

Supplemental benefits for 2027 Complete Suite plans

PLANS AND PRODUCTS | CALIFORNIA

Comprehensive benefits are key to recruiting and retaining better employees. Avoid juggling multiple vendors — choose from Kaiser Permanente’s wide selection of competitive supplemental benefits to complement the high-quality, affordable health coverage of your base Complete Suite plan.

VISION

Integrated vision care means your employees are screened for chronic health conditions and neurological disorders at routine eye exams, which can lead to lower health care costs and better long-term health management. Members also have access to a selection of competitively priced standard and designer eyewear. Basic lenses are included at \$0 as part of the glasses allowance.

Complete Suite plan	Vision plan	Glasses allowance	Contact lens allowance
HMO, DHMO, HSA-qualified HDHP	OPT 239	\$150 every 24 months	\$150 every 12 months
	OPT 296	\$150 every 12 months	\$150 every 12 months
	OPT 354	\$175 every 24 months	\$175 every 12 months
	OPT 322	\$175 every 12 months	\$175 every 12 months
	OPT 319	\$200 every 24 months	\$200 every 12 months
	OPT 320	\$200 every 12 months	\$200 every 12 months

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HEARING

Hearing loss makes it more challenging for employees to be productive and engaged at work, so offering benefits designed to protect their hearing makes good business sense. While hearing tests are part of our base coverage, supplemental hearing plans include an allowance and 3-year manufacturer warranty for hearing aids. Hearing aid coverage is not available with HSA-qualified high deductible health plan HMOs.

Complete Suite plan	Hearing aid plan	Hearing aid allowance
HMO, DHMO	HEAR 14	\$1,000 per ear every 36 months
	HEAR 15	\$2,000 per ear every 36 months
	HEAR 21	\$2,500 per ear every 36 months
	HEAR 41	\$3,000 per ear every 36 months

DENTAL

Oral health is essential to overall health. Regular dental care can reduce the risk of respiratory infections, cardiovascular disease, dementia, and pregnancy complications. Designed for quality and flexibility, our dental plans provide benefits to fit any budget. Our association with Delta Dental, one of the largest dental networks, makes it easy for members to find a dentist close to home or work.

Complete Suite plan	Dental plan	Network	Most preventive care services	Deductible
All plans	Dental Plan E Fee for Service	Any licensed dentist	\$0	\$25
	Dental Plan E PPO	Any licensed dentist	\$0 in network, cost share out of network	\$25
All non-PPO plans	Dental HMO Plan 10A	DeltaCare USA HMO network only	\$0 in network	No deductible

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ACUPUNCTURE AND CHIROPRACTIC CARE

Acupuncture and chiropractic care are increasingly popular ways to treat painful muscle and joint conditions, including back pain. Coverage for acupuncture and chiropractic care can help reduce health care costs and support a healthy, productive, and engaged workforce. Choose from several plan designs, including chiropractic only or combined chiropractic and acupuncture coverage. Visits are subject to ongoing medical necessity review.

Complete Suite plan	Acupuncture/chiropractic plan	Chiropractic coverage	Acupuncture coverage
HMO, DHMO, or POS ¹	NCR 3057/SCR 3058	\$10 per visit, 30 combined visits	
	NCR 3063/SCR 3064	\$15 per visit, 30 combined visits	
	NCR 3061/SCR 3062	\$15 per visit, 20 combined visits	
	NCR 145/SCR 456	\$5 per visit, 30 visits	Not covered
	NCR 142/SCR 453	\$10 per visit, 30 visits	Not covered
	NCR 158/SCR 469	\$15 per visit, 30 visits	Not covered
HSA-qualified HDHP	NCR 11286/SCR 11287	\$15 per visit after deductible, 30 combined visits	
	NCR 11282/SCR 11283	\$15 per visit after deductible, 20 combined visits	
	NCR 4209/SCR 4210	\$15 per visit after deductible, 30 visits	Not covered
	NCR 2808/SCR 2807	\$15 per visit after deductible, 20 visits	Not covered
PPO ²	NCR 3470/SCR 3476	\$15/30% per visit, 30 combined visits	
	NCR 3473/SCR 3479	\$15/30% per visit, 20 combined visits	
	NCR 3474/SCR 3480	\$15/40% per visit, 20 combined visits	

Ready to talk about your options?
Contact your account representative for a quote on any
of the benefits above to supplement your plan.

1. The HMO tier of the point-of-service (POS) plan is underwritten by Kaiser Foundation Health Plan, Inc. (KFHP) while the participating provider and nonparticipating provider tiers of the POS plan are underwritten by Kaiser Permanente Insurance Company (KPIC). KPIC is a subsidiary of KFHP. 2. The Kaiser Permanente PPO plan is underwritten by Kaiser Permanente Insurance Company (KPIC), a subsidiary of Kaiser Foundation Health Plan, Inc.