



## Total Rewards at UW Health – UW Northern Illinois

At UW Health, we realize that our employees are our most valuable resources. Our *Total Rewards Philosophy* is to provide competitive compensation and benefits that will retain, recruit, motivate and recognize and reward highly talented employees possessing the skills required to fulfill UW Health's vision of *Remarkable Healthcare*.

### Direct Compensation

UW Health is committed to providing all employees with a competitive level of compensation at time of hire and throughout their career. Our market-based pay ranges are established to be competitive with the external labor market.

### Health and Protection

Health insurance, including prescription drug coverage and supplemental benefits such as dental and vision are part of a larger umbrella of health benefits offered to UW Health employees.

Eligible employees are automatically enrolled in employer-paid group life and AD&D insurance for one-and-a-half times their annual salary for full-time employees and one times their annual salary for part-time employees. There is also an option to enroll in voluntary life insurance (paid for by the employee). Short- and long- term disability plans are provided at no cost to eligible employees.

### Retirement Planning

UW Health employees are eligible to participate in the 403(b) plan, administered by T-Rowe Price. UW Health will automatically withhold three percent of your gross wages to be deposited in the plan. Matching contributions are made on a per pay period and annual basis.

### Work/Life Balance

UW Health's total time off is built to help employees have the time off they need to maintain a work/life balance. Benefit eligibility begins on the first day of employment. UW Health also recognizes 6 paid holidays and offers paid parental leave with immediate eligibility.

### Additional Benefits

UW Health's learning and development resources are continuously expanding to include learning sessions and a resource library covering a variety of topics including team and individual development, computer/technical skills, supervisory or management development, tools for new employees and organizational learning. Tuition Assistance and Tuition Reimbursement provides financial support to eligible employees who pursue education that supports career development to fulfill workforce needs.

Our Employee Assistance Program provides no-cost, confidential services to employees and their families.

Adoption Assistance is available for UW Health employees who wish to grow their family through adoption.

Loyal employees are the heart of UW Health and essential to our success. A variety of programs and events have been designed to thank, congratulate, recognize and reward staff.

### Other benefits include:

- Tax Free Spending Accounts
- Health Savings Account
- Critical Illness Insurance
- Accident Insurance
- Hospital Indemnity Insurance
- Legal Consultation
- Identity Theft Protection
- Pet Insurance
- Corporate Discounts