

Research Associates: All Benefits Offerings

<i>Assignment Category</i>	Full-time, Regular	Part-time, Regular
Full Time Equivalence (FTE)	1	.01 - .99
<u>Medical Plans</u>		
Vendor: UPMC Health Plan		
<i>Panther HMO</i>	✓ ¹	✓
<i>Panther PPO</i>	✓ ¹	✓
<i>Panther HDHP</i>	✓ ^{1,2}	✓ ²
<u>Dental</u>		
Vendor: United Concordia		
<i>Concordia Plus Managed Care (PA Only) DHMO</i>	✓	✓
<i>Concordia Flex I</i>	✓	✓
<i>Concordia Flex II</i>	✓	✓
<u>Vision</u>		
Vendor: Davis Vision by MetLife		
<i>Fashion Excellence</i>	✓	✓
<i>Designer Gold</i>	✓	✓
<u>Flexible Spending Accounts</u>		
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 Transit</i>	✓	✗
<u>Life Insurance</u>		
Vendor: Securian Financial		
<i>Basic Life and AD&D (Automatically enroll, University Paid)</i>	✓	✗
<i>Optional Life</i>	✓	✗
<i>Optional AD&D</i>	✓	✗
<i>Dependent Life; Child(ren)</i>	✓	✗
<i>Dependent Life; Spouse/Domestic Partner</i>	✓	✗
<u>Retirement Savings</u>		
Record Keeper: TIAA		
<i>Defined Contribution plan (with University match)</i>	✓	✗
<i>Universal Availability (Supplemental Contributions)</i>	✗	✓
<u>Education</u>		
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>	✓	✗
<u>Care.com Membership</u>		
Vendor: UPMC Benefit Management Services (BMS)		
<i>Premium, unlimited membership access to the Care.com network</i>	✓	✗
<u>PittPerks</u>		
Administrator: Core Stream		
<i>Access to a broad range of discounts</i>	✓	✓
<i>Access to voluntary benefits at group rates</i>	✓	✓
<u>Employee Assistance Program</u>		
Vendor: UPMC Life Solutions		
<i>Access to LifeSolutions which provides a broad range of services to assist University employees and their household members.</i>	✓	✓

¹Individuals who do not elect a medical plan will receive a \$50 monthly credit

²In accordance with it being a Qualified High Deductible Health Plan (QHDHP), individuals enrolled in Panther HDHP are not eligible to participate in/contribute to the Health Care Flexible Savings Account.