



## **Benefit Plan Summaries**

For groups with 2-50 employees

**UPMC HEALTH PLAN**



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Since our inception more than 25 years ago, UPMC Health Plan has focused on improving the health of the communities we serve. We offer in-network access to UPMC and thousands of community doctors, hospitals, and facilities, plus clinical innovation and excellence that leverage our unique care delivery and finance structure.

We offer a diverse range of products, customizable plan designs, and solutions that allow organizations to manage their health care costs, save time, and help their employees stay healthy.



## Plan Design Options

### Exclusive provider organization (EPO)

UPMC Health Plan's EPO plans require members to receive care from in-network providers (except in the case of emergency services). Preventive care from in-network providers is always covered at 100 percent, and members do not need a referral to see a specialist.

### Preferred provider organization (PPO)

UPMC Health Plan's PPO plans allow members to seek care from in- or out-of-network providers. However, members' out-of-pocket expenses are typically lower when they use in-network providers. Preventive care from in-network providers is always covered at 100 percent, and members do not need a referral to see a specialist.

### Health maintenance organization (HMO)

With UPMC Health Plan's HMO plans, members must receive care from in-network providers (except in the case of emergency services). Members must also select a primary care provider (PCP) to help coordinate their care. In some cases, members who are 21 or older need a PCP referral to see an in-network specialist. Preventive care is always covered at 100 percent when members use an in-network provider.

## Network Options

### UPMC Premium Network

The UPMC Premium Network is our broadest network. It includes all UPMC-owned hospitals, physician practices, and facilities, as well as community-based hospitals, doctors, and other providers.

The UPMC Premium Network can be aligned with tiered benefit plans, and out-of-pocket costs will vary depending on where members receive care.

### UPMC Partner Network

The UPMC Partner Network is a high-value, high-performance network. High-performance networks are composed of providers with value-based contracts who closely monitor members' health. This network includes UPMC-owned hospitals, physician practices, and facilities, as well as other providers.

### UPMC Standard Network

The UPMC Standard Network includes UPMC-owned hospitals, physician practices, and facilities, as well as community-based hospitals, doctors, and other providers. The providers in this network efficiently coordinate care and manage referrals to maximize value and savings.

### Extended network

UPMC Health Plan members have access to an extended network. The network is composed of the Cigna Healthcare<sup>SM</sup> PPO Network<sup>1</sup> for members who are outside the UPMC Health Plan service area and not in Ohio and the SuperMed PPO Network for members in Ohio.<sup>2</sup> The Cigna Healthcare PPO Network has more than 1 million health care providers and 6,200 hospitals.<sup>3</sup>

- Members who need medical care while traveling:** If members are traveling and an urgent health issue arises, they can receive care through the extended network. It includes urgent care centers and thousands of providers. When members use a participating urgent care facility or other provider, they will receive the highest level of coverage. Members can find a participating provider by calling Member Services at the number on their member ID card or searching our online provider directory.
- Dependents (up to age 26) who live, work, or study outside our service area:** Dependents who live outside our service area have coverage through the extended network. If dependents are attending college, they can receive in-network care at an on-campus student health center. Coverage at student health centers may not apply to all plans. Members should check their plan documents to verify their extended network coverage.
- In an emergency, members can visit any emergency department and receive the highest level of coverage.**

<sup>1</sup>The Cigna Healthcare PPO Network refers to the health care providers (doctors, hospitals, specialists) contracted as part of the Cigna PPO for Shared Administration. Cigna Healthcare is an independent company and not affiliated with UPMC Health Plan and its subsidiary health plans. Access to the Cigna Healthcare PPO Network is available through Cigna Healthcare's contractual relationship with UPMC Health Plan. The Cigna Healthcare PPO Network is provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company. The Cigna Healthcare name, logo, and other marks are owned by Cigna Intellectual Property Inc. Access to the Cigna Healthcare PPO Network outside of the UPMC Health Plan service area is applicable for members in Bucks, Chester, Delaware, Franklin, Fulton, Juniata, Mifflin, Montgomery, Montour, and Philadelphia counties in Pennsylvania; all other states except Ohio; Garrett and Allegany counties in Maryland; and Chautauqua, Cattaraugus, and Allegany counties in New York.

<sup>2</sup>UPMC Health Plan commercial members and their dependents who reside in Ohio do not have access to the Cigna Healthcare PPO Network and will continue to access care through the SuperMed PPO Network. Ohio residents/members, while traveling outside of the state of Ohio, can use the Cigna Healthcare PPO Network.

<sup>3</sup>Cigna Healthcare analysis of actual providers contracted as part of the Cigna Healthcare PPO for Shared Administration as of July 2023. Data is subject to change.

# UPMC Small Business Advantage EPO/PPO

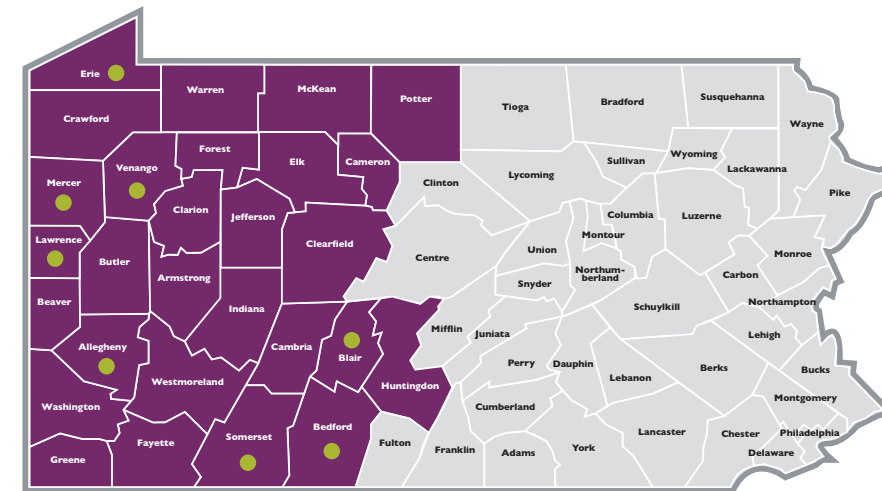
Portfolio	Network	Plan design	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	PCP	Specialist	Virtual visits (urgent care/PCP/ specialist/behavioral health)	Urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/preferred brand/nonpreferred brand/specialty)
UPMC Small Business Advantage	Partner <sup>4</sup> /Premium	EPO/PPO	\$1,000/\$2,000	\$7,000/\$14,000	0%	\$40	\$50	\$5/\$20/\$25/\$20	\$50	\$350	\$750	0%	\$150	\$50	\$15/\$40/\$75/\$95
	Partner <sup>4</sup> /Premium	EPO/PPO	\$1,500/\$3,000	\$6,500/\$13,000	0%	\$40	\$50	\$5/\$20/\$25/\$20	\$50	\$250	0%	0%	\$150	\$50	\$15/\$40/\$75/\$95
	Premium	EPO/PPO	\$2,000/\$4,000	\$6,500/\$13,000	0%	\$35	\$50	\$5/\$18/\$25/\$18	\$50	\$200	0%	0%	\$150	\$40	\$15/\$40/\$75/\$95
	Premium	EPO/PPO	\$3,100/\$6,200	\$7,500/\$15,000	0%	\$30	\$40	\$5/\$15/\$20/\$15	\$40	\$100	0%	0%	\$100	\$40	\$15/\$40/\$75/\$95
	Partner <sup>4</sup> /Premium	EPO/PPO	\$4,400/\$8,800	\$9,450/\$18,900	0%	\$60	\$80	\$5/\$30/\$40/\$30	\$80	\$750	\$750 <sup>5</sup>	\$300	\$150	\$60	\$15/\$40/\$75/\$95
UPMC Consumer Advantage	Premium	EPO/PPO	\$1,750/\$3,500 (aggregate)	\$5,500/\$9,450 (aggregate)	10%	10%	10%	\$5/10%/10%/10%	10%	10%	10%	10%	10%	10%	\$15/\$40/\$75/\$95 <sup>6</sup>
	Premium	EPO/PPO	\$2,200/\$4,400 (aggregate)	\$5,500/\$9,450 (aggregate)	10%	10%	10%	\$5/10%/10%/10%	10%	10%	10%	10%	10%	10%	\$15/\$40/\$75/\$95 <sup>6</sup>
	Premium	EPO/PPO	\$4,700/\$9,400	\$6,900/\$13,800	0%	0%	0%	\$5/\$0/\$0/\$0	0%	0%	0%	0%	0%	0%	\$15/\$40/\$75/\$95 <sup>6</sup>

## UPMC Small Business Advantage

UPMC Small Business Advantage gives you a trusted partner with the power to protect your biggest asset: your employees. UPMC Health Plan will work with you to implement programs that help you control health care costs and improve your bottom line. With UPMC Small Business Advantage, you can give your employees the peace of mind that comes with being a UPMC Health Plan member.

## UPMC Consumer Advantage

UPMC Consumer Advantage<sup>®</sup> offers many plan options and spending account choices, including qualified high-deductible health plans (QHDHPs). QHDHP options include the provisions required by the IRS and allow members to fund a health savings account (HSA). These accounts can help members pay for their current and future health care expenses. See "Spending Accounts and Other Services" on page 22 for more information.



■ UPMC Small Business Advantage EPO/PPO plans using the UPMC Premium Network are offered to employer groups located in these counties  
● UPMC Small Business Advantage EPO plans using the UPMC Partner Network are offered to employer groups located in these counties

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

<sup>4</sup>The UPMC Partner Network is available as EPO in Allegheny, Bedford, Blair, Erie, Lawrence, Mercer, Somerset, and Venango counties.

<sup>5</sup>Copayment per day for a maximum of five days.

<sup>6</sup>After deductible

# UPMC Small Business Advantage HMO

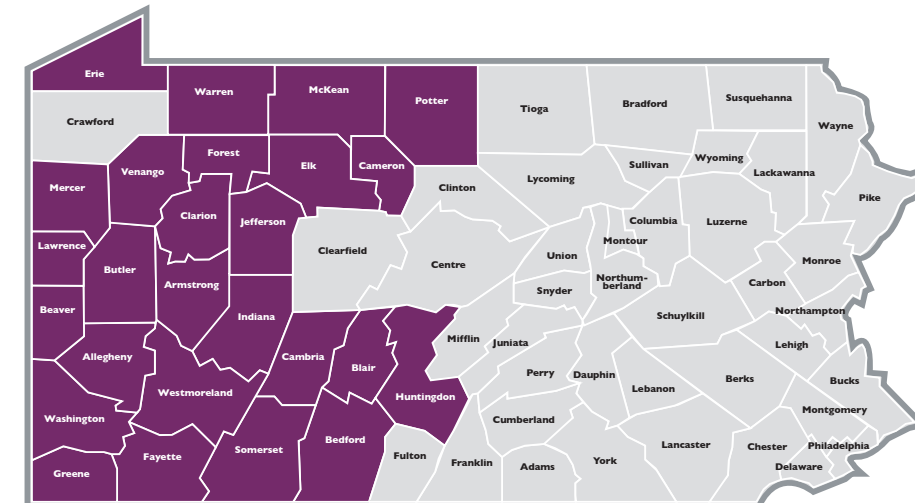
Portfolio	Network	Plan design	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	PCP	Specialist	Virtual visits (urgent care/PCP/ specialist/behavioral health)	Urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/preferred brand/nonpreferred brand/specialty)
UPMC Small Business Advantage	Standard	HMO	\$0/\$0	\$2,000/\$4,000	0%	\$10	\$25	\$5/\$5/\$13/\$5	\$25	\$175	\$0	\$150	\$25	\$25	\$15/\$40/\$75/\$95
	Standard	HMO	\$500/\$1,000	\$1,300/\$2,600	0%	\$20	\$40	\$5/\$10/\$20/\$10	\$40	\$100	0%	0%	\$20	\$20	\$15/\$40/\$75/\$95
	Standard	HMO	\$1,000/\$2,000	\$7,000/\$14,000	0%	\$40	\$50	\$5/\$20/\$25/\$20	\$50	\$350	\$750	0%	\$150	\$50	\$15/\$40/\$75/\$95
	Standard	HMO	\$1,500/\$3,000	\$6,500/\$13,000	0%	\$40	\$50	\$5/\$20/\$25/\$20	\$50	\$250	0%	0%	\$150	\$50	\$15/\$40/\$75/\$95
	Standard	HMO	\$4,400/\$8,800	\$9,450/\$18,900	0%	\$60	\$80	\$5/\$30/\$40/\$30	\$80	\$750	\$750 <sup>4</sup>	\$300	\$150	\$60	\$15/\$40/\$75/\$95
	Standard	HMO	\$8,550/\$17,100	\$9,450/\$18,900	0%	\$80	\$100	\$5/\$40/\$50/\$0	\$100	0%	0%	0%	0%	0%	\$15/\$40/\$75/\$95

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

<sup>4</sup>Copayment per day for a maximum of five days.



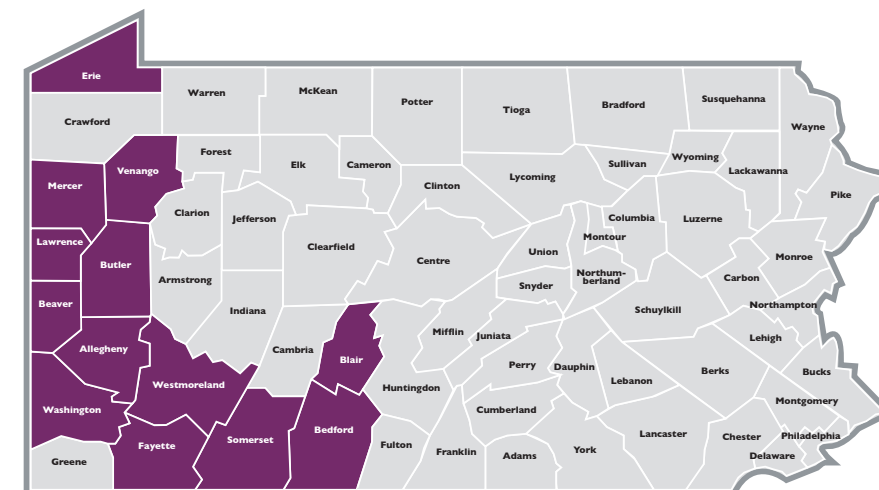
UPMC Small Business Advantage HMO plans are offered to employer groups located in these counties

# UPMC MyCare Advantage

Portfolio	Network	Plan design	Level	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	PCP	Specialist	Virtual visits (urgent care/PCP/ specialist/behavioral health)	Urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/ preferred brand/ nonpreferred brand/specialty)
UPMC MyCare Advantage	Premium	EPO/PPO	Level 1	\$1,000/\$2,000	\$6,500/\$13,000	10%	\$30	\$50	\$5/\$15/\$25/\$15	\$50	\$200	\$500 <sup>4</sup>	10%	\$150	\$50	\$15/\$40/75/\$95
			Level 2	\$2,000/\$4,000		35%	\$50	\$100	\$5/\$25/\$50/\$25	\$100		\$500 <sup>4</sup>	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$8,000/\$16,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%	40%	40%	
	Premium	EPO/PPO	Level 1	\$1,250/\$2,500	\$7,000/\$14,000	0%	\$35	\$50	\$5/\$18/\$25/\$18	\$50	\$200	0%	0%	\$150	\$50	\$15/\$40/75/\$95
			Level 2	\$2,500/\$5,000		35%	\$70	\$100	\$5/\$35/\$50/\$35	\$100		35%	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$5,000/\$10,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%	40%	40%	
	Premium	EPO/PPO	Level 1	\$2,000/\$4,000	\$6,000/\$12,000	0%	\$35	\$50	\$5/\$18/\$25/\$18	\$50	\$175	0%	0%	\$50	\$50	\$15/\$40/75/\$95
			Level 2	\$4,000/\$8,000		35%	\$70	\$100	\$5/\$35/\$50/\$35	\$100		35%	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$8,000/\$16,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%	40%	40%	
	Premium	EPO/PPO	Level 1	\$2,500/\$5,000	\$6,500/\$13,000	10%	\$30	\$50	\$5/\$15/\$25/\$15	\$50	\$200	10%	10%	\$50	\$50	\$15/\$40/75/\$95
			Level 2	\$5,000/\$10,000		35%	\$60	\$100	\$5/\$30/\$50/\$30	\$100		35%	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$10,000/\$20,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%	40%	40%	

## UPMC MyCare Advantage

UPMC MyCare Advantage offers tiered benefit plans with out-of-pocket costs that vary depending on where members receive care. Level 1 includes high-value, high-performing providers with value-based contracts. It includes all UPMC-owned physician practices and hospitals, plus many community-based providers. Level 2 provides access to care from more than 15,000 additional providers at a higher member cost share. Level 3 (PPO only) provides access to out-of-network providers at the highest member cost share. With UPMC MyCare Advantage, employees have maximum flexibility and provider choice.



UPMC MyCare Advantage plans are offered to employer groups located in these counties

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

<sup>4</sup>After deductible

## UPMC MyCare Advantage (cont'd)

Portfolio	Network	Plan design	Level	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	PCP	Specialist	Virtual visits (urgent care/PCP/ specialist/behavioral health)	Urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/preferred brand/nonpreferred brand/specialty)
UPMC MyCare Advantage	Premium	EPO/PPO	Level 1	\$3,800/\$7,600	\$7,500/\$15,000	10%	10%	10%	\$5/10%/10%/10%	10%	10%	10%	10%	10%	10%	\$15/\$40/\$75/\$95
			Level 2	\$7,000/\$14,000		35%	35%	35%	\$5/35%/35%/35%	35%		35%	35%	35%		
			Level 3 (nonparticipating provider)	\$10,000/\$20,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%	40%		
	Premium	EPO/PPO	Level 1	\$4,400/\$8,800	\$9,450/\$18,900	10%	\$50	\$80	\$5/\$25/\$40/\$25	\$80	\$300 <sup>4</sup>	10%	\$300 <sup>4</sup>	\$150	\$60 <sup>4</sup>	\$15/\$40/\$75/\$95
			Level 2	\$8,800/\$17,600		35%	\$70	\$100	\$5/\$35/\$50/\$35	\$100		35%	\$600 <sup>4</sup>	35%	35%	
			Level 3 (nonparticipating provider)	\$15,000/\$30,000	\$20,000/\$40,000	40%	40%	40%	40%	40%		40%	40%	40%		
	Premium	EPO/PPO	Level 1	\$5,000/\$10,000	\$9,450/\$18,900	10%	\$50	\$70 <sup>4</sup>	\$5/\$25/\$35 <sup>4</sup> /\$25	\$70 <sup>4</sup>	10%	10%	10%	\$0 <sup>4</sup>	\$0 <sup>4</sup>	\$15/\$40/\$75/\$95
			Level 2	\$8,000/\$16,000		35%	\$100	\$130 <sup>4</sup>	\$5/\$50/\$65 <sup>4</sup> /\$50	\$130 <sup>4</sup>		35%	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$10,000/\$20,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%			
	Premium	EPO/PPO	Level 1	\$7,000/\$14,000	\$8,400/\$16,800	10%	\$40	\$80 <sup>4</sup>	\$5/\$20/\$40 <sup>4</sup> /\$20	\$80 <sup>4</sup>	\$250 <sup>4</sup>	10%	10%	\$75	\$75	\$15/\$40/\$75/\$95
			Level 2	\$7,500/\$15,000		35%	\$80	\$160 <sup>4</sup>	\$5/\$40/\$80 <sup>4</sup> /\$40	\$160 <sup>4</sup>		35%	35%	35%	35%	
			Level 3 (nonparticipating provider)	\$10,000/\$20,000	\$15,000/\$30,000	40%	40%	40%	40%	40%		40%	40%			

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

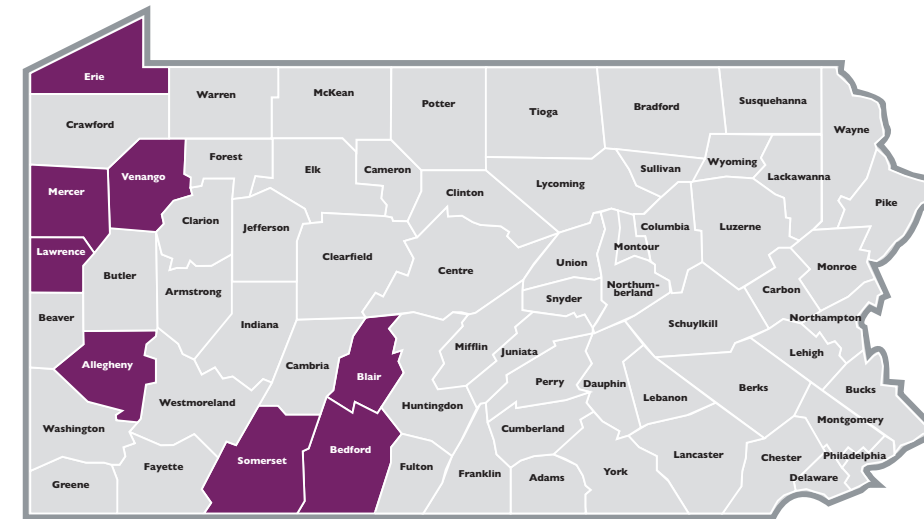
<sup>4</sup>After deductible

# UPMC VirtualCare

Portfolio	Network	Plan design	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	Virtual PCP	Virtual specialist	Virtual behavioral health	UPMC AnywhereCare	In-person PCP	In-person specialist	In-person urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/preferred brand/nonpreferred brand/specialty)
UPMC VirtualCare	Partner	EPO	\$1,500/\$3,000	\$6,500/\$13,000	0%	\$0	\$25	\$0	\$0	\$40	\$50	\$50	\$250	0%	0%	\$150	\$50	\$15/\$40/\$75/\$95
	Partner	EPO	\$4,400/\$8,800	\$9,450/\$18,900	0%	\$0	\$40	\$0	\$0	\$60	\$80	\$80	\$750 <sup>4</sup>	\$750	\$300	\$150	\$60	\$15/\$40/\$75/\$95

## UPMC VirtualCare

UPMC VirtualCare is an innovative health insurance plan that offers easy access to no- or low-cost virtual visits, care coordination, and in-person care when needed. In addition, members receive personalized digital communications and a suite of digital navigation tools to help them manage their plan and access important information.



UPMC VirtualCare plans are offered to employer groups located in these counties

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

<sup>4</sup>Copayment per day for a maximum of five days

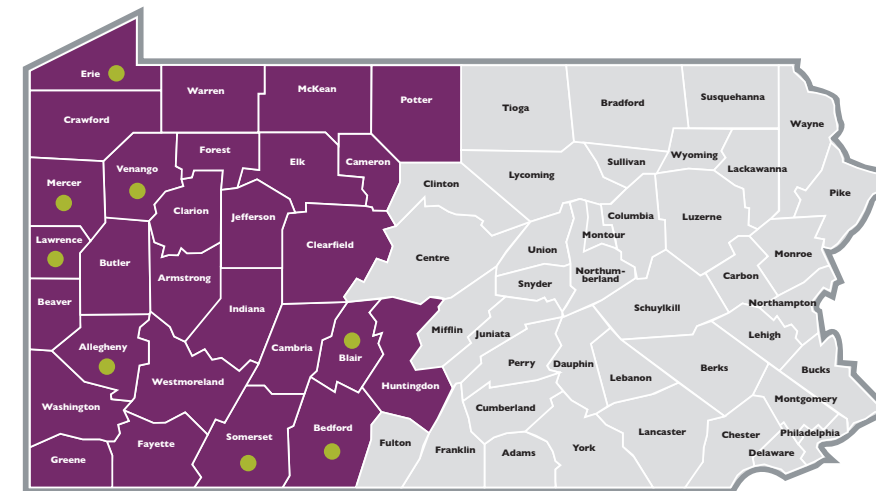


# UPMC First Care—New for 2024!

Portfolio	Network	Plan design	Deductible <sup>1</sup> (individual/family)	Out-of-pocket maximum <sup>1</sup> (individual/family)	Coinsurance <sup>2</sup>	PCP	Specialist	Virtual PCP	Virtual specialist	Virtual behavioral health	UPMC AnywhereCare	Urgent care	Emergency department <sup>3</sup>	Inpatient hospital care	Advanced imaging (PET, MRI, etc.)	Other imaging (x-ray, etc.)	Lab	Pharmacy (generic/preferred brand/nonpreferred brand/specialty)
UPMC First Care	Partner <sup>4</sup> /Premium	EPO/PPO	\$6,400/\$12,800	\$9,450/\$18,900	0%	\$0 for first visit, then \$50	\$0 for first visit, then \$70	\$0 for first visit, then \$25	\$0 for first visit, then \$35	\$0	\$0	\$70	\$550	\$350 <sup>5</sup>	\$300	\$200	\$70	\$15/\$40/\$75/\$95
	Partner <sup>4</sup> /Premium	EPO/PPO	\$8,550/\$17,100	\$9,450/\$18,900	0%	\$0 for first visit, then \$80	\$0 for first visit, then \$100	\$0 for first visit, then \$40	\$0 for first visit, then \$50	0%	0%	\$100	0%	0%	0%	0%	0%	\$15/\$40/\$75/\$95

## UPMC First Care

UPMC Health Plan believes in providing access to comprehensive care and helping employers put their employees' health first. UPMC First Care™ helps employers do that, offering no copay for the first in-person and virtual primary care and specialist visits, all urgent care visits using UPMC AnywhereCare, and all behavioral health visits.



UPMC First Care EPO/PPO plans using the UPMC Premium Network are offered to employer groups located in these counties  
 UPMC First Care EPO plans using the UPMC Partner Network are offered to employer groups located in these counties

<sup>1</sup>All deductible and out-of-pocket maximum costs are embedded unless otherwise noted.

<sup>2</sup>Coinsurance applies after deductible.

<sup>3</sup>Emergency department copayment is waived if the member is admitted to the hospital.

<sup>4</sup>The UPMC Partner Network is available as EPO in Allegheny, Bedford, Blair, Erie, Lawrence, Mercer, Somerset, and Venango counties.

<sup>5</sup>You pay \$350 copayment per day after your deductible for a maximum of 5 days per benefit period.

## Vision Essential Health Benefits for Members Up to Age 19

All medical plans provide coverage for pediatric vision services. When dependents up to age 19 are enrolled in medical coverage, they will automatically be enrolled in UPMC Vision Care. Their benefits will be administered by National Vision Administrators (NVA®).

Benefit	In-Network <sup>1</sup>	Out-of-Network Reimbursement <sup>2</sup>	Frequency
			Children Up to Age 19
Examination	Covered at 100%	Up to \$30	Once every benefit period
Eyeglass lenses			
Single vision	Covered at 100%	Up to \$25	Once every benefit period
Bifocal	Covered at 100%	Up to \$35	Once every benefit period
Trifocal	Covered at 100%	Up to \$45	Once every benefit period
Frames			
Collection frames	Covered at 100%	Up to \$30	Once every benefit period
Noncollection frames <sup>3</sup>	Covered		Once every benefit period
Contact lenses (in lieu of glasses)—If deemed medically necessary; prior authorization is required. Contact lens fitting and follow-up reimbursement are separate from contact lens material.			
Contact lens fitting and follow up	Covered at 100%	Up to \$225	Once every benefit period
Contact lens material	Covered at 100%		Once every benefit period

Optional lens and treatment	Fixed fee	Optional lens and treatment	Fixed fee
Polycarbonate	\$0		
Plastic dyes—solid	\$8	Progressive lenses (Tier 1)	\$60
Anti-reflective coating (Tier 1)	\$45	Progressive lenses (Tier 2)	\$90
High-index plastic (1.53-1.60/Trivex)	\$50	Polarized (Tier 1)	\$70
High-index plastic (1.66/1.67)	\$71	Transitions VII	\$75
High-index plastic (1.70 and above)	\$80		

<sup>1</sup>Participating vision providers include in-network providers who choose to use an out-of-network laboratory.

<sup>2</sup>Out-of-network reimbursement is based on usual, customary, and reasonable rates as determined by UPMC Vision Care. Nonparticipating vision providers may bill the member the difference between the provider's billed charges and the plan allowance.

<sup>3</sup>Noncollection frames are frames that are any amount over the retail allowance for collection frames. If noncollection frames are chosen, members are responsible for the difference in cost between the retail allowance amount for collection frames and the retail price of the frame, minus a 20 percent discount.



## Dental Essential Health Benefits for Members Up to Age 19

All medical plans provide coverage for pediatric dental services. When dependents up to age 19 are enrolled in a medical plan, they will automatically receive dental coverage.

	In-Network	Out-of-Network
<b>Plan Year Deductible</b>	\$50 individual/\$150 family (waived for Class I services)	\$75 individual/\$200 family
<b>Class I: Diagnostic/Preventive services</b> (includes exams, cleanings, and bitewing x-rays)	Covered at 100%; member pays \$0	Member pays 10% after deductible
<b>Class II: Basic services</b> (includes fillings, extractions, and endodontic therapy)	Member pays 30% after deductible	Member pays 40% after deductible
<b>Class III: Major services</b> (includes crowns, implants, and dentures)	Member pays 50% after deductible	Member pays 60% after deductible
<b>Class IV: Orthodontics</b> (subject to medical deductible)	Member pays 50% after deductible	Not covered

## Pharmacy

When you choose UPMC Health Plan, your employees will have access to the UPMC Essential Pharmacy Network™, a retail pharmacy network that includes national chain, regional chain, and independent pharmacies.

Employer groups with 2 to 50 employees use the UPMC Essential Pharmacy Network.

UPMC Health Plan contracts with Express Scripts Inc. to provide convenient home delivery of certain maintenance medications. With home delivery, members can receive up to a 90-day supply of most medications, plus refills.

New for 2024, UPMC Health Plan has added a Select Generic Medications Tier. It includes high-value generic drugs with no member cost share (deductible may still apply). Removing the cost share for these high-value generic drugs eliminates a barrier to medication adherence for members who have chronic conditions.

Members can receive a personal review of their medications.

Members want to know whether their medications will be covered before they go to a pharmacy. They can request a medication review with a pharmacy staff member to learn:

- Whether their medication is covered and what tier it is in.
- If they need to try a similar medication before the one they have been prescribed will be approved.
- If there is a recommended generic form of their medication.
- The process they can follow if they wish to file a dispute.

Members can request a personal review of their medications by visiting [upmchealthplan.com/pharmacyreview](https://upmchealthplan.com/pharmacyreview).



## UPMC Vision Care

Vision care providers can often detect chronic and costly diseases, as well as other eye concerns. Offering your employees vision care coverage is a simple but important way to show that you care about their overall health and well-being. UPMC Vision Care, administered by NVA, gives members access to a national network of vision providers.

Plan name	Exam copay	Lenses <sup>2</sup>	Frame Allowance	Contact Lens Material Allowance	Frequency
Exam Only Plus (I29)	\$0	Not covered	Not covered	Not covered	Once every two benefit periods
Exam Only Plus with Copay (I30)	\$15	Not covered	Not covered	Not covered	Once every two benefit periods
Classic Plus (I31)	\$0	Covered at 100%	\$75	\$75	Once every two benefit periods
Classic Plus with Copay (I32)	\$15	Covered at 100%	\$75	\$75	Once every two benefit periods
Deluxe Plus (I33)	\$0	Covered at 100%	\$100	\$100	Once every two benefit periods <sup>1</sup>
Deluxe Plus with Copay (I34)	\$15	Covered at 100%	\$100	\$100	Once every two benefit periods <sup>1</sup>
Prime Plus (I40)	\$0	Covered at 100%	\$100	\$100	Once every benefit period
Prime Plus with Copay (I41)	\$15	Covered at 100%	\$100	\$100	Once every benefit period
Premier Plus (I35)	\$0	Covered at 100%	\$150	\$150	Once every benefit period
Premier Plus with Copay (I36)	\$15	Covered at 100%	\$150	\$150	Once every benefit period
Elite Plus (I38)	\$0	Covered at 100%	\$150	\$150	Once every benefit period
Elite Plus with Copay (I39)	\$15	Covered at 100%	\$150	\$150	Once every benefit period

<sup>1</sup>Dependents up to age 19 are eligible for an exam and lenses once every 12 months through Vision Essential Care.

<sup>2</sup>Additional coverage for lenses and options is described in the plan documents.

## UPMC Dental Advantage

UPMC Dental Advantage plans encourage regular preventive care and foster open communication between members and dentists regarding treatment plans. There are no waiting periods or prior authorization requirements for major services. The following enhanced benefits are included:

- One additional cleaning for pregnant members
- Coverage for nonsurgical periodontal treatment, including topical application of fluoride for adults with a history of surgical periodontal treatment
- Coverage for microbial tests and brush biopsies

### Class I: Diagnostic/Preventive

Routine dental services, including oral exams, cleanings and x-rays

### Class II: Basic Services

Moderately complex dental services, including fillings and simple extractions

### Class III: Major Services

More complex dental services, including crowns, complex extractions, oral surgery, and periodontal and endodontic services

### Class IV: Orthodontics

For eligible members

Product name	Class I: Diagnostic/Preventive	Class II: Basic services	Class III: Major services	Deductible (Individual/family)	Out-of-pocket maximum	Orthodontics (child up to age 19)/lifetime orthodontic maximum
Basic 1a	100%	20% discount	20% discount	\$0/\$0	Unlimited	Not covered
Basic 1b	100% after deductible	20% discount	20% discount	\$50/\$150	Unlimited	Not covered
Basic 1c	100% after deductible	20% discount	20% discount	\$75/\$300	Unlimited	Not covered
Standard 2a	100%	50%	50%	\$0/\$0	\$1,500	Not covered
Standard 2c	100%	50% after deductible	50% after deductible	\$75/\$300 (waived for Class I services)	\$2,000	Not covered
Premium 3a	100%	80%	50%	\$0/\$0	\$1,500	Not covered
Premium DK	100%	70%	50%	\$0/\$0	\$1,000	Not covered
Premium DL	100%	70% after deductible	50% after deductible	\$50/\$150 (waived for Class I services)	\$1,000	Not covered
Premium DM	100%	70%	50%	\$0/\$0	\$1,500	Not covered
Premium DN	100%	70% after deductible	50% after deductible	\$50/\$150 (waived for Class I services)	\$1,500	Not covered
Premium F5	100%	80% after deductible	50% after deductible	\$50/\$150 (waived for Class I services)	\$1,000	Not covered
Premium F7	100%	80% after deductible	50% after deductible	\$50/\$150 (waived for Class I services)	\$1,500	Not covered
Standard DV	100%	50%	50%	\$0/\$0	\$1,500	Covered/\$1,000
Premium DW	100%	80%	50%	\$0/\$0	\$1,500	Covered/\$1,000

Coverage for out-of-network services is described in the plan documents.



## Spending Accounts and Other Services

### Flexible spending account (FSA)

With UPMC Consumer *Advantage* FSAs, members can use pretax dollars to pay for eligible out-of-pocket expenses during the current plan year. We offer health care, dependent care, and limited-purpose FSAs.

### Health savings account (HSA)

Members can use a UPMC Consumer *Advantage* HSA to pay for their current or future health care expenses. HSAs must be paired with a qualified high-deductible health plan. Both you and the member can contribute. The balance can be carried over from year to year. The member owns the account and can take it if they change employers or retire.

### Qualified transportation account (QTA)

UPMC Consumer *Advantage* QTAs are spending accounts that members fund with pretax contributions. Funds can be used to pay for eligible transit and parking expenses related to the member's commute to and from work.

### UPMC COBRA *Advantage*

We administer monthly premium collection from COBRA participants and retirees. This includes remitting premiums collected back to our clients or insurance carriers. We also handle Open Enrollment mailings and carrier updates, and we have the ability to accept participant online bill payments and provide account information 24/7.



## Self-Funding Options

### UPMC Self Assure

UPMC Self Assure is a level-funded arrangement for groups with 10 to 199 enrolled employees. Employers who choose this product pay a fixed monthly amount based on the year's expected claims, plus fixed costs. There are no hidden charges or carryover to the next year. Employers receive protection from high-cost claimants and can receive a claim refund if their claims are lower than expected.

### Self Assure level funding employer cost calculator

#### What you pay each month

<b>Fixed Costs</b> (Administrative Service Fees + Stop Loss Premium + Producer Commissions)	+	<b>Variable Costs</b> (Claims Contribution = Projected Claims x Aggregate Corridor)	=	Total Monthly Amount Invoiced
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#### Reconciliation after run-out

Total Claims Contribution for Policy Year	-	Claims Incurred in 12 months and paid in 24 months*	=	Excess Claims Contribution or Deficit Amount
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#### Claims contribution refund (if applicable)

Surplus Amount (if applicable)	x	2/3 or 50% Return Based on Employer's Choice at Time of Sale	=	Money Returned to Group
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\*Excludes any claims paid by UPMC Health Plan under the specific stop loss coverage.

## Features Included with All Plans

All of our health plan options come with important resources that can help your employees maximize and understand their plan, manage and access their benefits, stay healthy, and get customer service support for their questions.

### UPMC AnywhereCare

UPMC AnywhereCare is a telemedicine platform that allows members to have a virtual visit with a UPMC provider using a computer, tablet, or smartphone. Nonemergency conditions—such as sinus infections, allergies, or pink eye—can be treated 24/7. Children up to age 17 can be seen by pediatric providers from UPMC Children’s Hospital of Pittsburgh.

Members can also chat with a pharmacist through the Ask a Pharmacist feature.

*UPMC Health Plan members who are in Pennsylvania at the time of a virtual visit may select a UPMC-employed provider, subject to availability and discretion of the provider. Members located outside of Pennsylvania at the time of service will receive care from a provider employed or contracted by Online Care Network II PC (OCN), also known as Amwell Medical Group. OCN is not an affiliate of UPMC. Limitations may apply for members of ASO plans that have opted out of coverage. UPMC Children’s AnywhereCare is available only to patients who are in Pennsylvania. In order for a child to have a UPMC Children’s AnywhereCare visit, the child’s parent or legal guardian must be with the child during the video portion of the visit, and the child and parent or legal guardian must be in Pennsylvania during the visit. Members who are outside Pennsylvania at the time of service may select the standard UPMC AnywhereCare module and receive care from a provider employed or contracted by OCN at the discretion of the provider. Providers are not available to treat members who are in Puerto Rico.*

### UPMC MyHealth 24/7 Nurse Line

Members can speak to a registered nurse day or night—at no charge—when they have a medical question or concern.

*UPMC nurses who answer calls are licensed to assist members located in Pennsylvania, West Virginia, Maryland, New York, and Ohio. Members must be located in one of those states when calling the UPMC MyHealth 24/7 Nurse Line. The UPMC MyHealth 24/7 Nurse Line is not a substitute for medical care. If an emergency arises, members should call 911 or go to the emergency department. Nurses cannot answer plan or benefit questions. Members should call the Member Services phone number on the back of their ID card for questions regarding their plan benefits.*

### Award-winning customer service

UPMC Health Plan provides unmatched customer support through our award-winning Health Care Concierge team. The team is committed to making sure members feel valued, helping them understand their benefits, and providing preventive health reminders. Health Care Concierges also strive to resolve all concerns in one call or online chat session.

*UPMC Health Plan earned 11 Stevie® Awards in 2023, including three Gold Stevie Awards for Achievement in Customer Experience, Customer Service Team of the Year, and Back-Office Customer Service Team of the Year. The Stevie Awards for Sales & Customer Service are the world’s top honors for customer service, contact center, business development, and sales professionals.*

### Global emergency travel assistance

Assist America provides global emergency travel assistance services. It can be used when members experience an emergency while traveling more than 100 miles from home for less than 90 days.



### Digital tools

#### MyHealth OnLine

MyHealth OnLine is a secure website where members can personalize their health and wellness goals and needs. There, they can take the MyHealth Questionnaire to learn their health risks. They will then receive a list of recommended activities aimed at reducing their risk for chronic diseases and helping them meet their goals. They can also use the site to research health conditions, access a treatment cost tool, see their claims and coverage information, and more.

#### Employer OnLine

Employer OnLine is UPMC Health Plan’s secure website, available at [upmchealthplan.com](http://upmchealthplan.com), exclusively for employers. You can use it to complete these and other activities:

- Manage your health benefits program.
- Pay your premium bill.
- View helpful resources.
- Access MyHealth Print-Post-Promote™ materials and employer-delivered wellness campaigns.
- Download Monthly Invoices.

#### UPMC Health Plan app

The free UPMC Health Plan app puts members’ health insurance information in one place. And they can access that information instantly—anywhere, anytime.

- Access digital member ID cards for themselves and their covered dependents.
- Live chat with a Health Care Concierge or health coach.
- Track their progress toward their deductible and out-of-pocket maximum.
- View recent medical claims information.
- Search for in-network providers.
- View prescriptions, search the formulary, and compare drug prices.



## Taking Care of Employees' Minds and Bodies

Self-care means addressing both emotional and physical health needs. UPMC Health Plan offers services that can help your employees do just that.

### Behavioral health support when employees need it

UPMC Health Plan takes great pride in the behavioral health coverage and benefits we offer. Whether your employees want to make small changes to improve their life or are in recovery from a significant behavioral health issue, we can help.

Our services include resources for these and other issues:

- Emotional difficulties
- Bereavement
- Marital or family concerns
- Mental health disorders
- Substance use or dependence

Not all services are covered by all plans. Before seeking services, members should check their plan documents or call Member Services to learn what is covered by their plan.

### Health coaches to help employees achieve their health goals

Members can work to achieve their health-related goals by working with a health coach. Our coaches can help members stay motivated and keep them accountable. This service is available to members at no cost.

Our lifestyle health coaching can help members:

- Lose weight.
- Eat healthier.
- Reduce their stress.
- Quit using tobacco.
- Become more physically active.
- Build healthier habits.
- Create a healthy family plan.

Our condition management health coaching programs can help members:

- Manage their diabetes or heart disease.
- Control their asthma or other chronic conditions.

### RxWell

Our RxWell® app is designed to help members become emotionally and physically healthy. It combines health coaching support with provider-endorsed techniques. The app's programs focus on a variety of wellness topics—from stress, anxiety, and depression to nutrition, weight management, and tobacco cessation.

### Health and wellness discounts

UPMC Health Plan members get exclusive discounts on gym memberships, activity trackers, and other health and wellness products through two great programs.

The ChooseHealthy® program empowers members to advance their health and well-being through a diverse range of products. They can use ChooseHealthy's online store to save up to 55 percent on popular health and fitness brands. These brand-name wellness products can help them live better every day.

With the Active&Fit Direct™ program, members have access to more than 11,000 fitness centers nationwide and over 4,000 on-demand fitness videos.

### Discount hearing benefit

Amplifon Hearing Health Care has negotiated discounts with a nationwide network of contracted providers.

### Workpartners' employee assistance program

Workpartners® is an innovative health, wellness, and productivity company that helps its clients transform the well-being of their workforce. Through its employee assistance program (EAP), employees can access a host of resources that can help them feel better and stay focused. The program can also help managers with workplace issues. EAP services are available to employees who have UPMC Health Plan medical coverage and members of their household.

Resources include:

- Expert help with financial or legal concerns.
- Referrals for child- or eldercare.
- Assistance with a work concern.
- Coaching and counseling.
- Self-guided online courses on personal and professional topics, wellness webinars, and more.

### Discount vision benefit

The following benefits are available to UPMC Small Business *Advantage* members at a select number of providers. To find the nearest available provider, members should go to **visionbenefits.envolvehealth.com/upmcdiscount**, or call UPMC Health Plan Member Services at **1-866-918-1597 (TTY: 711)**. This vision discount benefit is only available if a member does not have other vision coverage with UPMC Health Plan.<sup>1</sup>

Plan	Benefit
Discount Plan	<ul style="list-style-type: none"> <li>• <b>\$55 vision examination</b> A savings of 24% to 50% off usual and customary examination fees (medical-related office visits not included)</li> <li>• <b>25% discount off eyeglass frames and/or lenses</b> All in-stock frames are included, no additional dispensing fees are required</li> <li>• <b>25% off sunglasses</b> Discount is applicable on most retail nonprescription sunglasses (unless prohibited by manufacturer)</li> <li>• <b>20% discount off contact lenses</b> (10% off disposables)</li> <li>• <b>20% savings on contact lens fitting and follow-up visits</b></li> </ul>
Guidelines	<ul style="list-style-type: none"> <li>• Members must present their UPMC Small Business <i>Advantage</i> membership ID card to receive vision benefits.</li> <li>• Discounts may not be used in addition to other coupons, insurance, promotions, or special offers made available to the member.</li> <li>• Discounts are extended to all family members covered under the member's benefit plan.</li> </ul>

<sup>1</sup>This vision discount benefit is available only if the member does not have other vision coverage with UPMC Health Plan.

**These plans may not cover all of your employees' health care expenses. Employees should read their plan documents carefully to determine which health care services are covered. For more information, contact your account manager or call 1-833-825-2696 (TTY: 711).**





