Your journey starts here.
Welcome to the U
TRANSFORMING LIVES THROUGH EDUCATION, RESEARCH, INNOVATION, AND SERVICE
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Welcome to the University of Miami.

We are delighted to have you as a member of our team. You will undoubtedly play a vital role in ensuring our students, patients, colleagues, and the community have the best possible experience at the University of Miami. We will make every effort to support you and create an environment where you can achieve the highest level of excellence for yourself and those around you, as we continue to move the U forward.

The University of Miami aspires to be the hemispheric, excellent, relevant, and exemplary university. To support these aspirations as the University approaches its centennial in 2025, we worked together with faculty, staff, and students to develop the Roadmap to Our New Century. Driven by our mission to transform lives through education, research, innovation, and service, this comprehensive strategic plan will guide us along new avenues of opportunity across geographic, cultural, and intellectual borders. I invite you to learn more about the Roadmap to Our New Century at roadmap.miami.edu.

I look forward to seeing you on our campuses and hearing about your accomplishments as part of the ‘Canes family.

Sincerely,

Dr. Julio Frenk
University of Miami President
At the University of Miami, we are intentional about our culture. When you arrive at your place of work you may hear colleagues mention the University’s ongoing culture transformation, which is a conscious effort to improve our workplace identity. Much like your own personal values, at the U, we embrace our DIRECCT Values as a representation of who we are, what we hold important, and how we treat each other.

**DIVERSITY |** Valuing and including people from all cultures and backgrounds in the pursuit of our common goals.
I view differences of opinion as essential for growth. I treat everyone with dignity and understanding.
I respect all members of the University community.

**INTEGRITY |** Demonstrating honesty and fairness in our words and actions.
I uphold the highest standards of ethical behavior. I act with sincerity and truthfulness in all interactions.
I model fair treatment and respect for everyone.

**RESPONSIBILITY |** Exhibiting pride and accountability in the performance of duties and ensuring the long-term success of our University.
I utilize University resources in a responsible manner. I make the goals of the University my priority.
I am dependable and trustworthy.

**EXCELLENCE |** Striving to accomplish our goals with quality, rigor, passion, and distinction.
I perform each task with the highest level of quality. I exceed the expectations of everyone I serve.
I actively seek opportunities to learn, grow, and improve performance.

**COMPASSION |** Behaving in a caring, humane, and empathic way.
I seek to transform the lives of others for the better. I listen to others with empathy and understanding.
I help to resolve and relieve stressful situations.

**CREATIVITY |** Embracing innovation, flexibility, and originality in the pursuit of our vision and mission.
I actively pursue new and better ways for achieving desired results. I recognize and encourage creativity among my colleagues.
I see improvement as my responsibility.

**TEAMWORK |** Engaging and working well together to achieve optimal results.
I always communicate honestly and openly. I treat others as they would like to be treated.
I support my colleagues in the pursuit of our common goals.
Before Your First Day

CREATE A CANE ID
Visit workday.miami.edu to create a Cane ID and password.

PROTECT YOUR CANE ID
Complete Multi-Factor Authentication at caneid.miami.edu to ensure additional protection of your new Cane ID.

LEARN ABOUT THE UNIVERSITY OF MIAMI
Visit firstdays.miami.edu to learn more about working at the University of Miami.

During Your First Week

GET A PARKING PERMIT
Register your car and purchase a parking permit. View the menu of options at miami.edu/parking (Coral Gables) or security.med.miami.edu/parking-transportation (UHealth/Miller School).

GET YOUR BENEFITS
Make your benefit elections within 15 days of hire at workday.miami.edu.

KNOW WHAT TO EXPECT
Meet with your supervisor to familiarize yourself with the workplace and discuss your job role, performance expectations/goals, and any required training.
Welcome! You have joined a diverse community that works together every day to support each other. Your UM experience will include countless opportunities to contribute to the U in many different ways. Learn more about how to stay connected, and get involved in the many things the University has to offer.

ABOUT UM
A private research university with approximately 17,000 faculty and staff, and more than 19,000 students from around the world, the University of Miami is a vibrant and diverse academic community focused on teaching and learning, the discovery of new knowledge, and service to the South Florida region and beyond.

Established in 1925 during the region’s famous real estate boom, UM is a major research university engaged in more than $375 million in research and sponsored program expenditures annually. While the majority of this work is housed at the Miller School of Medicine, investigators conduct hundreds of studies in other areas, including marine science, engineering, education, and psychology.

The University comprises 12 schools and colleges serving undergraduate and graduate students in more than 270 majors and programs.
Find Help When You Need It

The University is a large place, but luckily there are people here dedicated to helping you do your best work.

SAFETY AND SECURITY
Your safety is our top priority. During your first week, you should log in to Workday to ensure that your contact information is correct and up to date. UM’s Emergency Notification Network (ENN) sends you important alerts, including messages that significantly threaten the health and safety of persons on campus, or that impact normal campus operations.

HR PARTNERS
Each department and division has a dedicated HR partner. Find your HR partner at hr.miami.edu. This is your go-to person for questions about career advancement and development, as well as things like vacation time, policies, and performance management.

INFORMATION TECHNOLOGY
Information Technology has various software programs to help you get the job done, and a 24-hour help desk for assistance. Visit it.miami.edu for more information.

GET INVOLVED
Whether it’s volunteering in the community or visiting an on-campus museum, there are many ways to get involved. Keep an eye out for announcements on how to participate. Also, visit the Butler Center for Service and Leadership to learn about how you can participate in student-organized volunteer opportunities. To learn more about ways to get involved, visit hr.miami.edu and click on the various links under Working at the U.
What’s Happening at the U?

STAY CONNECTED
For news and happenings across all campuses look for News@TheU daily in your inbox. Check out the miami.edu/life and follow Life@TheU on social media for faculty and staff news you can use.

UHealth faculty and staff may also follow the social media accounts below and receive bi-weekly updates through InventUM, a UHealth-focused newsletter.

@LifeattheU
@Lifeat_theU
@LifeattheU
miami.edu/life
From paid time off and tuition benefits to great health care, retirement programs, wellness offerings, and discounts, UM has a reward just for you. But don’t just take our word for it. Read through this book to see why so many are proud to call UM their home.

**BENEFITS BEYOND EXPECTATIONS**

- Paid Parental Leave Program for staff, which includes two weeks of paid time off for the birth or adoption of a child
- Tuition benefits for staff and eligible dependents
- $5 visits to the UHealth Clinic at Walgreens for UM/Aetna members

**TIME OFF**

- Paid holidays
- Floating holidays
- Vacation days and sick days (may increase with years of service)
Commonly Used Terms

**Balance Billing**
Out-of-network providers may bill patients for the balances remaining on the charges associated with services rendered, after the insurance reimbursement amount is paid. You are responsible for the difference between out-of-network billed charges and Aetna’s maximum allowable fee.

**Coinsurance**
Your share of the costs of a covered healthcare expense, calculated as a percent based on the contracted Aetna rate you pay for services after your deductible is met.

**Copayment (Copay)**
The fixed dollar amount you pay each time you receive certain types of medical services or prescriptions. Copays vary depending on the service you’re receiving.

**Deductible**
The dollar amount you must pay for covered health care services before your insurance plan starts to pay. Copayments do not apply to the deductible.

**Family**
A family plan consists of an employee, a spouse, and at least one dependent child. In all of our plans, once the deductible is met for three members of a family, it is met for all other members of the same family.

**Maximum Allowable Fee**
An amount determined by Aetna to be the prevailing charge for the service. This amount is based on a national database, complexity of services, range of services and prevailing charge in the geographic area.

**Network**
All national providers and facilities contracted with Aetna. UHealth providers are all within the Aetna network.

**Out-of-Pocket Maximum**
The maximum dollar amount you are required to pay out of pocket for medical, behavioral health, Rx during the calendar year. When the amount of combined covered expenses paid by you and/or all your covered dependents (family) satisfies the out-of-pocket maximums, the plan will pay 100% of covered expenses for the remainder of the calendar year. You are still responsible for premiums.

**Premium**
The amount you’ll be deducted each pay period to remain in the plan.

**Usual, Customary and Reasonable**
The usual charge made by a physician or other provider of services that does not exceed the general level of charges made by other providers for the same care in the same geographic area.
### Your Medical Plan Premiums

<table>
<thead>
<tr>
<th></th>
<th>AETNA SELECT 1</th>
<th>AETNA SELECT 2</th>
<th>AETNA HEALTH REIMBURSEMENT ACCOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>$119.54</td>
<td>$52.62</td>
<td>$18.92</td>
</tr>
<tr>
<td><strong>Employee + Child</strong></td>
<td>$244.62</td>
<td>$111.69</td>
<td>$81.23</td>
</tr>
<tr>
<td><strong>Employee + Children</strong></td>
<td>$298.62</td>
<td>$168.00</td>
<td>$121.38</td>
</tr>
<tr>
<td><strong>Employee + Spouse</strong></td>
<td>$406.15</td>
<td>$192.92</td>
<td>$148.15</td>
</tr>
<tr>
<td><strong>Employee + Family</strong></td>
<td>$451.85</td>
<td>$210.92</td>
<td>$169.85</td>
</tr>
</tbody>
</table>

**Biweekly**

<table>
<thead>
<tr>
<th></th>
<th>Monthly</th>
<th>Monthly</th>
<th>Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>$259.00</td>
<td>$114.00</td>
<td>$41.00</td>
</tr>
<tr>
<td><strong>Employee + Child</strong></td>
<td>$530.00</td>
<td>$242.00</td>
<td>$176.00</td>
</tr>
<tr>
<td><strong>Employee + Children</strong></td>
<td>$647.00</td>
<td>$364.00</td>
<td>$263.00</td>
</tr>
<tr>
<td><strong>Employee + Spouse</strong></td>
<td>$880.00</td>
<td>$418.00</td>
<td>$321.00</td>
</tr>
<tr>
<td><strong>Employee + Family</strong></td>
<td>$979.00</td>
<td>$457.00</td>
<td>$368.00</td>
</tr>
</tbody>
</table>

**Monthly**

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**NOTE:** All premiums shown are for full-time employees who are non-smokers and whose spouses do not have access to employer-sponsored medical insurance. Visit [benefits.miami.edu](http://benefits.miami.edu) for part-time premiums.

**There is a $350 monthly ($161.54 biweekly) spousal surcharge,** in addition to the premium above, which allows you to cover a spouse who has access to their own employer-provided medical plan. Before making your decision, we encourage you and your spouse to carefully consider the benefits of the University’s plan against your spouse’s own employer-provided plan. If your spouse does not have access to employer-provided medical insurance, please indicate this in Workday to avoid the $350 spousal surcharge.

**There is a $100 monthly ($46.15 biweekly) additional charge added to the UM/Aetna medical plan premium for employees who indicate they are a smoker.** Through the BeSmokeFree program, you can get the help you need to quit smoking for free. Visit [miami.edu/besmokefree](http://miami.edu/besmokefree) for details. If you or your spouse do not smoke, please indicate this in Workday to avoid the $100 additional cost.

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**STAY CONNECTED**

Manage your benefits on the go--right from your phone--with the Aetna Health app. You can find doctors, compare costs, view claims, track spending, and more.

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2023 | Miller School of Medicine Staff
# 2023 Medical Plan Summary

All three medical plans cover the same services.
The differences are your monthly plan premiums, copays, and deductibles.

<table>
<thead>
<tr>
<th></th>
<th>AETNA SELECT 1</th>
<th>AETNA SELECT 2</th>
<th>AETNA HEALTH REIMBURSEMENT ACCOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly premium</td>
<td>$$$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Deductible</td>
<td>$200 per person</td>
<td>$300 per person</td>
<td>$1,500 per person (in-network)</td>
</tr>
<tr>
<td>National network (all 50 states)</td>
<td></td>
<td>● Aetna Select (Open Access)</td>
<td>● Aetna Select (Open Access)</td>
</tr>
<tr>
<td>No primary care physician election required</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>No referrals to specialists required</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Prescription drug coverage included</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Lower copays when using UM doctors at UHealth facilities</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Copays apply for most non-preventive care services</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Preventive in-network care services covered at 100%</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>High-end imaging services (coverage exceptions apply)</td>
<td>Only at UHealth</td>
<td>Only at UHealth</td>
<td>Only at UHealth</td>
</tr>
<tr>
<td>Out-of-network benefits ¹</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Rollover Health Reimbursement Account fund ²</td>
<td>Administered by HealthEquity</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Coinsurance applies (certain services)</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Worldwide emergency coverage</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Mental health coverage</td>
<td>●</td>
<td>●</td>
<td>●</td>
</tr>
</tbody>
</table>

1. You have the option of using an out-of-network provider, but your charges will be subject to balance billing.
2. The University provides $400 per person ($1,200 max per family) annually toward your Health Reimbursement Account fund.

● Applies
## 2023 Medical Plan Comparison Chart

<table>
<thead>
<tr>
<th></th>
<th>AETNA SELECT 1</th>
<th>AETNA SELECT 2</th>
<th>AETNA HRA</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Network</strong></td>
<td>Aetna Select (Open Access)</td>
<td>Aetna Select (Open Access)</td>
<td>Aetna Choice POSII (Open Access)</td>
</tr>
<tr>
<td><strong>Plan Provisions</strong></td>
<td>UHealth Providers¹, In-Network</td>
<td>UHealth Providers¹, In-Network</td>
<td>UHealth Providers¹, In-Network, Out-of-Network²</td>
</tr>
</tbody>
</table>

### Health Reimbursement Account (HRA) Fund Per Member³

-

- **Calendar Year Deductible - Individual**
  - $200
  - $300
  - $1,500
  - $3,000

- **Calendar Year Deductible - Family**
  - $600
  - $900
  - $4,500
  - $9,000

- **Preventive Care**
  - $0
  - $0
  - $0
  - Not Covered

- **Primary Care Physician**
  - $15
  - $20
  - $15
  - $20

- **Mental Health Provider**
  - $20
  - $20
  - $20
  - $20

- **Specialist**
  - $20
  - $55
  - $30
  - $65

- **Maternity⁴**
  - $20
  - $55
  - $20
  - $55

- **Allergy Injection (per visit)**
  - $5
  - $5
  - $5
  - $5

### Hospital Expenses

- **Inpatient⁵**
  - $150/day, maximum $750 per admission
  - $250/day, maximum $1,250 per admission
  - $200/day, maximum $1,000 per admission
  - $300/day, maximum $1,500 per admission
  - $100/day, maximum $500 per admission
  - $200/day, maximum $1,000 per admission

- **Mental Health Care**
  - $100/day, maximum $500 per admission
  - $100/day, maximum $500 per admission
  - $100/day, maximum $500 per admission
  - $100/day, maximum $500 per admission

- **Emergency Room⁶**
  - $200
  - $200
  - $250
  - $250

- **Urgent Care**
  - $100
  - $100
  - $100
  - $100

- **Ambulance**
  - N/A
  - $0
  - N/A
  - $0

### Outpatient Services

- **Surgery**
  - $100
  - $15
  - $150
  - $250
  - $50
  - $150

- **High-End Imaging⁷**
  - $150
  - See note below
  - $150
  - See note below
  - $100
  - See note below

- **Low-End Imaging**
  - $0
  - $30
  - $0
  - $50
  - $0
  - $40

- **Lab Work**
  - $0
  - $0
  - $0
  - $0
  - $0
  - $0

- **Outpatient Therapy**
  - $15
  - $20
  - $20
  - $25
  - $15
  - $20

### Outpatient Chemotherapy and Radiation

- **Facility**
  - $0
  - $0
  - $0
  - $0
  - $0
  - $0

- **Physician**
  - $0
  - $0
  - $0
  - $0
  - $0
  - $0

### Medical, Rx, Mental Health Out-of-Pocket Maximum

- **Individual**
  - $3,000
  - $4,000
  - $4,000
  - $4,000

- **Family**
  - $9,000
  - $12,000
  - $12,000
  - $24,000

---

1. A University of Miami physician, UHealth facility, or Jackson Health System facility.
2. You have the option of using an out-of-network provider, but your charges will be subject to balance billing.
3. The first $400 of eligible medical and Rx expenses are covered by the HRA fund with the exception of Mental Health copays. Preventive care services will not be deducted from the $400 HRA fund.
4. After deductible, copayment applied to first office visit, then all office services covered at 100%
5. Emergency room copay is waived if admitted to the hospital.
6. Coverage for high-end imaging (MRI, PET, and CT scans) is available exclusively at UHealth. Coverage is available outside of UHealth only under certain circumstances such as imaging for children ages 13 and under, imaging performed outside of Miami-Dade/Broward counties, within an emergency room or during an inpatient hospital stay, concurrent with radiation therapy for daily placement, or when open or standing MRI is required.
7. Out-of-Area HRA plan: If your home address is outside of Miami-Dade/Broward counties, this plan will appear in Workday as an option for you.

In the Out-of-Area HRA plan, you will pay the lower UHealth copay at any Aetna network provider.
Health Reimbursement Account

Aetna Health Reimbursement Account (HRA) medical plan participants will receive a HealthEquity Visa card pre-loaded with a University-provided fund ($400 per person; up to $1,200 per family). The funds may be used for eligible medical and pharmacy expenses.

Participants may register at [healthequity.com](http://healthequity.com) to view their HRA fund account balance and transaction history, manage preferences, and more.

**SPECIAL NOTE**

If you participate in both the Aetna HRA medical plan and a health care FSA, you will receive one HealthEquity Visa card with both HRA and FSA funds on the card. HRA funds will be used for eligible medical and prescription expenses before flexible spending account funds are utilized.

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**UNDERSTANDING THE HRA**

The University provides **$400 fund per person (max $1,200 per family)** for you to use on medical and pharmacy expenses each year. The fund, administered by HealthEquity, helps you pay for your deductible ($1,500 individual/$4,500 family).

Each time you visit the doctor or pharmacy, you can pay your bill using the HRA funds on your HealthEquity Visa card. You will be billed at the negotiated rate.

Once your fund is depleted, you pay the negotiated rates for your medical and pharmacy expenses on your own until your deductible is met.

Once your deductible is met, you pay copays for your medical and pharmacy expenses.

**NOTE:** If you participate in a healthcare FSA, you can use your FSA dollars (pre-loaded on to your HealthEquity Visa card) to help pay for medical and pharmacy expenses after your HRA funds are depleted.
FACULTY AND STAFF ASSISTANCE PROGRAM (FSAP)
Free confidential consultations for faculty, staff, retirees, and their dependents. Sessions are conducted by Florida licensed mental health professionals who assess concerns, offer support, and recommend services that can be of help. Call 305-284-6604 or visit fsap.miami.edu for more information.

AETNA MENTAL HEALTH (INCLUDED IN THE UM MEDICAL PLAN)
Aetna provides members with mental health and substance abuse treatment, outpatient and inpatient treatment. Employees can visit aetna.com for in-network providers or download the Aetna Health app.

For UM/Aetna plan members:
• $20 copay for outpatient individual treatment and intensive outpatient program
• $20 copay for group therapy
• $100/day copay (maximum $500) for inpatient treatment and partial hospitalization
• Behavioral health telehealth services and virtual personalized support programs
• Maximum benefit based on medical necessity

Aetna can help you and your dependents deal with a variety of issues, including:
• Depression
• Anxiety
• Panic
• Stress
• Family-related problems
• Eating disorders
• Childhood behavioral disorders
• Alcohol problems
• Drug problems
• Compulsive disorders
• Schizophrenia

All care is provided with the fullest degree of confidentiality.
# Well ‘Canes Preventive Care

<table>
<thead>
<tr>
<th>Free In-Network Preventive Care</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Annual Physicals/Labs</td>
<td>Annual exam after age 18</td>
</tr>
<tr>
<td>Well Child Care</td>
<td>All well child visits through age 18</td>
</tr>
<tr>
<td>Routine Immunizations</td>
<td>Visit <a href="https://www.cdc.gov/vaccines/schedules">cdc.gov/vaccines/schedules</a> for vaccination guidelines</td>
</tr>
<tr>
<td>Immunizations for Foreign Travel</td>
<td>To view the list, visit <a href="https://www.cdc.gov/travel">cdc.gov/travel</a></td>
</tr>
<tr>
<td>HPV Vaccine</td>
<td>Three doses</td>
</tr>
<tr>
<td>Well Woman Visit</td>
<td>Annual exam and pap smear</td>
</tr>
<tr>
<td>Women’s Coverage</td>
<td>Covers certain oral contraceptives at no cost, along with free breastfeeding supplies</td>
</tr>
<tr>
<td>Breast Cancer Screening*</td>
<td>One screening or diagnostic mammogram annually, including breast ultrasound, based on doctor’s recommendation</td>
</tr>
<tr>
<td>Prostate Cancer Screening*</td>
<td>Prostate Specific Antigen and Digital Rectal Examination annually, based on doctor’s recommendation</td>
</tr>
<tr>
<td>Osteoporosis Screening*</td>
<td>Bone densitometry every two years, based on doctor’s recommendation</td>
</tr>
<tr>
<td>Colorectal Cancer Screening*</td>
<td>Annual colonoscopy, fecal occult blood test, flexible sigmoidoscopy, or double barium enema, based on doctor’s recommendation</td>
</tr>
<tr>
<td>Skin Cancer Screening</td>
<td>Annual skin screening exam with a UHealth dermatologist. Call 305-243-6704 to make an appointment.</td>
</tr>
<tr>
<td>Annual Eye Exam</td>
<td>Annual eye exam with an Aetna/EyeMed or Bascom Palmer Eye Institute optometrist or ophthalmologist</td>
</tr>
</tbody>
</table>

* These screenings are available at any age based on doctor’s recommendation.

NOTE: The preventive care services listed above are free when using a UHealth or in-network provider. Skin cancer screening is covered only at UHealth. This table is only a summary. Please visit [healthcare.gov/coverage/preventive-care-benefits](https://healthcare.gov/coverage/preventive-care-benefits) for a complete list of preventive care services.
Save money on health care

All three of our UM/Aetna medical plans offer the same in-network benefits. The only difference is your premium and how you pay for eligible medical expenses.

If you need help comparing the plans, call HR-Total Rewards, your pay and benefits team, at 305-284-3004.

Take advantage of free preventive care screenings, from well-child visits to annual physicals, well woman exams, and colonoscopies.

Ask “are you in-network?” By using practitioners who are in-network, you can be sure to pay your copayment and deductible. Also make sure the lab and specialists you visit are in-network, even if your in-network practitioner refers you to them. Aetna plan members can visit UHealth, LabCorp, and Quest labs for routine tests and blood work for free (after deductible).

Get a free flu shot to minimize your chances of getting sick. Free flu shots are offered during flu season at the annual HR-Total Rewards fairs, Healthy ‘Canes Employee Clinic, and UHealth at Walgreens.
Pay lower copays for world-class care.

We know the cost of health care continues to rise so it is important that we provide plan options that offer the highest-quality care and are affordable for you and your family. You will find both of these when you choose your own colleagues for care. By choosing UHealth, University of Miami Health System providers and services, your copays and other costs decrease, and you have first-hand knowledge that you and your family are receiving the best care available in South Florida.

CARE YOU CAN TRUST

At UHealth, we have primary care, pediatricians, experts in women’s health, men’s health and virtually every medical specialty you might need. We have the #1 eye hospital in the nation, as ranked for 21 years by U.S. News and World Report, with our Bascom Palmer Eye Institute. Our ear, nose and throat experts were ranked in the top 10 by U.S. News. And it should be reassuring to know that should you need cancer care, Sylvester Comprehensive Cancer Center earned designation by the National Cancer Institute, placing it among the most elite cancer centers in the nation and is the only NCI-designated Cancer Center in South Florida.

You’ll find experts in neurology, neurosurgery, gastroenterology and cardiovascular services, including robotic and minimally invasive surgery for the heart and other organs. The Sports Medicine Institute specialists care for the Miami Marlins, and our own Miami Hurricanes, and will provide that same superb care to you and the ones you love.

TO LOCATE A UM PHYSICIAN

Visit findaumdoc.com

For appointments, call UHealth Connect, the UM-dedicated appointment line, at 305-243-CARE (2273).
COORDINATING YOUR CARE
Keeping your health care within UHealth means a more coordinated approach, as doctors can collaborate and have a clear picture of your overall health. Rest assured that we take your privacy very seriously. As our clinical staff does with all patients, your records are kept confidential and private, before, during and after your health care visits as legally required by the Health Insurance Portability and Accountability Act (HIPAA).

OUR GROWING NETWORK
When it comes to convenience, UHealth care is closer than you think. We are already right where you work. Besides the medical campus in downtown Miami, which is also minutes away from the Rosenstiel School for Marine and Atmospheric Science campus, Coral Gables campus employees have The Lennar Foundation Medical Center for care. It is home to several specialties including Sylvester, Bascom Palmer, ENT, neurology, cardiology, urology, dermatology and more.

Sylvester's Radiation Oncology clinic also earned a Press Ganey 2020 Pinnacle of Excellence Award for patient experience and recently unveiled its state-of-the-art Dwoskin Proton Therapy Center, offering the only proton treatment available at an NCI-designated cancer center in the state of Florida.

We’ve launched UHealth Virtual Clinics, a robust platform for telehealth visits in all UHealth specialties. The virtual visits take place over a secure network and provide you with convenient access to UHealth physicians from the comfort of your home. In addition, we have primary care, multi-specialty and Walgreens locations across Miami-Dade, Broward and Palm Beach counties. We understand the importance of having a trusted relationship with a primary care provider in a convenient location.

INCREASED ACCESS: PARTNERSHIP WITH ONE MEDICAL
- Modern approach to primary care with 24/7 virtual care
- Free annual membership if covered by the UM/Aetna medical plan
- Provider messaging through the app
- Triage common issues like UTIs through “Treat Me Now” in the app
- Prescription renewals through the app
- Convenient in-person care

Appointments (in-person or remote) are billed through your UM/Aetna insurance with the lower UHealth provider copays (after deductible).
HOSPITALS, PRIMARY AND SPECIALTY CARE LOCATIONS

MIAMI-DADE COUNTY

HOSPITALS, PRIMARY AND MULTI-SPECIALTY CARE
- Bascom Palmer Eye Institute
  900 NW 17th Street, Miami
- Sylvester Comprehensive Cancer Center
  1475 NW 12th Avenue, Miami
- UHealth Tower
  1400 NW 12th Avenue, Miami

PRIMARY AND MULTI-SPECIALTY CARE
- The Lennar Foundation Medical Center
  5555 Ponce de Leon Boulevard, Coral Gables
  - Bascom Palmer Eye Institute
  - Sylvester Comprehensive Cancer Center
  - UHealth Sports Medicine Institute
- UHealth at Le Jeune
  351 NW 42nd Avenue, Miami
- UHealth at Kendall
  8932 SW 97th Avenue, Miami
- UHealth at South Dade
  9380 SW 150th Street, Miami
- UHealth Clinic at Walgreens
  11690 SW 72nd Street, Miami
  12295 Biscayne Boulevard, North Miami
  15255 SW 137th Avenue, Miami
  4010 SW 137th Avenue, Miami
  4200 SW 8th Street, Coral Gables
  4895 Palm Avenue, Hialeah

SPECIALTY CARE
- Sylvester Comprehensive Cancer Center at Aventura
  2801 NE 213th Street, Aventura
- Sylvester Comprehensive Cancer Center at Kendall
  8932 SW 97th Avenue, Miami
- Sylvester Comprehensive Cancer Center at Doral
  8333 NW 53rd Street, Doral
- UHealth Obstetrics and Gynecology at Miami Gardens
  14750 NW 77th Court, Miami Gardens
- UHealth Bariatric Specialists at Doral
  3650 NW 82nd Avenue, Doral
- UHealth South Miami Dermatology
  7000 SW 62nd Avenue, South Miami
- UHealth Dermatology Coral Gables
  1826 Ponce de Leon Boulevard, Coral Gables
- UHealth Dermatology Miami Beach
  555 Washington Avenue, Miami Beach

COLLIER COUNTY

SPECIALTY CARE
- Bascom Palmer Eye Institute at Naples
  3880 Tamiami Trail North, Naples

COMING SOON
- UHealth at Palmetto Bay
  15155 SW 97th Avenue, Suite 100, Miami
  (Opening Winter 2023)
- UHealth at Doral
  8375 NW 53rd Terrace, Doral
  (Opening Summer 2024)
- UHealth at SoLé Mia
  2111 SoLé Mia Way, North Miami
  (Opening Winter 2024-2025)
HOSPITALS, PRIMARY AND SPECIALTY CARE LOCATIONS

Miami-Dade County and Collier County locations on previous page.

BROWARD COUNTY

PRIMARY AND MULTI-SPECIALTY CARE

UHealth at Fort Lauderdale
4800 NE 20th Terrace, Fort Lauderdale

UHealth at Plantation
8100 SW 10th Street, Plantation
  - Bascom Palmer Eye Institute
  - Sylvester Comprehensive Cancer Center
  - UHealth Sports Medicine Institute

UHealth at Weston
1855 N Corporate Lakes Boulevard, Weston

UHealth Clinic at Walgreens
  11105 SW 110th Avenue, Cooper City
  1300 E Hallandale Beach Boulevard, Hallandale Beach
  1751 Bonaventure Boulevard, Weston
  601 E Commercial Boulevard, Oakland Park
  8970 W McNab Road, Tamarac

SPECIALTY CARE

Sylvester Comprehensive Cancer Center at Coral Springs
8170 Royal Palm Boulevard, Coral Springs

Sylvester Comprehensive Cancer Center at Deerfield Beach
1192 E Newport Center Drive, Deerfield Beach

Sylvester Comprehensive Cancer Center at Hollywood
3850 Hollywood Boulevard, Hollywood

Sylvester Comprehensive Cancer Center at Fort Lauderdale
5700 N Federal Highway, Suite 5, Fort Lauderdale

PALM BEACH COUNTY

PRIMARY AND MULTI-SPECIALTY CARE

Bascom Palmer Eye Institute at Palm Beach Gardens
7101 Fairway Drive, Palm Beach Gardens

UHealth at Boca Raton
3848 FAU Boulevard, Boca Raton

UHealth at Palm Beach Gardens
3401 PGA Boulevard, Palm Beach Gardens

UHealth at Downtown West Palm Beach
195 Banyan Boulevard, West Palm Beach

UHealth Concierge Medicine at Palm Beach
218 Royal Palm Way, Palm Beach

UHealth Clinic at Walgreens
21880 State Road 7, Boca Raton

Primary, Specialty, and Multi-Specialty Care
Hospital
UHealth Clinic at Walgreens

UMiamiHealth.org
High-end imaging services (PET, CT, MRI) are covered at UHealth and provided by experienced, state-certified technologists and highly skilled physicians.

Patient copays vary depending on the medical plan selected:

<table>
<thead>
<tr>
<th>MEDICAL PLAN</th>
<th>UHEALTH</th>
<th>AETNA NETWORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aetna Select 1</td>
<td>Deductible, then $150 copay</td>
<td>Not covered</td>
</tr>
<tr>
<td>Aetna Select 2</td>
<td>Deductible, then $150 copay</td>
<td>Not covered</td>
</tr>
<tr>
<td>Aetna HRA</td>
<td>Deductible, then $100 copay</td>
<td>Not covered</td>
</tr>
</tbody>
</table>

For the services below, coverage is available outside of UHealth (with prior authorization):

- Open and standing MRI
- Pediatric high-end imaging services (children ages 13 and under)
- Imaging performed at the time of radiation therapy
- Imaging performed outside of Miami-Dade and Broward Counties
- Emergency room/inpatient imaging

Please visit [radiology.med.miami.edu/locations](http://radiology.med.miami.edu/locations) for locations and additional information.
Need Immediate Care?

HEALTHY ‘CANES EMPLOYEE CLINIC (GABLES & MEDICAL)

The Healthy ‘Canes Employee Clinic offers faculty and staff convenient access to UHealth medical services for the treatment of minor illnesses and select immunizations.

- Appointment required
- Free flu and shingles vaccines
- $5 visit fee per visit (waived for immunizations)
- Staffed by UHealth APRNs
- Visit healthycanesclinic.com for more information

UHEALTH CLINICS AT WALGREENS (OFF-CAMPUS)

- If you have a minor medical issue off campus, consider using a UHealth Clinic at Walgreens
- Same-day appointments available
- Staffed by UHealth APRNs
- $5 clinic fee per visit for UM/Aetna plan members
- 12 locations across South Florida
- Visit uhealthclinics.com for more information

UHEALTH JACKSON URGENT CARE CENTERS (OFF-CAMPUS)

- If you’re sick, have a minor injury, or need a sports physical, don’t wait for a doctor appointment or spend the day in the emergency room
- No appointment necessary
- Staffed by a board-certified doctor from UHealth
- Visit jacksonurgentcare.com for more information
Prescription Drugs

Aetna is the Pharmacy Benefit Manager and prescription drug coverage is included in the UM/Aetna medical plan. Once enrolled in the UM/Aetna medical plan, you will receive your ID card. This card should be used when picking up your prescriptions. Aetna’s in-network pharmacies include Walgreens, CVS, Publix, Walmart, and many others – 68,000 pharmacies nationwide. To locate a pharmacy near you go to [aetna.com](http://aetna.com).

Each medical plan covers the same prescription drugs, and costs are determined by the four-tier structure below. If the cost of the prescription is less than the copay, you pay the lesser amount. In the HRA plan, prescription copays apply only after you have met your deductible. Formulary changes occur throughout the year. Visit [aetna.com](http://aetna.com) to view a list of covered drugs and costs.

Specialty medications may be filled at University of Miami Specialty, Walgreens, CVS Specialty, or any pharmacy in the open specialty network.

Mail service refills are available through CVS Caremark® mail service. New orders or renewals will need to be submitted to the CVS Caremark® mail service.

*If you are taking a maintenance medication—any medication taken in the same strength and dosage for more than 90 days—you can save money and avoid a penalty by filling your prescription in a 90-day supply at any in-network pharmacies such as Walgreens, Walmart, Publix, CVS retail pharmacy, or CVS Caremark®.*

<table>
<thead>
<tr>
<th>Tier</th>
<th>Cost</th>
<th>Description</th>
<th>Local Retail Pharmacy</th>
<th>Local Retail Pharmacy or CVS Caremark® Mail Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1</td>
<td>$10</td>
<td>Covered preferred generic medications (not self-injectable) (G=Generics)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 2</td>
<td>$45</td>
<td>Covered preferred brand name medications (not self-injectable) (PB=Preferred Brands)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 3</td>
<td>$75</td>
<td>Covered non-preferred generic and brand-name medications (not self-injectable) (NPB=Non-Preferred Brands)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tier 4</td>
<td>$100</td>
<td>Preferred and non-preferred self-injectable drugs covered by prescription benefits. Insulin is covered under Tiers 1, 2, and 3 (tier depends on type) (NPSP=Non-Preferred Specialty) and (PSP=Preferred Specialty)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** Prescriptions for short-term medications (like antibiotics) can be filled at any retail pharmacy in the Aetna network.

**NOTE:** If you fill your maintenance medications monthly (in 30-day increments), your copay will increase by 2½ times after the second filled 30-day prescription.
Flexible Spending Accounts

Using a Flexible Spending Account (FSA) can save approximately $25 on every $100 spent by setting aside pre-tax dollars to pay for eligible expenses.

HEALTH CARE FSA

Receive a HealthEquity Visa via mail to pay for your family's eligible health care expenses (anyone on your tax return) at approved merchants, including pharmacies, providers’ offices, and hospitals. Keep your card until it expires. Download the EZ Receipts mobile app to view balances.

• $3,050 per year maximum contribution

DEPENDENT CARE FSA

• Used for dependent day care or night care costs, including care for elderly parents
• $5,000 per year maximum contribution per household (single or married, filing jointly) for employees earning less than $135,000
• $1,500 per year maximum contribution for UM employees earning $135,000 and above
• Eligible dependents include your child or stepchild who is under the age of 13; a child of any age who is physically or mentally incapable of caring for themselves; or elderly persons who are dependent on you

Visit my.healthequity.com for a list of eligible expenses.

2023 Deadlines for Flexible Spending Accounts

<table>
<thead>
<tr>
<th>Event</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incur eligible expenses by</td>
<td>March 15, 2024</td>
</tr>
<tr>
<td>Submit claims by</td>
<td>June 15, 2024</td>
</tr>
</tbody>
</table>

NOTE: If expenses are not incurred by March 15 and/or claims have not been submitted by June 15, remaining funds will be forfeited. Check your balance at my.healthequity.com to avoid any lost funds and visit FSASTore.com to use available funds.

Visit my.healthequity.com for a list of eligible expenses.

STAY CONNECTED

Download the EZ Receipts mobile app to files claims, view transactions, and check account balances on the go.
Dental Plan Options

HMO PLAN
- Insured by Cigna
- No annual benefit limit
- **In-network benefits only**
- Selection of primary care dentist required (can be different for each enrolled member)
- Primary care dentist may be changed at any time (change effective the first day of the following month)
- Locate a primary care dentist at cigna.com/dental or 1-800-CIGNA24 (244-6224)

PPO PLAN
- Insured by Delta Dental
- **In-network and out-of-network benefits available**
- Participants must first meet deductible before plan pays percentage of charges

Rate sheets for both dental plans available at benefits.miami.edu.

<table>
<thead>
<tr>
<th>PLAN FEATURES</th>
<th>CIGNA HMO</th>
<th>DELTA DENTAL PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary care dentist required</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Referrals required</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>National network</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Out-of-network benefits</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Deductible</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Two free cleanings per year</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Adult and child orthodontia</td>
<td>●</td>
<td>●</td>
</tr>
<tr>
<td>Maximum in-network annual benefit</td>
<td>●</td>
<td>$2,500</td>
</tr>
<tr>
<td>Maximum out-of-network annual benefit</td>
<td>●</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

NOTE: Premiums shown are for full-time staff. Biweekly premiums are for 26 pay periods. Visit benefits.miami.edu for part-time rates.

STAY CONNECTED
Download the Cigna or Delta Dental mobile app to manage your dental plan anytime, anywhere.
Vision

UM/AETNA VISION COVERAGE (INCLUDED IN THE UM MEDICAL PLAN)

- Members receive a free annual routine eye exam with an Aetna/EyeMed or Bascom Palmer Eye Institute optometrist or ophthalmologist.
- Members are also entitled to discounts on lenses, frames, contacts, and LASIK surgery. Schedule your appointment with Bascom Palmer by calling 305-243-2020 or 305-243-CARE (2273).
- Visit aetna.com for more information about the vision benefit.

NOTE: Free annual eye exam does not cover contact lens fitting. If you are interested in contact lenses, please contact the Bascom Palmer Contact Lens Department at 305-326-6095 or any provider in the Aetna/EyeMed network.

ADDITIONAL VISION COVERAGE THROUGH VSP VISION CARE

This optional vision coverage, separate from the Aetna plan, includes an annual eye exam for $10 from a national network of eye care providers. Lenses and frames can be purchased for $20 each. Visit benefits.miami.edu or vsp.com for premiums and additional information.

- Members can receive an eye exam every calendar year for a $10 copay when services are from a VSP network doctor.
- Lenses and frames are available every calendar year, each for a $20 copay (max of $150)
- 20% off additional pairs of prescription glasses and non-prescription glasses
- 15% off professional contact lens services
- Average discount of 15-20% off laser vision correction

<table>
<thead>
<tr>
<th>VSP VISION PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLAN PREMIUMS</td>
</tr>
<tr>
<td>Employee Only</td>
</tr>
<tr>
<td>Employee + Child</td>
</tr>
<tr>
<td>Employee + Children</td>
</tr>
<tr>
<td>Employee + Spouse</td>
</tr>
<tr>
<td>Employee + Family</td>
</tr>
</tbody>
</table>

NOTE: Biweekly premiums are for 26 pay periods.
Well ‘Canes Incentive Program

Get rewarded for focusing on your personal health and well-being. Earn an incentive payment of up to $300 if you are enrolled in a UM/Aetna medical plan and are the primary subscriber. Additionally, the Well ‘Canes Incentive Program provides a variety of ways to quit smoking, reduce stress, and improve fitness.

**Start earning Well ‘Canes Incentive points today:**

1. Complete the online Wellness Assessment (required to earn incentives).

2. Participate in qualifying activities to earn incentives, such as:
   - Annual physicals, mammograms, and colonoscopies
   - Skin cancer screening
   - Dolphins Challenge Cancer
   - FSAP educational sessions
   - Personal retirement educational sessions
   - Steps log
   - Weight and nutrition tracker
   - Aetna In Touch programs

Get started today at [miami.edu/wellcanes](http://miami.edu/wellcanes).
Stay Healthy and Well with Well ‘Canes

We’re committed to your wellness through Well ‘Canes and that extends beyond physical health to include psychological, communal, interpersonal, financial, and occupational wellness. In addition to the Well ‘Canes Incentive Program and the on-campus Healthy ‘Canes Clinics, we’re proud to offer the following:

BE SMOKE FREE
Free UM-AHEC Quit Smoking Now classes at both on-campus wellness centers. To learn more about this program, visit miami.edu/besmokefree or call 305-243-7606.

FACULTY AND STAFF ASSISTANCE PROGRAM
Provides confidential consultations to all UM faculty, staff, retirees, and their dependents. Sessions are conducted by Florida licensed mental health professionals who assess concerns, offer support, and recommend services that can be of help. Call 305-284-6604 or visit miami.edu/fsap.

NURSING MOTHERS’ ROOMS
There are currently nine rooms dedicated for nursing mothers across the University. For more information, visit miami.edu/wep.

WELLNESS CENTERS
The Patti and Allan Herbert Wellness Center, located on the Coral Gables campus, and the UHealth Fitness and Wellness Center, located at the Miller School of Medicine, are designed to offer the finest in recreational sports, fitness, and wellness education programs. UM/Aetna members can save 20% through SHAPE UP. Learn more at miami.edu/wellness.

DOLPHINS CHALLENGE CANCER (DCC)
Ride, walk, or run at UM’s DCC. The family friendly event is open to all members of the ‘Canes family and provides philanthropic support to UM’s Sylvester Comprehensive Cancer Center. Participants enrolled in Well ‘Canes Incentive Program will receive 500 wellness points upon completion.
FREE FINANCIAL SECURITY BENEFITS (PROVIDED AT NO COST TO YOU)

LIFE INSURANCE
Equaling two times your base salary, rounded to the nearest $1,000, to a maximum of $100,000. Coverage begins upon employment. Benefits are paid only in the event of death.

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)
Equaling one time your base salary, rounded to the nearest $1,000, to a maximum of $100,000. Coverage begins upon employment. Benefits are paid only in the event of accidental death or dismemberment.

LONG-TERM DISABILITY (LTD)
Monthly benefit equaling 66 2/3% of your base annual salary up to a maximum of $10,000. If you become permanently disabled, there is a six-month waiting period before your LTD benefits begin to pay.

ONE MONTH’S PAY DEATH BENEFIT
Payment equaling one-month’s pay provided to the named beneficiary of a deceased employee.
Additional Protection

VOLUNTARY EXCESS LIFE INSURANCE
Coverage equaling one to six times your base salary, rounded to the nearest $1,000, to a maximum of $1,500,000. For guaranteed coverage, you must enroll within 30 days of your start date. The insurer guarantees coverage of the lesser of three times your base annual salary or $1,000,000 without medical evidence of insurability. Medical evidence of insurability required for anyone enrolling after 30 days from their start date. Limited coverage available for spouse and children.

VOLUNTARY AD&D
Equaling one to six times your base salary, rounded to the nearest $1,000, to a maximum of $1,500,000. Limited coverage available for spouse and children.

LONG-TERM CARE
Financial resources to receive care at home or in a facility. Available in two plans and five levels of daily benefits ranging from $70 to $200 per day. Coverage available for you, your spouse, and you or your spouse’s parents and grandparents with evidence of insurability. Guaranteed coverage for all benefit levels is available for employee coverage within the first 30 days of employment.

SHORT-TERM DISABILITY
Coverage replaces 60% or 66 2/3% of participant’s base salary, up to a maximum of $5,000 per week for up to 26 weeks, if unable to work due to an injury, illness, or maternity. Participant must enroll within 15 days from date of hire or during Open Enrollment.

Once your enrollment is active, if you make a claim within your first year of enrollment, there is a three month look back period from your effective date, for any pre-existing conditions. Three month lookback period is waived if you elect coverage during your new hire enrollment period.

METLAW LEGAL PLAN
Covers telephonic and office consultations with legal counsel for a variety of issues, representation, document preparation, and more. The premium ($7.26 biweekly/$15.75 monthly) covers employee, spouse, and dependent children. Participant must enroll within 15 days from date of hire or during Open Enrollment.

Premiums for voluntary benefits are available in Workday and benefits.miami.edu under Life & Insurance Programs.
How to Enroll

REVIEW
Review this guide and the information that will be provided to you during I am the U, your new employee orientation experience.

COMPLETE
Complete your enrollment online at workday.miami.edu. Go to your Workday Inbox and select Benefit Change: New Hire.

If you add a dependent to your benefit elections, you are required to upload a copy of the following documents in Workday as proof of your dependent relationship, prior to submitting your final elections:

- Marriage certificate for spouse
- Birth certificates for children with parents listed
- Final adoption papers for children

ELIGIBILITY
Your eligible dependents include:

- Your legal spouse
- Your child up to age 26

Your children include:

- Your natural child
- Your stepchild
- Your legally adopted child (or child placed with you for legal adoption)

DESIGNATE A BENEFICIARY
UM provides life insurance, accidental death and dismemberment, and a one month’s pay death benefit to you at no cost. All you need to do is designate and keep your beneficiary information up to date in your Workday benefits worklet.

NEED TO MAKE A CHANGE?
After you elect benefits upon hire, changes to your medical, dental, and flexible spending accounts can be made in Workday during annual Open Enrollment or when you experience a qualifying status change. Qualifying status change (QSC) events include marriage or divorce, birth or adoption of a child, death of a covered dependent, and change in insurance eligibility for a dependent. To learn more about QSC events and the documentation required to make this change, please visit benefits.miami.edu.
# Benefits Dates & Deadlines

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>ELIGIBILITY/EFFECTIVE DATE</th>
<th>ENROLLMENT DEADLINES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical/Dental/Vision</td>
<td>Start date</td>
<td>Enroll in Workday within 15 days from start date</td>
</tr>
<tr>
<td>Flexible Spending Accounts</td>
<td>1st of the month following date of hire</td>
<td>Enroll in Workday within 15 days from start date</td>
</tr>
<tr>
<td>Voluntary 403(b) Retirement Savings Plan III</td>
<td>Eligible upon hire</td>
<td>Enroll today at <a href="http://netbenefits.com/um">netbenefits.com/um</a></td>
</tr>
<tr>
<td>Retirement Savings Plan III</td>
<td>After one year of employment</td>
<td>Automatically enrolled after one year of employment</td>
</tr>
<tr>
<td>Group Life Insurance</td>
<td>Start date</td>
<td>Automatically enrolled. Designate beneficiaries in Workday</td>
</tr>
<tr>
<td>Group AD&amp;D</td>
<td>Start date</td>
<td>Automatically enrolled. Designate beneficiaries in Workday</td>
</tr>
<tr>
<td>One Month Pay Benefit</td>
<td>Start date</td>
<td>Automatically enrolled. Designate beneficiaries in Workday</td>
</tr>
<tr>
<td>Voluntary Life Insurance</td>
<td>Start date</td>
<td>Enroll in Workday within 30 days from start date for guaranteed issue amount</td>
</tr>
<tr>
<td>Voluntary AD&amp;D</td>
<td>Start date</td>
<td>Enroll in Workday within 30 days from start date</td>
</tr>
<tr>
<td>Long-Term Care Insurance</td>
<td>1st of the month following date of hire</td>
<td>Enroll in Workday within 30 days from start date for guaranteed issue amount</td>
</tr>
<tr>
<td>Short-Term Disability</td>
<td>1st of the month following date of hire</td>
<td>Enroll in Workday within 30 days from start date</td>
</tr>
<tr>
<td>Long-Term Disability</td>
<td>Start date</td>
<td>Automatically enrolled</td>
</tr>
<tr>
<td>Tuition Remission</td>
<td>See page 37 for more information</td>
<td>See page 37 for more information</td>
</tr>
<tr>
<td>MetLaw Legal Plan</td>
<td>1st of the month following date of hire</td>
<td>Enroll in Workday within 15 days from start date</td>
</tr>
</tbody>
</table>

**ID CARDS**

You will receive your medical and dental ID cards at the address on file within 14 days from the date you enroll.
Your ‘Canes Total Rewards package includes a competitive retirement plan with generous UHealth/MSOM contributions to help you build your long-term savings and a source of income when you retire. The UHealth/MSOM Retirement Savings Plan (RSP III) is a defined contribution 403(b) retirement plan which allows you to contribute a percentage of your pay before and/or after taxes, as well as receive core and matching contributions from UHealth/MSOM after meeting eligibility requirements. There are four contribution parts to the RSP III - Employer Core, Employer Match, Employee Voluntary, and an Additional Contribution for Top Performers.

**Core Contribution**
After one year of employment and working a minimum of 1,000 hours, UHealth/MSOM provides a core contribution based on years of service.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Core Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-9</td>
<td>3%</td>
</tr>
<tr>
<td>10+</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Matching Contribution**
After one year of employment and working a minimum of 1,000 hours, if you make voluntary contributions, UHealth/MSOM will provide a matching contribution up to 5%.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Matching Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1+</td>
<td>up to 5%</td>
</tr>
</tbody>
</table>

**Top (1) Performance Contribution**
In order to recognize and reward our top staff performers, employees who receive a performance rating of Substantially Exceeds during the annual performance management program will receive an additional contribution based on years of service.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Additional Top Performer Contribution*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-9</td>
<td>2%</td>
</tr>
<tr>
<td>10+</td>
<td>1%</td>
</tr>
</tbody>
</table>

*contribution provided after the annual performance management program completes for the fiscal year

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**START SAVING TODAY**

**To enroll**
2. Click on Register.
3. Follow the on-screen instructions.
4. Once in the system, select Enroll in Your Account.
5. Follow the steps to make your investment elections. There are pre-tax and post-tax Roth options are available.

**To make changes to your voluntary contributions**
2. Click Contribution Amount from the Quick Links menu.
3. Click Contribution Amount again.
4. Enter your desired percentage(s) under the Pre-Tax and/or Roth Basic section, then click Change Contribution Amount.
5. Click Submit.
6. Your changes will go into effect within two payroll cycles.

**Get help on demand**
Contact Fidelity at 1-800-642-7131 | Contact TIAA-CREF at 1-800-842-2252

**Meet with a Fidelity or TIAA representative**
Schedule an appointment at [netbenefits.com/um](http://netbenefits.com/um). You can also call them directly at 1-800-642-7131 (Fidelity) or 1-800-842-2252 (TIAA-CREF).

**Retirement planning is just the start!**
Visit [netbenefits.com/um](http://netbenefits.com/um) and click Resources to take advantage of no-cost tools calculators, including a Take Home Pay Calculator to see how your pre-tax contribution may affect your take-home pay and Your Contribution Maximizer to learn how you can maximize your savings for retirement now.
## What Are My Investment Options?

<table>
<thead>
<tr>
<th>Tier</th>
<th>Investor Profile</th>
<th>Fund Information</th>
</tr>
</thead>
</table>
| **TIER ONE**  
Fidelity Freedom Index Funds | For the new investor, or someone who prefers their retirement planning to run on auto-pilot. You feel more comfortable choosing from a selection of ready-mix portfolios.  
Tier 1 funds are used as a default option for employees who do not make investment elections. | • Fidelity Freedom Index Income Fund *  
• Fidelity Freedom Index 2005 Fund *  
• Fidelity Freedom Index 2010 Fund *  
• Fidelity Freedom Index 2015 Fund *  
• Fidelity Freedom Index 2020 Fund *  
• Fidelity Freedom Index 2025 Fund *  
• Fidelity Freedom Index 2030 Fund *  
• Fidelity Freedom Index 2035 Fund *  
• Fidelity Freedom Index 2040 Fund *  
• Fidelity Freedom Index 2045 Fund *  
• Fidelity Freedom Index 2050 Fund *  
• Fidelity Freedom Index 2055 Fund *  
• Fidelity Freedom Index 2060 Fund *  
• Fidelity Freedom Index 2065 Fund *  
* indicates Institutional Premium Class |

| **TIER TWO**  
Passive and Active Mutual Funds | For the active investor, whether novice or expert, who wants to take the driver’s seat when planning for retirement.  
Passive index investing is a strategy that attempts to generate similar returns and replicate the holdings and performance of broad market index.  
Active management is the use of human involvement to position a portfolio using research, analytics, judgment and experience in making investment decisions on what securities to buy, hold and sell, in an effort to outperform a benchmark or market index.  
Active management funds tend to have higher fees compared to index funds. | PASSIVE  
• Dodge & Cox International Stock Fund Class I  
• Vanguard Institutional Index Fund Institutional Plus Shares  
• Vanguard Mid-Cap Index Fund Institutional Shares  
• Vanguard Russell 1000 Growth Index Fund Institutional Shares  
• Vanguard Small-Cap Growth Index Fund Institutional Shares  
• Vanguard Small-Cap Value Index Fund Institutional Shares  
• Vanguard Total Bond Market Index Fund Institutional Shares  
• Vanguard Total International Stock Index Fund Institutional Shares  
• Vanguard Value Index Fund Institutional Shares  
ACTIVE  
• American Funds EuroPacific Growth Fund® Class R-6  
• Lord Abbett Short Duration Income Fund Class R6  
• Metropolitan West Total Return Bond Fund Plan Class  
• Vanguard Federal Money Market Fund Investor Shares |

| **TIER THREE**  
TIAA-CREF Annuities | For the investor, whether novice or expert, who wants to ensure lifetime income, or for those who currently invest with TIAA-CREF. | • CREF Money Market  
• CREF Stock  
• TIAA Real Estate  
• TIAA Traditional |

| **TIER FOUR**  
Fidelity BrokerageLink | For the savvy investor, who prefers a more hands-on approach to retirement planning. You have more extensive experience, and you are willing to take on the potential for more risk.  
Fidelity BrokerageLink® lets you manage all or a portion of your account. You have access to more than 4,500 mutual funds.  
Employees who elect to invest in the self-directed brokerage window will need to complete the Fidelity BrokerageLink Participation Acknowledgement Form and submit to Fidelity.  
The funds in this tier ARE NOT monitored by the Committee. | |

When using an investment advisor, ensuring they are a fiduciary and obligated to act in your best interest may be important to achieve your financial goals.
TUITION REMISSION
Tuition benefits are designed to encourage employee and family participation in higher education and supports the University’s overall interest in the personal and professional development of faculty and staff. Tuition benefits are only available for use at the University of Miami. There is no benefit for outside institutions.

Employee Tuition Remission
Full-time faculty and staff are eligible for 100% tuition remission for two courses (six credits) per semester, up to 15 credits per calendar year, for most credited undergraduate and graduate programs at the University of Miami, for the first semester after completing 90 days of employment. Part-time faculty and staff are eligible for tuition benefits on a prorated basis depending on their work effort.

Dependent Tuition Remission
For the first semester after completing one year of service, dependent tuition remission* provides spouses and eligible unmarried dependent children tuition benefits of up to 128 attempted credits, for most credited undergraduate and graduate programs at the University of Miami, based on the length of time you have been employed at the University. Dependents (spouse or child) who are hired at the University as a benefits eligible employee will only be entitled to the employee tuition remission benefit.

Learn more at at miami.edu/tuitionremission.

* benefits prorated for part-time benefits eligible employees

RECOGNITION
The University of Miami is proud to honor faculty and staff who have reached significant milestones each year! Together, our honorees have dedicated more than 17,000 years of service to the University!

The Long Service Award is designed to recognize and express gratitude to faculty and staff who have contributed many years of dedicated service to the University of Miami. Long Service Awards are presented to employees beginning at the five-year milestone and at five-year intervals thereafter. We applaud and appreciate the enduring commitment, dedication, and contributions to the ongoing success of UM’s mission and vision.
LEADERSHIP & PROFESSIONAL DEVELOPMENT
UM employees are encouraged to learn, inspire others, and grow professionally through HR’s Talent and Organizational Development leadership and professional development opportunities.

Learn at your own pace. Enhance your professional development by accessing the ULearn catalogue of over 8,500 audio and video, on-demand courses, to help advance your career at the U.

Inspire others by volunteering as a UFacilitator to impact our workforce from day one by showing new employees why it’s great to be a Miami Hurricane. You will gain exposure and grow in your presentation and facilitation skills.

Grow and be a lifelong learner by attending webinars in the areas of communication, collaboration, self-awareness, organizational skills, and time management just to name a few. Grow as a leader and attend programs such as Essentials of Leadership (EOL) and Lead and Manage Bootcamp.

For more information, contact Talent and Organizational Development at TOD@miami.edu or visit miami.edu/TOD.

EMPLOYEE DISCOUNT PROGRAM
As a UM employee, you are eligible to receive discounts on a number of products and services, including the below and more:

- Apple
- Bascom Palmer Aesthetic Center
- Bascom Palmer Eye Institute
- Cosford Cinema
- Dell
- Expedia Cruise Ship Centers
- FTD
- Lowe Art Museum
- Miami-Dade Transit
- Ring Theatre
- Tickets at Work
- Tri-Rail
- UHealth Department of Dermatology and Cutaneous Surgery
- UHealth Division of Plastic Surgery
- University of Miami Wellness Centers
- University of Miami—Miami Hurricanes Sports

Visit benefits.miami.edu for a complete list.
For More Information

Ask HR-Total Rewards, your pay and benefits team

- Complete the online inquiry form at miami.edu/benefits/ask
- Call 305-284-3004 to speak with an HR-Total Rewards specialist

NOTE: This guide provides an overview of benefits offerings available to benefits-eligible faculty and staff. A complete listing of plan summaries and offerings can be found at benefits.miami.edu.

IMPORTANT CONTACTS

Aetna: 1-800-824-6411 • aetna.com
Cigna Dental: 1-800-CIGNA24 (244-6224) • cigna.com/dental
Delta Dental: 1-800-521-2651 • deltadental.com
Faculty and Staff Assistance Program (FSAP): 305-284-6604 • fsap.miami.edu
Fidelity Investments: 1-800-642-7131 • netbenefits.com/UM
HealthEquity: my.healthequity.com
Healthy ‘Canes Employee Clinic: 305-243-9355 • healthycanesclinic.com
MetLaw: 1-800-821-6400 • legalplans.com
New York Life Group Benefit Solutions (life and disability benefits): 1-888-842-4462
TIAA: 1-888-488-3420 • tiaa.org/UofMiami
UHealth at Walgreens: 888-689-UM4U (8648) • uhealthclinics.com
UHealth Connect (employee appointment line): 305-243-CARE (2273) • uhealthsystem.com
UHealth Office of Patient Advocacy: 305-243-HELP (4357) • officeofpatientadvocacy@med.miami.edu
UHealth Patient Financial Services: 305-243-2900 • umiamihealth.org/billing
VSP Vision Care: 1-800-877-7195 • vsp.com
Well ‘Canes: 305-284-3004 • miami.edu/wellcanes
Wellness Centers: Gables - 305-284-8500 • Medical - 305-243-7600 • miami.edu/wellness
Workday Helpdesk: Gables - 305-284-6565 • Medical - 305-243-5999 • miami.edu/workday-hr

@lifeattheu, @umiamihealth, @umiamimedicine
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benefits.miami.edu