

Total Rewards at UW Hospitals and Clinics

Compensation

UW Health is committed to providing all employees with a competitive level of compensation at time of hire and throughout their career at UW Health. UW Health will review and discuss an individual's relevant experience and education during the selection process. Salary offers will be established to be competitive with the external labor market based on the job and an individual's experience. During their career at UW Health, employees may be eligible for annual base pay increases based on market data, individual performance, and UW Health's financial performance.

Health and Dental Insurance

Employees who are employed to work 23.2 hours or more a week are eligible for comprehensive health, dental and vision insurance coverage for themselves and eligible dependents. Both HMO and High Deductible Health Plans are offered. In addition, Flexible Spending Accounts and Health Savings Accounts are available to eligible employees.

Employees who are eligible for health insurance through UW Hospitals and Clinics, but waive coverage, may be eligible for an annual insurance Opt-Out, up to \$2000.

Retirement

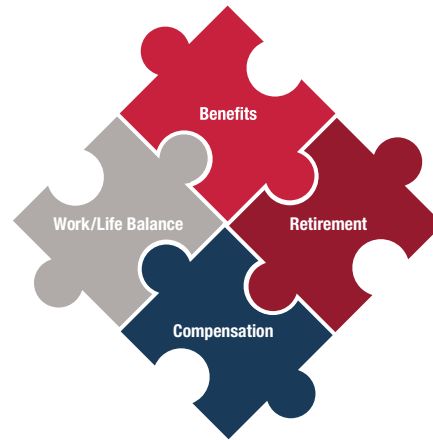
Eligible employees are automatically enrolled in the Wisconsin Retirement System (WRS) on their first day of employment and UW Hospitals and Clinics matches the employee contribution towards this defined benefit plan. Supplemental retirement plans are available, including a Tax Sheltered Annuity 403(b) plan and Wisconsin Deferred Compensation 457 plan.

Time Off

Our generous time off package is based upon years of service and is pro-rated by the percentage of your full-time employment (FTE). Eligible employees will also receive an annual allotment of sick leave. UW Health also recognizes 8 paid holidays.

Life and Disability

We offer four different life insurance plans and a disability plan that can pay up to 75 percent of your salary.



Learning and Development

Course offerings are available in career and personal development, service excellence and management development, in addition to our Tuition Reimbursement program.

Discounts and Timesavers

- Corporate discount program
- Cost assistance towards Madison Metro bus pass
- UW Madison Affiliate ID card
 - No cost access to campus libraries and unions
 - Access to all university fitness and tennis facilities
- On-site conveniences (varies by location)
 - Convenience store
 - Coffee shops
 - Mail and package delivery
 - Cafeteria
 - Gift shop
 - Pharmacies

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Employee Assistance and Work-Life Program

Provides no-cost, confidential services to employees and their families for:

- Self-improvement/personal development
- Family and dependent care needs
- Family, parenting or job concerns
- Legal matters and financial questions
- Building and improving relationships
- Alcohol or drug abuse questions or problems
- Emotional or stress-related issues

Family Support Programs

- Lactation rooms
- No cost access to lactation consultant 24/7
- No cost Care.com membership

Recognition and Appreciation

Employee recognition, appreciation and involvement is an important part of the culture at UW Health. A variety of programs and events have been designed to thank, congratulate, recognize and reward staff, including:

- Faculty and Staff Appreciation
- Length of Service Recognition
- Retirement Recognition Program
- Thanks for Caring



Wellness Program

Our award-winning wellness program, Wellness Options at Work, offers activities, classes and resources to encourage staff focused on:

- Resiliency Training
- Health Coaching
- Stay Well Programming
- Healthy Environment