Monthly Benefits Cost Comparison

The total amount that you pay for your benefits coverage depends on the plans you choose and how many dependents you cover. Your healthcare costs are deducted from your pay on a pre-tax basis—before federal, state, and social security taxes are calculated—reducing your taxable income.

2026

Medical	Kaiser HMO	Kaiser HDHP*	UHC EPO	UHC HDHP	UHC HMO	UHC PPO
Employee Only	$0.00	—	$115.65	$0.00	$0.00	$76.71
Employee + Spouse	$221.68	—	$450.35	$213.89	$223.43	$364.30
Employee + Children	$147.78	—	$338.77	$142.58	$148.95	$268.45
Employee + Family	$387.92	—	$701.17	$374.27	$391.03	$580.07

Dental	Guardian DPPO Standard	Guardian DPPO Premier
Employee Only	$0.00	$17.69
Employee + Spouse	$13.53	$48.55
Employee + Children	$18.66	$60.23
Employee + Family	$32.19	$91.12

Vision	Guardian Vision Premier
Employee Only	$0.00
Employee + Spouse	$2.20
Employee + Children	$2.31
Employee + Family	$5.61

2027

Medical	Kaiser HMO	Kaiser HDHP*	UHC EPO	UHC HDHP	UHC HMO	UHC PPO
Employee Only	$40.00	$0.00	$143.50	$0.00	$40.00	$106.50
Employee + Spouse	$256.50	$195.00	$518.50	$214.00	$256.50	$419.50
Employee + Children	$171.00	$130.00	$390.00	$142.50	$171.00	$309.00
Employee + Family	$449.00	$341.00	$807.50	$374.50	$449.00	$668.00

Dental	Guardian DPPO Standard	Guardian DPPO Premier
Employee Only	$0.00	$17.69
Employee + Spouse	$13.53	$48.55
Employee + Children	$18.66	$60.23
Employee + Family	$32.19	$91.12

Vision	Guardian Vision Premier
Employee Only	$0.00
Employee + Spouse	$2.20
Employee + Children	$2.31
Employee + Family	$5.61

*Kaiser HDHP is new for 2027 and available in Northern and Southern California. Both Kaiser plans are available in California only.

For monthly costs for other Voluntary benefits, please refer to your Benefits Guide or Plan Summaries.

Please note that unless your domestic partner is your tax dependent as defined by the IRS, contributions for domestic partner coverage must be made after-tax. Similarly, the company contribution toward coverage for your domestic partner and his/her dependents will be reported as taxable income on your W-2. Contact your tax advisor for more details on how this tax treatment applies to you. Notify Benchling if your domestic partner is your tax dependent.