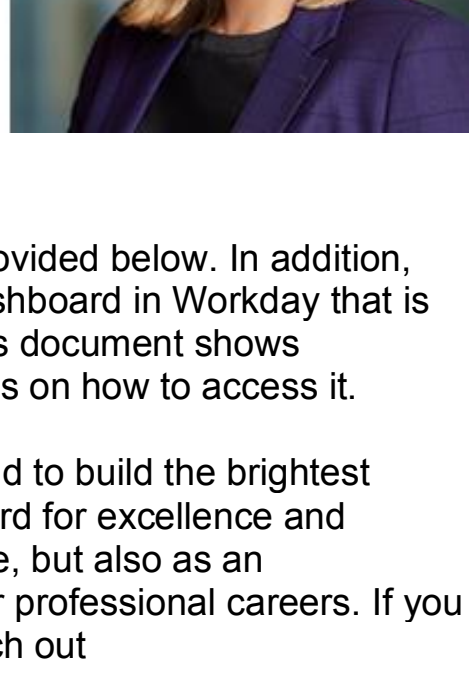


Welcome to your new Total Rewards Dashboard for 2022. We honor you for the extraordinary service you provide to the UVA Medical Center.

Dear (EMPLOYEE NAME),

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, especially during these unprecedented times. 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.

Sincerely,


Wendy Horton, PharmD, MBA
Chief Executive Officer

DEVOTION 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

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



Urewards
The power of you. Bravo!

Awards & Rewards

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



Thank U
You did it!

Events & Activities

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



Ulife
You. UVA. In Balance.

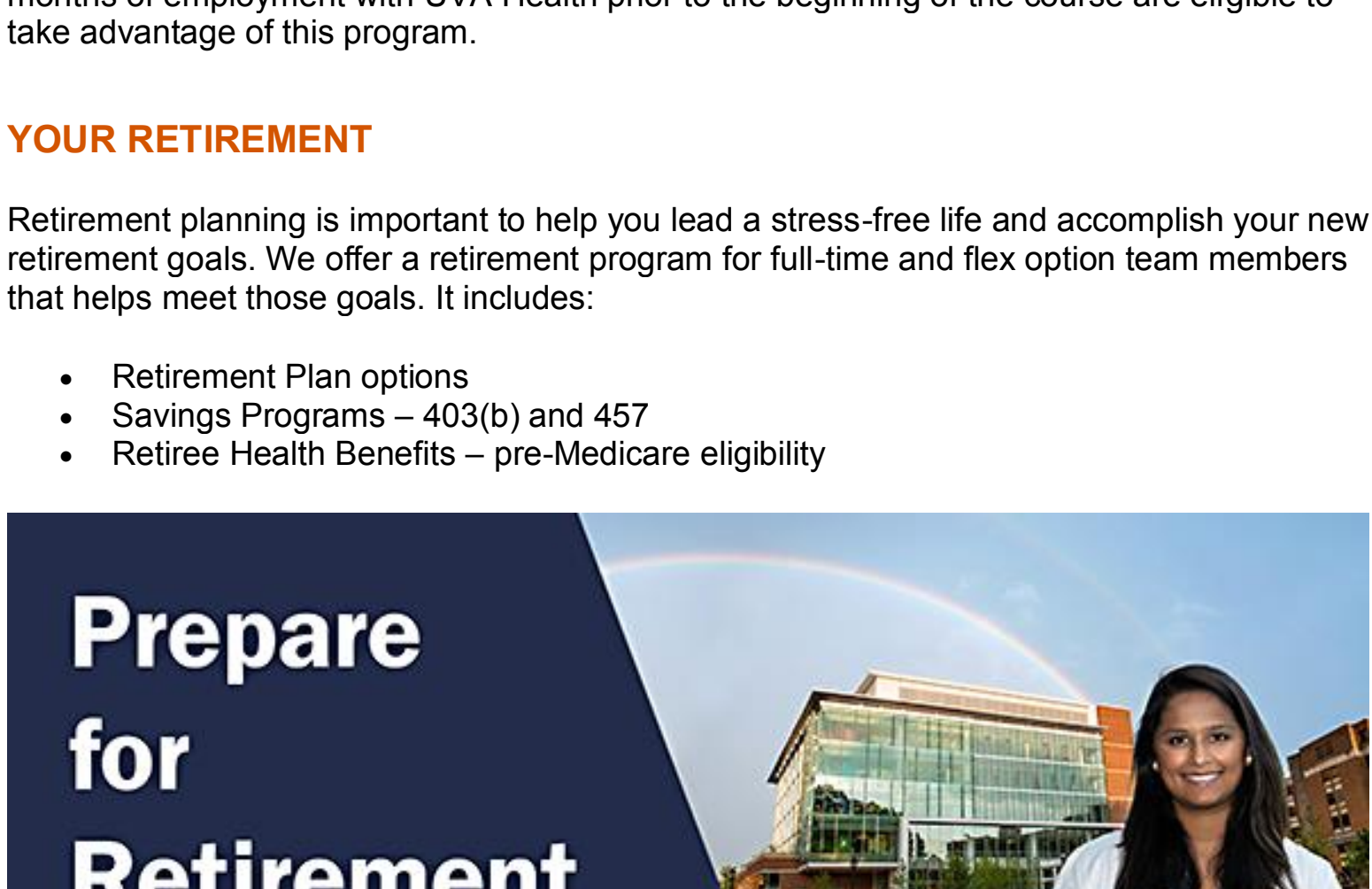
Work/Life

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

YOUR WORK/LIFE

Balancing your work schedule with personal or family schedules can be challenging at times. That's why UVA 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)
- PTO Cash Out
- PTO Leave Donation
- Leaves of Absence
- Ongoing Care - Childcare Center or At Home
- Short-Term Back-Up Care
- School & Tutoring Support



YOUR CAREER

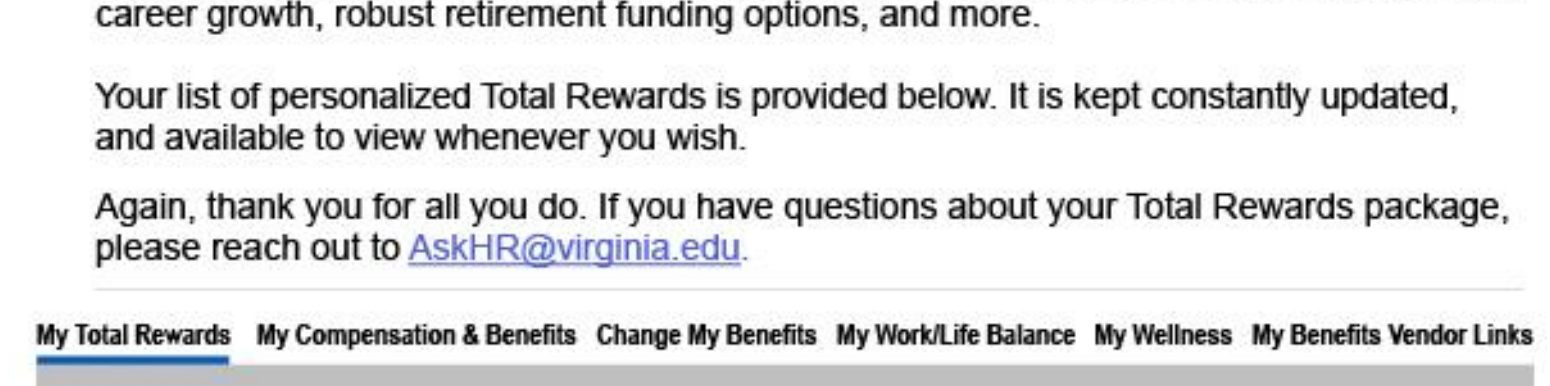
We're glad you're on our team and we support your career goals and professional development. UVA Medical Center offers continued educational support with tuition assistance through the Education Benefits Program.

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

Retirement 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:

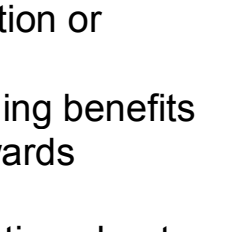
- Retirement Plan options
- Savings Programs – 403(b) and 457
- Retiree Health Benefits – pre-Medicare eligibility



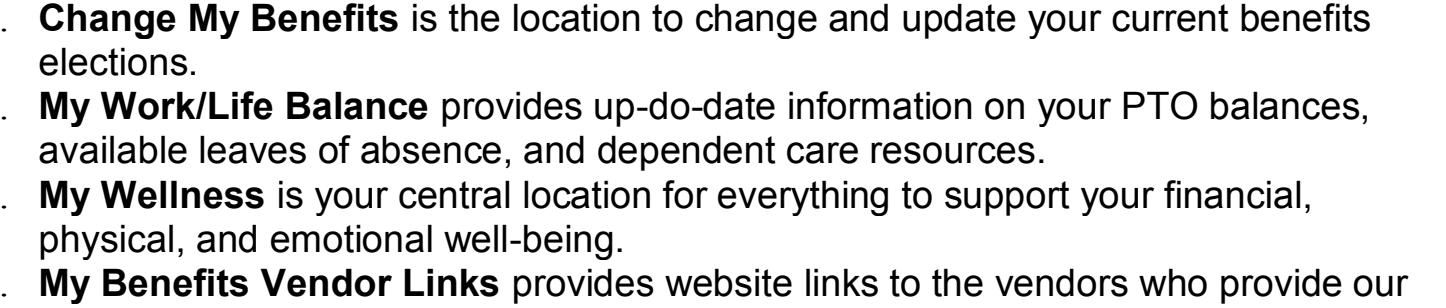
FINDING YOUR TOTAL REWARDS DASHBOARD IN WORKDAY

Your personalized 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 below.

To find your Total Rewards, navigate to the Main Page in Workday and in the Applications section of the page click the *My Total Rewards* icon. This icon replaces the old Benefits Shield icon.



MY TOTAL REWARDS WELCOME



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.

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

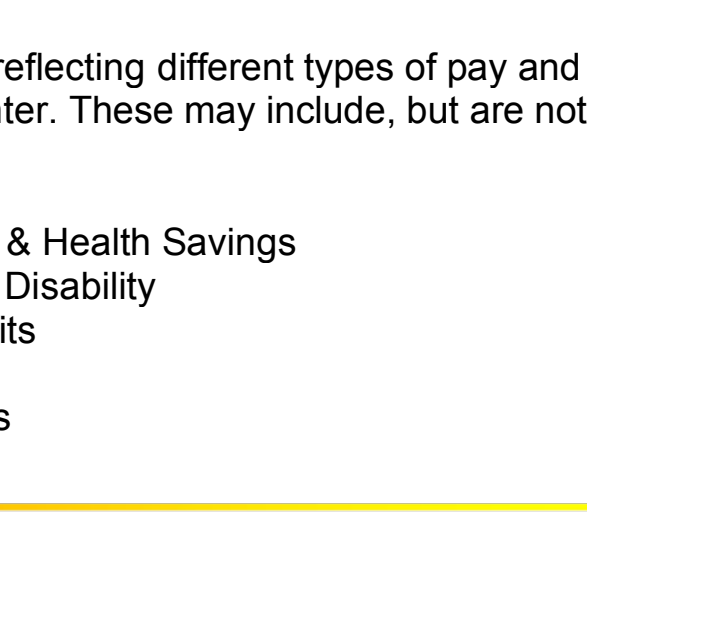
1. This is the **Announcement** section of the page, any important information or notifications about Total Rewards will be highlighted here.
2. **My Total Rewards** page displays an overview of Total Rewards including benefits elections, base pay compensation history, and a link to your Total Rewards 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.

MY TOTAL REWARDS GRAPHICS EXAMPLE

Your total is \$53,317.46 Frequency Annual **1**

Employee Base Salary - Annualized*

2	Salary YTD Amount	Estimated Yearly Base Salary
Salary Plan	19,367.02	29,390.40
Total:	19,367.02	29,390.40



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.

1. **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.
2. **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.
3. **A donut chart** reflecting all the employer-paid rewards by each group.

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

CONTACT INFORMATION

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 434.243.3344	hr.virginia.edu
Health Care	Aetna	800.987.9072	aetna.com
Dental	United Concordia	866.215.2354	unitedconcordia.com
Vision	Davis Vision	800.804.6115	davisvision.com
Life Insurance	The Standard	800.843.7979	standard.com
Long-Term Care	Genworth	800.870.0877	cov.groupptc.com
Medical Center Retirement Plan	Fidelity TIAA-CREF	800.343.0860 800.842.2252	nb.fidelity.com tiaa.org
Tax-Deferred Savings Program	Fidelity TIAA-CREF	800.343.0860 800.842.2252	nb.fidelity.com tiaa.org
Educational Assistance	HR Solution Center	434.243.3344	MC Policy #301
Paid Time Off	HR Solution Center	434.243.3344	MC Policy #315

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