

Medical / Dental / Vision Rates

For associates who are paid biweekly

WHQ & Production Facilities – Under \$50k

Biweekly MEDICAL Premium – Highmark BCBS & Kaiser

Plan and Coverage Tier	Rate	Wellbeing Rate Associate only	Wellbeing Rate Associate and Spouse
Complete PPO			
Associate Only	\$97.44	\$74.36	\$74.36
Associate + Spouse	\$280.61	\$257.53	\$245.99
Associate + Child(ren)	\$175.20	\$152.13	\$140.59
Family	\$379.92	\$356.85	\$345.31
Essentials PPO			
Associate Only	\$53.40	\$30.33	\$30.33
Associate + Spouse	\$153.66	\$130.58	\$119.04
Associate + Child(ren)	\$96.06	\$72.96	\$61.42
Family	\$208.47	\$185.39	\$173.85
Balanced CDHP			
Associate Only	\$26.70	\$3.63	\$3.63
Associate + Spouse	\$76.83	\$53.75	\$42.21
Associate + Child(ren)	\$48.25	\$25.17	\$13.64
Family	\$104.00	\$80.92	\$69.38

More about Wellbeing Rates

You can reduce your medical premiums by participating in our wellbeing program.
Save \$50/month (\$600/year) on individual coverage or \$75/month (\$900/year) for Associate + Spouse or Family coverage.

Here's how it works:

Associates (and participating spouse) must complete 3 out of 7 items on the premium incentive checklist on Personify Health by November 30, 2026.

New hires or newly eligible associates (from January 1 to February 28) and covered spouses will automatically receive wellbeing credits for the current benefit plan year, while those who are newly eligible and enroll between March 1 and December 31 will also receive credits for the following plan year.

To get started:

Visit join.personifyhealth.com/RichProducts

Biweekly DENTAL Premium

Plan and Coverage Tier	Rate
Dental Enhanced	
Associate Only	\$11.08
Associate + Spouse	\$22.62
Associate + Child(ren)	\$26.77
Family	\$39.23
Dental Basic	
Associate Only	\$3.90
Associate + Spouse	\$8.35
Associate + Child(ren)	\$9.74
Family	\$14.19

Biweekly VISION Premium

Plan and Coverage Tier	Rate
Vision Enhanced	
Associate Only	\$1.64
Associate + Spouse	\$3.95
Associate + Child(ren)	\$2.95
Family	\$5.26
Vision Basic	
Associate Only	\$0.87
Associate + Spouse	\$2.10
Associate + Child(ren)	\$1.58
Family	\$2.78



Benefits • Wellbeing • Recognition • Compensation • Retirement

***Rates are for both Highmark BCBS and Kaiser (CA only)**