

Total Rewards at UW Medical Foundation

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. This is done through a comparison of UW Health salary ranges to compensation benchmarks in the external labor market. Compensation rates and salary offers will be established in a similar manner to be competitive with the external labor market based on the job and an individual's experience and education. UW Health will review and discuss an individual's relevant experience and education during the selection process. 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 20 or more hours per week are eligible for comprehensive health and dental insurance coverage for themselves, their families and eligible dependents. Employees have the option of enrolling in a Traditional HMO or High Deductible Health Plan. In addition, Flexible Spending Accounts and Health Savings Accounts are offered.

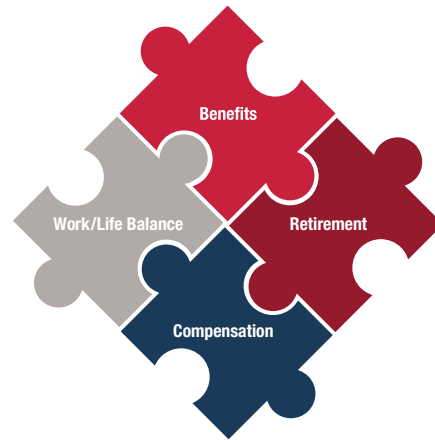
Employees who are eligible for health insurance through UW Medical Foundation, but waive coverage, may be eligible for an annual Health Insurance Buy Back up to \$2000.

Retirement

Employees are automatically enrolled in a 401(k) plan following their date of hire, and can contribute a percentage of their paycheck towards their 401(k) retirement plan. In addition, UW Medical Foundation contributes to your retirement account through an annual profit sharing contribution to eligible employees.

Time-Off

Our generous time-off package is based upon years of service and is pro-rated by the percentage of your full-time equivalency (FTE). UW Health also recognizes 8 paid holidays and offers paid maternity/paternity time.



Life and Disability

Eligible employees are automatically enrolled in a Group Life and AD&D Life Insurance plan following hire (premium paid by the organization), with the opportunity to enroll in a Supplemental Life or Dependent Life Insurance plan (employee contributions to premiums). Organization provided Long-Term Disability and Short-Term Disability benefits are also available to eligible employees

Professional Development

UW Health offers a variety of internal and external professional development resources, including group development programs, online learning courses and tuition reimbursement.

Discounts and Timesavers

- No-cost Madison Metro bus pass
- Corporate discount program
- UW-Madison Wiscard Access
- On-site conveniences (varies by location)
 - Convenience store
 - Coffee shops
 - Cafeteria
 - Gift shop
 - Pharmacies
 - Retirement planning counselor



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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/Comfort Rooms
- Individualized support from UW Health Lactation Consultants
- 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:

- Length of Service Recognition
- Retirement Recognition Program
- Thanks for Caring

Employee Wellbeing

We recognize that employee wellbeing is the foundation of our success. Our employee wellbeing program, Wellness Options at Work, offers a collection of programs and resources to create and support a culture of health. Our program encourages staff and physicians to embrace healthy lifestyle habits and build supportive relationships. Our team of trained experts offer meaningful, real life support in four key areas of living well, health coaching, healthy environment and resilience.

