



2024 Monthly COBRA Rates

	Medical			Dental		Vision	Wellness	EAP
	Blue Cross Blue Shield of MI			Delta Dental of TN		Superior by MetLife	HbD	BHS
	OpenRoad	MainStreet	ExpressWay	Dental Core	Dental Plus	Vision	Wellness & Disease Mgmt	Employee Assistance Program
Associate	\$365.44	\$647.82	\$484.38	\$23.67	\$35.79	\$4.48	\$13.60	\$1.69
Associate + Spouse (+1 for Dental & Vision)	\$1,004.93	\$1,781.51	\$1,332.03	\$47.35	\$71.60	\$9.16		
Associate + Child(ren)	\$730.86	\$1,295.64	\$968.75					
Associate + Family	\$1,279.01	\$2,267.38	\$1,695.31	\$76.94	\$116.33	\$13.77		

COBRA allows you or your dependents covered by DENSO’s health plan to continue current coverage when there is a COBRA qualifying event (termination of employment, divorce, child turns 26, etc.).

- The COBRA continuation coverage offered must be identical to the qualified beneficiary’s coverage immediately before the qualifying event.
- Qualified beneficiaries are given the opportunity to change plans during Open Enrollment towards the end of each calendar year, or within 30 days of a HIPAA Special Enrollment event (marriage, birth of child, etc.).

Example: An associate selects MainStreet Associate + Family plan for the current play year. A divorce during the plan year allows the ex-spouse to continue MainStreet medical coverage at the applicable COBRA premium. The ex-spouse will only be able to change to a different medical plan within 30 days of a separate HIPAA Special Enrollment event, or during DENSO’s annual Open Enrollment period for the next plan year.