

UNIVERSITY OF PITTSBURGH MEDICAL CENTER
EIN# 25-1423657
2009 PLAN YEAR
HEALTH AND WELFARE BENEFITS PLAN

This is the Summary Annual Report for the UPMC Welfare Benefits Plan, EIN 25-1423657, for the period January 1, 2009 through December 31, 2009. The Employee Retirement Income Security Act of 1974 (ERISA) requires that an Annual Report must be filed with the Internal Revenue Service (IRS) for practically all pension, health and welfare plans. The law also states that every individual eligible for these plans should receive a shortened version of that report (Summary Annual Report), based upon guidelines from the Department of Labor (DOL).

Plan 501
UPMC
Welfare Benefits Plan

Medical/Vision

A self-insured benefit, contracted with the UPMC Health Plan and Vision Benefits of America to pay all health/vision/pharmacy care claims incurred. Total administrative fees paid in 2009 were \$16,118,100. Total claims paid in 2009 were \$390,003,871. A fully insured benefit contracted with CareFirst BlueCross BlueShield to pay health/vision/pharmacy care claims incurred. Total premium paid in 2009 were \$370,174.

Dental

A self-insured benefit, contracted with United Concordia Companies, Inc. to pay all dental claims incurred for both the Premium and Standard Dental PPO Programs. Administrative fees paid in 2009 were \$1,016,257. Claims paid in 2009 were \$12,521,819.

Life and Accidental Death & Dismemberment

A fully insured benefit contracted with CIGNA Life Insurance Company of North America Insurance Company to pay all claims incurred for Life and Accidental Death and Dismemberment. Total premiums paid in 2009 were \$8,353,964. Claims paid in 2009 were \$4,492,034. A fully insured benefit contracted with Metropolitan Life to pay all claims incurred for Group Variable Universal Life. Total premium paid in 2009 were \$566,460. Total claims paid in 2009 \$0.00.

Short Term/Long Term Disability Income Protection

Contracted with UPMC Work Partners to process all claims incurred for the self-insured Short-Term Disability (STD). Administrative Services only fees for STD in 2009 were \$727,974. Total STD claims paid in 2009 were \$12,052,057. Contracted with CIGNA Life Insurance Company of North America for the fully insured Long Term Disability (LTD). Total LTD premiums paid in 2009 were \$5,559,717. LTD claims paid in 2009 were \$1,984,364. Contracted with Guardian Life Insurance for the fully insured Long Term Disability (LTD). Total premium paid in 2009 were \$104,138. Total LTD claims paid in 2009 were \$0.00.

Travel Accident Insurance Plan

A fully insured benefit, contracted with Federal Insurance Company to pay all claims incurred. Total premiums paid in 2009 were \$36,488. Total claims in 2009 were \$0.00.

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Flexible Spending Accounts

Contracted with UPMC Health Plan to administer the Flex Advantage accounts for eligible reimbursable benefits for Health Care, Dependent Care and Commuter Parking. To administer the claims processing the UPMC Health Plan teamed with Metavante Benefits Payment System for claims incurred for 2009. Total administrative fees \$343,308 and employee contributions \$18,095,504 in 2009.

Employee Assistance Program

A self-funded benefit contracted with EAP Solutions (n/k/a Life Solutions) for employee and dependent assistance services. Total administrative fees in 2009 were \$1,107,674.

Severance Program

A self-funded benefit paid by University of Pittsburgh Medical Center for severance payments. Total claims paid in 2009 were \$12,265,063.

Voluntary Benefits Program

Fully insured benefit offered through American Family Life Assurance Company (AFLAC) to pay the claims incurred by participating employees for Personal Cancer Protection Plan, Personal Accident Expense Plan, Personal Recovery Plus and Personal Short-term Disability. Premiums paid by participating employees in 2009 were \$5,840,219. Total claims paid in 2009 were \$2,016,392. Voluntary prepaid legal services offered by ARAG, total premium paid by participating employees in 2009 were \$68,841. Voluntary whole life insurance policies offered through UNUM, total premium paid by participating employees in 2009 were \$1,514,719.

NOTE: Certain benefits are not applicable to all employees or to those who had not yet earned the right to receive benefits. Please do not take this as representation that any or all of the plans for which this Summary Annual Report applies cover all employees.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, upon request. Insurance information, including sales commissions paid by the insurance carrier, is contained in the report.

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

UPMC
Benefits Department – Employee Service Center
US Steel Tower
600 Grant Street, Floor 56
Pittsburgh, Pennsylvania 15219
1-800-994-2752, Option 3

The charge to cover copying costs is \$3.50 for a full report or 25 cents per page for any part thereof.

You also have the legally protected right to examine the annual report at the main office of the Plan, Human Resources, US Steel Tower, 600 Grant Street, Pittsburgh, Pennsylvania, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor (upon paying copying costs). Request to the Department of Labor should be addressed to Public Disclosure Room, N4677, Pension & Welfare Benefit Programs, U.S. Department of Labor, 200 Constitution Ave. N.W., Washington, D.C. 20216.