

# 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. 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 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

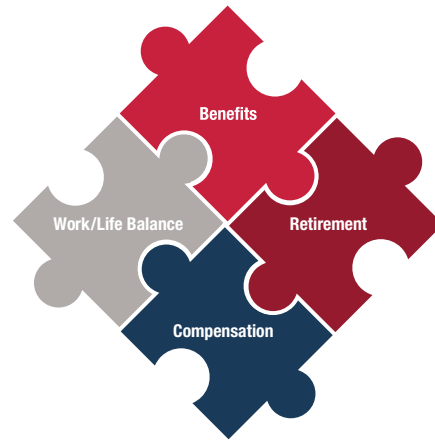
Employees are automatically enrolled in a 401(k) plan following their date of hire, and can contribute a percentage of their paycheck towards their 401(k) retirement plan. In addition, UW Medical Foundation contributes to your retirement account through an annual profit sharing contribution to eligible 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 employment (FTE). UW Health also recognizes 8 paid holidays.

## 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

## 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
- On-site conveniences (varies by location)
  - Convenience store
  - Coffee shops
  - Mail and package delivery
  - Cafeteria
  - Gift shop
  - Pharmacies

# Total Rewards at UW Medical Foundation

## 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:

- Employee 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:

- Increase physical activity
- Improve nutrition
- Enhance self care
- Manage weight
- Manage stress
- Stop smoking
- Prevent alcohol and drug abuse