

## Total Rewards at UW Health – UW Medical Foundation

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 UWMF employees. Employees who waive health coverage may be eligible for a health insurance buyback of up to \$2,000 annually.

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

### Retirement Planning

Employees are automatically enrolled in a 401(k) plan and can contribute a percentage of their pay on a pre-tax or post-tax (Roth) basis. UWMF contributes to eligible employees' retirement plans through an annual profit-sharing contribution. Employees may also take advantage of free financial counseling to plan for retirement.

### 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, earning up to 3 weeks in

the first year. UW Health also recognizes 8 paid holidays and offers paid parental leave with immediate eligibility.

Employee Wellbeing is a foundation to UW Health's success. Our Employee Wellbeing program offers and promotes activities, education and resources to all UW Health staff and supports them in changing behaviors and making healthier choices.

### 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 pet insurance, identity theft protection and access to corporate discounts.