

U.S. Field, Headquarters, Exempt Logistics and Puerto Rico

Monthly payroll contributions

Gap Inc. pays a majority of the cost of your coverage. However, you are still responsible for your share, which in most cases will be deducted from your paycheck on a pre-tax basis. The amount you pay is based on the plans you choose and the dependents you cover.

The chart below shows the employee cost-sharing rates.

	Employee only	Employee and spouse or domestic partner	Employee and child(ren)	Employee and family
Medical Plans	Rates	Rates	Rates	Rates
HRA	\$67	\$172	\$145	\$250
HRA Plus	\$140	\$339	\$282	\$484
Kaiser HMO (California)	\$107	\$274	\$229	\$396
MCS	\$61	\$148	\$127	\$220
Kaiser HMO (Hawaii)	\$20	\$274	\$227	\$393
Hawaii PPO	\$140	\$339	\$282	\$484
MVP	\$126	\$325	\$270	\$448
CIGNA Global Medical	\$140	\$339	\$282	\$484
Dental Plans	Rates	Rates	Rates	Rates
Dental	\$8	\$19	\$17	\$23
Dental Plus	\$13	\$30	\$27	\$38
CIGNA Global Dental	\$13	\$30	\$27	\$38
Vision Plans	Rates	Rates	Rates	Rates
Vision	\$0	N/A	N/A	N/A
Vision Plus	\$7	\$13.50	\$12	\$21
Disability Benefits				
Short Term Disability (STD)	Free—no enrollment required	N/A	N/A	N/A

	Employee only	Employee and spouse or domestic partner	Employee and child(ren)	Employee and family
Short Term Disability Plus (STD Plus)	See Benefits Portal for rates	N/A	N/A	N/A
Long Term Disability (LTD)	Free—no enrollment required	N/A	N/A	N/A
Long Term Disability Plus (LTD Plus)	See Benefits Portal for rates	N/A	N/A	N/A
Life Insurance Benefits				
Basic Life Insurance	Gap covers 1x your annual salary—no enrollment required	N/A	N/A	N/A
Supplement and Dependent Life Insurance	See Benefits Portal for rates			
AD&D Insurance	See Benefits Portal for rates			



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Gap Inc.