



2024 Summary of Plan Rates

Early Retirees

Employer Contributions

The Shops offers a comprehensive benefits package to support the health and welfare of our retirees and their dependents. Below you will find the dollar amount The Shops contributes to the overall cost of your medical, dental, and vision health benefits.

Employer Contributions	
Employee Status	Monthly Contribution
Employee Only	\$718.30
Employee + One	\$1,476.50
Employee + Family	\$2,107.10

Plan Options

The following plans are available to all benefited early retirees.

Medical	Dental	Vision
Kaiser HMO	Delta Dental HMO	VSP
Anthem Blue Cross HMO Select	Delta Dental PPO	
Anthem Blue Cross HMO CA Care		
Anthem Blue Cross PPO		

Plan Rates

The plan options listed above are available at the following plan rates. To estimate your monthly out-of-pocket benefit cost, add your selections together and subtract the employer contribution amount that applies to you.

Medical

Employee Status	Kaiser HMO \$15 Copay	Anthem HMO Select \$15 Copay	Anthem HMO CA Care \$20 Copay	Anthem PPO \$20 Copay
Employee Only	\$689.00	\$712.00	\$782.00	\$976.00
Employee + One	\$1,428.00	\$1,423.00	\$1,564.00	\$1,956.00
Employee + Family	\$2,032.00	\$2,015.00	\$2,215.00	\$2,767.00

Dental

Employee Status	Delta Dental HMO	Delta Dental PPO
Employee Only	\$19.40	\$41.50
Employee + One	\$34.60	\$82.90
Employee + Family	\$51.00	\$128.30

Vision

Employee Status	VSP
Employee Only	\$9.90
Employee + One	\$13.90
Employee + Family	\$24.10