

US Employee Benefits – Medical Plan

The information provided in this document only applies to US-based Employees.

Machine Readable Files (MRFs)

MetLife's U.S. employees can generally choose between different medical plan options, offered either by Aetna or UnitedHealthcare. In accordance with the transparency disclosure rules required by the Consolidated Appropriations Act of 2020, MetLife is publishing links to publicly accessible sites that disclose the costs of medical services provided under the MetLife Options and Choices Plan, sponsored by MetLife Group, Inc., that have been negotiated with Aetna and UnitedHealthcare. These files are provided in machine-readable form.

Note that Aetna and UnitedHealthcare create and publish these files on behalf of MetLife. These files are not designed as consumer tools but rather for researchers, regulators, and developers to access and analyze data. Consumers may visit UnitedHealthcare and Aetna's websites for member-friendly information. These files are not guarantees of coverage, nor are they guarantees of the reimbursement rate that will be applied for any procedure.

- UnitedHealthcare: <https://transparency-in-coverage.uhc.com/>
- Aetna: https://Health1.Aetna.com/app/public/#/one/insurerCode=AETNACVS_I&brandCode=ALICSI/machine-readable-transparency-in-coverage?searchTerm=10655339&lock=true