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.
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## 3 Dental Plans

### UT Select Dental

- **Preventative Services**
  - 100% of allowed amount

<table>
<thead>
<tr>
<th>Plan</th>
<th>Annual Maximum</th>
<th>Lifetime Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>UT Select Dental</td>
<td>$1,250 per person</td>
<td>$1,250 per person for Orthodontia</td>
</tr>
<tr>
<td>UT Select Dental Plus</td>
<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 PROCLES
- FINANCIAL STRESS
- GRIEF/LOSS
- PERSONAL GROWTH
- PHYSICAL/EMOTIONAL ABUSE
- WORK-LIFE BALANCE
- WORK-RELATED PROBLEMS

Appointments may be scheduled Monday-Friday between 8am and 5pm (214) 648-5330 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.

**FULL-TIME WORKING STATUS REQUIRED**

<table>
<thead>
<tr>
<th>EMPLOYEE CONTRIBUTION</th>
<th>UT SOUTHWESTERN CONTRIBUTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.65%</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

We value our employees and reward for tenure and service.

TRU EMPLOYEE CONTRIBUTION

8.25% of employee’s annual salary toward retirement

TRU EMPLOYER CONTRIBUTION INTO THE PENSION FUND

8.25% of employee’s annual salary

HELP PLAN FOR YOUR FUTURE

UTESLER 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.

UTESLER Deferred Compensation Plan (DCP)

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.

SERVICES DESIGNED TO PROVIDE CRITICAL COVERAGE

Disability, Life and Accidental Death and Dismemberment Insurance

**EMPLOYEE-PAID PROGRAMS THAT PROVIDE INCOME PROTECTION**

**SHORT-TERM DISABILITY**

- Short-term illness
- Injury due to non-work related incident
- Adding a child to your family

Replaces a Portion of Your Income

60% of your Regular Weekly Earnings Maximum benefit of $850 weekly

**LONG-TERM DISABILITY**

- Prolonged illness
- Injury due to non-work related incident

Replaces a Portion of Your Income

60% of your Monthly Earnings Maximum benefit of $15,000 monthly

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 13 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.

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

SICK LEAVE
New Full-time Employees
ACCRUAL RATE
8 hours of sick leave each month.
• Sick leave can be used once it is accrued.
• Generous carryover provisions are available year to year.

Part-time Employees
ACCRUAL RATE
Proportionate to their percent time
12 sick days total each year for typical full-time employees.

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

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

HOLIDAYS
There are 13 paid holidays for the current fiscal year. No waiting to use holidays.

ACCRUAL RATE INCREASES AFTER 2 YEARS!

Part-time Employees
ACCRUAL RATE
Proportionate to their percent time

SICK LEAVE
New Full-time Employees
ACCRUAL RATE
8 hours of sick leave each month.
• Sick leave can be used once it is accrued.
• Generous carryover provisions are available year to year.

Part-time Employees
ACCRUAL RATE
Proportionate to their percent time
12 sick days total each year for typical full-time employees.

INCREASES AFTER 2 YEARS!
### HEALTH INSURANCE, DENTAL INSURANCE, VISION PLANS AND TOBACCO PREMIUM

**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>
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<tbody>
<tr>
<td><strong>MEDICAL</strong></td>
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<tr>
<td>UT Select Full-Time</td>
<td>$0.00</td>
<td>$312.50</td>
<td>$326.84</td>
<td>$615.40</td>
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<td>UT Select Part-Time</td>
<td>$362.90</td>
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<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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<td>$61.40</td>
<td>$116.60</td>
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<td>DentalCare USA Dental HMO</td>
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<td>$16.74</td>
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<td><strong>VISION</strong></td>
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<tr>
<td>Superior Vision</td>
<td>$5.02</td>
<td>$7.90</td>
<td>$8.10</td>
<td>$12.84</td>
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<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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<td><strong>TOBACCO</strong></td>
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<td>Premium*</td>
<td>$30.00</td>
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<td>$90.00</td>
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