Your 2022 TOTAL REWARDS
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 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 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, Stewardship, Professionalism, Integrity, Respect, and Equity, Diversity & Inclusion (ASPIRE).

U Rewards
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 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 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
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.
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 My Total 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. My Compensation & 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. 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 GRAPHICS EXAMPLE**

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

**Employee Base Salary - Annualized***

<table>
<thead>
<tr>
<th></th>
<th>Salary YTD Amount</th>
<th>Estimated Yearly Base Salary</th>
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<tr>
<td>Salary Plan</td>
<td>19,367.02</td>
<td>29,390.40</td>
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<tr>
<td><strong>Total:</strong></td>
<td><strong>19,367.02</strong></td>
<td><strong>29,390.40</strong></td>
</tr>
</tbody>
</table>

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 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

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

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Provider</th>
<th>Call</th>
<th>Online</th>
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<tbody>
<tr>
<td>Health Insurance</td>
<td>Anthem</td>
<td>833-592-9956</td>
<td>anthem.com</td>
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<tr>
<td>Dental Insurance</td>
<td>Guardian</td>
<td>800-541-7846</td>
<td>guardianlife.com</td>
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<tr>
<td>Vision Insurance</td>
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<td>800-541-7846</td>
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<td>Life Insurance</td>
<td>Guardian</td>
<td>800-541-7846</td>
<td>guardianlife.com</td>
</tr>
<tr>
<td>Leave/Disability Claims</td>
<td>MetLife</td>
<td>800-756-0124</td>
<td>MyBenefits.MetLife.com</td>
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<td>401 K Retirement Plan</td>
<td>TIAA</td>
<td>800-842-2252</td>
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<td></td>
<td>TIAA</td>
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<td>Flexible Spending Accounts</td>
<td>McGriff Insurance</td>
<td>800-786-4873</td>
<td>Log In for Individuals</td>
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<td>Back up Care</td>
<td>Bright Horizons</td>
<td>877-242-2737</td>
<td>Bright Horizons</td>
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<td>Paid Time Off</td>
<td>UPG</td>
<td></td>
<td>Leaves of Absence Policy (UVA Health Log-in required)</td>
</tr>
</tbody>
</table>

rbenefits@hscmail.mcc.virginia.edu