

## YOUR COST FOR 2023 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 Aetna medical rates for 2023.

<b>MEDICAL PLAN EMPLOYEE CONTRIBUTION RATES (includes prescription drug coverage)</b>				
BASE SALARY	Under \$60,000	\$60,000 to \$199,999	\$200,000 to \$299,999	\$300,000 and above
<b>EMPLOYEE MONTHLY COST</b>				
<b>SONY CONSUMER CHOICE PPO</b>				
Employee only	\$65	\$65	\$65	\$65
Employee + spouse/partner	\$158	\$185	\$232	\$306
Employee + child(ren)	\$127	\$149	\$182	\$237
Employee + family	\$222	\$263	\$328	\$428
<b>SONY PPO</b>				
Employee only	\$233	\$276	\$320	\$377
Employee + spouse/partner	\$467	\$555	\$652	\$788
Employee + child(ren)	\$374	\$430	\$514	\$585
Employee + family	\$642	\$764	\$899	\$1,082
<b>SONY EPO</b>				
Employee only	\$128	\$143	\$169	\$183
Employee + spouse/partner	\$256	\$296	\$348	\$393
Employee + child(ren)	\$207	\$233	\$278	\$317
Employee + family	\$375	\$423	\$509	\$524
<b>KAISER HMO (CA ONLY)</b>				
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