



# Your 2024 **TOTAL REWARDS**

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## WELCOME



### WELCOME TO YOUR NEW TOTAL REWARDS DASHBOARD FOR 2024

### WE HONOR YOU FOR THE EXTRAORDINARY SERVICE YOU PROVIDE TO THE UVA MEDICAL CENTER

At UVA Health, our mission is to transform health and inspire hope for all Virginians and beyond. You each contribute to delivering on that mission in countless ways, and we greatly value your steadfast dedication and unwavering commitment to providing the highest quality care and most exceptional service to all in need. In return, we are committed to providing you with a Total Rewards package that includes a competitive pay and rewards program, benefits that support your physical, emotional, and financial health and well-being, opportunities to support your continuous learning and growth, robust retirement options, and more.

A list of the Total Rewards offered by UVA Medical Center is provided below. In addition, we can now provide you with a personalized Total Rewards Dashboard in Workday that is updated regularly so you can see your rewards at any time. This document shows examples of the dashboard in Workday and provides instructions on how to access it.

Thank you for all you do to deliver excellent care and service and to build the brightest future possible for our UVA Health. Together, we set the standard for excellence and ensure UVA Medical Center is known not only for its quality care, but also as an organization where team members are valued and thrive in their professional careers. If you have questions about your Total Rewards package, please reach out to [AskHR@virginia.edu](mailto:AskHR@virginia.edu).

**WENDY HORTON, PharmD, MBA**  
Chief Executive Officer

# COMMITMENT



# YOUR TOTAL REWARDS AT UVA MEDICAL CENTER

## YOUR BENEFITS

UVA is committed to providing you the best healthcare and wellness programs, and offer many resources focused on prevention and well-being to keep you and your family healthy. But when you do require care, we provide quality plans through at a variety of coverage levels to meet your needs and to help you and your family get well and stay well. These include:

- Employee Health
- Hoos Well
- Faculty and Employee Assistance Program
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts
- Short-Term Disability
- Long-Term Disability
- Life Insurance with Accidental Death & Dismemberment Insurance
- Paid Time Off

## YOUR PAY

We are committed to regularly reviewing our total pay program to ensure that you are paid equitably, in accordance with your responsibilities and performance, and aligned with the market. Your total pay at UVA Medical Center includes:

- Your base pay
- Other pay (where applicable) such as:
  - Overtime
  - Bonuses
  - Shift differential
  - Charge pay
  - On-call pay
  - Special pays



## YOUR REWARDS AND RECOGNITION

We greatly value the contributions you make every day. To help support you, we offer an array of services through Uteam that help you manage the competing demands of work, personal and family life. These programs recognize, reward, and celebrate our team members who go above and beyond and deserve special recognition for living our Core Values of Accountability, Stewardship, Professionalism, Integrity, Respect, and Equity (ASPIRE).

Click the Urewards icon above to redeem your 1 point, 5 point and new 20 point cards for UVA Health System branded merchandise.

[Enter Here](#)

### Awards & Rewards

- Service Awards
- Governor's Award
- Outstanding Contributor Award
- Uteam Member of the Month
- Urewards Cards
- ASPIRE Bonus Programs

### Events & Activities

- President's Pancake Breakfast
- UVA Health System Week
- UVA Health System End of the Year Celebration
- Quarterly Appreciations
- Retirement Celebrations

### Work/Life

- Wellness
- Family Support
- Perks and Discounts
- Community Involvement and Giving





## YOUR WORK/LIFE

**B**alancing your work schedule with personal or family schedules can be challenging at times. That's why UVA Health University Medical Center offers several programs that promote a better work-life balance. That's why University Medical Center offers a number of programs that promote a better work-life balance, including a generous and comprehensive time off program, a number of leaves of absence, and dependent care resources. These include:

- |                     |  |
|---------------------|--|
| Paid Time Off (PTO) | Leaves of Absence                          |
| PTO Cash Out        | Ongoing Care - Childcare Center or At Home |
| PTO Leave Donation  | Short-Term Back-Up Care                    |
| Paid Parental Leave | School & Tutoring Support                  |

University Medical Center's PTO plan exceeds industry standards for similar academic medical centers nationally. This is according to a recent benchmarking study UVA Health performed across multiple medical centers, which found that out of 700 medical institutions surveyed – including many of our peer healthcare groups – University Medical Center is seated in the top half for PTO accrual program and in the top quartile for our carryover/payout program.

Begin accruing PTO on your first day! And as your time with UVA increases, so does your accrual rate. To provide flexibility to all of our teams, University Medical Center's PTO plan combines Paid Time Off into one pool that you can use for a variety of purposes, including sick time, holidays, extended bereavement, personal business, etc. If your office is closed on a holiday, PTO hours may be used to cover the holiday.

Unique to University Medical Center team members is the benefit of receiving an additional eight hours of paid leave per year for public service, so you can get out there and be a part of the broader community. Twice yearly, employees with over 40 hours of time off are eligible to request a PTO cash out.

When paid leave isn't a possibility, there are options to take leave without pay. If you find yourself in need, you can request leave donations, and your community of colleagues have an opportunity to help support you.

## YOUR CAREER

**W**e're glad you're on our team and we support your career goals and professional development. UVA Medical Center offers continued educational support with tuition assistance through the Education Benefits Program.

This program provides you with up to \$2,000 per calendar year for approved academic courses and professional certification expenses. Regular, full-time team members and part-time team members who work 20+ hours per week and have completed 6 consecutive months of employment with UVA Health prior to the beginning of the course are eligible to take advantage of this program.

## YOUR RETIREMENT

**R**etirement planning is important to help you lead a stress-free life and accomplish your new retirement goals. We offer a retirement program for full-time and flex option team members that helps meet those goals. It includes:

- Retirement Plan options
- Savings Programs – 403(b) and 457
- Retiree Health Benefits – pre-Medicare eligibility

# Prepare for Retirement



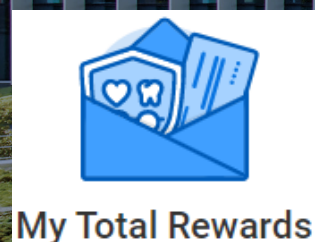


# FINDING YOUR TOTAL REWARDS DASHBOARD IN WORKDAY



**YOUR UP-TO-DATE TOTAL REWARDS DASHBOARD IS CONTAINED WITHIN WORKDAY AND IS UPDATED BASED ON THE LATEST DATA AVAILABLE WITHIN THE APPLICATION, INCLUDING THE SECTIONS LISTED TO THE RIGHT.**

To find your personalized Total Rewards, navigate to the Main Page in Workday and in the Applications section of the page click the *My Total Rewards* icon.



My Total Rewards

## MY TOTAL REWARDS WELCOME



1 **My Total Rewards**

**Aspire**  
Our values are our guiding principles. They define us as individuals and serve as our moral compass in our work...  
[View More](#)

**Uteam**  
We value the contributions you make every day. To help support you, we offer an array of services through Uteam...  
[View More](#)

### Welcome to your Total Rewards Dashboard

At UVA Medical Center, we greatly value your unwavering commitment to patient care and the level of devotion you provide daily. To reinforce our gratitude and commitment to you, we strive to provide a top-tier comprehensive Total Rewards package that best supports your needs. This includes a range of benefits that address your overall well-being, a competitive pay and rewards program, opportunities to assist with continued learning and career growth, robust retirement funding options, and more.

Your list of personalized Total Rewards is provided below. It is kept constantly updated, and available to view whenever you wish.

Again, thank you for all you do. If you have questions about your Total Rewards package, please reach out to [AskHR@virginia.edu](mailto:AskHR@virginia.edu).

**My Total Rewards** My Compensation & Benefits Change My Benefits My Work/Life Balance My Wellness My Benefits Vendor Links

2

3

4

5

6

7

In your Workday Dashboard, click on the tabs above to see your personalized information in each category.

1. This is the **Announcement** section of the page, any important information or announcements about Total Rewards will be highlighted here.
2. **My Total Rewards** page displays a link to the 2024 Total Rewards Brochure, which provides an overview of Total Rewards including benefits elections, and base pay compensation history. Click the Total Rewards Statement link on the right to see your individualized Total Rewards Statement. See below for more information about how to read it.
3. **My Compensation & Benefits** is your main resource for more information about your benefits, with links to the UVA HR Website.
4. **Change My Benefits** is the location to change and update your current benefits elections.
5. **My Work/Life Balance** provides up-to-date information on your PTO balances, available leaves of absence, and dependent care resources.
6. **My Wellness** is your central location for everything to support your financial, physical, and emotional well-being.
7. **My Benefits Vendor Links** provides website links to the vendors who provide our benefits programs if you'd like to reach them directly.



# CONTACT INFORMATION

## MY TOTAL GRAPHICS EXAMPLE

**Your total is \$53,317.46** Frequency Annual **1**  
**Employee Base Salary - Annualized\***

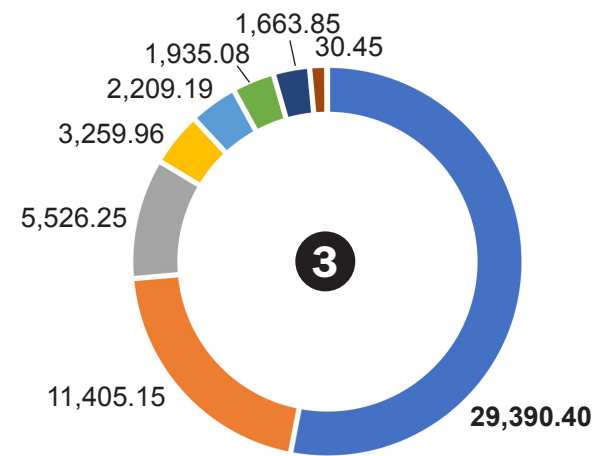
| <b>2</b>      | Salary YTD Amount | Estimated Yearly Base Salary |
|---------------|-------------------|------------------------------|
| Salary Plan   | 19,367.02         | 29,390.40                    |
| <b>Total:</b> | <b>19,367.02</b>  | <b>29,390.40</b>             |

This is your salary calculated hourly. The **Salary (year-to-date)** is the dollar amount of your hourly base rate that you have earned from the beginning of the year to today. The **Calculated Yearly Amount** is your hourly base rate multiplied by 2,080 hours (the total number of hours worked each year for full-time employment - FTE); or if you work less than 100% FTE, it is the amount multiplied by your actual FTE percentage.

- The summary of all of your employer-paid salary and benefit options.** The total reflected is your annualized Base Annual Salary plus the Year-To-Date earnings and other earnings and employer contributions you have received at the current time. As the year progresses, this number will update to reflect additional employer-paid benefits costs and additional employer-paid earnings.
- Employee Base Annual Salary.** This reflects your annualized Base Pay Salary. If you are an hourly employee, this reflects your hourly rate multiplied by 2080 hours. If you are working less than full time, this is multiplied by your current full-time equivalency.
- A donut chart** reflecting all the employer-paid rewards by each section (see below note).

**\*NOTE:** There are additional sections on the page reflecting different types of pay and benefits you have received from UVA Medical Center. These may include, but are not limited, to:

- |                      |   |
|----------------------|---|
| Allowances           | Health Care and & Health Savings              |
| Bonuses & Incentives | Life Insurance & Disability Mandated Benefits |
| Differentials        | Other Pays                                    |
| Education Benefits   | Retirement Plans                              |



■ Employee Base Salary - Annualized    ■ Retirement Plans  
■ Medical Center Other Compensation    ■ Mandated Benefits  
■ Bonuses & Incentives    ■ Shift Differentials  
■ Health Care & Health Savings    ■ Life & Disability Insurance  
*(Employee Base Salary is annualized; all other employer-paid options above are year-to-date, and will update throughout the year.)*

Please refer to the UVA Human Resources website for up-to-date provider contact information.

| Benefit                        | Provider              | Call                               | Go Online  |
|--------------------------------|-----------------------|------------------------------------|--|
| All Total Rewards Information  | UVA                   | HR Solution Center<br>434.243.3344 | <a href="http://hr.virginia.edu">hr.virginia.edu</a>   |
| Health Care                    | Aetna                 | 800.987.9072                       | <a href="http://aetna.com">aetna.com</a>   |
| Dental                         | United Concordia      | 866.215.2354                       | <a href="http://unitedconcordia.com">unitedconcordia.com</a>                                   |
| Vision                         | Davis Vision          | 800.804.6115                       | <a href="http://davisvision.com">davisvision.com</a>   |
| Life Insurance                 | The Standard          | 800.843.7979                       | <a href="http://standard.com">standard.com</a>   |
| Long-Term Care                 | Genworth              | 800.870.0877                       | <a href="http://cov.groupitc.com">cov.groupitc.com</a>   |
| Medical Center Retirement Plan | Fidelity<br>TIAA-CREF | 800.343.0860<br>800.842.2252       | <a href="http://nb.fidelity.com">nb.fidelity.com</a><br><a href="http://tiaa.org">tiaa.org</a> |
| Tax-Deferred Savings Program   | Fidelity<br>TIAA-CREF | 800.343.0860<br>800.842.2252       | <a href="http://nb.fidelity.com">nb.fidelity.com</a><br><a href="http://tiaa.org">tiaa.org</a> |
| Educational Assistance         | HR Solution Center    | 434.243.3344                       | <a href="#">MC Ed. Assist. Program</a>   |
| Time Off                       | HR Solution Center    | 434.243.3344                       | <a href="#">MC Policy #315</a>   |
| Child Care                     | Bright Horizons       | 877.242.2737                       | <a href="http://hr.virginia.edu/caregiving">hr.virginia.edu/caregiving</a>                     |







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