

PREMIER

TALENT PARTNERS



CONTRACT BENEFITS OVERVIEW (15+ HOURS)

2025



MEDICAL BENEFITS

MEDICAL

Benefits	UnitedHealthcare SignatureValue HMO (26R) CA Residents Only	UnitedHealthcare Select Plus PPO 3500 (CQ18)	
	In Network	In Network	Out of Network
Lifetime Maximum Benefit	Unlimited	Unlimited	
Deductible			
- Individual	\$2,500	\$3,500	\$10,500
- Family	\$5,000	\$7,000	\$21,000
Out of Pocket Maximum	Includes deductible	Includes deductible	
- Individual	\$6,000	\$7,000	\$21,000
- Family	\$12,000	\$14,000	\$42,000
Coinsurance	30%	20%	50%
Office Visit (primary / specialist)	\$35 / \$70	\$30 / \$60	Ded + 50%
Urgent Care	\$35	\$50	Ded + 50%
Preventive Services / Well Baby Care	No charge	No Charge	Not covered
Lab and X-Ray	\$25	Ded + 20%	Lab testing: not covered/ X-Ray: Ded + 50%
MRI/CT/PET	\$150	Ded + 20%	Ded + 50%
Hospitalization	Ded + 30%	Ded + 20%	Ded + 50%
Outpatient Surgery	Ded + 30%	Ded + 20%	Ded + 50%
Emergency Room	Ded + 30%	Ded + 20%	
Acupuncture (20 per year, combined with chiropractic)	\$15	\$30	Not covered
Chiropractic Services (20 per year, combined with acupuncture)	\$15	\$30	Ded + 50%
Mental Health Outpatient	\$70	\$30	Ded + 50%
Prescriptions			
- Rx Deductible	There is no pharmacy deductible	There is no pharmacy deductible	
- Generic	\$10	\$10	\$10
- Brand	\$45	\$35	\$35
- Non-formulary	\$80	\$70	\$70
EMPLOYEE CONTRIBUTION PER MONTH			
Employee Only	\$246.79	\$374.72	
Employee & Spouse	\$838.82	\$1,273.67	
Employee & Child(ren)	\$641.68	\$974.33	
Family	\$1,283.34	\$1,948.59	

[Plan Summary](#)

[Plan Summary](#)

The benefits illustrated above are meant to serve as a summary of the benefits available under the carrier's plan. Should any discrepancy arise, the carrier's documents supersede this illustration. Once enrolled, you will receive a Combined Evidence of Coverage and Disclosure Form that explains the exclusions and limitations, as well as the full range of covered services of your plan, in detail.



DENTAL & VISION BENEFITS

DENTAL

	UnitedHealthcare	
	In Network	Out Of Network
Annual Max	\$1,500	
Orthodontia Lifetime Max	not covered	
Deductible		
Preventive	\$0	
Basic (Individual/Family)	\$50/\$150	\$50/\$150
Major (Individual/Family)	\$50/\$150	\$50/\$150
Coinsurance		
Preventive	100%	
Basic	80%	80%
Major	50%	50%
Orthodontia	not covered	
Important Provisions		
Endodontic Services	basic	
Periodontal Maintenance	basic	
Periodontal Surgery	basic	
Oral Surgery (Simple Extractions)	basic	
Oral Surgery (Complex Extractions)	basic	
Usual & Customary	negotiated fee	90th percentile
EMPLOYEE CONTRIBUTION PER MONTH	FULL PLAN DESCRIPTION	
Employee only	\$54.42	
Employee + spouse	\$103.76	
Employee + child/ren	\$131.33	
Employee + family	\$188.41	

VISION

	United Healthcare	
	in network	out of network
Office visit copay	\$10	n/a
Materials copay	\$25	n/a
Eye exam reimbursement	100%	up to \$45
Lenses		
Single vision		\$30
Bifocal	covered after copay	\$50
Trifocal		\$65
Contact lenses	\$130	\$105
Frames allowance	\$130 + 20%	\$70
Eye exam	every 12 months	
Lenses	every 12 months	
Contact lenses	every 12 months	
Frames	every 24 months	
EMPLOYEE CONTRIBUTION PER MONTH	FULL PLAN DESCRIPTION	
Employee only	\$6.76	
Employee + spouse	\$11.50	
Employee + child/ren	\$12.18	
Employee + family	\$18.26	



MORE BENEFITS

MEDICAL REIMBURSEMENT ACCOUNT (MRA)



Premier Talent Partners provides eligible employees enrolling in the medical plan allocations into an SF MRA plan based on the number of hours worked. SFMRA funds can be used to reimburse IRS qualified medical expenses and will be deposited into the account on a quarterly basis. Only employees that perform work within San Francisco City limits are eligible for this benefit.

GYM DISCOUNTS



- Low or no registration fees
- Nationwide locations
- Visit [Perkspot](#) for more information

COMMUTER BENEFIT PROGRAM



- This program allows employees to tap into an existing federal program (Sec 132) to pay for transit passes and vanpool expenses on a pre-tax basis. IRS limit is \$325 per month for transit, and \$325 for parking.
- [Find out more](#)

FARM FRESH TO YOU



- Healthy groceries to your home
- Local farms, organically grown
- 10% discount and convenient delivery by entering promo code **"NEWFRONT10"**
- [Find out more](#)

SOFI: STUDENT LOAN COST REDUCTION



- Convenience—consolidate all your student loans into a single loan
- Flexibility—choose from a variety of loan terms
- No Commitment—no-obligation rate quote
- \$300 welcome bonus if you sign up and refinance through [this link](#).

EMPLOYEE ASSISTANCE PROGRAM (EAP)



- Imagine having a counselor, a lawyer and a financial consultant on call when- ever you need them. Actually, you don't have to imagine it because you already do and it's available to all Premier employees at no extra cost
- [Find out more](#)

401(k) PLAN



- Premier offers a 401k Retirement Plan thru Fidelity. All contract employees are eligible after one year of employment and have completed 1000 hours. Premier will match 10% of the employees' contributions up to the federal limits.
- *Log onto Fidelity's NetBenefits mobile app to chat with Fidelity's Mobile Assistant. To speak with a Fidelity Guidance Counselor live, call 800-835-5095 between 5:30am-5:30pm PST. To speak with a Rollover Specialist, call 800-343-3548*