

YOUR COST FOR 2025 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 — taken weekly or biweekly depending on your pay frequency — 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.

Employees will see only a 3% increase in medical, dental, and vision premiums for 2025.



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	\$69	\$69	\$69	\$69
Employee + spouse/partner	\$168	\$197	\$246	\$324
Employee + child(ren)	\$135	\$158	\$193	\$251
Employee + family	\$236	\$279	\$348	\$454
SONY PPO				
Employee only	\$247	\$293	\$340	\$400
Employee + spouse/partner	\$495	\$589	\$692	\$836
Employee + child(ren)	\$397	\$456	\$545	\$621
Employee + family	\$681	\$811	\$954	\$1,147
SONY EPO				
Employee only	\$136	\$151	\$179	\$194
Employee + spouse/partner	\$272	\$314	\$369	\$417
Employee + child(ren)	\$219	\$247	\$295	\$337
Employee + family	\$398	\$449	\$540	\$556
KAISER HMO (CALIFORNIA ONLY)				
Employee only	\$115	\$125	\$157	\$173
Employee + spouse/partner	\$259	\$302	\$349	\$386
Employee + child(ren)	\$220	\$251	\$298	\$377
Employee + family	\$350	\$397	\$474	\$489

YOUR MONTHLY COST FOR 2025 DENTAL COVERAGE

COVERAGE LEVEL	SONY HIGH PLAN	SONY STANDARD PLAN
	IN-NETWORK	IN-NETWORK
Employee only	\$25	\$9
Employee + spouse/partner	\$53	\$21
Employee + child(ren)	\$57	\$23
Employee + family	\$87	\$34

YOUR MONTHLY COST FOR 2025 VISION COVERAGE

COVERAGE LEVEL	STANDARD PLAN
Employee only	\$6.50
Employee + spouse/partner	\$10.25
Employee + child(ren)	\$10.25
Employee + family	\$17.00