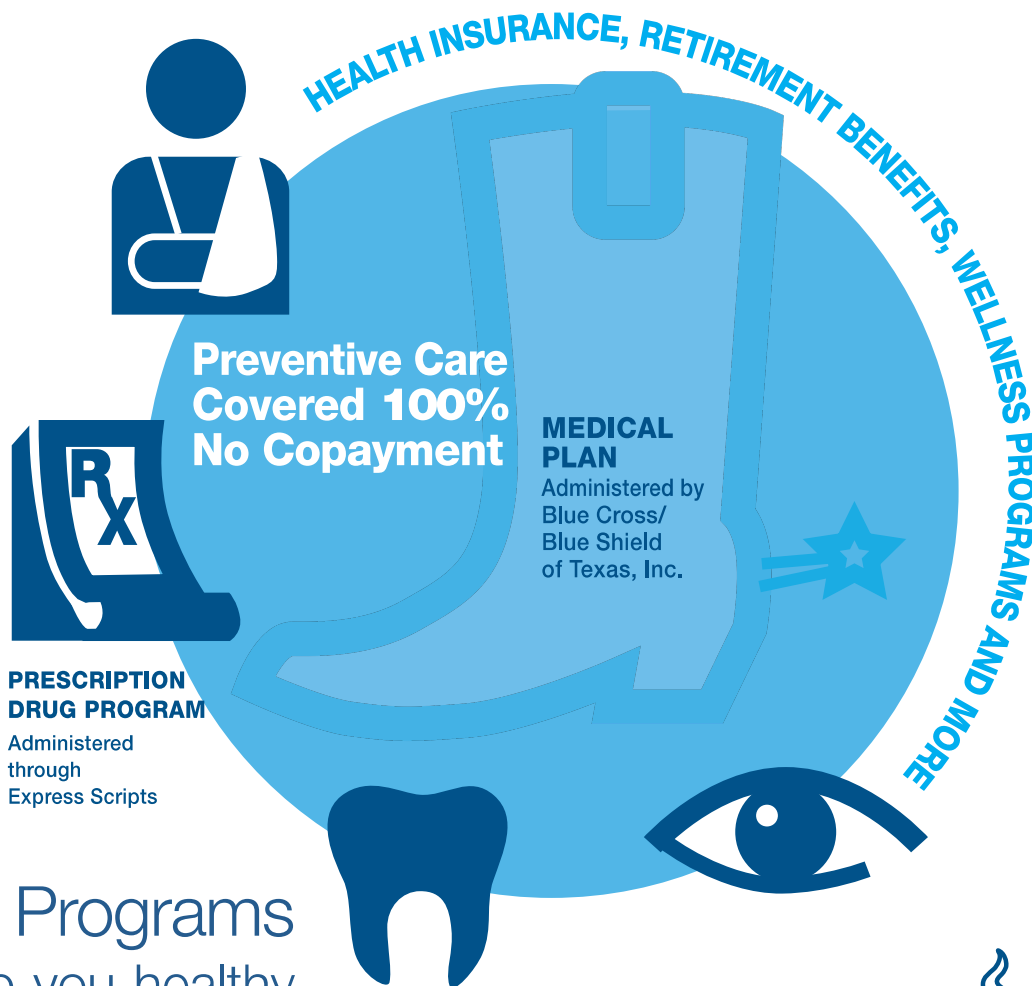


Extraordinary Benefits for an Extraordinary Team

Office of Human Resources - Employee Benefits and Retirement
Questions? Please email HR@UTSouthwestern.edu or call 214-648-9810.



2026-2027 Employee Benefits
and Wellness Summary



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 qualifying full-time, part-time, student, and temporary employees. Retiree health benefits are available after 10 years of UT service.

NEW! UT LIFESTYLE BENEFITS

The lifestyle benefits help employees prepare for unexpected events before they happen. These plans offer robust coverage at lower premium rates than similar plans available for purchase on the open market.

*Accident Insurance *Critical Illness Insurance *Hospital Indemnity Insurance *Legal Coverage *Pet Insurance



Details about these self-funded comprehensive medical plans, which includes prescription services, can be viewed at utsouthwestern.edu/benefits.

UTSouthwestern
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UT SELECT MEDICAL PLAN

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



Copayments	
\$30 Family Care Physician	\$50 Specialist
Coinsurance	
80% Plan	20% Member
\$5,000 Maximum Individual	\$15,000 Maximum Family

Annual Deductible	
\$600 Individual	\$1,800 Family
Out-of-network	Out-of-area
60% of allowable amount After \$1,800 Annual Deductible	75% of allowable amount After \$600 Annual Deductible
Annual Out-of-pocket Maximum	
\$10,600 Individual	\$21,200 Family
Includes medical and prescription deductibles, copayments, and coinsurance	



One call can result in big savings!
Just call a UT SELECT Concierge to talk about cost comparison for members covered by the plan.

ACCESS TO A
UT SELECT CONCIERGE
and 24/7 NURSE-LINE.
bcbstx.com/ut



EXPRESS SCRIPTS PRESCRIPTION DRUG PROGRAM

Annual Deductible per person	Retail Network Pharmacy Co-payments Up to 30 day supply	Mail Order / Walgreens / UT Pharmacy Co-payments 90 day supply
\$200	Generic	Generic
	\$10	\$20
	Preferred Brand	Preferred Brand
	\$35	\$87.50
	Non-preferred Brand	Non-preferred Brand
	\$60	\$150

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Details about this self-funded comprehensive medical plan, which includes prescription services, can be viewed at utsouthwestern.edu/benefits.

3 DENTAL PLANS

Preventative Services		
UT SELECT DENTAL	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	
	Annual Maximum	Lifetime Maximum
	\$1,250 per person	\$1,250 per person for Orthodontia

Preventative Services		
UT SELECT DENTAL PLUS	100% of allowed amount	
	80% to 100% of allowed amount No Deductible for minor and major restorative, endodontics, prosthodontics, oral surgery, and orthodontia	
	Annual Maximum	Lifetime Maximum
	\$3,000 per person	\$3,000 per person for Orthodontia

DeltaCare USA DENTAL HMO

- Selection restricted by address
- Primary care dentist selection required
- No claim forms
- No deductible
- Variable copayments
- 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

Living Well

HEALTH & WELLNESS PROGRAM

The UT System Living Well program enables employees, retirees, and dependents enrolled in the UT SELECT Medical 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**
- ★ **UT SELECT CONCIERGE personal health care coordination**
- ★ **Airrosti joint and back pain resolution**
- ★ **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 SUPPORT, powered by HEADSPACE

We understand that employees and their household members sometimes need to address problems in a confidential, professional manner. That's why we offer a 24/7 support 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 and COACHING	
		DEPRESSION	DIVORCE/ SEPARATION	FAMILY PROBLEMS	FINANCIAL STRESS
GRIEF/ LOSS	PERSONAL GROWTH	PHYSICAL/ EMOTIONAL ABUSE	WORK-LIFE BALANCE	WORK-RELATED PROBLEMS	

For appointments and more information, call Headspace at **855-420-0734**
or email teamsupport@headspace.com
Visit us on the web for more detail
utsouthwestern.edu/eap

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**

**EMPLOYEE
CONTRIBUTION
6.65%**

**UT SOUTHWESTERN
CONTRIBUTION
8.5%**

HELP PLAN FOR YOUR FUTURE

TRS EMPLOYEE
CONTRIBUTION

8.25%

of employee's
annual salary
toward retirement

**We value our
employees and
reward for tenure
and service**

TRS EMPLOYER
CONTRIBUTION
INTO THE PENSION
FUND

8.25%

of employee's annual
salary



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 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

LONG-TERM DISABILITY



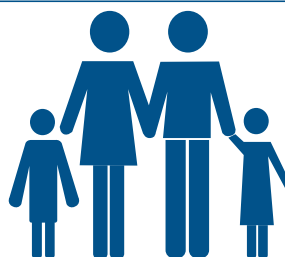
Replaces a Portion
of Your Income

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

60% of your
regular weekly earnings,
maximum benefit of
\$850 weekly

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

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.

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Details about these services can be viewed at utsouthwestern.edu/benefits.

EVERYONE WANTS TO KNOW ABOUT...

HOLIDAYS

There are
9 set paid holidays and
3 paid floating holidays*. No waiting to use PTO.



*Floating holidays will be prorated for new employees based on the hire date.

PAID TIME OFF

New Full-time Employees
ACCRUAL RATE
160 hours of PTO leave the first year.

- Can be used for personal time and sick time.
- Eligible for separation payout once vested.

Part-time Employees

ACCRUAL RATE

Proportionate to percent time appointed

ACCRUAL RATE
INCREASES EACH YEAR UP
TO 20 YEARS OF SERVICE!

LONGEVITY PAY

Years of service = \$\$

- Longevity Pay is available after 2 years.
- Longevity Pay increases with every two years of service.

PUBLIC SERVICE LOAN FORGIVENESS

- UTSW employees may be eligible for Public Service Forgiveness Loan (PSLF).

MEDICAL HARDSHIP LEAVE POOL

Grants up to

160 hours

- Apply for yourself, or to care for a parent, spouse, or child.
- Donate to the pool with no tax implications.
- Pool maintained through voluntary donations.

PAID PARENTAL LEAVE BENEFIT

Available to Employees with
three months of continuous
UTSW service

50% of base salary

6 weeks for birth, adoption,
or foster placement of a child.

- May use leave accruals concurrently with Paid Parental Benefit for the remaining 50% of pay.

- May use Paid Parental Benefit concurrently with short-term disability plans, as permitted by those plans.

Additional Benefits



WORK/LIFE BALANCE

- ★ Daycare conveniently located near campus
- ★ Employee Discount Program
- ★ Tuition Reimbursement Program
- ★ Convenient dining facilities on campus
- ★ Subsidized rates for backup daycare 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 regarding self-identifying your veteran and/or disability status

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Details about these services can be viewed at utsouthwestern.edu/benefits.

HEALTH INSURANCE, DENTAL INSURANCE, VISION PLANS, AND TOBACCO PREMIUM

MONTHLY PREMIUMS FOR MEDICAL, DENTAL, VISION AND TOBACCO

COVERAGE LEVEL		Subscriber Only	Subscriber & Spouse	Subscriber & Child(ren)	Subscriber & Family
 MEDICAL	UT Select Full-time	\$0.00	\$429.20	\$414.39	\$820.85
	UT Select Part-time	\$449.67	\$1,125.68	\$1,031.65	\$1,686.03
 DENTAL	UT Select Dental	\$28.52	\$54.14	\$59.66	\$84.84
	UT Select Dental Plus	\$61.40	\$116.60	\$128.66	\$183.30
	DentalCare USA Dental HMO	\$9.01	\$17.14	\$18.94	\$27.05
 VISION	Superior Vision	\$5.02	\$7.90	\$8.10	\$12.84
	Superior Vision Plus	\$7.64	\$11.98	\$12.82	\$18.10
 TOBACCO	Premium*	\$30.00	\$60.00	\$60.00	\$90.00
For additional information or if you have questions, please email HR@UTSouthwestern.edu or call 214-648-9810.					