

## Post Doctoral Associates & Scholars: All Benefits Offerings

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

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

<sup>2</sup> Postdoctoral scholar benefits are deducted on an after-tax basis

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