

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 Employee Monthly Healthcare Costs

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
< \$85,000				
Just You	\$207.00	\$182.00	\$10.40	\$1.64
You + Spouse/DP	\$553.00	\$482.00	\$27.70	\$3.58
You + Child(ren)	\$481.00	\$424.00	\$36.38	\$3.70
You + Family	\$920.00	\$776.00	\$58.00	\$6.52
\$85,001 - \$170,000				
Just You	\$332.00	\$289.00	\$15.20	\$2.38
You + Spouse/DP	\$859.00	\$660.00	\$33.84	\$4.48
You + Child(ren)	\$752.00	\$588.00	\$43.18	\$4.60
You + Family	\$1,353.00	\$1,021.00	\$66.52	\$7.66
\$170,001 - \$255,000				
Just You	\$471.00	\$354.00	\$18.18	\$2.88
You + Spouse/DP	\$1,127.00	\$874.00	\$48.10	\$6.28
You + Child(ren)	\$990.00	\$773.00	\$63.10	\$6.44
You + Family	\$1,769.00	\$1,377.00	\$100.46	\$11.36

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 Employee Monthly Healthcare Cost

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
\$255,001 - \$340,000				
Just You	\$554.00	\$435.00	\$25.56	\$4.02
You + Spouse/DP	\$1,336.00	\$1,013.00	\$61.50	\$8.08
You + Child(ren)	\$1,169.00	\$902.00	\$79.54	\$8.28
You + Family	\$2,048.00	\$1,575.00	\$124.46	\$14.18
\$340,001				
Just You	\$601.00	\$479.00	\$28.12	\$4.58
You + Spouse/DP	\$1,459.00	\$1,074.00	\$68.10	\$9.28
You + Child(ren)	\$1,278.00	\$959.00	\$88.14	\$9.50
You + Family	\$2,344.00	\$1,664.00	\$138.10	\$16.32

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 **Exempt** Per Pay Period Contribution Schedule

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
< \$85,000				
Just You	\$103.50	\$91.00	\$5.20	\$0.82
You + Spouse/DP	\$276.50	\$241.00	\$13.85	\$1.79
You + Child(ren)	\$240.50	\$212.00	\$18.19	\$1.85
You + Family	\$460.00	\$388.00	\$29.00	\$3.26
\$85,001 - \$170,000				
Just You	\$166.00	\$144.50	\$7.60	\$1.19
You + Spouse/DP	\$429.50	\$330.00	\$16.92	\$2.24
You + Child(ren)	\$376.00	\$294.00	\$21.59	\$2.30
You + Family	\$676.50	\$510.50	\$33.26	\$3.83
\$170,001 - \$255,000				
Just You	\$235.50	\$177.00	\$9.09	\$1.44
You + Spouse/DP	\$563.50	\$437.00	\$24.05	\$3.14
You + Child(ren)	\$495.00	\$386.50	\$31.55	\$3.22
You + Family	\$884.50	\$787.50	\$50.23	\$5.68

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 **Exempt** Per Pay Period Contribution Schedule

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
\$255,001 - \$340,000				
Just You	\$277.00	\$217.50	\$12.78	\$2.01
You + Spouse/DP	\$668.00	\$506.50	\$30.75	\$4.04
You + Child(ren)	\$584.50	\$451.00	\$39.77	\$4.14
You + Family	\$1,024.00	\$787.50	\$62.23	\$7.09
\$340,001				
Just You	\$300.50	\$239.50	\$14.06	\$2.29
You + Spouse/DP	\$729.50	\$537.00	\$34.05	\$4.64
You + Child(ren)	\$639.00	\$479.50	\$44.07	\$4.75
You + Family	\$1,172.00	\$832.00	\$69.05	\$8.16

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 **Non-Exempt** Per Pay Period Contribution Schedule

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
< \$85,000				
Just You	\$95.54	\$84.00	\$4.80	\$0.76
You + Spouse/DP	\$255.23	\$222.46	\$12.78	\$1.65
You + Child(ren)	\$222.00	\$195.69	\$16.79	\$1.71
You + Family	\$424.62	\$358.15	\$26.77	\$3.01
\$85,001 - \$170,000				
Just You	\$153.23	\$133.38	\$7.02	\$1.10
You + Spouse/DP	\$396.46	\$304.62	\$15.62	\$2.07
You + Child(ren)	\$347.08	\$271.38	\$19.93	\$2.12
You + Family	\$624.46	\$471.23	\$30.70	\$3.54
\$170,001 - \$255,000				
Just You	\$217.38	\$163.38	\$8.39	\$1.33
You + Spouse/DP	\$520.15	\$403.38	\$22.20	\$2.90
You + Child(ren)	\$456.92	\$356.77	\$29.12	\$2.97
You + Family	\$816.46	\$635.54	\$46.37	\$5.24

New York, Ann Arbor, Austin, Atlanta Offices and Remote Employees 2026 **Non-Exempt** Per Pay Period Contribution Schedule

Employees Earning	BCBS PPO	BCBS HDHP	CIGNA Dental	VSP Vision
\$255,001 - \$340,000				
Just You	\$255.69	\$200.77	\$11.80	\$1.86
You + Spouse/DP	\$616.62	\$467.54	\$28.38	\$3.73
You + Child(ren)	\$539.54	\$416.31	\$36.71	\$3.82
You + Family	\$945.23	\$726.92	\$57.44	\$6.54
\$340,001				
Just You	\$277.38	\$221.08	\$12.98	\$2.11
You + Spouse/DP	\$673.38	\$495.69	\$31.43	\$4.28
You + Child(ren)	\$589.85	\$442.62	\$40.68	\$4.38
You + Family	\$1,081.85	\$768.00	\$63.74	\$7.53