Total Rewards Team Update
Overview, UVA Retirement Plan changes, Hoos Well, & Oracle Advance Benefits
Total Rewards
Everything the employee perceives to be of value resulting from the employment relationship – supports the attraction, motivation and retention of employees.

Elements of Total Rewards

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<th>Total Rewards Team</th>
<th>Compensation</th>
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<th>Work-life Effectiveness</th>
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Total Rewards Team Values

As a strategic internal partner, we model effective employee wellbeing practices and value these contributions to UVA’s ongoing success:

- Providing innovative, affordable programs and services;
- Treating people with care and respect;
- Engaging the UVA community with passion to ensure the greatest impact.
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<td>Issue Escalation – Health Plan Ombudsman, Educational Benefits, etc.</td>
<td>Transaction Support &amp; Benefits issue escalation (Benefit Counseling and Presentations)</td>
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UVA Retirement Plan Changes

1. Impacts participants in all UVA retirement plans, including ORP, 403(b), Medical Center Retirement Plan, and Cash Match
2. Initial communications will go out later this month – mailing to homes
3. Idea is to streamline the fund line-up - make it simpler to make good choices. Same fund line-up across all retirement plans.
Why Wellness at UVA?

- Offer wellness programs to encourage physical activity, physician screenings, education, & empowerment. Reduce absenteeism, lack of productivity, turnover cost, and low morale.

- Increased participation in wellness & care management programs decrease claims costs & medical expenditures to the UVA Health Plan.
Get Rewarded

Complete THREE steps to EARN $500.

NEW - spouses covered on the UVA Health Plan can also earn up to $500 for completing all three steps.

Step 1: $200
Biometric screening
Schedule your appointment online or call 1.877.366.7483. Appointments held on Grounds Aug. 1 to Oct. 7

OR

Physician Screening Form
Print the Physician Screening Form for instructions. Submit by Oct. 28, 2016
Step 2: $100
Online health assessment
Visit www.myactivehealth.com/hooswell
Complete by Oct. 28, 2016

Step 3: $200
Fitness Challenge
Log 52 workouts at www.myactivehealth.com/hooswell
(workouts are considered 30 minutes of activity or 6K steps)

*If you have a medical condition that makes you unable to complete the fitness challenge, contact us to discuss a reasonable alternative. Call 434.982.0123 or email hooswell@virginia.edu.

Deadline to complete all steps: OCT. 28, 2016
New and simplified rewards payout: February, 2017
The following pop-up fitness classes are FREE if enrolled in the UVA Health Plan:

- Cycle
- Yoga
- Pilates
- Zumba
- Nia
- Swimming
- Tennis
- Couch to 5K

Visit [www.hooswell.com](http://www.hooswell.com) for times and locations

New! Pop-up Financial Fitness Class!
Email: hooswell@Virginia.edu
Oracle Advanced Benefits (OAB) Benefit Platform Upgrade Timeline

**Friday August 12th – Monday 15th** Benefits Self Service (Benefits@) Blackout Window
- Conversion, data transfer, and validation period

**Week of August 15 – 19th** Soft Launch of OAB for UVA Newly Hired Faculty and Staff, and also launching Ask Alex online benefit counseling resource
- Total Rewards team members will be at the Faculty and the GFS orientations with a resource guide and offer of in-person help

**Week of August 22nd – 26th** Recorded demo available online following early user feedback

**September – Early October** Early system user testing with new hires and with existing employees having mid-year events

**October 10th – 28th** Open Enrollment
Residential Experience

University employees play a crucial role in providing a rich and distinctive residential culture for our students.
Important Takeaways for HR

Date of Hire must be 1st calendar day of the month – for benefits eligibility to start first day of that month (Example: 10/1/16 is a Saturday, so must hire on that day for medical benefits to be effective in October, otherwise first of November)

For employees on leave – hours reduction must remain above 20 hours for benefits eligibility

Primary Assignment – must be the salaried position, not the wage position for employees with dual assignments

Integrated System Passwords – a reminder communication will go out in September to those with expired passwords to be proactive ahead of open enrollment

Mid-year life events – In benefits self service (OAB) existing employees will need to contact the HR Service Team to have the mid-year event turned on in order for the Service Team to monitor its progress

New User Experience Tracking and Analytics – Formal User Testing ongoing based on soft launch results and continues through open enrollment

Customer Experience Surveys and Statistics – Salesforce, Ask Alex, Guidespark Videos, and Orientation Surveys