

UnitedHealthcare (UHC) Medical Plan Changes for the 2026 Benefits Plan Year

- If United Healthcare (UHC) is your exclusive medical carrier, in the new plan year Kaiser will be offered alongside UHC for worksite employees residing in certain ZIP codes in California (CA), Colorado (CO), Northwest (NW) and Washington (WA) Kaiser regions. Please reference the client renewal site for further details.
- The **Real Appeal** weight loss program will increase the age of eligibility from 13 years and older, to 18 years and older for the new plan year. Please refer to UHC for further information on this program.
- The **UHC HDHP 3500** plan will no longer be offered for the new plan year. Worksite employees who do not actively make an election during open enrollment will be automatically enrolled in the **UHC HDHP 4000** plan. Please reference the client renewal site for further details.

Current Plan Name	New Plan Name
UHC HDHP 3500	UHC HDHP 4000
UHC HDHP 3500 NV	UHC HDHP 4000 NV
UHC HDHP 3500 SC	UHC HDHP 4000 SC

- The cost share for **lab services** will be increasing when enrollees access care with **Designated Diagnostic Providers (DDPs)** for certain plans for the new plan year, as outlined in the chart below. Please reference the client renewal site for further plan details.

Plan Name	Current Cost Share	New Cost Share
UHC Primary 1000	No Charge	20% after deductible
UHC Primary 1500	20%	20% after deductible
UHC Primary 2500	20%	20% after deductible
UHC Primary 5000	20%	20% after deductible
UHC Choice Plus 500 NV	No Charge	\$25 Copay
UHC Choice Plus 1500 NV	No Charge	\$25 Copay
UHC Choice Plus 7150 NV	No Charge	\$25 Copay
UHC Choice Plus 7150 SC	No Charge	\$50 copay

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- The cost share for **lab services** will be increasing when enrollees access care with **Non-DDPs** for the new plan year, as outlined in the chart below. This does not apply to UHC Hawaii, Puerto Rico and U.S. Territories plans. Please reference the client renewal site for further plan details.

Plan Name	Current Cost Share	New Cost Share
UHC Choice Plus 300	0%	50%
UHC Choice Plus 500	10%	50%
UHC Choice Plus 1000	20%	50%
UHC Choice Plus 1500	30%	50%
UHC Choice Plus 2500	20%	50%
UHC Choice Plus 7150	0%	50%
UHC HDHP 2000	10% after deductible	50% after deductible
UHC HDHP 5500	0% after deductible	50% after deductible
UHC Primary 1000	20%	50% after deductible
UHC Primary 1500	20%	50% after deductible
UHC Primary 2500	20%	50% after deductible
UHC Primary 5000	20%	50% after deductible
UHC Choice Plus 500 NV	No Charge	50% after deductible
UHC Choice Plus 1500 NV	No Charge	50% after deductible
UHC Choice Plus 7150 NV	No Charge	50% after deductible
UHC HDHP 5500 NV	0% after deductible	50% after deductible
UHC Choice Plus 500 SC	10%	30%
UHC Choice Plus 7150 SC	0%	\$100 copay
UHC HDHP 5500 SC	0% after deductible	30% after deductible

In the event that any of your worksite employees' plans are eliminated and they are automatically enrolled in a different plan, if there is a conflict between the plan mapping on this document and the plan they are enrolled in (displayed on their confirmation statement), the plan on their confirmation statement shall control.

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TRINET III- cUHCCh26Q4