

## Research Associates: All Benefits Offerings

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

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

<sup>2</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