

2019 BENEFIT OVERVIEW

WVU Medicine offers a competitive benefits package that gives employees the opportunity to make individualized elections based on their needs.

MEDICAL & PRESCRIPTION COVERAGE

WVU Medicine is committed to supporting health and wellness with a comprehensive medical and prescription drug program designed to meet the needs of our employees and their families. WVU Medicine utilizes Highmark for medical and prescription drug coverage.

There are three medical plan options:

- Mountaineer HDHP with Health Savings Account
- 80% Gold PPO Plan
- 90% Blue PPO Plan

All medical plan options include comprehensive prescription drug coverage including a \$0 Copay Healthy Rx generic drug list to encourage members to adhere to preventive medications. WVU Medicine also offers a Wellness Rewards program that rewards you for taking responsibility of your health and wellbeing by offering wellness incentives. Participation in the Wellness Rewards program is 100% voluntary.

DENTAL COVERAGE

WVU Medicine offers two dental plan options:

- Basic
- Enhanced

WVU Medicine utilizes United Concordia for dental coverage. Enhanced dental plan provides coverage for orthodontia for children 18 and under.

VISION COVERAGE

WVU Medicine offers one vision plan administered by Davis Vision. Our vision plan provides coverage for eye exams, lenses, frames, or contact lenses.

FLEXIBLE SPENDING ACCOUNT (FSA)

WVU Medicine offers a Healthcare FSA and a Dependent Care FSA. FSAs give employees a way to pay for healthcare and dependent care expenses through a tax advantage plan.

LIFE INSURANCE COVERAGE

WVU Medicine offers Basic Life and Accidental Death and Dismemberment coverage at 1.5 times your annual base salary to a maximum of \$500,000. Employee supplemental, spousal and dependent life insurance coverage is also offered.



PAID TIME OFF (PTO)

WVU Medicine offers a Paid Time Off (PTO) plan to give employees time away from work to relax and focus on your well-being. Your eligibility in the plan begins immediately. Full-time and part-time active employees are eligible for paid days off. You are eligible to use the PTO as soon as it is accrued.

FULL-TIME (80 HOURS PER PAY PERIOD) ANNUAL PTO SCHEDULE

| Years of Service | Hourly (Non Exempt) | Salaried (Exempt)/Manager | CRNA, Director and above |
|------------------|---------------------|---------------------------|--------------------------|
| < 5 years | 18 days | 23 days | 28 days |
| 5 to 9 years | 23 days | 28 days | 28 days |
| ≥ 10 years | 28 days | 28 days | 28 days |

PTO SELL PROGRAM

Employees will have an opportunity annually during Open Enrollment to elect PTO hours to sell each calendar year. Payouts will be twice a year (July/December). Employees can sell up to 40 hours at each payout in 8 hour increments.

HOLIDAYS

WVU Medicine offers seven (7) paid holidays including one (1) Floating Holiday to be used any time throughout the year. Eligibility for the holidays begins immediately. If you are hired during the year, you will receive the remaining holidays that will occur after your hire date until the end of the calendar year.

- | | |
|------------------|------------------|
| New Year's Day | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Independence Day | Labor Day |

DISABILITY PROGRAMS

SHORT TERM DISABILITY (STD)

Full-time and part-time employees are eligible for STD coverage the 1st of the month coincident with or next following 90 days from hire date. Employees are required to supplement STD payments with PTO to receive 100% of pay during a personal illness or injury.

FULL-TIME EMPLOYEES (36 HOURS PER WEEK AND ABOVE)

Employer paid benefit - Employee will receive 60% of weekly salary up to 26 weeks. There is a 14-day elimination period before STD will be paid. Employees will be required to use PTO during the elimination period. Maximum weekly benefit is \$3,000.



PART-TIME EMPLOYEES (20 TO 32 HOURS PER WEEK)

Employee paid benefit (after-tax) – Employee will receive 60% of weekly salary up to 26 weeks. There is a 14-day elimination period before STD will be paid. Employees will be required to use PTO during the elimination period. Maximum weekly benefit is \$1,500.

LONG TERM DISABILITY (LTD)

If you are off work due to a disability there is a 180 calendar day elimination period before LTD benefits begin. Full-time (36 hours per week and above) are eligible for LTD coverage the 1st of the month coincident with or next following 90 days from hire date.

DIRECTOR AND BELOW

Base LTD benefit:

- Employer paid benefit: 50% of monthly salary, maximum monthly benefit is \$5,000
- Employee paid benefit: An additional 10% buy-up plan (for a total of 60% of monthly salary), maximum monthly benefit is \$7,500

AVP AND ABOVE

Employer paid benefit: 60% of monthly salary, maximum monthly benefit is \$25,000

RETIREMENT PLANS

WVU Medicine offers employees an opportunity to save for retirement with pre-tax and post-tax payroll deduction options. The plans offer employees a retirement contribution, tools and resources to prepare for a secure retirement. WVU Medicine utilizes Fidelity Investments as our retirement plan administrator.

403(B) RETIREMENT SAVINGS PLAN

All employees scheduled to work 20 hours or more per week are eligible to contribute immediately. New hires will be automatically enrolled at a 3% pre-tax contribution after 35 days.

CONTRIBUTIONS

The 403(b) Retirement Savings plan allows for both employee and employer contributions. The employee pre-tax and post-tax Roth limits are up to IRS limits.

| Contribution | Maximum |
|--|-----------|
| Employee Pre-Tax and Post Tax | \$19,000 |
| Age 50 and Over Catch Up | \$6,000 |
| Annual Compensation Limit for Employer Match | \$280,000 |

EMPLOYER MATCH

Employees will receive 100% employer match on employee contributions up to 4.5%. A three-year vesting requirement will apply for employer matching contributions.



EMPLOYER DISCRETIONARY CONTRIBUTION

Each year, all benefit eligible employees may receive a discretionary retirement contribution from WVU Medicine. This amount will be directly linked to the WVU Medicine revenue goals below. A 3-year vesting requirement will apply for the discretionary contribution.

| Operating Margin Target Goal | Flat Dollar Contribution |
|------------------------------|--------------------------|
| Less than 3% | \$0 |
| 3.0% to 4.0% | \$500 |
| 4.0% to 5.0% | \$750 |
| Greater than 5% | \$1,000 |

*Part-time employees are eligible for 50% of the employer discretionary contribution.

457(B) DEFERRED COMPENSATION PLAN

This plan allows eligible employees to defer an additional \$19,000 of their salary on a pre-tax basis. This plan is administered by Fidelity Investments and eligible employees must maximize their 403(b) Retirement Savings plan employee contributions before making contributions to the 457(b) plan.

TUITION REIMBURSEMENT

DEPENDENT TUITION

WVU Medicine provides dependent tuition assistance for full-time employees with 5 years of service or more. The program provides an enhanced benefit of up to 100% of university tuition for those dependents who attend West Virginia University (WVU) Keyser, Potomac and Morgantown campuses or WVU online.

Dependents who attend any other university or college will receive a lower level of reimbursement as will dependents of part-time employees with 5 years or more of service.

EMPLOYEE TUITION

Full-time employees with 1 or more years of service who attend another college or university, will receive up to \$3,000 of tuition reimbursement.

Full-time employees with 5 years of service or more who attend West Virginia University (WVU) Keyser, Potomac and Morgantown campuses or WVU online will receive up to 100% of university tuition.

Part-time employees receive 50% of the eligible amount.

Employees enrolled in a Bachelor's of Nursing (BSN) program are eligible for tuition reimbursement after 90 days of employment at any accredited college or university.

All of the tuition programs require a work commitment of 2 years by the employee.

Benefit eligibility is based on employment status and regularly scheduled hours. Benefits are generally effective 1st of the month coincident with or next following date of hire unless noted above. Benefit costs vary by plan option, coverage level, and employment status.