



UVAHealth
PHYSICIANS GROUP



Your 2022
TOTAL REWARDS

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Accountability

Stewardship

Professionalism

Integrity

Respect

Equity, Diversity & Inclusion

WELCOME



WELCOME TO YOUR NEW TOTAL REWARDS DASHBOARD FOR 2022

WE HONOR YOU FOR THE EXTRAORDINARY SERVICE YOU PROVIDE AT UPG

At UPG, 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, robust retirement options, and more.

A list of the Total Rewards offered by UPG is provided within. 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.

Thank you for all you do to deliver excellent care and service and to build the brightest future possible for our UPG family. Together, we set the standard for excellence and ensure UPG 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 RBENEFITS@hscmail.mcc.virginia.edu.

Arturo P. Saavedra, MD, PhD
President, UPG



YOUR TOTAL REWARDS AT UPG

YOUR BENEFITS

UPG is committed to providing you the best healthcare and wellness programs, and offers 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 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
Retirement

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 UPG includes:

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



YOUR TOTAL REWARDS AT UPG

YOUR REWARDS AND RECOGNITION

We greatly value the contributions you make every day. To help support you, we offer an array of services 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, Steewardship, Professionalism, Integrity, Respect, and Equity, Diversity & Inclusion (ASPIRE).



Urewards

Awards & Rewards

- Service Awards
- Uteam Member of the Month
- Urewards Cards
- ASPIRE Bonus Programs

ThankU

Events & Activities

- UVA Health System Week
- UVA Health System End of the Year Celebration
- Retirement Celebrations
- Community Meetings

Ulife

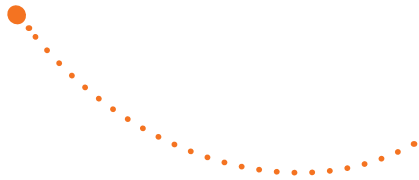
Work/Life

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

YOUR TOTAL REWARDS AT UPG

YOUR WORK/LIFE

Balancing your work schedule with personal or family schedules can be challenging at times. That's why **UPG** 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
- 8 Paid Observed Holidays
- Leaves of Absence
- UPG-Provided Caregiving Resources
- Sharon Hostler Child Development Center

Take Time Off for Yourself and Your Family



YOUR TOTAL REWARDS AT UPG

YOUR RETIREMENT

We offer ways to help plan for retirement through the following benefits, a combination of which are available to you based on your role:

Retirement Plan Options

- 401(k) Cash-Match (Tax-Deferred or ROTH)
- Retirement Investment Account
- 403(b) (Tax-Deferred or ROTH)
- Personalized Retirement Advisory Services (TIAA)
- Universal Life Investment Contributions



Prepare for Retirement



FINDING YOUR TOTAL REWARDS DASHBOARD IN **WORKDAY**



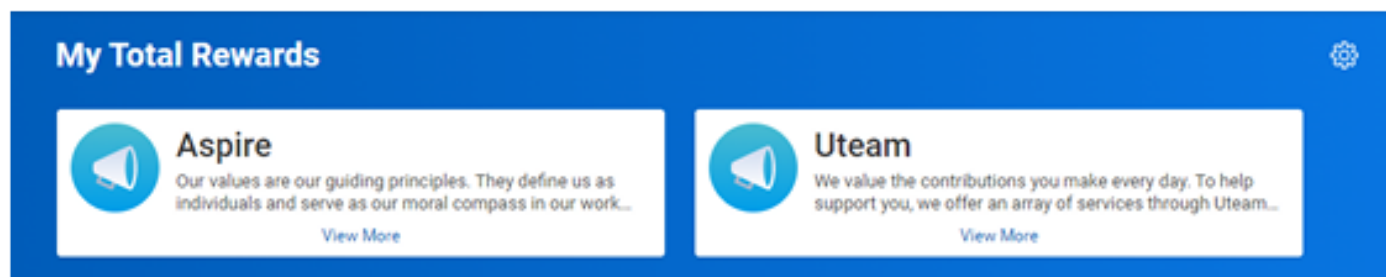
YOUR UP-TO-DATE TOTAL REWARDS DASHBOARD IS CONTAINED WITHIN WORKDAY AND IS UPDATED BASED ON THE LATEST DATA AVAILABLE WITHIN THE APPLICATION.

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. This icon replaces the old Benefits Shield icon.



My Total Rewards

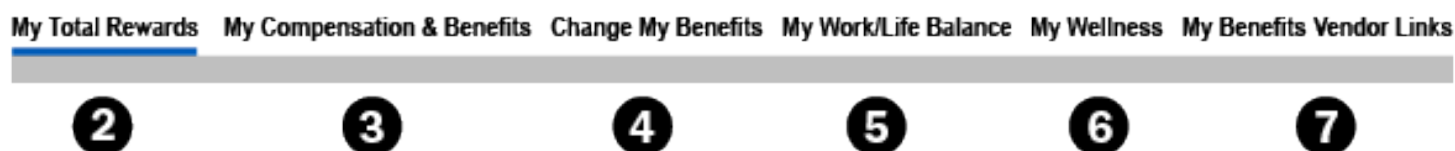
1



Welcome to your Total Rewards Dashboard

At UPG, we strive to provide and support great patient care. To reinforce our gratitude and commitment to you, we have 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, robust retirement funding options, and more. One of the ways we help you to understand and appreciate your Total Rewards package is through a comprehensive Dashboard (below) that allows you to access, monitor and change your various benefits.

Again, thank you for all you do. If you have questions about your Total Rewards package, please reach out to RBENEFITS@hscmail.mcc.virginia.edu.



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 your Total Rewards will be highlighted here.
2. The MyTotal Rewards page displays an overview of your 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. MyCompensation & Benefits is your main resource for more information about your benefits, with links to the UPG HR Webpage (<https://hr.virginia.edu/benefits/upg-employee-benefits>).
4. ChangeMy Benefits is the location to change and update your current benefits elections.
5. MyWork/LifeBalance provides up-to-date information on your PTO balances, available leaves of absence, and dependent care resources.
6. MyWellness is your central location for everything to support your financial, physical, and emotional well-being.
7. MyBenefitsVendorLinks provides website links to the vendors who provide our benefits programs, if you'd like to reach them directly.

MY TOTAL GRAPHICS EXAMPLE

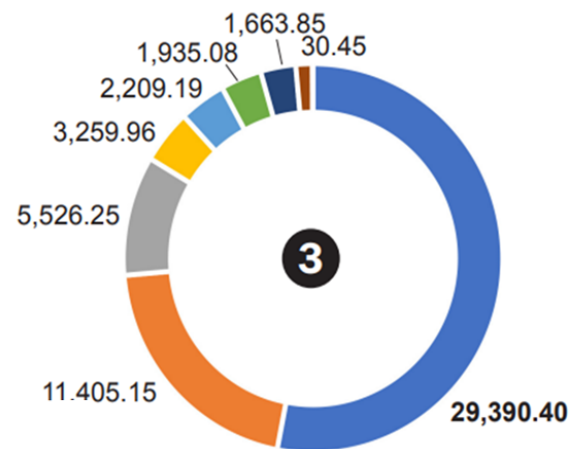


Your total is \$53,317.46 Frequency Annual **1**

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.



■ Employee Base Salary
■ Retirement Plans
■ Other Compensation
■ Shift Differentials
■ Bonuses & Incentives
■ Life & Disability Insurance
■ Health Care
■ Mandated Benefits

(Employee Base Salary is annualized; all other employer-paid options above are year-to-date, and will update throughout the year.)

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 2,080 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 section (see below note).

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

Allowances
 Bonuses & Incentives
 Differentials

Health Care
 Life Insurance & Disability Mandated Benefits
 Retirement Plans

CONTACT INFORMATION

Benefit	Provider	Call	OnLine
Health Insurance	Anthem	833-592-9956	anthem.com
Dental Insurance	Guardian	800-541-7846	guardianlife.com
Vision Insurance	Guardian	800-541-7846	guardianlife.com
Life Insurance	Guardian	800-541-7846	guardianlife.com
	MetLife	800-756-0124	MyBenefits.MetLife.com
Leave/Disability Claims	Guardian	888-889-2953	guardianlife.com
401 K Retirement Plan	TIAA	800-842-2252	tiaa.org/upg
Tax-Deferred Savings	Fidelity	800-343-0860	https://nb.fidelity.com/public/nb/atwork/home
	TIAA	800-842-2252	tiaa.org/upg
Flexible Spending Accounts	McGriff Insurance	800-786-4873	Log In for Individuals McGriff
Back up Care	Bright Horizons	877-242-2737	Bright Horizons Log In
Paid Time Off	UPG		Leaves of Absence Policy (UVA Health Log-in required)

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