



# WTIA Benefits Program Employer Guide

2025



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# WTIA Mission & Position

## Mission

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We work to build a strong, sustainable technology sector in a thriving community.

## WTIA Impact

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- >> **900+** member companies and partners
- >> **17,000** lives covered by WTIA Benefits Programs
- >> **100+** events produced
- >> **\$26M** from the federal government to expand tech apprenticeship programs across the country

# The WTIA Unique Approach

**WTIA develops solutions in-house to help our members solve problems they cannot on their own. Our benefit programs do this by:**

- » Building programs that help employers develop, recruit, and retain diverse tech talent.
- » Delivering high value, affordable financial services to SMB companies.
- » Advocating for public policies that support our mission.
- » Creating forums for industry, education, and government to partner effectively.
- » Living the values of diversity, equity, and inclusion to support our work and our clients. Our values are anchored in respect, empathy, and cultural humility.

# Our Healthcare Partners



Medical & EAP  
[www.uhc.com](http://www.uhc.com)



Life/AD&D/STD/LTD  
[www.metlife.com](http://www.metlife.com)



Vision  
[www.vsp.com](http://www.vsp.com)



Delta Dental of Washington

Dental  
[www.deltadentalwa.com](http://www.deltadentalwa.com)



HSA/FSA  
[www.naviabenefits.com](http://www.naviabenefits.com)



Family Support App  
[www.hicleo.com](http://www.hicleo.com)

# WTIA AHP Medical Bundle

## UnitedHealthcare (UHC) Medical Plan

- » 25 plan options
- » Choose from PPO or HSA
- » UHC's largest nationwide network Choice Plus
- » Triple option available (10+ enrolled employees)

## Employee Programs

- » UHC Rewards Program
- » UHC Vital Medication Program
- » Real Appeal - weight management
- » One Pass Select - discount program to gyms
- » 24/7 Virtual Visits - myuhc.com
- » Cleo

## Administrative Efficiency

- » Consolidated billing
- » EFT/Online payments
- » Free COBRA admin
- » Online platform to manage employees
- » Free HSA/FSA banking through Navia

## Metlife Insurance

- » \$25,000 of basic life
- » Buy-up options

Check providers and current prescriptions at:  
<https://www.whyuhc.com/wtia>



# UnitedHealthcare (UHC)

## Added Programs

The WTIA in partnership with UHC is offering the following program to all members and dependents enrolled on a UHC medical plan. For more information click on the link that will take you to the appropriate flyer for the program.



### UHC Vital Medication Program

Members automatically get \$0 cost for certain medications on all WTIA health plans. This includes:

- » Insulin
- » Epinephrine
- » Glucagon
- » Albuterol
- » Naloxone

Members can visit [myuhc.com/rx](https://myuhc.com/rx) to learn more and see if their brand qualifies.

### UHC Rewards Program

Members can complete different activities of their choosing to earn up to \$1,000 annually or buy-down an Apple watch:

- » Biometric screenings
- » Track 14 nights of sleep
- » Walk 5,000 steps
- » Being active 15 minutes a day or more, ect.

Members can get started by downloading the UHC app or going to [myuhc.com](https://myuhc.com) and registering.

### 24/7 Virtual Visits

Members enrolled on the health plan have access to 24/7 virtual visits through [myuhc.com](https://myuhc.com) or the UHC mobile app where providers can treat and diagnose common conditions like flu, sinus infections, UTI, and allergies all free of charge to members. PPO plans pay \$0 and HDHP's pay deductible then \$0 for common conditions.

# UnitedHealthcare (UHC)

## Added Programs

### Employee Assistance Program (EAP)

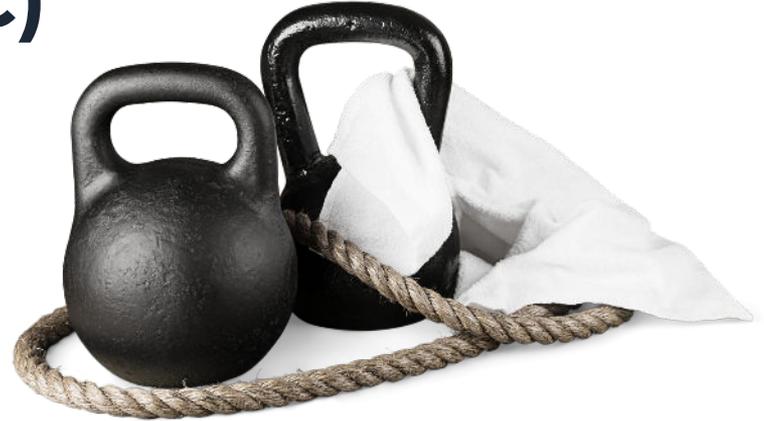
The EAP program is embedded in all WTIA medical plans and available to all employees and dependents enrolled on the health plan.

#### Members & Managers qualify for:

- » Personalized Support
- » Resources
- » No-cost referrals

#### EAP has 24/7 access and can help with:

- » Managing stress
- » Anxiety
- » Relationships
- » Legal/financial concerns
- » And much more



### Real Appeal Program

Real Appeal on Rally Coach is a proven weight management program designed to help members get healthier and stay healthier.

This program is available to members and enrolled family members as part of the health plan.

Members can learn more and enroll at: [enroll.realappeal.com](https://enroll.realappeal.com)

### On Pass Select Program

This program is designed to help make it easier for members to prioritize health and wellness through a lower-cost, extensive nationwide gym network.

Members have the freedom to choose different membership options at different prices that best fit their needs and lifestyle.

# Navia – HSA & FSA Solutions

## What does this mean for participating employers?

- » Access to a dedicated Navia customer service team
- » A technology platform that securely uploads data and provides eligibility reporting
- » The ability to offer a daycare FSA that allows participants to contribute up to \$5,000 per year in pre-tax dollars

## What does this mean for participating employees?

- » No monthly services fees
- » Carryover provision for FSA participants
- » Access to technology platform and mobile app to record and track covered medical expenses



# Cleo

**It takes a village.  
Consider Cleo yours.  
Meet your no-cost,  
all-inclusive family  
support system.**

Cleo provides personalized guidance for every family, for every moment, for every question. Connecting the dots through trusted one-on-one support and expert-backed content. Cleo is helping families across the globe balance parenting, caregiving, self-care, health, and work by meeting families exactly where they are in their journey, all through our easy-to-access intuitive mobile app. Cleo is free for employees that are enrolled on a WTIA health plan and their company has opted into the program.

## How can Cleo support employees

### **1:1 PERSONAL SUPPORT FROM A CLEO GUIDE**

From the moment employees sign up, they're paired with their dedicated Cleo Guide. From growing your family, to raising infants and teens, caring for yourself, and life transitions like menopause, your Cleo Guide is there to answer all your questions - big and small - and provide support to you at every step of your journey. Communicate via message, phone, or video when it's convenient for you and incite a partner to get answers to your questions as a family.

### **EVIDENCE-BASED RESOURCE HUB**

Cleo's extensive digital library, personalized tips, classes, and more provide employees access to what they need when they need it. Employees can get answers to their questions, find resources, or learn more about topics like child care, sleep, menopause, adult care, development, and more.

### **A NETWORK OF SPECIALISTS AND EXPERTS**

Cleo provides free unlimited access to 60+ types of professionals from doulas and lactation consultants to nutrition coaches and legal planning specialists. Employees can get personal support, consultations, & action plans customized for their family's unique path.

# Ancillary Services



## VSP Vision Care

- >> Five plan options
- >> Negotiated product discounts like glasses, sunglasses, contacts and LASIK
- >> Lightcare available on 4/5 plans giving flexibility to use the eyeglass benefit to purchase non-prescription sunglasses or blue light glasses.



## Delta Dental of WA

- >> Five group plan options - Voluntary Dental \$1500 plan added - 100% employee paid
- >> Nationwide network
- >> Orthodontia rider available for 10+ enrolled employees



## MetLife Life & Disability

- >> Life: \$25-\$500K
- >> Voluntary life up to \$500K (spouse & dependent coverage available)
- >> LTD/STD
  - Four LTD options available with a 90 & 180-day elimination period
  - Four STD options available with a 13 & 26-week duration period

# WTIA 401k Program

- » a national program primarily serving tech, but open to all industries
- » a pooled employer plan similar to the health programs we offer
- » built by the WTIA
- » member governed
- » includes participant education
- » has a diverse best-in-class fund performance
- » includes no set up fees
- » pays for audit, bond, and insurance

**Contact at [401k@watech.org](mailto:401k@watech.org) or learn more at [washingtontechnology.org/services/401k](http://washingtontechnology.org/services/401k)**



# WTIA Participation Fees

Employer Size	Annual Fees
Under 25	\$600
25-49	\$1,800
50+	\$3,000

**WTIA Membership provides your organization access to all WTIA services and programs including but not limited to:**

- >> Business Development Programs
- >> Events & Networking
- >> Workforce development solutions
- >> Advocacy & Public Policy Committee

**Visit [washingontechology.org/membership](https://washingontechology.org/membership) for more information.**



# Contact



**Contact your broker to get a quote or for more program information contact:**

 **Ashley Cook**

 [acookwatech.org](mailto:acookwatech.org)

 425.377.4884



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