Period		Enrollment	Claims	Total			Loss Ratio		Plan Cost
	Month		EEs	Gross Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative	PEPM
Budget Summary	<b>Prior Period</b>									
	Jan	2024	447	\$41,634	\$3,035	\$44,669	\$74,765	59.7%	59.7%	\$99.93
	Feb	2024	450	\$89,005	\$3,056	\$92,060	\$74,684	123.3%	91.5%	\$204.58
	Mar	2024	445	\$67,282	\$3,022	\$70,304	\$74,275	94.7%	92.5%	\$157.99
	Apr	2024	446	\$70,436	\$3,028	\$73,464	\$74,658	98.4%	94.0%	\$164.72
	May	2024	448	\$85,775	\$3,042	\$88,817	\$74,836	118.7%	99.0%	\$198.25
	Jun	2024	451	\$52,661	\$3,062	\$55,723	\$75,031	74.3%	94.8%	\$123.55
	Jul	2024	457	\$62,502	\$3,103	\$65,605	\$76,045	86.3%	93.6%	\$143.56
	Aug	2024	457	\$111,272	\$3,103	\$114,375	\$75,917	150.7%	100.8%	\$250.27
	Sep	2024	458	\$37,047	\$3,110	\$40,157	\$76,264	52.7%	95.4%	\$87.68
	Oct	2024	460	\$58,987	\$3,123	\$62,111	\$76,938	80.7%	93.9%	\$135.02
	Nov	2024	461	\$81,967	\$3,130	\$85,097	\$77,155	110.3%	95.4%	\$184.59
	Dec	2024	466	\$68,102	\$3,164	\$71,266	\$78,022	91.3%	95.1%	\$152.93
	<b>Total</b>		<b>5,446</b>	<b>\$826,669</b>	<b>\$36,978</b>	<b>\$863,647</b>	<b>\$908,590</b>	<b>95.1%</b>	<b>95.1%</b>	<b>\$158.58</b>
	Average / PEPM		454	\$151.79	\$6.79	\$158.58	\$166.84			
	Total Thru Dec		5,446	\$826,669	\$36,978	\$863,647	\$908,590	95.1%	95.1%	\$158.58
	<b>Current Period</b>									
	Jan	2025	462	\$45,023	\$3,183	\$48,206	\$77,886	61.9%	61.9%	\$104.34
	Feb	2025	464	\$103,363	\$3,197	\$106,560	\$78,120	136.4%	99.2%	\$229.66
	Mar	2025	460	\$114,193	\$3,169	\$117,363	\$77,268	151.9%	116.7%	\$255.14
	Apr	2025	467	\$50,161	\$3,218	\$53,379	\$78,277	68.2%	104.5%	\$114.30
	May	2025	465	\$91,767	\$3,204	\$94,971	\$77,677	122.3%	108.0%	\$204.24
	Jun	2025	465	\$54,031	\$3,204	\$57,235	\$77,985	73.4%	102.2%	\$123.09
	Jul	2025	463	\$75,185	\$3,190	\$78,375	\$77,313	101.4%	102.1%	\$169.28
	Aug	2025	465	\$58,372	\$3,204	\$61,575	\$77,563	79.4%	99.3%	\$132.42
Sep	2025	461	\$60,857	\$3,176	\$64,033	\$77,333	82.8%	97.5%	\$138.90	
Oct	2025	463	\$82,738	\$3,190	\$85,928	\$77,493	110.9%	98.8%	\$185.59	
Nov	2025	464	\$74,511	\$3,197	\$77,708	\$77,622	100.1%	98.9%	\$167.47	
Dec	2025	463	\$58,706	\$3,190	\$61,896	\$77,569	79.8%	97.3%	\$133.68	
<b>Total Thru Dec</b>		<b>5,562</b>	<b>\$868,907</b>	<b>\$38,322</b>	<b>\$907,229</b>	<b>\$932,106</b>	<b>97.3%</b>	<b>97.3%</b>	<b>\$163.11</b>	
Average / PEPM		464	\$156.22	\$6.89	\$163.11	\$167.58				
Prior Rolling 12		5,446	\$826,669	\$36,978	\$863,647	\$908,590	95.1%	95.1%	\$158.58	
Current Rolling 12		5,562	\$868,907	\$38,322	\$907,229	\$932,106	97.3%	97.3%	\$163.11	
Change		116	\$42,239	\$1,344	\$43,582	\$23,516			\$4.53	
% Change		2.1%	5.1%	3.6%	5.0%	2.6%	2.3 pts	2.3 pts	2.9%	

## GC - Preventive Plan — summary (cost vs budget)

Period	Enrollment	Claims	Total			Loss Ratio		Plan Cost	
			Month	EEs	Gross Paid Claims	Fixed Costs	Gross Plan Cost		Gross Budget
<b>Prior Period</b>									
Jan	2024	527	\$44,691	\$3,578	\$48,269	\$80,069	60.3%	60.3%	\$91.59
Feb	2024	530	\$81,947	\$3,599	\$85,546	\$80,227	106.6%	83.5%	\$161.41
Mar	2024	532	\$60,243	\$3,612	\$63,855	\$80,499	79.3%	82.1%	\$120.03
Apr	2024	534	\$69,808	\$3,626	\$73,433	\$81,078	90.6%	84.2%	\$137.52
May	2024	540	\$101,260	\$3,667	\$104,927	\$81,857	128.2%	93.1%	\$194.31
Jun	2024	543	\$64,932	\$3,687	\$68,619	\$81,980	83.7%	91.5%	\$126.37
Jul	2024	543	\$72,939	\$3,687	\$76,626	\$81,866	93.6%	91.8%	\$141.12
Aug	2024	542	\$154,827	\$3,680	\$158,507	\$81,798	193.8%	104.7%	\$292.45
Sep	2024	540	\$50,098	\$3,667	\$53,765	\$81,524	65.9%	100.4%	\$99.56
Oct	2024	548	\$78,150	\$3,721	\$81,871	\$82,279	99.5%	100.3%	\$149.40
Nov	2024	544	\$98,646	\$3,694	\$102,339	\$81,619	125.4%	102.6%	\$188.12
Dec	2024	549	\$82,510	\$3,728	\$86,238	\$82,014	105.2%	102.8%	\$157.08
<b>Total</b>		<b>6,472</b>	<b>\$960,051</b>	<b>\$43,945</b>	<b>\$1,003,996</b>	<b>\$976,810</b>	<b>102.8%</b>	<b>102.8%</b>	<b>\$155.13</b>
Average / PEPM		539	\$148.34	\$6.79	\$155.13	\$150.93			
Total Thru Dec		6,472	\$960,051	\$43,945	\$1,003,996	\$976,810	102.8%	102.8%	\$155.13
<b>Current Period</b>									
Jan	2025	559	\$41,846	\$3,852	\$45,697	\$83,508	54.7%	54.7%	\$81.75
Feb	2025	560	\$111,604	\$3,858	\$115,463	\$83,510	138.3%	96.5%	\$206.18
Mar	2025	557	\$95,177	\$3,838	\$99,014	\$83,196	119.0%	104.0%	\$177.76
Apr	2025	555	\$69,171	\$3,824	\$72,995	\$83,075	87.9%	100.0%	\$131.52
May	2025	562	\$93,320	\$3,872	\$97,192	\$83,639	116.2%	103.2%	\$172.94
Jun	2025	567	\$84,388	\$3,907	\$88,295	\$84,696	104.2%	103.4%	\$155.72
Jul	2025	562	\$91,894	\$3,872	\$95,766	\$84,029	114.0%	104.9%	\$170.40
Aug	2025	568	\$80,022	\$3,914	\$83,935	\$84,569	99.3%	104.2%	\$147.77
Sep	2025	571	\$69,134	\$3,934	\$73,068	\$85,034	85.9%	102.1%	\$127.97
Oct	2025	580	\$87,683	\$3,996	\$91,679	\$86,346	106.2%	102.6%	\$158.07
Nov	2025	578	\$100,783	\$3,982	\$104,766	\$86,063	121.7%	104.3%	\$181.26
Dec	2025	579	\$77,590	\$3,989	\$81,579	\$86,026	94.8%	103.5%	\$140.90
<b>Total Thru Dec</b>		<b>6,798</b>	<b>\$1,002,611</b>	<b>\$46,838</b>	<b>\$1,049,449</b>	<b>\$1,013,691</b>	<b>103.5%</b>	<b>103.5%</b>	<b>\$154.38</b>
Average / PEPM		567	\$147.49	\$6.89	\$154.38	\$149.12			
Prior Rolling 12		6,472	\$960,051	\$43,945	\$1,003,996	\$976,810	102.8%	102.8%	\$155.13
Current Rolling 12		6,798	\$1,002,611	\$46,838	\$1,049,449	\$1,013,691	103.5%	103.5%	\$154.38
Change		326	\$42,560	\$2,893	\$45,453	\$36,881			(\$0.75)
% Change		5.0%	4.4%	6.6%	4.5%	3.8%	0.7 pts	0.7 pts	-0.5%

Budget Summary

## GC - Constant Plan — summary (cost vs budget)

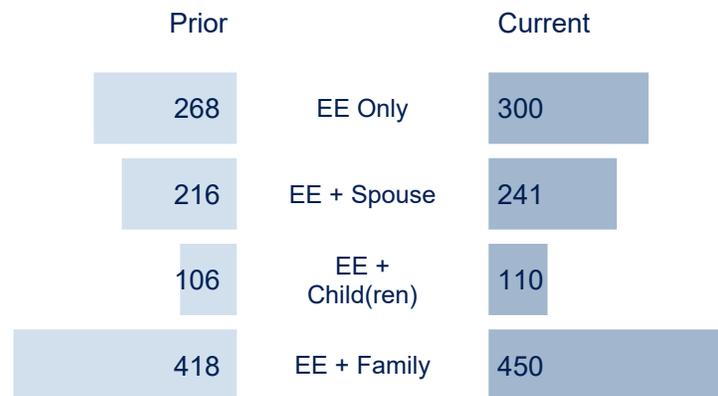
	Period		Enrollment	Claims	Total		Loss Ratio		Plan Cost	
	Month		EEs	Gross Paid Claims	Fixed Costs	Gross Plan Cost	Gross Budget	Plan Cost / Budget	Cumulative	PEPM
Budget Summary	<b>Prior Period</b>									
	Jan	2024	48	\$1,952	\$326	\$2,278	\$2,764	82.4%	82.4%	\$47.46
	Feb	2024	48	\$2,776	\$326	\$3,102	\$2,764	112.2%	97.3%	\$64.62
	Mar	2024	48	\$1,145	\$326	\$1,471	\$2,764	53.2%	82.6%	\$30.64
	Apr	2024	48	\$1,447	\$326	\$1,773	\$2,764	64.2%	78.0%	\$36.94
	May	2024	48	\$2,015	\$326	\$2,341	\$2,764	84.7%	79.3%	\$48.77
	Jun	2024	48	\$2,055	\$326	\$2,381	\$2,752	86.5%	80.5%	\$49.60
	Jul	2024	46	\$2,088	\$312	\$2,400	\$2,690	89.2%	81.7%	\$52.17
	Aug	2024	46	\$3,491	\$312	\$3,803	\$2,702	140.7%	89.0%	\$82.67
	Sep	2024	46	\$2,388	\$312	\$2,700	\$2,702	99.9%	90.2%	\$58.71
	Oct	2024	46	\$1,229	\$312	\$1,541	\$2,702	57.0%	86.9%	\$33.50
	Nov	2024	47	\$3,543	\$319	\$3,862	\$2,733	141.3%	91.9%	\$82.17
	Dec	2024	47	\$3,389	\$319	\$3,708	\$2,733	135.7%	95.5%	\$78.89
	<b>Total</b>		<b>566</b>	<b>\$27,516</b>	<b>\$3,843</b>	<b>\$31,359</b>	<b>\$32,834</b>	<b>95.5%</b>	<b>95.5%</b>	<b>\$55.40</b>
	Average / PEPM		47	\$48.61	\$6.79	\$55.40	\$58.01			
Total Thru Dec		566	\$27,516	\$3,843	\$31,359	\$32,834	95.5%	95.5%	\$55.40	
Budget Summary	<b>Current Period</b>									
	Jan	2025	46	\$1,291	\$317	\$1,608	\$2,684	59.9%	59.9%	\$34.96
	Feb	2025	47	\$611	\$324	\$935	\$2,715	34.4%	47.1%	\$19.89
	Mar	2025	47	\$4,721	\$324	\$5,045	\$2,715	185.8%	93.5%	\$107.33
	Apr	2025	46	\$2,231	\$317	\$2,548	\$2,642	96.5%	94.2%	\$55.40
	May	2025	47	\$800	\$324	\$1,124	\$2,673	42.0%	83.8%	\$23.91
	Jun	2025	47	\$1,969	\$324	\$2,292	\$2,673	85.8%	84.2%	\$48.77
	Jul	2025	46	\$2,095	\$317	\$2,412	\$2,600	92.8%	85.4%	\$52.44
	Aug	2025	46	\$1,627	\$317	\$1,944	\$2,570	75.7%	84.2%	\$42.27
	Sep	2025	47	\$1,891	\$324	\$2,215	\$2,613	84.8%	84.2%	\$47.12
	Oct	2025	46	\$6,241	\$317	\$6,557	\$2,582	254.0%	100.8%	\$142.55
	Nov	2025	46	\$1,501	\$317	\$1,818	\$2,582	70.4%	98.1%	\$39.52
	Dec	2025	46	\$1,118	\$317	\$1,435	\$2,582	55.6%	94.6%	\$31.19
	<b>Total Thru Dec</b>		<b>557</b>	<b>\$26,095</b>	<b>\$3,838</b>	<b>\$29,933</b>	<b>\$31,631</b>	<b>94.6%</b>	<b>94.6%</b>	<b>\$53.74</b>
	Average / PEPM		46	\$46.85	\$6.89	\$53.74	\$56.79			
Prior Rolling 12		566	\$27,516	\$3,843	\$31,359	\$32,834	95.5%	95.5%	\$55.40	
Current Rolling 12		557	\$26,095	\$3,838	\$29,933	\$31,631	94.6%	94.6%	\$53.74	
Change		(9)	(\$1,421)	(\$5)	(\$1,426)	(\$1,203)			(\$1.67)	
% Change		-1.6%	-5.2%	-0.1%	-4.5%	-3.7%	-0.9 pts	-0.9 pts	-3.0%	



Total vision



### Average enrollment



### Paid claims PEPM

**-8.4%**  
\$13  
prior YTD  
\$14

### Paid claims

**+0.1%**  
\$168.6k  
prior YTD  
\$168.5k

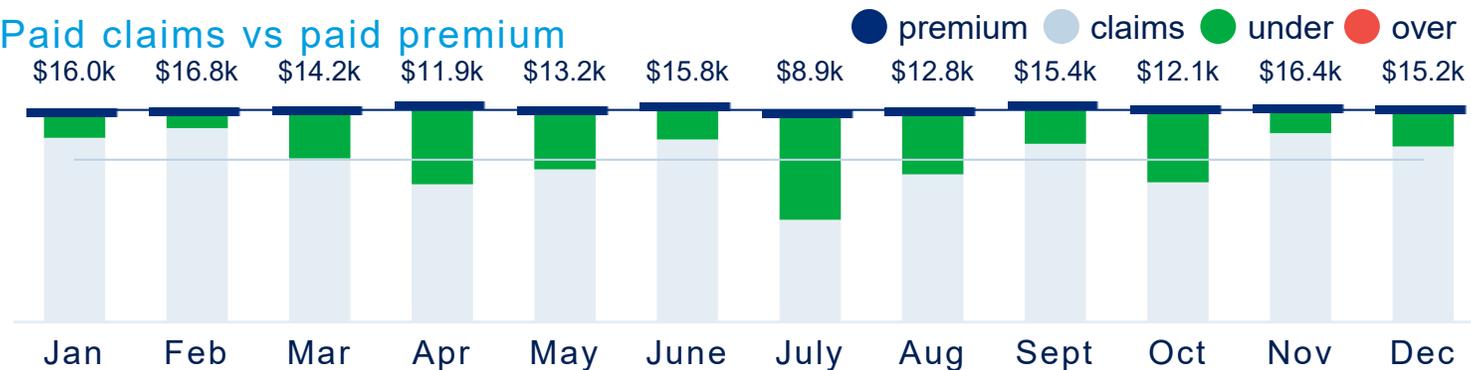
### Paid premium PEPM

**-0.1%**  
\$17  
prior YTD  
\$17

### Paid premium

**+9.1%**  
\$220.3k  
prior YTD  
\$201.9k

### Paid claims vs paid premium



### Employees

**+9.3%**  
1,101  
prior YTD  
1,008

### PEPM claims



## Total vision — YTD Dec 2025 — plan summary (claims vs premium)

Period	Enrollment	Total		Loss Ratio		Claims
		Month	EEs	Paid Claims	Paid Premium	Claims / Premium
<b>Prior Period</b>						
Jan 2024	981	\$19,371	\$16,624	116.5%	116.5%	\$19.75
Feb 2024	984	\$15,989	\$16,432	97.3%	107.0%	\$16.25
Mar 2024	988	\$13,774	\$16,519	83.4%	99.1%	\$13.94
Apr 2024	992	\$17,642	\$16,681	105.8%	100.8%	\$17.78
May 2024	1,002	\$9,796	\$16,764	58.4%	92.2%	\$9.78
Jun 2024	1,008	\$10,207	\$17,034	59.9%	86.7%	\$10.13
Jul 2024	1,021	\$14,723	\$16,835	87.5%	86.8%	\$14.42
Aug 2024	1,012	\$12,236	\$16,806	72.8%	85.1%	\$12.09
Sep 2024	1,020	\$14,093	\$17,144	82.2%	84.7%	\$13.82
Oct 2024	1,024	\$11,720	\$16,907	69.3%	83.2%	\$11.45
Nov 2024	1,028	\$12,560	\$16,987	73.9%	82.3%	\$12.22
Dec 2024	1,032	\$16,386	\$17,141	95.6%	83.5%	\$15.88
<b>Total</b>	<b>12,092</b>	<b>\$168,497</b>	<b>\$201,874</b>	<b>83.5%</b>	<b>83.5%</b>	<b>\$13.93</b>
Average / PEPM	1,008	\$13.93	\$16.69			
Total Thru Dec	12,092	\$168,497	\$201,874	83.5%	83.5%	\$13.93
<b>Current Period</b>						
Jan 2025	1,110	\$15,966	\$18,127	88.1%	88.1%	\$14.38
Feb 2025	1,108	\$16,778	\$18,187	92.3%	90.2%	\$15.14
Mar 2025	1,098	\$14,166	\$18,254	77.6%	86.0%	\$12.90
Apr 2025	1,096	\$11,933	\$18,691	63.8%	80.3%	\$10.89
May 2025	1,110	\$13,224	\$18,309	72.2%	78.7%	\$11.91
Jun 2025	1,095	\$15,819	\$18,621	85.0%	79.8%	\$14.45
Jul 2025	1,086	\$8,857	\$18,052	49.1%	75.4%	\$8.16
Aug 2025	1,094	\$12,781	\$18,161	70.4%	74.8%	\$11.68
Sep 2025	1,099	\$15,448	\$18,752	82.4%	75.7%	\$14.06
Oct 2025	1,106	\$12,094	\$18,356	65.9%	74.7%	\$10.93
Nov 2025	1,105	\$16,355	\$18,440	88.7%	76.0%	\$14.80
Dec 2025	1,109	\$15,209	\$18,371	82.8%	76.5%	\$13.71
<b>Total Thru Dec</b>	<b>13,216</b>	<b>\$168,630</b>	<b>\$220,321</b>	<b>76.5%</b>	<b>76.5%</b>	<b>\$12.76</b>
Average / PEPM	1,101	\$12.76	\$16.67			
Thru Dec Change	1,124	\$133	\$18,447			(\$1.18)
Thru Dec % Change	9.3%	0.1%	9.1%	-6.9 pts	-6.9 pts	-8.4%
Prior Rolling 12	12,092	\$168,497	\$201,874	83.5%	83.5%	\$13.93
Current Rolling 12	13,216	\$168,630	\$220,321	76.5%	76.5%	\$12.76
Change	1,124	\$133	\$18,447			(\$1.18)
% Change	9.3%	0.1%	9.1%	-6.9 pts	-6.9 pts	-8.4%

Experience Summary



Vision by classes

## Active/COBRA — plan summary (claims vs premium)

	Period	Enrollment	Total		Loss Ratio		Claims
	Month	EEs	Paid Claims	Paid Premium	Claims / Premium	Cumulative	PEPM
Experience Summary	<b>Prior Period</b>						
	Jan 2024	923	\$18,196	\$16,009	113.7%	113.7%	\$19.71
	Feb 2024	926	\$15,076	\$15,817	95.3%	104.5%	\$16.28
	Mar 2024	930	\$13,228	\$15,904	83.2%	97.4%	\$14.22
	Apr 2024	934	\$16,776	\$16,066	104.4%	99.2%	\$17.96
	May 2024	944	\$9,160	\$16,149	56.7%	90.6%	\$9.70
	Jun 2024	949	\$9,719	\$16,412	59.2%	85.3%	\$10.24
	Jul 2024	961	\$14,000	\$16,219	86.3%	85.4%	\$14.57
	Aug 2024	954	\$11,535	\$16,205	71.2%	83.6%	\$12.09
	Sep 2024	962	\$13,201	\$16,510	80.0%	83.2%	\$13.72
	Oct 2024	967	\$11,531	\$16,270	70.9%	82.0%	\$11.92
	Nov 2024	969	\$12,014	\$16,322	73.6%	81.2%	\$12.40
	Dec 2024	972	\$15,451	\$16,476	93.8%	82.3%	\$15.90
	<b>Total</b>	<b>11,391</b>	<b>\$159,887</b>	<b>\$194,359</b>	<b>82.3%</b>	<b>82.3%</b>	<b>\$14.04</b>
	Average / PEPM	949	\$14.04	\$17.06			
	Total Thru Dec	11,391	\$159,887	\$194,359	82.3%	82.3%	\$14.04
	<b>Current Period</b>						
	Jan 2025	1,050	\$14,482	\$17,406	83.2%	83.2%	\$13.79
	Feb 2025	1,045	\$15,912	\$17,463	91.1%	87.2%	\$15.23
	Mar 2025	1,038	\$13,165	\$17,516	75.2%	83.2%	\$12.68
	Apr 2025	1,035	\$11,215	\$17,924	62.6%	77.9%	\$10.84
	May 2025	1,047	\$12,465	\$17,557	71.0%	76.5%	\$11.91
	Jun 2025	1,033	\$14,982	\$17,883	83.8%	77.8%	\$14.50
	Jul 2025	1,024	\$8,437	\$17,292	48.8%	73.7%	\$8.24
	Aug 2025	1,028	\$11,766	\$17,380	67.7%	72.9%	\$11.45
Sep 2025	1,032	\$13,494	\$17,985	75.0%	73.2%	\$13.08	
Oct 2025	1,042	\$11,333	\$17,611	64.4%	72.3%	\$10.88	
Nov 2025	1,043	\$14,338	\$17,695	81.0%	73.1%	\$13.75	
Dec 2025	1,049	\$14,452	\$17,640	81.9%	73.8%	\$13.78	
<b>Total Thru Dec</b>	<b>12,466</b>	<b>\$156,041</b>	<b>\$211,352</b>	<b>73.8%</b>	<b>73.8%</b>	<b>\$12.52</b>	
Average / PEPM	1,039	\$12.52	\$16.95				
Thru Dec Change	1,075	(\$3,846)	\$16,993			(\$1.52)	
Thru Dec % Change	9.4%	-2.4%	8.7%	-8.4 pts	-8.4 pts	-10.8%	
Prior Rolling 12	11,391	\$159,887	\$194,359	82.3%	82.3%	\$14.04	
Current Rolling 12	12,466	\$156,041	\$211,352	73.8%	73.8%	\$12.52	
Change	1,075	(\$3,846)	\$16,993			(\$1.52)	
% Change	9.4%	-2.4%	8.7%	-8.4 pts	-8.4 pts	-10.8%	

## Retiree — plan summary (claims vs premium)

Period	Enrollment EEs	Total		Loss Ratio		Claims
		Month	Paid Claims	Paid Premium	Claims / Premium	Cumulative
<b>Prior Period</b>						
Jan 2024	58	\$1,175	\$615	191.1%	191.1%	\$20.26
Feb 2024	58	\$913	\$615	148.5%	169.8%	\$15.74
Mar 2024	58	\$546	\$615	88.8%	142.8%	\$9.41
Apr 2024	58	\$866	\$615	140.8%	142.3%	\$14.93
May 2024	58	\$636	\$615	103.4%	134.5%	\$10.97
Jun 2024	59	\$488	\$622	78.5%	125.1%	\$8.27
Jul 2024	60	\$723	\$616	117.4%	124.0%	\$12.05
Aug 2024	58	\$701	\$601	116.6%	123.1%	\$12.09
Sep 2024	58	\$892	\$634	140.7%	125.1%	\$15.38
Oct 2024	57	\$189	\$637	29.7%	115.3%	\$3.32
Nov 2024	59	\$546	\$665	82.1%	112.0%	\$9.25
Dec 2024	60	\$935	\$665	140.6%	114.6%	\$15.58
<b>Total</b>	<b>701</b>	<b>\$8,610</b>	<b>\$7,515</b>	<b>114.6%</b>	<b>114.6%</b>	<b>\$12.28</b>
Average / PEPM	58	\$12.28	\$10.72			
Total Thru Dec	701	\$8,610	\$7,515	114.6%	114.6%	\$12.28
<b>Current Period</b>						
Jan 2025	60	\$1,484	\$721	205.8%	205.8%	\$24.73
Feb 2025	63	\$866	\$724	119.6%	162.6%	\$13.75
Mar 2025	60	\$1,001	\$738	135.6%	153.5%	\$16.68
Apr 2025	61	\$718	\$767	93.6%	137.9%	\$11.77
May 2025	63	\$759	\$752	100.9%	130.4%	\$12.05
Jun 2025	62	\$837	\$738	113.4%	127.6%	\$13.50
Jul 2025	62	\$420	\$760	55.3%	117.0%	\$6.77
Aug 2025	66	\$1,015	\$781	130.0%	118.7%	\$15.38
Sep 2025	67	\$1,954	\$767	254.8%	134.2%	\$29.16
Oct 2025	64	\$761	\$745	102.1%	131.0%	\$11.89
Nov 2025	62	\$2,017	\$745	270.7%	143.6%	\$32.53
Dec 2025	60	\$757	\$731	103.6%	140.4%	\$12.62
<b>Total Thru Dec</b>	<b>750</b>	<b>\$12,589</b>	<b>\$8,969</b>	<b>140.4%</b>	<b>140.4%</b>	<b>\$16.79</b>
Average / PEPM	63	\$16.79	\$11.96			
Thru Dec Change	49	\$3,979	\$1,454			\$4.50
Thru Dec % Change	7.0%	46.2%	19.3%	25.8 pts	25.8 pts	36.7%
Prior Rolling 12	701	\$8,610	\$7,515	114.6%	114.6%	\$12.28
Current Rolling 12	750	\$12,589	\$8,969	140.4%	140.4%	\$16.79
Change	49	\$3,979	\$1,454			\$4.50
% Change	7.0%	46.2%	19.3%	25.8 pts	25.8 pts	36.7%

Experience Summary



Assumptions and caveats

## Assumptions and caveats

### Medical

- Claims are being reported on a paid basis.
- Paid claims information is mature.
- Medical claim and large claim data provided by Providence.
- Pharmacy claims and rebate data provided by Providence.
- Medical enrollment data provided by Providence.
- Pharmacy enrollment data provided by Providence.
- Specific stop loss reimbursement information estimated based off large claims reporting provided by Providence.
- Specific stop loss reimbursements do not necessarily correspond to actual reimbursement by the stop loss vendor.

### Dental

- Claims are being reported on a paid basis.
- Paid claims information is mature.
- Claim data provided by Delta Dental.
- Enrollment data provided by Delta Dental.

### Vision

- Claims are being reported on a paid basis.
- Paid claims information is mature.
- Vision plan premium, claims, and enrollment data provided by VSP

### General

- All charts and graphs depict past performance and should not be interpreted as a prediction of future performance.
- Refer to additional assumptions listed on the rates and factors page.

## Assumptions and caveats

All estimates based upon the information available at a point in time, and are subject to unforeseen and random events. Therefore, any projection must be interpreted as having a likely range of variability from the estimate. Any estimate or projection may not be used or relied upon by any other party or for any other purpose than for which it was issued by Mercer. Mercer is not responsible for the consequences of any unauthorized use.

### Terminology definitions:

- Adjusted Paid Claims = Paid claims totals that have been adjusted for stop loss reimbursements, Rx rebates, or any other adjustments that impact the plan sponsor's claim liability.
- Fixed Costs = any plan costs that are based on a fixed "rate" per covered Employee or Member, such as administrative fees and stop loss coverage.
- Gross Plan Cost = Adjusted Paid Claims + Fixed Costs.
- Gross Budget = sum of monthly budget rates (expected total plan cost per Employee prior to Employee premium contributions) multiplied by monthly enrollment for a given time period.
- Loss Ratio = Gross Plan Cost divided by Gross Budget.
- PEPM = per Employee per month.
- Surplus/Deficit = difference between Gross Plan Cost and Gross Budget (surplus occurs when Loss Ratio is less than 100%, and deficit occurs when Loss Ratio is greater than 100%).

### Please note:

The loss ratios illustrated throughout this report compare actual cost to budget. The budget calculations are based off the monthly budget rates (or a similar equivalent) for the timeframe and corresponding monthly enrollment. These budget rates are typically the same for each month. Please be aware that most plans exhibit seasonality, where claims vary across the year due to the cyclical nature of utilization patterns and the effects of the plan design itself. It is critical to note that plans with higher deductibles generally tend to exhibit the effects of seasonality in a more exaggerated manner: lower claim payment patterns earlier in the year when members are in the deductible phase of the design and higher claims levels towards the end of the year when the plan is paying a higher portion of the cost. Given this, any assumptions related to the loss ratio to date should be viewed within the appropriate context.

We are leaders in risk, strategy and people. One company, with four global businesses, united by a shared purpose to build the confidence to thrive through the power of perspective.