



WERNER ENTERPRISES, INC. EMPLOYEE BENEFITS PLAN

2023 Employee Health Monthly Premiums

Health Insurance Monthly Premium by Coverage Tier ¹				
Deductible Option	Employee Only	Employee & Spouse	Employee & Child(ren)	Family
PPO - \$1,250 / \$2,500	\$166	\$582	\$516	\$609
HDHP - \$2,000 / \$4,000	\$131	\$371	\$333	\$481
HDHP - \$3,000 / \$6,000	\$103	\$287	\$259	\$403
Additional (Discount)/Premium to Health Insurance Monthly Premium by Coverage Tier				
Wheels to Wellness Discount ²	(\$20)	(\$20)	(\$20)	(\$20)
Tobacco Premium ³	\$25	\$35	\$25	\$35

Note (1)

Premium Rates - The above premiums are deducted pre-tax which results in tax savings for you. For drivers paid on a weekly basis, the above monthly amounts are split into 4 weekly deductions. For non-driver associates and Werner shag drivers, these premiums are split into 2 bi-weekly deductions.

Note (2)

Wellness Discount - Both driver and non-driver associates who enrolled in the Werner Enterprises Wheels to Wellness program and completed all required program tasks in 2022 will receive a \$20 monthly discount off of the above listed health premiums. For more information about the Wheels to Wellness Program, contact Ali John, Wellness Manager at wellness@werner.com

Note (3)

Tobacco Premium - The Plan's medical coverage includes a premium differential for associates or their eligible spouse who (i) are enrolled in health coverage, (ii) are regular tobacco users, and (iii) do not complete an approved tobacco cessation program by November 19, 2022. The stated tobacco premiums are in addition to the standard health rates and Wellness Discount, if applicable.

Go to wernerbenefits.com for further details.