



BENEFITS

Company Paid Benefits

Long Term Disability Insurance	60% income replacement, 6 months waiting period
Life and Accidental Death and Dismemberment Insurance	Life and AD&D Insurance – 1 times base salary. Additional team member life insurance and AD&D coverage may be purchased. Spouse and dependent life insurance may also be purchased by team member.
Retirement Plan – Employer Contribution	UHS contributes 5 percent of salary up to the maximum allowed by IRS, <u>no matching required</u> ; 1 year waiting period; 6-year graduated vesting schedule
Educational Assistance	Educational assistance may be available for team member; requirements do apply.
Employee Assistance Program	Assistance for work/life balance for team member and family

Competitive Benefit Options

Medical Insurance¹	Preferred Provider Organization Plan (PPO)
Dental Insurance¹	Two plans – Core and Buy-up* *Buy-Up plan includes Orthodontics for children up to 19 years old.
Vision Insurance¹	EyeMed Select Network
Elective Retirement Deferrals	Pre-tax team member deferral options up to the maximum allowed by IRS
Short Term Disability Insurance	Team member may purchase coverage
Health FSA	Pre-tax team member deferral up to \$2,650
Dependent Care FSA	Pre-tax team member deferral up to \$5,000
AirMed Care Network	Team Member may enroll in America’s largest air medical membership network.

¹Benefit option is a shared cost between the Team Member and the organization

Two Types of Absence Plans

Paid Time Off	Accrual of PTO starts immediately following start date Includes vacation, holidays and short term illness (first two days of each sick occurrence) Non-Exempt: accrued based on hours paid not to exceed 40 hours in a week; 0-5 years of service: 20 days/year 6-10 years of service: 23 days/year 11+ years of service: 28 days/year Exempt: 32 days per year
Extended Sick Leave	6 days per year; accrued based on hours paid not to exceed 40 hours in a week; may be used for team member, spouse, child or parent after the first 16 hours of each sick occurrence.

Additional Perks

Free Team Member parking	Onsite Gym	Onsite Credit Union
Dedicated Security and K9 Unit	Medical Library	Free onsite flu shots
Team Member Perks – discounts and limited time offers	Integrative Health services	Onsite Pharmacy
Onsite Gift Shop, Cafeteria, Java Spice Café	Learn@Lunch	Chapel and Chaplain Services
Healthcare Coordination Service		

General benefit eligibility requirements: Team Members must work 30 hours or more a week.

This summary is not intended to be all inclusive. UHS reserves the right to change, amend, or discontinue prospectively or retroactively any of the provisions at any time.

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