

YOUR COST FOR 2022 MEDICAL COVERAGE

Below is a breakdown of your cost per month for each plan. How much you pay is based on the benefits you choose, your base salary when you're hired (and each September 1 after that), and who you cover under your plan.

Sony Pictures shares the cost of most of your benefits with you as part of our commitment to offering you the protection you need. Your payroll deductions are generally taken out of your pay on a pre-tax basis, which means you pay less income tax. Consult your tax advisor for details.



Five stars! Only 3% increase in medical rates for 2022.

MEDICAL PLAN EMPLOYEE CONTRIBUTION RATES (includes prescription drug coverage)				
BASE SALARY	Under \$60,000	\$60,000 to \$199,999	\$200,000 to \$299,999	\$300,000 and above
EMPLOYEE MONTHLY COST				
SONY CONSUMER CHOICE PPO				
Employee only	\$63	\$63	\$63	\$63
Employee + spouse/partner	\$153	\$180	\$225	\$297
Employee + child(ren)	\$123	\$145	\$177	\$230
Employee + family	\$216	\$255	\$318	\$416
SONY PPO				
Employee only	\$226	\$268	\$311	\$366
Employee + spouse/partner	\$453	\$539	\$633	\$765
Employee + child(ren)	\$363	\$417	\$499	\$568
Employee + family	\$623	\$742	\$873	\$1,050
SONY EPO				
Employee only	\$124	\$139	\$164	\$178
Employee + spouse/partner	\$249	\$287	\$338	\$382
Employee + child(ren)	\$201	\$226	\$270	\$308
Employee + family	\$364	\$411	\$494	\$509
KAISER HMO (CA ONLY)				
Employee only	\$109	\$117	\$148	\$163
Employee + spouse/partner	\$244	\$284	\$329	\$364
Employee + child(ren)	\$208	\$237	\$281	\$355
Employee + family	\$330	\$374	\$447	\$461

CIGNA MEDICAL BENEFITS ABROAD (MBA)

Sony Pictures offers a benefit of up to \$200,000 per calendar year if you have an accident or illness while you're traveling on company business outside your home country or the country in which you live. www.cignaenvoy.com or call 1-800-441-2668 (Policy Number 02428A).

INTERNATIONAL SOS

Provides medical and travel assistance, and security services to those traveling internationally on company business. For more information, contact International SOS at 1-800-523-6586 (US) or www.internationalsos.com (Member Number 11BCPA000212).