

WEC

Highmark Multi-Year Arrangement Effective July 1, 2017 - June 30, 2021

RETENTION PER CONTRACT PER MONTH

| | | |
|-----------------------|----|-------|
| July 2017 - June 2018 | \$ | 40.69 |
| July 2018 - June 2019 | \$ | 40.69 |
| July 2019 - June 2020 | \$ | 40.69 |
| July 2020 - June 2021 | \$ | 40.69 |

RX REBATE*

| | Closed | Incentive | Open |
|-----------------------|---------|-----------|---------|
| July 2017 - June 2018 | \$43.58 | \$42.68 | \$41.78 |
| July 2018 - June 2019 | | TBD | |
| July 2019 - June 2020 | | TBD | |
| July 2020 - June 2021 | | TBD | |

* RX rebates based on utilization and will be adjusted annually to reflect each contract period .
Rebates will be passed via a fixed PCPM amount

ESTIMATED LOYALTY CONTRACT*

| | |
|-----------------------|----------|
| July 2017 - June 2018 | \$15,656 |
| July 2018 - June 2019 | TBD |
| July 2019 - June 2020 | TBD |
| July 2020 - June 2021 | TBD |

* Based on the first month of enrollment for each contract period.
The amount will be used as a monthly retention fee holiday.

The four year PCPM retention and mult year credit is applicable based on Highmark remaining the sole carrier for Medical and Drug for the above contract years. Should Highmark not remain the sole carrier for Medical and Drug during the above noted contract years, any credit paid to the group would be returned to Highmark.