



2026 Employer Health Plans

Doing what's **right**, not just what's required

Your health plan may
only do what's required.
**Unless your health
plan is PacificSource.**

Whether it's our Northwest-based human service, our no-referrals-required policy, or our covering more no-cost prescription drugs than the law requires, PacificSource has always worked to do what's right, not just what's required—for you and your employees.



PacificSource is a **not-for-profit community health plan**.
We don't answer to shareholders, but to members, providers,
producers, and employers—the people who depend on our
products and services.

Health plans that focus on the right things: members, providers, and communities



A unique, not-for-profit partnership

PacificSource is different. We're a local health insurer that works closely with highly rated providers to deliver exceptional member experience.



Integrated care that revolves around members

This patient-centered approach is enabled by close collaboration with our provider partners, supported by best-in-class data analytics.



High-value care and lower costs

We strive to compensate providers fairly, based on quality of outcomes and overall value—not volume.



Ongoing investment in community health

As a not-for-profit insurer, PacificSource continually invests in our own neighborhoods, through financial aid and access to healthcare for diverse populations and those most in need.

Benefits that go beyond what's required



Local human service

Not automated phone trees or offshore call centers.



Help beyond healthcare

All health plans help members navigate a complicated healthcare system. We help members when things get even more complicated.

When unexpected challenges arise, our local Member Support Specialists help members find solutions to things like inadequate housing, food insecurity, transportation, and access to care.



More no-cost Rx drugs than the law requires

With our Expanded No-Cost Drug List, members can get dozens of preventive drugs—including 82 more than the law requires. Included on all plans, except for the Oregon Standard plans. To find a drug, visit PacificSource.com/find-a-drug.



No referrals required with any plan

Our plans don't require members to visit a primary care doctor before seeing a specialist. (Some specialists may have their own referral requirements.)



Client service that puts you first

You'll have a dedicated representative who's focused on you, your plan details, and helping you control costs.



No-cost preventive care

\$0 copays on:

- Well-baby and well-child care
- Annual checkups
- Prenatal consultations
- Preventive mammograms and colonoscopies
- Immunizations



PacificSource Health Plans covers more than **190,000** members and their families in the Greater Northwest.

Our business clients include companies working in a variety of industries.
That's experience we can leverage to help you.



Manufacturing



Local Governments



Education



Legal



Wholesale Supply



Medical



Retail



Restaurants



Banking



Agriculture



Nonprofit



Transportation

Source: monthly enrollment report, June 2025

Quantity and quality— our networks deliver both



We know how important a robust provider network is when shopping for health insurance. That's why we contract with thousands of highly rated healthcare professionals, **including 19 five-star medical facilities across the Northwest**, and many more nationwide.*

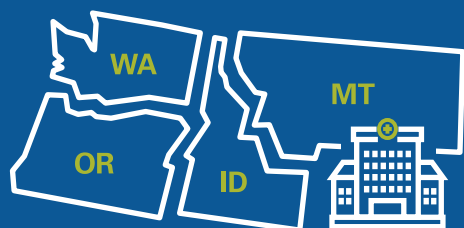
With PacificSource, your employees and their covered family members have in-network access to providers across the Pacific Northwest and nationwide.

Wherever they live, work, or travel, members can count on:

- An extensive choice of doctors and facilities
- Specialist care without a referral
- Care that focuses on quality outcomes and patient engagement
- Empowering self-management tools

*Source: Centers for Medicare & Medicaid Services, Hospital Ratings, February 2025.





In-network access to doctors and hospitals across the Northwest...

Idaho

St. Luke's Health Partners

Portneuf MEDICAL CENTER

IRMC
EASTERN IDAHO REGIONAL MEDICAL CENTER

BINGHAM MEMORIAL HOSPITAL
Experience Bingham!

Saint Alphonsus
A Member of Trinity Health

Mountain View Hospital
Getting you back to what you Love

IDAHO FALLS COMMUNITY HOSPITAL

KootenaiCareNetwork

Montana

Billings Clinic

PROVIDENCE St. Patrick Hospital

St. Peter's Health

Benefis HEALTH SYSTEM

Intermountain Health

COMMUNITY MEDICAL CENTER

LOGAN HEALTH

Bozeman Health

Oregon

LEGACY HEALTH

St. Charles HEALTH SYSTEM

OHSU Health

Samaritan Health Services

PeaceHealth

McKenzie-Willamette MEDICAL CENTER

PRAXIS HEALTH

ASANTE®

Washington

LEGACY HEALTH

VANCOUVER CLINIC

PeaceHealth

Providence Sacred Heart Medical Center

MultiCare

Seattle Children's HOSPITAL • RESEARCH • FOUNDATION

SWEDISH

UW Medicine

Members getting care in Washington state have in-network access to contracted providers through PacificSource in Cowlitz and Clark counties, and **Aetna's PPO providers through Aetna Signature Administrators** in all other Washington counties.

To search our provider directory, visit **[PacificSource.com/find-a-doctor](https://www.pacificsource.com/find-a-doctor)**.
For Clark and Cowlitz counties in Washington, search **[PacificSource.com/find-a-doctor](https://www.pacificsource.com/find-a-doctor)**.
For other Washington counties, search **[aetna.com/asa](https://www.aetna.com/asa)**.

...and across the nation.

Your employees have nationwide access to **Aetna's PPO through Aetna Signature Administrators®** (outside Idaho, Montana, Oregon, and Cowlitz and Clark Counties in Washington).



This is not a complete list of providers and in-network availability is based on your plan and network. Providers listed were accurate at the time of printing.



Dental options to make you smile



Good dental health is important to our well-being.

That's why we offer a variety of dental options to fit your organization's needs. You can combine a dental plan with your health plan, or select dental-only.

For businesses with ten or more enrolled employees*, Voluntary Dental makes it easy to offer dental coverage without increasing your company's healthcare costs. Your employees pay the full premium as if they were buying their own dental plan, but they get benefits that typically come with a group plan.

For dental benefit details, please see the plan comparison chart for your state and group size. You may also contact your broker or our team. See contact information listed on the back of this brochure.

*Additional guidelines and requirements apply.

A look at vision coverage



Our vision plans focus on wellness and prevention.

We offer pediatric and adult vision plan options, including coverage for eye exams and vision hardware. Options vary depending on your group size and location, and member cost-shares vary by plan.

With many of our medical plans, vision benefits are included, and exams covered in full, when seeing an in-network provider.

Please see our vision benefits flier for details, or contact your broker or our team for assistance.





Reduce healthcare costs

Through a partnership with PNC Bank, we offer a broad range of benefits packages.

HSA

Health Savings Accounts (HSA)

- Employee-funded via pretax dollars, with optional employer contributions
- Pretax dollars can be used for eligible medical, dental, and vision services and supplies
- Can cover both near-term medical expenses and expenses in retirement
- Offers investment options

HRA

Health Reimbursement Arrangements (HRA)

- Employer-funded account for reimbursing employee health expenses
- Offers flexibility for employers to set the rules of the arrangement

FSA

Flexible Spending Accounts (FSA)

- Employee-funded, with optional employer contributions
- Employees save via pretax payroll deductions
- Pretax dollars can be used for eligible medical, dental, and vision services and supplies

DCFSA

Dependent Care Flexible Spending Accounts (DCFSA)

- Employees pay for qualified out-of-pocket dependent care expenses with pretax dollars
- Examples of eligible dependents include a disabled spouse, a disabled dependent, and children under age 13

LSA

Lifestyle Spending Accounts (LSAs)

- Employer-funded, post-tax benefit accounts
- Employers choose what they can be used for; options include annual park passes, gym memberships, and financial planning services

COBRA and POP

Through PacificSource Administrators, Inc., we offer COBRA and POP (Premium Only Plans).

- COBRA is for those who no longer qualify for your health plan coverage. We track necessary notifications, time periods, billing, premium collection, and remittance.
- With POP, employees pay insurance premium expenses with pretax dollars. They can save via payroll deductions.



Self-funded solutions

Establish the right balance between control and risk.

Health plan administration

Our specialized teams are available to consult with you to find financing strategies that best suit your needs.

Pharmacy and clinical resources

PacificSource offers comprehensive pharmacy services integrated with our medical benefits that have consistently delivered low net cost, better care coordination, high quality, and outstanding member satisfaction.

Stop-loss insurance

Our dedicated stop-loss team provides:

- A plan-specific stop-loss contract
- Immediate funding for claims exceeding the stop-loss deductible
- Expedited audits to ensure eligible claims are paid under the stop-loss contract
- Monthly large claimant and aggregate reporting
- Flexible contract terms and provisions

Well-being is good business

We collaborate with you to create a health plan that features:

- Strategies aimed at increasing healthcare value
- Resources and best practices to ensure high-quality care
- Transparency and flexibility that enable cost savings

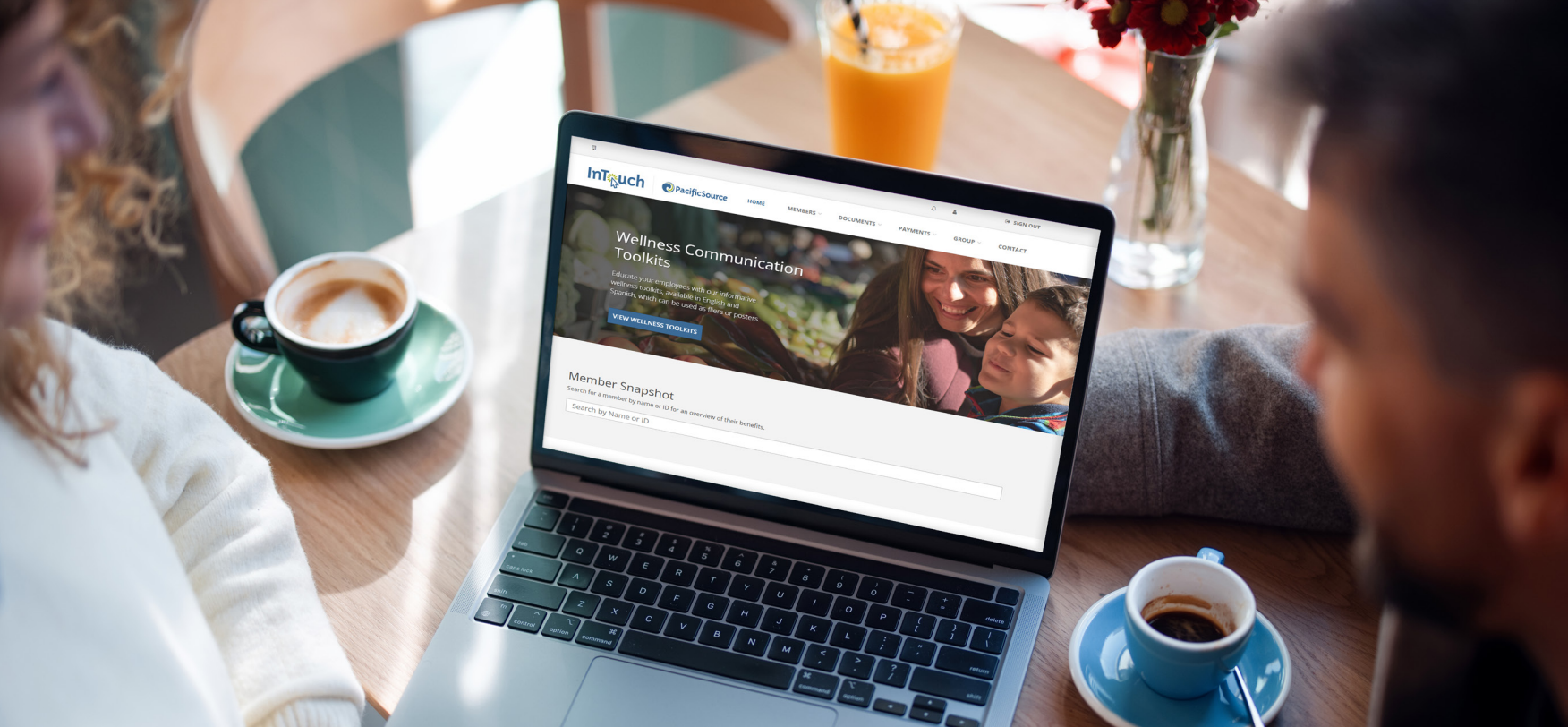


Offer one plan, or more

Our Right Fit options let your employees choose the premium and coverage that suit them best.

- Employees may choose from several different products. (The number depends on your group size.)
- There's no minimum enrollment, but the number of plans you offer can't exceed the number of enrolling employees.
- Employees can change products during open enrollment.
- If more than one provider network is offered by PacificSource in your area, your products can use different networks.
- Minimum employer contribution: 50% employee/0% dependents of your lowest-cost plan.

Underwriting guidelines apply.



Easy online access



You and your employees have 24/7 access to benefit information through InTouch, our secure online portal.

Employers can:

- ✓ View current and past billing statements
- ✓ Pay their bill
- ✓ Manage enrollment status
- ✓ Run reports
- ✓ Request ID cards
- ✓ Get information on demand
- ✓ Find contact information
- ✓ Update, add, and terminate subscribers
- ✓ Add documentation when required

Members can:

- ✓ Display their member ID
- ✓ See what's covered
- ✓ Check deductible status
- ✓ Search for a doctor
- ✓ Schedule telehealth visits
- ✓ Read Explanation of Benefits statements
- ✓ Reach customer service

At a glance, your PacificSource coverage includes:



Vision coverage for children and adults (optional on large group plans)



Prenatal program for expectant parents



Affordable fitness center access from our partner, Active&Fit Direct™



Education reimbursement up to \$150 for health and wellness classes



Easy online access for you and your employees



Home delivery of prescriptions—up to a 90-day supply



Telehealth care from the comfort of home



Worry-free travel with global emergency services from Assist America®



No-cost care management for chronic conditions

Additional benefits are not considered insurance.

Next steps:



1. Choose a health plan or plans



2. Decide on additional coverage options



3. Get a quote and enroll

Contact your broker or call us at
800-218-9667, TTY: 711
We accept all relay calls

Groups may also shop online at
PacificSource.com/employers



We're here to help.

We know that each step may require guidance.
Please contact us with any questions.

800-218-9667, TTY: 711

We accept all relay calls

Monday through Friday from 8:00 a.m. to 5:00 p.m.

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