

University Hospitals Total Rewards Overview

At University Hospitals, it all starts with our caregivers! We continually strive to provide comprehensive benefits and programs to meet the diverse needs of all our caregivers. In addition to competitive compensation, Total Rewards also includes health care, retirement and other work/life benefits. Benefits provided may vary depending on full or part-time status and date of employment.



Medical and Prescription Plan Coverage

UH offers three Medical/Rx coverage options which include a Preferred Provider Organization (PPO) Plan and two High Deductible Health Plans (HDHP). Additionally, HealthyUH enables caregivers to earn up to \$600 a year (\$1,200 when spouses are covered), by participating in various wellness activities.



Health Savings Account (HSA)

If enrolled in either of the HDHP's and you elect to open up an HSA, UH will also make a contribution to the HSA account to help with eligible medical, dental, vision and prescription expenses.



Flexible Spending Accounts

UH caregivers have the opportunity to contribute to a Healthcare Flexible Spending Account (FSA), a Limited Purpose FSA and a Dependent Care FSA.



Dental and Vision Plan Coverage

UH caregivers have the option of two dental plans which each offer preventive, basic and major services coverage, as well as orthodontia coverage.



UH caregivers can also enroll in a vision plan which provides benefit allowances toward the cost of routine eye exams, prescription eyeglasses (lenses and frames) or contact lenses.



403(b)/401(k) Retirement Plan

Through payroll deduction, eligible UH caregivers can contribute between 1% and 75% of their eligible pay on a pre-tax or post-tax basis. If eligible, UH will match 50% of each dollar contributed on the first 6% of pay that is contributed after one year of service.



Life Insurance Coverage

UH offers fully-paid Basic Term Life Insurance, including Accidental Death and Dismemberment (AD&D), in the amount of two-times (2x) annual salary. Caregivers have the opportunity to enroll themselves and their dependents in additional Supplemental Life and Voluntary AD&D insurance.



Short-Term and Long-Term Disability Coverage

Please refer to your Residents Manual for more information on Short-term Disability. Voluntary Short-term Disability coverage that increases the benefit, as well as a voluntary part-time caregiver Short-term Disability Plan are available for caregivers to purchase. Full-time caregivers may also be eligible for maternity leave coverage at UH. After a 7-day waiting period, mothers receive 100% of their base salary for up to 6 weeks. Paid paternity and adoption leave is also available. Full-time caregivers are also provided Long-term Disability (LTD) that replaces a portion of earnings if additional time is needed to heal. Increased coverage is also available for those wishing to purchase voluntary LTD buy-up coverage.

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Tuition Assistance

Tuition assistance offers generous financial assistance to help caregivers advance their knowledge and skills through post-secondary education. Maximum reimbursement includes up to \$5,000 for an undergraduate degree and up to \$7,500 for a graduate degree per calendar year based upon the start date of any class or classes.



Voluntary Benefits

UH also has a generous offering of Voluntary Benefits that allow families to enhance coverages based on their personal benefit needs including:

- Hospital Indemnity
- Personal Accident Insurance
- Critical Illness Insurance
- Legal Services
- Identity Theft Protection
- Group Auto & Home Insurance
- Pet Insurance
- Long Term Care



MyUHAppreciates Recognition Program

Through a variety of programs, MyUHAppreciates recognizes team members through the awarding of appreciation points which can be redeemed at the MyUHAppreciates store for everything from gift cards to home goods. Leaders and caregivers alike can award recognition for meaningful moments such as going above and beyond in work performance, demonstrating UH Values or achieving a personal or professional milestone.



Adoption Assistance

To help UH families grow, reimbursement is also provided for certain qualified expenses for the legal adoption of either a single child or a sibling group.