

## YOUR COST FOR 2024 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.



**Five stars!** Only 3% increase in medical premiums for 2024.

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
<b>EMPLOYEE MONTHLY COST</b>				
<b>SONY CONSUMER CHOICE PPO</b>				
Employee only	\$67	\$67	\$67	\$67
Employee + spouse/partner	\$163	\$191	\$239	\$315
Employee + child(ren)	\$131	\$153	\$187	\$244
Employee + family	\$229	\$271	\$338	\$441
<b>SONY PPO</b>				
Employee only	\$240	\$284	\$330	\$388
Employee + spouse/partner	\$481	\$572	\$672	\$812
Employee + child(ren)	\$385	\$443	\$529	\$603
Employee + family	\$661	\$787	\$926	\$1,114
<b>SONY EPO</b>				
Employee only	\$132	\$147	\$174	\$188
Employee + spouse/partner	\$264	\$305	\$358	\$405
Employee + child(ren)	\$213	\$240	\$286	\$327
Employee + family	\$386	\$436	\$524	\$540
<b>KAISER HMO (CA ONLY)</b>				
Employee only	\$112	\$121	\$152	\$168
Employee + spouse/partner	\$251	\$293	\$339	\$375
Employee + child(ren)	\$214	\$244	\$289	\$366
Employee + family	\$340	\$385	\$460	\$475

### 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](http://www.cignaenvoy.com) or call **1-800-441-2668** (Policy Number 02428A).

### INTERNATIONAL SOS

Sony Pictures 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** (U.S.) or [www.internationalsos.com](http://www.internationalsos.com) (Member Number 11BCPA000212).