Extraordinary Benefits for an Extraordinary Team

Office of Human Resources - Employee Benefits and Retirement
Questions? Please email Benefits@UTSouthwestern.edu or call 214-648-9830.
Extraordinary Programs
designed to keep you healthy

Every day, top health care professionals across Texas come together at UT Southwestern Medical Center to deliver a truly extraordinary standard of comprehensive care. As a state institution, we’re proud to match this standard of excellence with an extraordinarily rich benefits package that reflects our commitment to you. We have one of the most comprehensive, market competitive programs in the Texas/Oklahoma area.

From a total value perspective, what you get is top tier in our market for healthcare. In general, we have more tenure-based programs and we invest in you for the long-term.

The health and well-being of our faculty and staff are a top priority. UT Southwestern provides a competitive and comprehensive benefits package, including health insurance, retirement benefits and wellness programs, as well as many other services for employees. The benefits are available to full-time, part-time, student and temporary employees. Retiree health benefits are available after 10 years of UT service.

Details about these self-funded comprehensive medical plans, which include prescription services, can be viewed at utsystem.edu/offices/employee-benefits.
### 2 UT Medical Plans

Provided at no cost for full-time employee only coverage!

#### UT Select (PPO)
- **Lower Copayments**
  - Family Care Physician: $30
  - Specialist: $35
- **Coinsurance**
  - 80% Plan
  - 20% Member
  - Maximum Individual: $2,150
  - Maximum Family: $6,450

#### UT Connect (ACO)
- **Lower Copayments**
  - Family Care Physician: $5
  - Specialist: $35
- **Coinsurance**
  - 80% Plan
  - 20% Member
  - Maximum Individual: $2,150
  - Maximum Family: $6,450

#### Annual Deductible
- **UT Select (PPO)**
  - Individual: $350
  - Family: $1,050
- **UT Connect (ACO)**
  - Individual: $250
  - Family: $750

#### Out-of-Network vs. Out-of-Area
- **60% of allowable amount**
  - After $750 Annual Deductible
- **75% of allowable amount**
  - After $350 Annual Deductible

#### Annual Out-of-Pocket Maximum
- **UT Select (PPO)**
  - Individual: $8,550
  - Family: $17,100
- **UT Connect (ACO)**
  - Includes medical and prescription deductibles, copayments, and coinsurance

### Prescription Drug Program

#### Annual Deductible per person
- **UT Select (PPO)**: $100
- **UT Connect (ACO)**: $250

#### Retail Network Pharmacy Co-payments
- **Generic**
  - Up to 30 day supply: $10
- **Preferred Brand**
  - Up to 30 day supply: $35
- **Non-Preferred Brand**
  - Up to 30 day supply: $50

#### Mail Order / Walgreens / UT Pharmacy Co-payments
- **Generic**
  - 90 day supply: $20
- **Preferred Brand**
  - 90 day supply: $87.50
- **Non-Preferred Brand**
  - 90 day supply: $125

Details about these self-funded comprehensive medical plans, which include prescription services, can be viewed at utsystem.edu/offices/employee-benefits.
3 DENTAL PLANS

**UT SELECT DENTAL**
- Preventative Services: 100% of allowed amount
- 50% to 80% of allowed amount After $25 Annual Deductible Per Person for minor and major restorative, endodontics, prosthodontics, oral surgery and orthodontia

<table>
<thead>
<tr>
<th>Annual Maximum</th>
<th>Lifetime Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,250 per person</td>
<td>$1,250 per person for Orthodontia</td>
</tr>
</tbody>
</table>

**UT SELECT DENTAL PLUS**
- Preventative Services: 100% of allowed amount
- 80% to 100% Of allowed amount No Deductible for minor and major restorative, endodontics, prosthodontics, oral surgery and orthodontia

<table>
<thead>
<tr>
<th>Annual Maximum</th>
<th>Lifetime Maximum</th>
</tr>
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<tbody>
<tr>
<td>$3,000 per person</td>
<td>$3,000 per person for Orthodontia</td>
</tr>
</tbody>
</table>

**DeltaCare USA DENTAL HMO**
- Selection restricted by residence address
- Primary care dentist selection required
- No claim forms
- No deductible
- Variable co-payments
- No Annual Maximum Benefit
- Services are not available outside of Texas

2 VISION PLANS

**SUPERIOR VISION**
- PROVIDES:
  - Routine eye exam with glasses or contacts annually
  - $140 annual retail allowance for frames and lenses
  - Discounts are available for other services

**SUPERIOR VISION PLUS**
- PROVIDES:
  - Same benefits as the Basic vision plan
  - Benefits for
    - Progressive lenses
    - Polycarbonate lenses up to age 25
    - Factory scratch coating
    - Ultraviolet coating
  - $165 annual retail allowance for frames and lenses

Details about these services can be viewed at utsystem.edu/offices/employee-benefits.
Living Well

HEALTH & WELLNESS PROGRAM

The UT System Living Well program enables employees, retirees, and dependents enrolled in the UT SELECT Medical or UT CONNECT plan to take charge of their health and develop their own personal wellness program by leveraging a variety of resources including:

★ WONDR HEALTH (formerly Naturally Slim Weight Management)
★ MDLIVE VIRTUAL DOCTOR VISITS 24/7 WITH $0 COPAY
★ OMADA to reduce risk of Type 2 diabetes and manage weight
★ HEALTH ADVOCACY SOLUTIONS (HAS) personal health care coordination
★ HINGE HEALTH non-surgical care for chronic hip, shoulder and neck pain
★ LIVONGO simplified approach to diabetes management for Type 1 or Type 2 diabetes
★ REIMBURSEMENT FOR EXERCISE EXPENSES (letter of medical necessity required)

FUN, ENGAGING PROGRAMS TO HELP DRIVE A HEALTHIER YOU!

Learn more about all of these programs at our Living Well website: www.livingwell.utsystem.edu

EMPLOYEE ASSISTANCE PROGRAM

We understand that employees and their household members sometimes need to address problems in a confidential, professional manner. That’s why we offer an Employee Assistance Program to assist employees and their families dealing with problems affecting them at home or at work. Whether your concern is considered minor or major, licensed clinicians are available to assist on various topics including:

- AGING PARENTS
- ALCOHOL/DRUG ASSESSMENT
- ANXIETY
- CAREER CHANGE
- DEPRESSION
- DIVORCE/Separation
- FAMILY PROBLEMS
- FINANCIAL STRESS
- GRIEF/LOSS
- PERSONAL GROWTH
- PHYSICAL/EMOTIONAL ABUSE
- WORK-LIFE BALANCE
- WORK-RELATED PROBLEMS

Appointments may be scheduled Monday–Friday between 8 am and 5 pm
(214) 648-5330 (800) 386-9156
EAP@utsouthwestern.edu

Visit us on the Web
http://www.utsouthwestern.edu/eap

Details about these services can be viewed at utsystem.edu/offices/employee-benefits.
RETIREMENT PROGRAMS
All benefit-eligible employees must contribute to one of the two mandatory retirement programs.

TEACHER RETIREMENT SYSTEM OF TEXAS (TRS)
TRS is a defined benefit plan with a five-year vesting period.

OPTIONAL RETIREMENT PROGRAM (ORP)
ORP is a defined contribution plan with a one year and one day vesting period. Eligibility for ORP is based on the job you perform. Contributions are funded to your investment account.

<table>
<thead>
<tr>
<th>FULL-TIME WORKING STATUS REQUIRED</th>
<th>EMPLOYEE CONTRIBUTION</th>
<th>UT SOUTHWESTERN CONTRIBUTION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.65%</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

We value our employees and reward for tenure and service

<table>
<thead>
<tr>
<th>TRS EMPLOYER CONTRIBUTION</th>
<th>8.0% of employee’s annual salary toward retirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRS EMPLOYER CONTRIBUTION INTO THE PENSION FUND</td>
<td>7.75% of employee’s annual salary</td>
</tr>
</tbody>
</table>

VOLUNTARY RETIREMENT PROGRAMS
401k plan transfer allowed

UT Saver Tax Sheltered Annuity (TSA)
A voluntary supplemental retirement program in which you can make pre-tax and post-tax contributions. Enroll, change or stop contributions any time of year.

UT Saver Deferred Compensation Plan (DCP)
A voluntary supplemental retirement program in which you can make pre-tax contributions. Enroll, change or stop contributions any time of year.

SERVICES DESIGNED TO PROVIDE CRITICAL COVERAGE
Disability, Life and Accidental Death and Dismemberment Insurance

EMPLOYEE-PAID PROGRAMS THAT PROVIDE INCOME PROTECTION

<table>
<thead>
<tr>
<th>UMBRELLA COVERAGE</th>
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<tbody>
<tr>
<td>Replaces a Portion of Your Income</td>
</tr>
<tr>
<td><strong>60%</strong> of your Regular Weekly Earnings Maximum benefit of $850 weekly</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SHORT-TERM DISABILITY</th>
<th>LONG-TERM DISABILITY</th>
</tr>
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<tbody>
<tr>
<td>• Short-term illness</td>
<td>• Prolonged illness</td>
</tr>
<tr>
<td>• Injury due to non-work related incident</td>
<td>• Injury due to non-work related incident</td>
</tr>
<tr>
<td>• Adding a child to your family</td>
<td></td>
</tr>
<tr>
<td><strong>60%</strong> of your Monthly Earnings Maximum benefit of $15,000 monthly</td>
<td></td>
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</tbody>
</table>

VOLUNTARY GROUP TERM LIFE INSURANCE
Helps ensure financial security for your family and loved ones upon your death.

ACCIDENTAL DEATH AND DISMEMBERMENT
Provides additional financial support for your family and loved ones.

Details about these services can be viewed at utsystem.edu/offices/employee-benefits.
EVERYONE WANTS TO KNOW ABOUT...

HOLIDAYS
There are 12 paid holidays for the current fiscal year. No waiting to use holidays.

VACATION LEAVE
New Full-time Employees
ACCRUAL RATE 8 hours of vacation leave each month.
- Generous carryover provisions are available year to year.
- Prior state service counts toward accrual rate.

12 vacation days total each year for typical full-time employees.

LONGEVITY PAY
Years of service = $5
- Longevity Pay is available after 2 years.
- Longevity Pay increases with every two years of service.

SICK LEAVE
New Full-time Employees
ACCRUAL RATE 8 hours of sick leave each month.

12 sick days total each year for typical full-time employees.

Part-time Employees
ACCRUAL RATE Proportionate to their percent time

WORK/LIFE BALANCE
★ On Site Day Care
★ Employee Discount Program
★ Tuition Reimbursement Program
★ Convenient dining facilities on premises
★ Subsidized rates for backup day care through Bright Horizons

MILITARY & VETERAN SUCCESS CENTER

We value our service members and are proud to provide support to ex-military personnel and Military Veterans that have recently transitioned from the Military or may be currently serving in the Military.

The program includes:
★ Talent management & career coaching
★ Transition guidance
★ Building relationships with new civilian leaders and peers
★ Information on VA Medical, Education, and Service-connected Benefits
★ Information concerning self-identifying your veteran and/or disability status

UT Southwestern Medical Center
# Monthly Premium

For Medical, Dental, Vision and Tobacco

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Subscriber Only</th>
<th>Subscriber &amp; Spouse</th>
<th>Subscriber &amp; Child(ren)</th>
<th>Subscriber &amp; Family</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UT Connect Full-Time</td>
<td>$0.00</td>
<td>$243.38</td>
<td>$254.54</td>
<td>$479.26</td>
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<tr>
<td>UT Select Full-Time</td>
<td>$0.00</td>
<td>$270.42</td>
<td>$282.82</td>
<td>$532.52</td>
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<tr>
<td>Part-Time</td>
<td>$314.02</td>
<td>$749.04</td>
<td>$702.16</td>
<td>$1117.46</td>
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<tr>
<td><strong>Dental</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UT Select Dental</td>
<td>$28.52</td>
<td>$54.14</td>
<td>$59.66</td>
<td>$84.84</td>
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<tr>
<td>UT Select Dental Plus</td>
<td>$61.40</td>
<td>$116.60</td>
<td>$128.66</td>
<td>$183.30</td>
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<tr>
<td>DentalCare USA Dental HMO</td>
<td>$8.80</td>
<td>$16.74</td>
<td>$18.50</td>
<td>$26.40</td>
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<tr>
<td><strong>Vision</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Superior Vision</td>
<td>$5.02</td>
<td>$7.90</td>
<td>$8.10</td>
<td>$12.84</td>
</tr>
<tr>
<td>Superior Vision Plus</td>
<td>$7.64</td>
<td>$11.98</td>
<td>$12.82</td>
<td>$18.10</td>
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<tr>
<td><strong>Tobacco</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Premium*</td>
<td>$30.00</td>
<td>$60.00</td>
<td>$60.00</td>
<td>$90.00</td>
</tr>
</tbody>
</table>

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