

## Post Doctoral Associates & Scholars: All Benefits Offerings

Assignment Category Full Time Equivalence (FTE)	Associate   Full-time, Regular 1	Associate   Part-time, Regular .01 - .99	Scholar   Full-time, Regular <sup>2</sup> 1	Scholar   Part-time, Regular <sup>2</sup> .01 - .99
<b>Medical Plans</b> Vendor: UPMC Health Plan				
<i>Panther Gold</i>	✓ <sup>1</sup>	✓	✓	✓
<i>Panther PPO</i>	✓ <sup>1</sup>	✓	✓	✓
<i>Panther Basic QHDHP with Optional HSA Only</i>	✓ <sup>1,4</sup>	✓ <sup>4</sup>	✓ <sup>4</sup>	✓ <sup>4</sup>
<b>Dental</b> Vendor: United Concordia				
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓	✓	✓
<i>Concordia Flex I</i>	✓	✓	✓	✓
<i>Concordia Flex II</i>	✓	✓	✓	✓
<b>Vision</b> Vendor: Davis Vision by MetLife				
<i>Fashion Excellence</i>	✓	✓	✓	✓
<i>Designer Gold</i>	✓	✓	✓	✓
<b>Flexible Spending Accounts</b> Vendor: UPMC Benefit Management Services (BMS)				
<i>Health Care</i>	✓	✗	✗	✗
<i>Dependent Care</i>	✓	✗	✗	✗
<i>Qualified Commuter Expense; Parking</i>	✓	✗	✗	✗
<i>Qualified Commuter Expense; Mass</i>	✓	✗	✗	✗
<b>Life Insurance</b> Vendor: The Hartford				
<i>Basic Life and AD&amp;D (Automatically enroll, University Paid)</i>	✓	✗	✓	✗
<i>Optional Life</i>	✓	✗	✓	✗
<i>Optional AD&amp;D</i>	✓	✗	✓	✗
<i>Dependent Life; Child(ren)</i>	✓	✗	✓	✗
<i>Dependent Life; Spouse/Domestic Partner</i>	✓	✗	✓	✗
<b>Retirement Savings</b> Record Keeper: TIAA				
<i>Defined Contribution plan (with University match)</i>	✗	✗	✗	✗
<i>Universal Availability (Supplemental Contributions)</i>	✓	✓	✗	✗
<i>457(b) Retirement Plan</i>	✓	✗	✗	✗
<b>Education</b> Administrator: OHR Benefits Department				
<i>Tuition discount for self</i>	✓	✗	✓	✗
<i>Tuition discount for spouse/domestic partner</i>	✓	✗	✓	✗
<i>Tuition discount for dependent child(ren)</i>	✓	✗	✓	✗
<b>Care.com Membership<sup>3</sup></b> Vendor: Care.com				
<i>Premium, unlimited membership access to the Care.com network</i>	✓	✗	✓	✗
<b>PittPerks<sup>3</sup></b> Administrator: Core Stream				
<i>Access to a broad range of discounts</i>	✓	✓	✗	✗
<i>Access to voluntary benefits at group rates</i>	✓	✓	✗	✗
<b>Employee Assistance Program</b> Vendor: UPMC Life Solutions				
<i>Access to LifeSolutions which provides a broad range of services to assist University employees and their household members.</i>	✓	✓	✓	✓

<sup>1</sup> Individuals who do not elect a medical plan will receive a \$50 monthly credit.

<sup>2</sup> Post-Doctoral Scholar benefits are deducted on an after-tax basis, and therefore, PDS are not eligible for FSAs and HSA.

<sup>3</sup> The information listed here is applicable to individuals that have a job type of Post-Doctoral Associates

<sup>4</sup> In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther Basic are not eligible to participate in/contribute to the Health Care Flexible Spending Account.