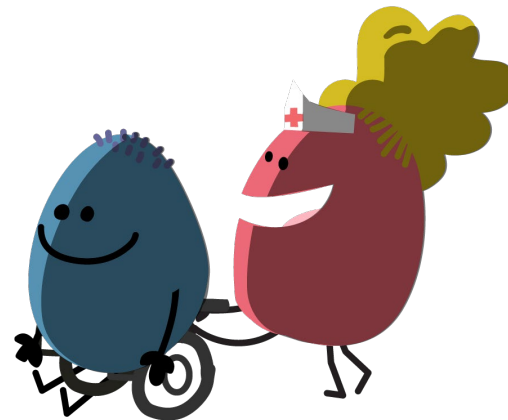
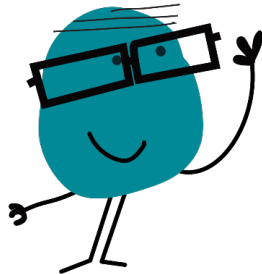


New Employee Benefits Presentation

Today's topics include:

- Payroll & benefits resources
- Health insurance
- Accident plan
- Life
- Dental
- Vision
- Flexible Spending Accounts
- Retirement plans



New Employee Benefits Presentation

Who should review this information?

- Short Term Academic Staff

if appointment is full semester or longer but < 1 calendar year*

- Grad Assistants (e.g., T.A.s)
- Fellows
- Scholars
- Post-Docs

if holding at least 33.4% appointment for the entire 2020 spring semester or the full 2020/2021 academic year.



*and if not covered by the Wisconsin Retirement System (WRS) but 21% FTE or more

UW-Madison Benefits Services



benefits@ohr.wisc.edu



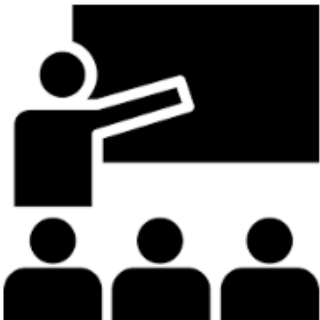
hr.wisc.edu/benefits



21 N. Park Street, Suite 5101, Madison, WI 53715



Brief walk-ins welcome 9am - 3pm, Mon - Fri



We provide:

- Support for your departments' HR staff
- Annual Benefit Enrollment (ABE) sessions each fall

Your Local HR Contacts

hr.wisc.edu/contact



HUMAN RESOURCES

[HOME](#) [PAY](#) [BENEFITS](#) [POLICIES](#) [CONTACT HR](#)

[HOME](#) / [CONTACT HR](#)

CONTACT HR

YOUR LOCAL HR CONTACTS

Most questions about your employment at UW-Madison can be directed to the division, school, or college where you work. Here's how to get started.

- Find HR professionals who can help you in the list of **HR contacts** by division, school, or college.
- Ask your supervisor to help you get in contact with your HR department.
- If you are a UW-Madison employee and need help finding the right HR contact, you may call the Office of Human Resources at **608-265-2257**.

How long can I take to think my options? When would my coverage begin?



- HR must receive your new employee enrollment within **30 days** of the first day of your eligible appointment.



- If you enroll on time, most plans are effective the 1st day of the month after your first day in your eligible appointment.

Ask ALEX

Meet ALEX, your online benefits counselor



- Review 2020 insurance options
- Keeps your data secure
 - Informational only
 - No password required
 - Enter your email to save your review

wisconsin.edu/ohrwd/benefits/alex

Open with:



Payroll & Benefit Resources

Benefits summary booklet: hr.wisc.edu



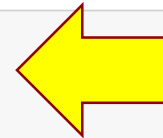
HUMAN RESOURCES

Q Search

HOME PAY BENEFITS POLICIES CONTACT HR

HOME / BENEFITS / NEW EMPLOYEE BENEFITS ENROLLMENT

BENEFITS FOR EMPLOYEES NOT COVERED BY THE WRS



BENEFITS FOR EMPLOYEES NOT COVERED BY THE WRS

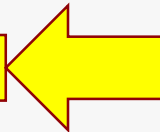
If you are uncertain whether you qualify for these Grad/Short-Term Academic Staff benefits, [contact HR](#).

WITHIN YOUR FIRST 30 DAYS OF EMPLOYMENT...

[ATTEND A BENEFITS SEMINAR »](#)

[WATCH THE "GRAD NEBS" VIDEO »](#)

[REVIEW THE BENEFITS SUMMARY »](#)



Employees *not* covered by the WRS

- Graduate Assistants
- Employees-in-Training (including postdocs)
- Fellows and Scholars
- Short-Term Academic Staff

New Hire Self Service (eBenefits)

my.wisc.edu

You'll need your NetID and Password

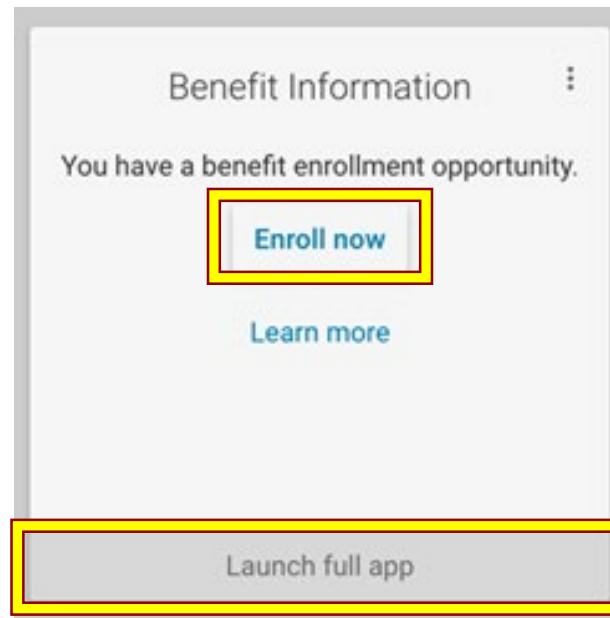


The image shows a login form for my.wisc.edu. It has a light gray background. At the top left, the word "Login" is written in bold. Below it, the label "NetID" is followed by a text input field containing the placeholder text "Ex: bbadger". To the right of the input field is a red link that says "Forgot NetID". Below the NetID field is the label "Password" followed by an empty password input field. To the right of the password field is a red link that says "Forgot password". At the bottom left of the form is a red button with the word "Login" in white text.

Contact your department with any questions you have regarding your NetID or eBenefits.

New Hire Self Service (eBenefits)

my.wisc.edu > Benefit Information

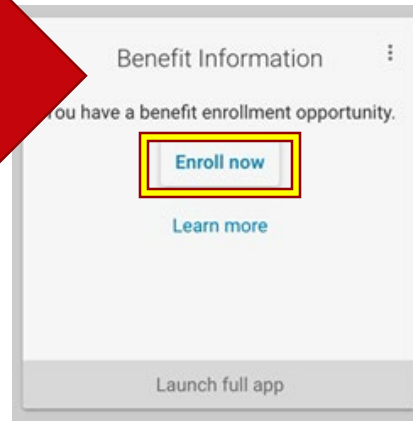


Contact your department with any questions you have regarding your NetID or eBenefits.

Self Service (eBenefits)

Enroll/Waive online with Self Service

If you cannot find the Benefit Information module in your MyUW portal...



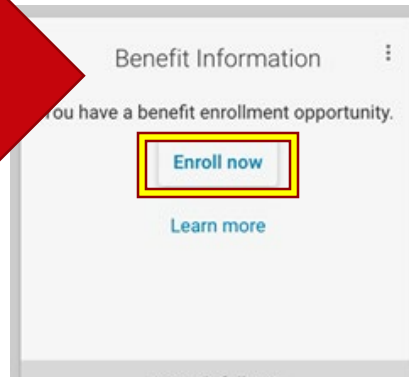
Learn more: hr.wisc.edu/benefits/new-employee-benefits-enrollment/online-enrollment

Contact your department with any questions you have regarding your NetID or eBenefits.

Self Service (eBenefits)

Enroll/Waive online with Self Service

If you cannot find the Benefit Information module in your MyUW portal...



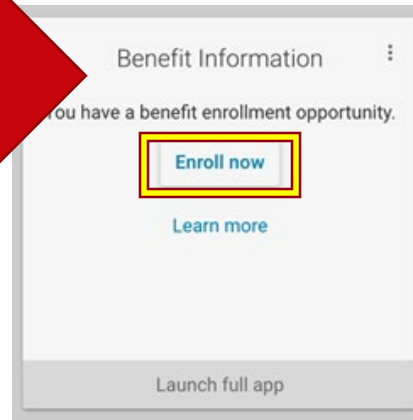
There may be a **name / personal information mismatch** in our systems.

Contact your local HR Representative & ask them to help you **“self link”** your account(s)

Self Service (eBenefits)

Enroll/Waive online with Self Service

If you cannot find the Benefit Information module in your MyUW portal...

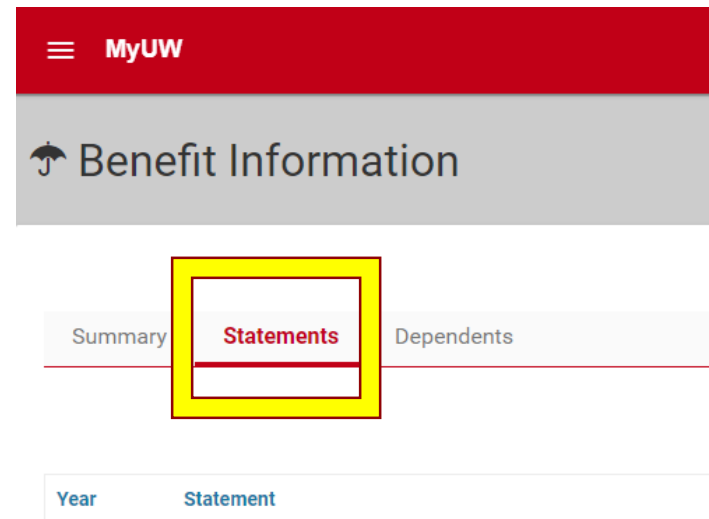


Questions about the **“self link”** process? Contact DoIT at **(608) 264-4357**

New Hire Self Service (eBenefits)

my.wisc.edu > Benefit Information > Statements

Confirmation Statement
provided to your portal 24 -
48 hours after submission



Contact your department with any questions you have regarding your NetID or eBenefits.

Paper Applications

I don't have access to Self Service (eBenefits) ?

1. Contact your department HR and check your Self Service eligibility
2. If ineligible for Self Service, complete paper applications



Application forms are online.
Print, complete, and hand-in by deadline.

hr.wisc.edu/forms

*Contact your department with any questions you have about the application forms.
Submit them to your department by deadline (get a copy with their signature/date)*

Life Events & Benefits Changes

Some benefits allow future enrollments or changes if you submit paper applications **within 30 days of a life event**

Example events:

- Marriage
- Divorce
- Birth / Adoption
- Address change to a new county
- Loss of other coverage

Life Event resources:

- www.wisconsin.edu/ohrwd/benefits/life-events/
- <https://etf.wi.gov/benefits/life-changes-and-my-benefits>

Life Events & Benefits Changes

International Employees:

- If you enroll in Individual coverage now and your spouse or child arrive in the USA at a later date, you can change to Family coverage then only if they can prove their **loss of universal health insurance coverage from the home country.**
- If their home country does not have universal health coverage:
 - Enroll for Family coverage now, or
 - Add them during the annual benefit enrollment (ABE) in autumn of 2020* for coverage effective January 1st, 2021

*exact dates of ABE unknown at the time these slides were created

MyUW

www.wisc.edu > MyUW tab [use NetID to log in]

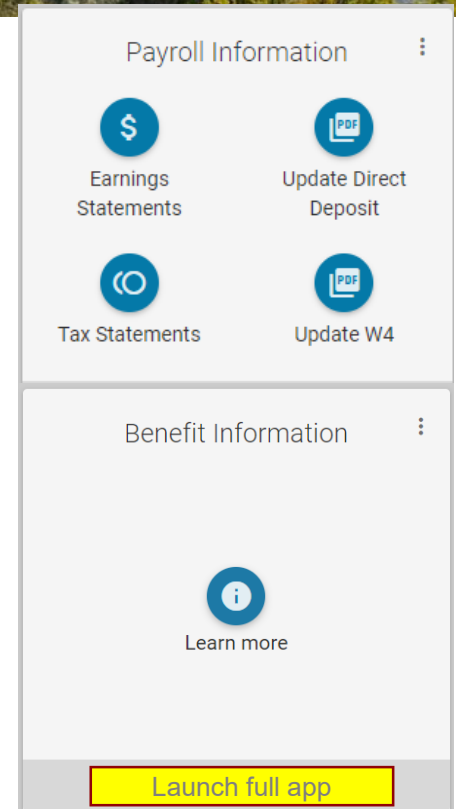


Paycheck stubs

- Payroll Information > Earnings Statement

Benefits Summary

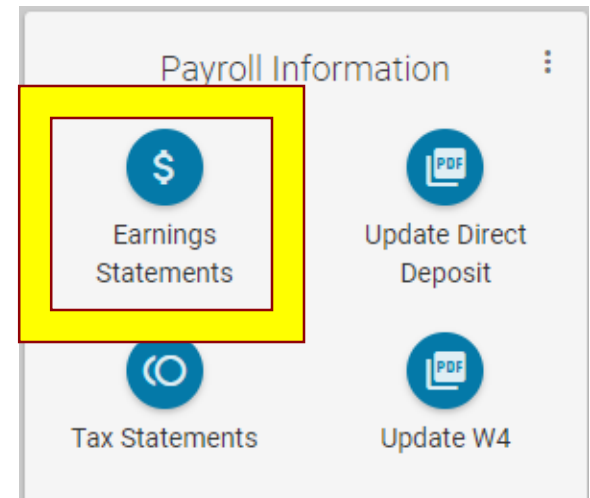
- Benefit Information > Summary



Earnings Statements

Review your *Earnings Statements* for accuracy:

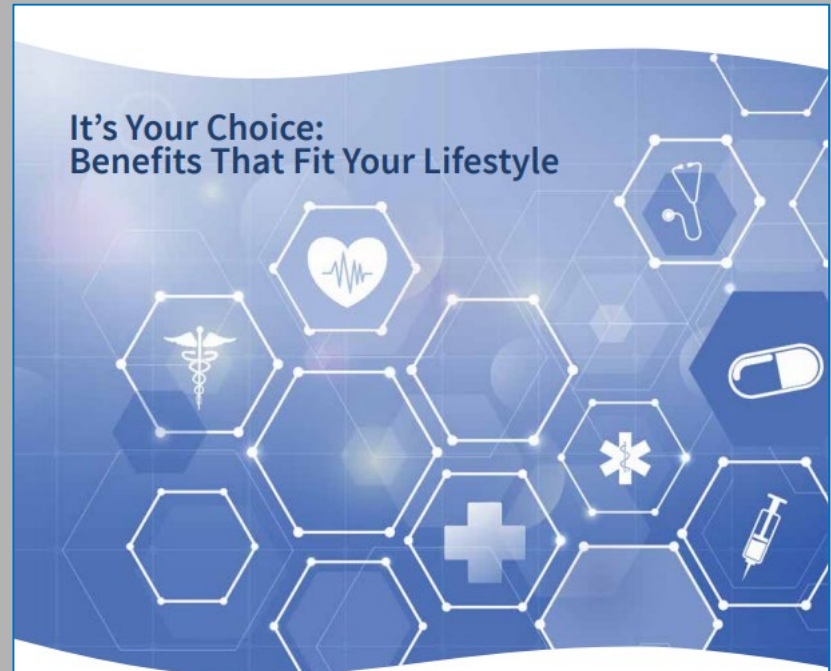
- Rate of pay & hours worked
- Insurance premium deductions



Contact your Payroll & Benefit Coordinator if your Earnings Statement is missing pay or deductions or appears incorrect


State Group Health Insurance

It's Your Choice:
Benefits That Fit Your Lifestyle



**2020 Health Benefits
Decision Guide**

State of Wisconsin Group Health
Insurance for Employees



ET-2107 (Revised 9/9/2019)

<https://etf.wi.gov/its-your-choice/2020/20et-2107/direct>

State Group Health

What is my monthly premium cost if I enroll?

Which doctors or providers may I visit?

How are services covered?

It depends on which of the plan designs you elect:



➤ **Regional, Wisconsin-based**

- IYC Health Plan

IYC Health Plan



➤ **Nationwide**

- Access Health Plan

Access Plan

State Group Health - Premiums

See Page 4 of ETF's
Decision Guide 2020
(ET-2107)

	IYC Health Plan	Access Plan
UW Grad Assistants		
Individual With / Without Uniform Dental	\$48.50 / \$44.50	\$138.50 / \$134.50
Family With / Without Uniform Dental	\$120 / \$111	\$344 / \$335

<https://etf.wi.gov/its-your-choice/2020/20et-2107/direct>

State Group Health - Premiums

See Page 4 of ETF's
Decision Guide 2020
(ET-2107)

	IYC Health Plan
UW Grad Assistants	
Individual With / Without Uniform Dental	\$48.50 / \$44.50
Family With / Without Uniform Dental	\$120 / \$111

If you elect the IYC Health Plan design you must also **choose a network** of providers for the year!

Dane County examples:

- Dean
- GHC-SC
- Quartz-UW

<https://etf.wi.gov/its-your-choice/2020/20et-2107/direct>

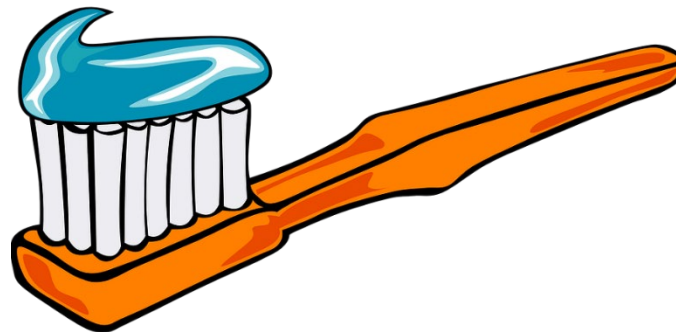
State Group Health

What is my monthly premium cost if I enroll?

Which doctors or providers may I visit?

How are services covered?

And your monthly premium depends on if you elect preventive **Uniform Dental** with your health



State Group Health - Uniform Dental

	Uniform Dental & Preventive Plan
In-Network providers (No out-of-network coverage)	Delta Dental PPO & Premier providers
Annual deductible	None
Annual benefit max	\$1,000 / person
Waiting period	None
Routine evaluations, dental cleanings, sealants, bitewing and panoramic X-rays, fluoride treatments, pulp vitality tests	100%
Fillings	100% *
Anesthesia (general and IV sedation)	80%
Emergency pain relief	80%
Periodontal maintenance	100%
Crowns, bridges, dentures, implants	No coverage
Surgical extraction, root canal (endodontics), periodontics (except maintenance), oral surgery	No coverage
Non-surgical extractions (above gumline)	90%
Orthodontics coverage	50% (Under age 19)
Orthodontics lifetime maximum	\$1,500

See Page 12 of
Decision Guide

	Uniform Dental
Individual	\$4
Individual + Child(ren)	---
Individual + Spouse	---
Family	\$9

*If you receive a composite/resin aka tooth-colored filling on a back tooth, you will pay the difference in amount your provider charges for an amalgam filling vs. the composite/resin filling.

State Group Health - Uniform Dental



Group # 50316-001

www.deltadentalwi.com/state-of-wi

Contact Information

Phone:  **844-337-8383**

Hours: Monday - Friday, 7:30 am - 5 pm CST

Email: etfcustomerservice@deltadentalwi.com

State Group Health

Which doctors & providers may I visit?

Enroll in a network & visit your chosen network's providers

Regional,
WI-based
designs:



IYC Health Plan

- See in-network providers only
- If out-of-network, no coverage except for **urgent or emergency** care

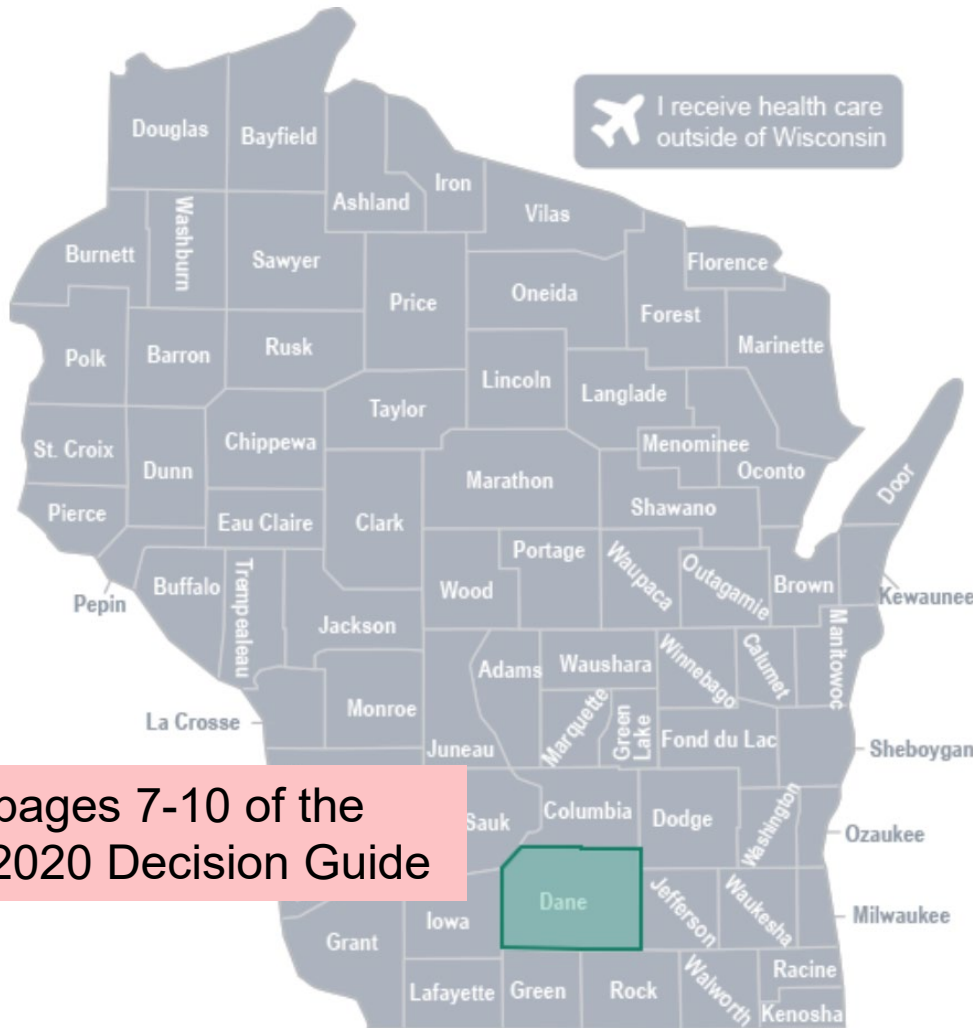
Nationwide
designs:



Access Plan

- May see providers in- or out-of-network
- If out-of-network, less coverage (higher out-of-pocket costs)

State Group Health



Access Plan by WEA Trust

★★★★☆

See provider directory.

Nationwide Access, Out-of-Network Benefits, Higher Premium



Dean Health Insurance

★★★★☆

Major Health Systems:

- SSM Health Hospitals and Dean Medical Group
- Agnesian HealthCare
- Columbus Community Hospital
- Fort HealthCare
- Monroe Clinic Hospital & Clinics

Some Illinois & Iowa Access



GHC of South Central Wisconsin

★★★★☆

Major Health Systems:

- GHC-SCW Primary Care Clinics
- UW Hospital
- American Family Children's Hospital
- Meriter Hospital
- UW Medical Foundation



Quartz - UW Health

★★★★☆

Major Health Systems:

- Associated Physicians, LLP
- Luedtke-Storm-Mackey Chiropractic Clinic
- Phases, Primary Healthcare for Women
- UnityPoint Health – Meriter Hospital & Clinics
- UW Health – University Hospital & Clinics



etf.wi.gov > search “health plan search”

State Group Health

How do I find out which network is best for me?

Visit the network websites and/or call them with questions. You may want to ask:

- Is my current medical provider in their network?
- I live _____ and work _____; are there clinics nearby?
- Do you offer telemedicine or video visits?
- If I need surgery, which hospital(s) would be in-network?

etf.wi.gov/its-your-choice/2020/health-plan-search/state

Preventive Health Services

Preventive services in-network covered 100%

- Federal law requires that specific preventive services provided by in-network providers be offered at no cost to you, including
 - Routine annual check-ups
 - Certain screenings for illness
 - Certain Prescriptions

Learn more:

- [healthcare.gov](https://www.healthcare.gov) > *search:* preventive

What if it's not Preventive?

OOPL –
Medical

OOPL –
Rx

Plan
MOOP

Copayments

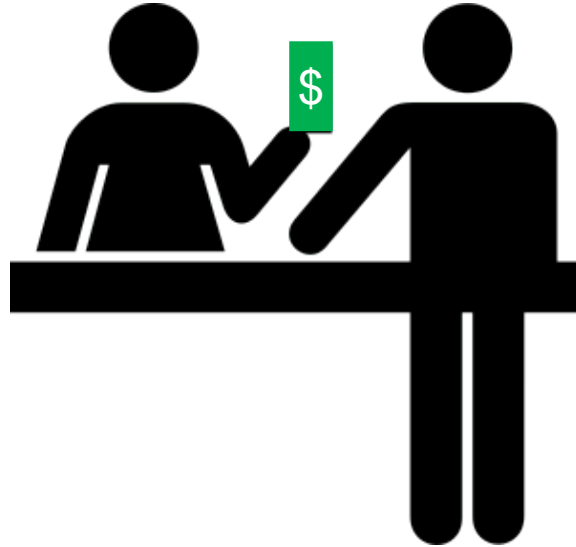
Deductible

Coinsurance

What is a Copay?

Copay: A fixed dollar amount you pay for certain covered health care services or prescription drugs.

You usually pay the copay when you receive the service or drug.



What is a Copay?

With the **Health Plan** and **Access Plan**, you pay copays for in-network, non-preventive **primary care & specialty office visits**.

Visit Type	Includes	Copayment
Primary Care Office Visit	<ul style="list-style-type: none">· General Physicians· Pediatrician· Mental Health· Chiropractor· OB/GYN	\$15
Specialty Care Office Visit	<ul style="list-style-type: none">· Specialty Providers· Urgent Care· Vision Exam in office visit setting	\$25
Emergency Room	<ul style="list-style-type: none">· Emergency Room	\$75 (waived if admitted)

Telemedicine Services

Telemedicine services in-network are covered 100%

- Your health plan may offer telemedicine or video visits for access to a medical provider for certain diagnosis and prescription needs, for example:
 - Allergies
 - Cough
 - Fever
 - Stuffy/runny nose
 - Sore throat
 - Painful/difficult urination
 - Diarrhea
 - Pink eye and other eye infections
 - Nausea and vomiting
 - Joint pain
 - Headache
 - Minor skin problems
- Contact your health plan directly to ask if they offer telemedicine or video appointments.

<https://etf.wi.gov/telehealth-options>

What is a Deductible?

Deductible: the amount you must pay toward the full negotiated cost of certain health services *before* your insurance begins to pay a share.

Health Plan and Access Plan deductibles:

Annual Deductible 2020	Single	Family
	\$250	\$500



What is Coinsurance?

Coinsurance is the percentage (%) of the negotiated cost of a covered service that a member splits with the insurance company (usually after the deductible is met).

When receiving in-network care:

- Medical Care 90/10
- Durable Medical Equipment (crutches, etc.) 80/20



What is our medical Out of Pocket Limit?

Your **out of pocket limit** (“OOPL”) is the most you might pay for in-network, covered medical services during a plan year.

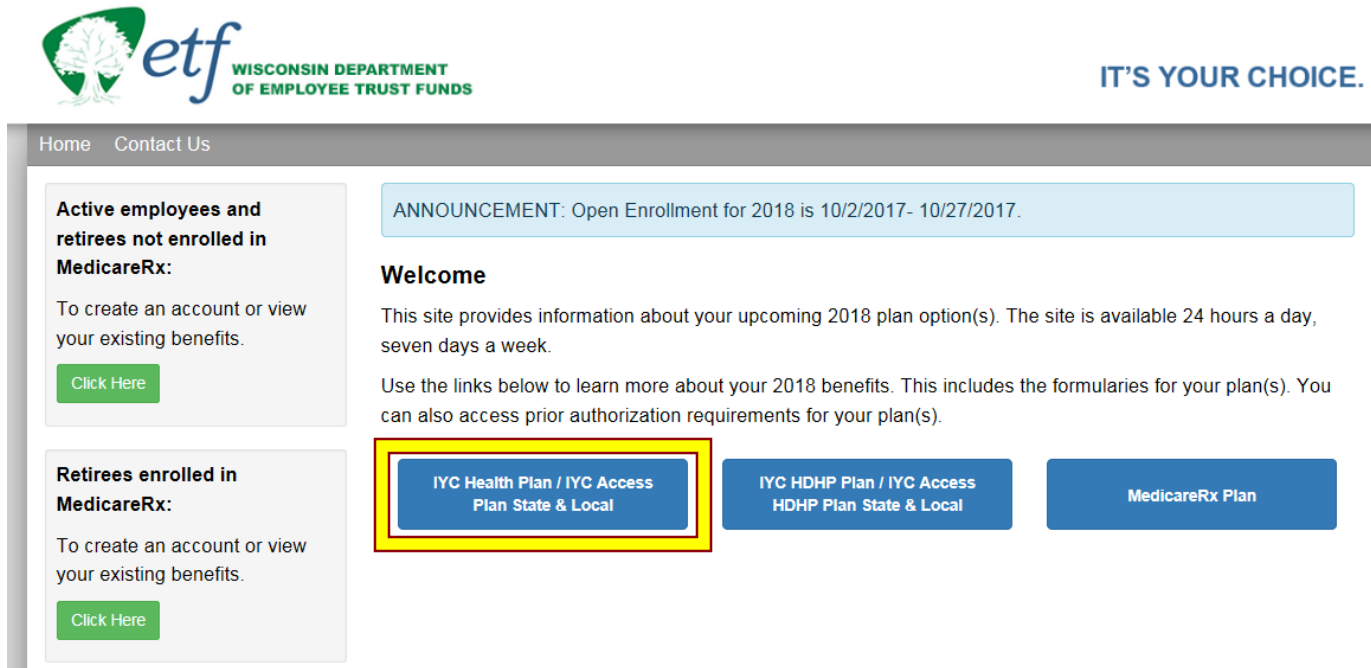
Once the medical OOPL is met, coinsurance and copayments no longer apply for health care visits that year.

Health Plan & Access Plan OOPL	Single	Family
	\$1,250	\$2,500

Navitus Pharmacy Benefits

How much will I pay for my prescription?

Search the Navitus formulary: <https://etf.benefits.navitus.com>



The screenshot shows the Navitus website interface. At the top left is the logo for 'etf WISCONSIN DEPARTMENT OF EMPLOYEE TRUST FUNDS'. To the right of the logo is the slogan 'IT'S YOUR CHOICE.'. Below the logo is a navigation bar with 'Home' and 'Contact Us'. The main content area is divided into several sections. On the left, there are two grey boxes: one for 'Active employees and retirees not enrolled in MedicareRx' and another for 'Retirees enrolled in MedicareRx', both with a 'Click Here' button. In the center, there is a light blue announcement box stating 'ANNOUNCEMENT: Open Enrollment for 2018 is 10/2/2017- 10/27/2017.' Below this is a 'Welcome' section with text about the site's availability and a list of links. The first link, 'IYC Health Plan / IYC Access Plan State & Local', is highlighted with a yellow border. To its right are two other blue buttons: 'IYC HDHP Plan / IYC Access HDHP Plan State & Local' and 'MedicareRx Plan'.

Home Contact Us

Active employees and retirees not enrolled in MedicareRx:
To create an account or view your existing benefits.
[Click Here](#)

Retirees enrolled in MedicareRx:
To create an account or view your existing benefits.
[Click Here](#)

ANNOUNCEMENT: Open Enrollment for 2018 is 10/2/2017- 10/27/2017.

Welcome
This site provides information about your upcoming 2018 plan option(s). The site is available 24 hours a day, seven days a week.
Use the links below to learn more about your 2018 benefits. This includes the formularies for your plan(s). You can also access prior authorization requirements for your plan(s).

[IYC Health Plan / IYC Access Plan State & Local](#) [IYC HDHP Plan / IYC Access HDHP Plan State & Local](#) [MedicareRx Plan](#)

Navitus Pharmacy Benefits

As of Jan 1, 2020:

Vaccines at In-Network Pharmacies



Cost: \$0, it's free!



Bring your Navitus card



Available Vaccines

- Influenza
- Pneumonia
- Tetanus
- Hepatitis
- Shingles
- Measles
- Mumps
- Human Papillomavirus (HPV)
- Pertussis
- Varicella
- Meningitis

See Page 6 of ETF's
Decision Guide 2020
(ET-2107)

Navitus Pharmacy Benefits

Preventive	You pay \$0 (see Navitus' list of eligible Rx)
Level 1	\$5 per fill
Level 2	Member pays 20% (up to \$50 per fill)
Level 3	Member pays 40% (up to \$150 <u>and</u> the difference in cost between the Level 3 and alternate drug)
Level 4 Preferred Rx	\$50 per fill

- A “fill” is usually a 30-day supply
- **Serve You** mail order pharmacy fills 90-days of Level 1 & 2 drugs at the cost of 60-days
- Fill Level 4 at **UW Specialty Pharmacy** or **Lumicera**

Prescription Out of Pocket Limit

Once the OOPPL for a level is met, coinsurance & copayments no longer apply for that level of prescription drugs that year.

	Health and Access Plans
Levels 1 & 2	\$600 / \$1,200
Level 3*	\$6,850 / \$13,700
Level 4 Preferred Rx & Pharmacy	\$1,200 / \$2,400

*Level 3 apply toward plan MOOP

Overview of In-Network Coverage

We pay our drug **copays / coinsurance** when filling Rx



Insurance will cover most additional Rx costs in a Tier after the Tier's maximum **OOPL** is met

We pay our medical costs until we reach our **deductible**



Then, we pay medical **coinsurance** amounts while insurance pays the remainder of covered medical care costs

Office visit **copays** are separate from the deductible and apply toward the **OOPL**



Insurance will cover most additional health costs after we reach our plan medical **OOPL**

Medical care if you are out of network

Regional,
WI-based
designs:



IYC Health Plan

See in-network providers only

Dane county examples:

- Dean
- GHC-SC
- Quartz-UW

- If out-of-network, no coverage except for **urgent or emergency care**

Nationwide
designs:



Access Plan

- May see providers in- or out-of-network

- If out-of-network, less coverage (higher out-of-pocket costs)

Health Plan – Medical care if you are out of network

What's Covered
Outside of Your Coverage Area

- Emergency Care
- Urgent Care
- Follow-up Care
- Routine Care
- Prescriptions

You'll find network pharmacies across the country!

Health Plan – Medical care if you are out of network

What's considered Emergency or Urgent Care?

Emergency Care

- Severe allergic reactions
- Severe asthma attacks
- Convulsions
- Severe bleeding
- Acute appendicitis
- Loss of consciousness
- Heart attack
- Stroke

Must use in-network ER whenever possible

Urgent Care

- Most broken bones
- Minor cuts
- Sprains
- Most drug reactions
- Non-severe bleeding
- Minor burns

Must use in-network urgent care if you are in service area

<https://etf.wi.gov/publications/20et2107cc/direct>

Medical care if you are out of network

Regional,
WI-based
designs:



IYC Health Plan

- See network providers only
- See county examples:
 - Dean
 - GHC-SC
 - Quartz-UW

out-of-network, no coverage
except for urgent or emergency care

Nationwide
designs:



Access Plan

- May see providers in- or out-of-network
- If out-of-network, less coverage
(higher out-of-pocket costs)

Access Plan with WEA Trust – Medical Care if you are out of network

If covered by Access Plan and visiting a provider who is **out of network**

- **\$500 deductible** per calendar year per individual (\$1,000 maximum per year for a family)
 - would include Preventive Services
- If deductible is met, most covered medical services that calendar year are then covered via **coinsurance of 70/30** (i.e., you pay 30%)
- **OOP** is **\$2,000** per individual (\$4,000 per year for a family)
- Telemedicine – not covered out of network
- MOOP – n/a, no maximum out of pocket

<https://etf.wi.gov/publications/20et2112/direct>

State Group Health

Where do I find more details?

Where are the networks' phone numbers?

I have more questions about coverage!

<https://etf.wi.gov/benefits-by-employer> > University of Wisconsin System

- [Health Plan Search / Provider Directories](#)
- [2019 Health Plan Report Card](#)
- [Certificates of Coverage](#)



What is a Certificate of Coverage?

See Certificate of Coverage for more detail on what is covered and what is excluded (not covered) under your plan

<https://etf.wi.gov/publications/20et2107cc/direct>

Example of Covered Expenses:

State of Wisconsin	
Benefits	PARTICIPANTS enrolled in the non-High DEDUCTIBLE Health Plan
Cochlear Implants for PARTICIPANTS <u>under age 18</u> Includes all charges related to implant and follow-up training sessions.	PARTICIPANT pays full allowed cost until the DEDUCTIBLE is met. After DEDUCTIBLE: PARTICIPANT pays 10% COINSURANCE. ⁶ COINSURANCE applies to the OOP and MOOP.

What is a Certificate of Coverage?

Example of detail within certificate:

Gender Reassignment (aka Gender Identity or Transgender) Services

Based on a permanent injunction issued on October 11, 2018 and the summary judgment decision issued on September 18, 2018 by the federal district court for the Western District of Wisconsin, all procedures, services, and supplies related to surgery and sex hormones associated with gender reassignment should be reviewed by the health plans for medical necessity.

MEDICALLY NECESSARY: A service, treatment, procedure, equipment, drug, device or supply provided by a HOSPITAL, physician or other health care PROVIDER that is required to identify or treat a PARTICIPANT'S ILLNESS or INJURY and which is, as determined by the HEALTH PLAN and/or PBM:

- 1) Consistent with the symptom(s) or diagnosis and treatment of the PARTICIPANT'S ILLNESS or INJURY, and
- 2) appropriate under the standards of acceptable medical practice to treat that ILLNESS or INJURY, and
- 3) not solely for the convenience of the PARTICIPANT, physician, HOSPITAL or other health care PROVIDER, and
- 4) the most appropriate service, treatment, procedure, equipment, drug, device or supply which can be safely provided to the PARTICIPANT and accomplishes the desired end result in the most economical manner

What is a Certificate of Coverage?

Example of detail within certificate:

IV. Exclusions and Limitations

A. Exclusions

(...)

Some of the listed exclusions may be **MEDICALLY NECESSARY**, but still are not covered under this program, while others may be examples of services which are not **MEDICALLY NECESSARY** or not medical in nature, as determined by the **HEALTH PLAN** and/or **PBM**.

1) Surgical Services

- a) Keratorefractive eye surgery, including but not limited to, tangential or radial keratotomy, or laser surgeries for the correction of vision.

2) Medical Services

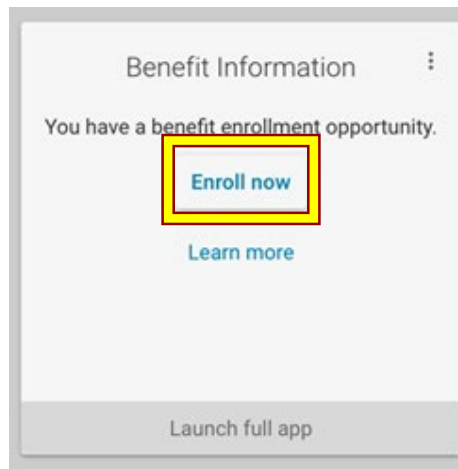
- a) Examination and any other services (for example, blood tests) for informational purposes requested by third parties. Examples are physical exams for employment, licensing, insurance, marriage, adoption, participation in athletics, functional capacity examinations or evaluations, or examinations or treatment ordered by a court, unless otherwise covered as stated in the [Benefits and Services](#) Section.

State Group Health

I've decided! How do I enroll/waive?

Within 30 days of the start of your appointment:

my.wisc.edu > Benefit Information



Contact your department with any questions you have regarding Self Service.

State Group Health

I've decided! How do I enroll/waive?

If you can't use Self Service (eBenefits) because you

- don't have the option on MyUW > Benefit Information, or
- don't have computer access

within 30 days of the start of your appointment,
complete and submit a paper Health Insurance form

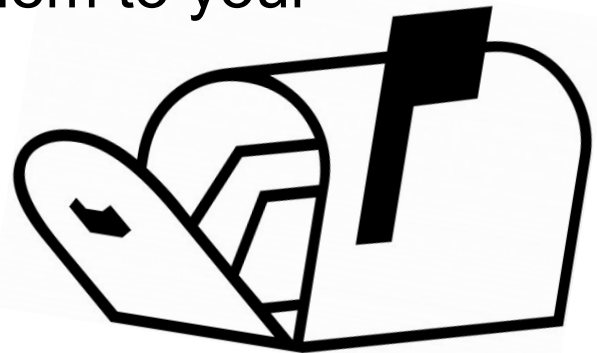
hr.wisc.edu/benefits/state-group-health-insurance

Contact your department with any questions you have regarding Self Service.

State Group Health

When will I receive my insurance cards?

- ~4 weeks after enrollment is processed
- Your insurance network mails them to your home address listed in MyUW



State Group Health

If you must seek services before you have your cards:

- Ask provider's office to call your insurance network to verify your coverage
- If you must fill a Rx but you're not yet in the Navitus system, you may need to pay full price at the pharmacy and submit a claim form to Navitus for reimbursement

Student Health Insurance Plan

SHIP

- International Students and J-1 Scholars are required to purchase the Student Health Insurance Plan (SHIP) or file a qualifying waiver.
- More information: www.uhs.wisc.edu/ship



Accident Plan

NEW for 2020!

See Page 13 in
Decision Guide

Accident Plan



- Cash payment to help cover out-of-pocket expenses
- Coverage includes:
 - Concussions
 - Dislocations
 - Lacerations
 - Fractures
 - X-rays
 - Emergency care
 - Hospitalization
 - Surgeries
 - Follow-up care
 - Support care
 - Accidental death & dismemberment (up to \$25,000)
- Also offers identity theft protection and travel assistance

Accident Plan

What's covered?

	Benefit	Benefit amount available
Injury	Dislocation	Up to \$2,000
	Fracture	Up to \$3,000
	Paralysis	Up to \$5,000
	Child organized sports injury	\$50
	Burns	Up to \$7,500
	Lacerations	Up to \$100
Emergency care	Ambulance (air, ground or water)	Up to \$500
	Emergency room treatment	\$100
	Blood, plasma or platelets	\$50
Hospital care	Initial	\$500
	Daily	Up to \$200
Surgery	Tendon, ligament or rotator cuff	Up to \$300
Follow-up care	Appliances	\$50
	Follow-up physician's office visit	\$50
	Transportation	\$150 per visit
Support care	Adult companion lodging	\$50 per day
Accidental death & dismemberment	Employee	\$25,000
	Spouse	\$12,500
	Child(ren)	\$6,250

Accident Plan

Coverage benefit payout example

This is an example of how benefits under the accident insurance policy might be paid:*



John elects coverage offered by his employer.



Five months later, John fractures his hip in a skateboarding accident.



John files a claim and receives a payment for his fractured hip, ER visit, ambulance, hospital stay and appliance benefit for his crutches.



John uses the money to pay his mortgage and hire a lawn care service while he recovers.

* Actual experience and benefit payouts may vary from this example.

Accident Plan

Covered benefit payout example

Benefit	Payment
Fractured hip	\$1,000
Emergency room treatment	\$100
Ambulance (ground)	\$100
Hospital stay (2 days)	\$700
Appliance (crutches)	\$50
Total	\$1,950

Accident Plan

How much does accident insurance cost?

	Monthly cost
Employee only	\$3.26
Employee and spouse	\$4.94
Employee and child(ren)	\$7.10
Employee and family	\$10.46

Note: If other family members are employed by UW and/or State of WI, each eligible employee may only be covered as an employee or dependent, not both.



Accident Plan

How to file a claim

- Employees will file their own claims
 - [Securian.com/benefits](https://www.securian.com/benefits)
 - or call 1-866-295-8690
- Must submit claims by deadline, which may be within 72 hours of the accident. See plan certificate.
- Accident claims payable only if treatment is received in the U.S. or a U.S. territory.
- AD&D claims payable regardless of where the death occurs.

MINNESOTA LIFE

A Securian Company



Life Insurance options:

Individual & Family life

UW Employees Inc. life

Accidental Death & Dismemberment (AD&D) with Zurich

Life Insurance

Why would I want life insurance?

If you die while employed, a life insurance payout could allow you to:



Protect your family's home



Provide for child-care & education



Replace lost household income



Leave a charitable gift

Life Insurance

Who gets the money if I die?

Your chosen beneficiaries. Keep your form(s) updated!

[wisconsin.edu/ohrwd/benefits/beneficiary](https://www.wisconsin.edu/ohrwd/benefits/beneficiary)



Protect your family's home



Provide for child-care & education



Replace lost household income



Leave a charitable gift

Life Insurance

Who gets the money if I die?

If you don't designate any beneficiaries, your benefit will be paid out according to [Wisconsin law](#) aka Standard Sequence:

- Your surviving spouse, otherwise;
- Your surviving children equally, otherwise;
- Your surviving grandchildren equally, otherwise;
- Your surviving parents equally, otherwise;
- Your surviving siblings equally, otherwise;
- Your estate.



Note: If you wish to name a domestic partner or stepchild as a beneficiary, you must complete the applicable beneficiary designation form(s).

Claims associated with the death of your covered family member(s) are paid to you.

Life Insurance

Three optional plans:

	<i>Individual & Family</i>	<i>UW Employees Inc.</i>	<i>AD&D</i>
How much coverage for employee?	Up to \$20,000 initially	Depends upon age	Up to \$500,000
How much coverage for family?	Up to \$10,000 on spouse/DP, \$5,000 on child(ren)	None	% of employee coverage
When is it effective?	1 st of the month following 30 days from the date of hire		

Individual & Family (I&F) life

New employees can select the following coverage levels

Employee Term Life \$5,000, \$10,000, \$15,000 or \$20,000

Spouse/Domestic Partner \$5,000 or \$10,000

Term Life

Child Term Life \$2,500 or \$5,000

If electing \$20k

Age	Cost per check
< 28	\$0.46
28-30	\$0.50
31-33	\$0.64
34-36	\$0.74
37-39	\$0.90
40-42	\$1.36
etc.	

<https://hr.wisc.edu/benefits/individual-and-family-group-life-insurance/>

Individual & Family (I&F) life

If you enrolled as a new employee, you may choose to increase your coverage during the Annual Benefit Enrollment (ABE) period each fall

ABE increases are not offered if not already enrolled



Maximum coverage levels

Employee	\$300,000
Spouse/Domestic Partner	\$150,000 or the amount of employee coverage, whichever is less.
Child	\$25,000 or the amount of employee coverage, whichever is less.

<https://hr.wisc.edu/benefits/individual-and-family-group-life-insurance/>

UW Employee Inc.

The level of Group Term Life insurance coverage you are eligible to elect, and your monthly cost, is determined by your current age. Refer to the chart below for the coverage available and the cost.

Age	Benefit Amount	Monthly Cost
Under 35	\$33,000	\$0.75
35-39	\$28,000	0.94
40-44	\$25,000	1.20
45-49	\$18,000	1.50
50-54	\$15,000	1.80
55-59	\$13,000	2.85
60-64	\$12,000	3.26
65 and over	\$7,000	2.25

All rates are subject to change.

Rates increase with age.

www.wisconsin.edu/ohrwd/benefits/download/life/uwei/broch.pdf

AD&D with Zurich

Benefit Amounts	\$25,000	\$50,000	\$100,000	\$150,000	\$200,000	\$250,000	\$300,000	\$350,000	\$400,000	\$450,000	\$500,000
Employee Cost* (Per Month)	\$.73	\$1.45	\$2.90	\$4.35	\$5.80	\$7.25	\$8.70	\$10.15	\$11.60	\$13.05	\$14.50
Family Cost* (Per Month)	\$1.10	\$2.20	\$4.40	\$6.60	\$8.80	\$11.00	\$13.20	\$15.40	\$17.60	\$19.80	\$22.00

Overview of Coverage and Benefits:

<p>Coverages:</p> <ul style="list-style-type: none"> ▪ 24/7 Accident Protection ▪ Optional Dependent Coverage <p>Dismemberment Schedule (% Princ. Sum to \$500K):</p> <ul style="list-style-type: none"> ▪ Both hands or both feet: 100% ▪ One hand and one foot: 100% ▪ One hand or One foot plus sight of one eye: 100% ▪ Sight of both eyes: 100% ▪ Speech and hearing: 100% ▪ Speech or hearing: 50% ▪ One hand; one foot; or sight of one eye: 50% ▪ Thumb and index finger same hand: 25% 	<p>Covered Loss of Use of:</p> <ul style="list-style-type: none"> ▪ Four Limbs: 150% ▪ Three Limbs: 75% ▪ Two Limbs: 66 2/3% ▪ One Limb: 50% <p>Additional Benefits:</p> <ul style="list-style-type: none"> ▪ Additional Dismemberment Benefit for Children ▪ Car Jacking Benefit ▪ Continuation of Insurance Benefit ▪ Day Care Benefit ▪ Hearing Aid or Prosthetic Appliance Benefit ▪ Higher Education Benefit 	<p>Additional Benefits, continued:</p> <ul style="list-style-type: none"> ▪ Home Alteration & Vehicle Modification Benefit ▪ Natural Disaster Benefit ▪ Seat Belt/Air Bag Benefit ▪ Spouse Retraining Benefit ▪ Surviving Spouse Benefit ▪ Therapeutic Counseling Benefit ▪ Travel Assistance Benefit ▪ Identity Theft (Effective January 1, 2019) ▪ Critical Burn Benefit (Effective January 1, 2019) ▪ Rehabilitation Benefit (Effective January 1, 2019)
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<https://hr.wisc.edu/benefits/accidental-death-and-dismemberment-insurance/>

AD&D with Zurich

Benefit Amounts	\$25,000	\$50,000	\$100,000	\$150,000	\$200,000	\$250,000	\$300,000	\$350,000	\$400,000	\$450,000	\$500,000
Employee Cost* (Per Month)	\$0.73	\$1.45	\$2.90	\$4.35	\$5.80	\$7.25	\$8.70	\$10.15	\$11.60	\$13.05	\$14.50
Family Cost* (Per Month)	\$1.10	\$2.20	\$4.40	\$6.60	\$8.80	\$11.00	\$13.20	\$15.40	\$17.60	\$19.80	\$22.00

If you have family coverage and you have:

- Spouse/domestic partner, no dependent child(ren) 60% n/a
- Dependent children, no spouse/domestic partner n/a 20%
- Spouse/domestic partner & dependent child(ren) 15% 15%

Spouse/domestic partner max \$300k; dependent child(ren) max \$50k



<https://hr.wisc.edu/benefits/accidental-death-and-dismemberment-insurance/>

AD&D with Zurich

Benefit Amounts \$25,000 \$50,000 \$100,000 \$150,000 \$200,000 \$250,000 \$300,000 \$350,000 \$400,000 \$450,000 \$500,000

Do you have a visa which requires Medical Evacuation & Repatriation?

Consider enrolling in this plan to satisfy those requirements!

Medical repatriation

Once you have sufficiently recovered from an illness or injury to travel in a non-scheduled commercial air flight or regularly scheduled air flight with special equipment and/or personnel, we will arrange and, if covered by your policy, cover the cost of your transportation to your principal residence or the country where you are currently assigned.

Return of remains

In case of death, Zurich Travel Assist will provide for the local preparation of the body to return the remains for burial, including travel clearances, authorizations and standard shipping container to its country of destination.

January 1, 2019)

<https://hr.wisc.edu/benefits/accidental-death-and-dismemberment-insurance/>

Life Insurance

When will my coverage begin?

When elected timely as a new hire, your life insurance is effective the **first of the month following 30 days** from your date of hire.



UIA only: Coverage effective October 1st following hire date assuming eligibility requirements are met.

Life Insurance

Where do I find plan details?

Ask ALEX! - wisconsin.edu/ohrwd/benefits/alex/

hr.wisc.edu > Benefits

- Individual and Family (I&F)
- UW Employees Inc.
- Accidental Death and Dismemberment (AD&D)



Dental Insurance

- Preventive Dental
- Supplemental Dental Insurance
 - Select
 - Select Plus



Dental Insurance

See Page 11 of
Decision Guide

Uniform Dental

Available to those **enrolled** in health insurance under the State of Wisconsin Group Health Insurance Program

or

New for 2020!

Delta Dental PPO Plus Premier™ – Preventive Plan

Only available to those **not enrolled** in health insurance through the program

+

Delta Dental PPO™ - Select Plan

or

Delta Dental PPO Plus Premier™ - Select Plus Plan

Dental Insurance

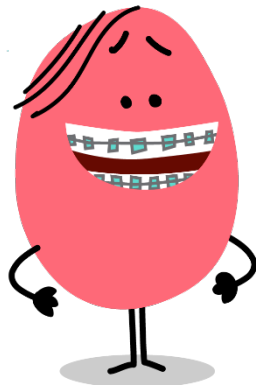
See Page 12 of
Decision Guide

	Uniform Dental & Preventive Plan	Select Plan	Select Plus Plan
In-Network providers (No out-of-network coverage)	Delta Dental PPO & Premier providers	Delta Dental PPO	Delta Dental PPO & Premier providers
Annual deductible	None	\$100 / person	\$25 / person
Annual benefit max	\$1,000 / person	\$1,000 / person	\$2,500 / person
Waiting period	None	None	None
Routine evaluations, dental cleanings, sealants, bitewing and panoramic X-rays, fluoride treatments, pulp vitality tests	100%	<i>No coverage</i>	<i>No coverage</i>
Fillings	100%	<i>No coverage</i>	<i>No coverage</i>
Emergency pain relief	80%	<i>No coverage</i>	<i>No coverage</i>
Periodontal maintenance	100%	<i>No coverage</i>	<i>No coverage</i>
Crowns, bridges, dentures, implants	<i>No coverage</i>	50%	60%
Surgical extraction, root canal (endodontics), periodontics (except maintenance), oral surgery	<i>No coverage</i>	50%	80%

Dental Insurance

See Page 12 of
Decision Guide

	Uniform Dental & Preventive Plan	Select Plan	Select Plus Plan
Orthodontics coverage	50% (Under age 19)	No coverage	50% (Any age)
Orthodontics lifetime maximum	\$1,500	No coverage	\$1,500



Plan Administrator



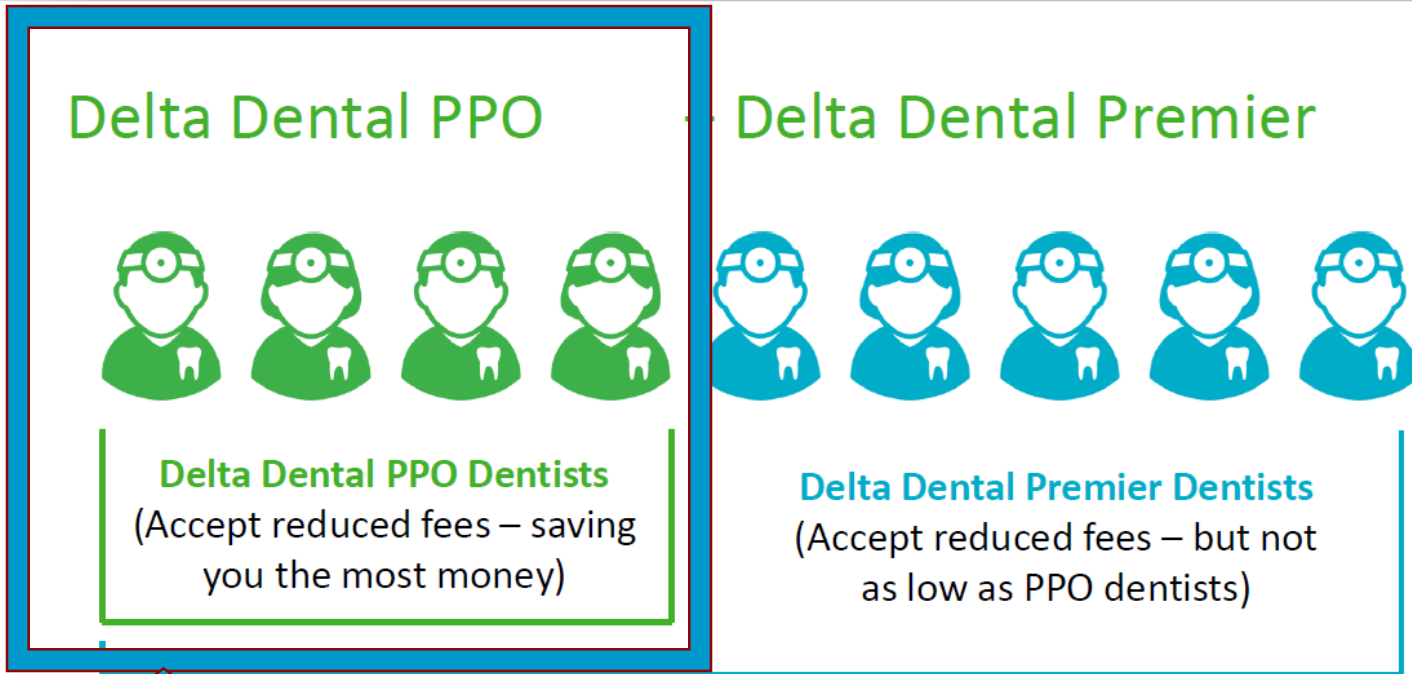
1-844-337-8383

deltadentalwi.com/state-of-wi

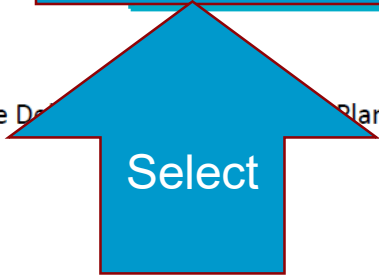
All plans are offered through Delta Dental.

Dental Insurance

DELTA DENTAL NETWORKS



*The Delta Dental Plan requires you to see a Delta Dental PPO dentist



Dental Insurance

Preventive
Plan

Select
Plus

DELTA DENTAL NETWORKS

Delta Dental PPO

+ Delta Dental Premier



Delta Dental PPO Dentists
(Accept reduced fees – saving
you the most money)

Delta Dental Premier Dentists
(Accept reduced fees – but not
as low as PPO dentists)

*The Delta Dental PPO – Select Plan requires you to see a Delta Dental PPO dentist

 **DELTA DENTAL**[®]

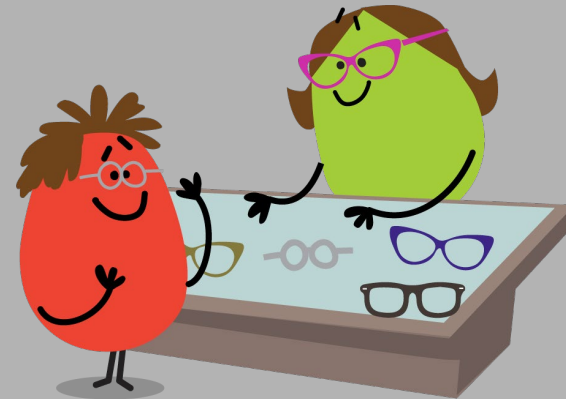
Dental Insurance Premiums 2020

	Preventive Plan	Select Plan	Select Plus Plan
Individual	\$30.20	\$9.28	\$16.82
Individual + Child(ren)	---	\$12.52	\$31.12
Individual + Spouse	---	\$18.56	\$33.64
Family	\$75.50	\$22.28	\$51.30

VSP Vision

Exams

Materials (glasses or contact)



VSP Vision

What services are covered?

Benefit	Description	Copay	Frequency
Your Coverage with a VSP Provider			
WellVision Exam	<ul style="list-style-type: none"> • Focuses on your eyes and overall wellness • Available twice every calendar year for dependent children 	\$15	Every calendar year
Prescription Glasses		\$25	See frame and lenses
Frame	<ul style="list-style-type: none"> • \$150 allowance for a wide selection of frames • \$200 allowance for featured frame brands • 20% savings on the amount over your allowance • \$80 Costco® frame allowance • Available every calendar year for dependent children 	Included in Prescription Glasses	Every other calendar year
Lenses	<ul style="list-style-type: none"> • Single vision, lined bifocal, and lined trifocal lenses • Polycarbonate lenses for dependent children 	Included in Prescription Glasses	Every calendar year
Lens Enhancements	<ul style="list-style-type: none"> • Scratch Resistant Coating • UV Protection • Standard progressive lenses • Premium progressive lenses • Custom progressive lenses • Average savings of 20-25% on other lens enhancements 	\$0 \$0 \$0 \$95 - \$105 \$150 - \$175	Every calendar year
Contacts (instead of glasses)	<ul style="list-style-type: none"> • \$150 allowance for contacts; copay does not apply • Contact lens exam (fitting and evaluation) 	Up to \$40	Every calendar year
Primary Eyecare	<ul style="list-style-type: none"> • Treatment and diagnosis of eye conditions like pink eye, vision loss and monitoring of cataracts, glaucoma and diabetic retinopathy. Limitations and coordination with medical coverage may apply. Ask your VSP doctor for details. 	\$20	As needed

VSP Vision

What services are covered?

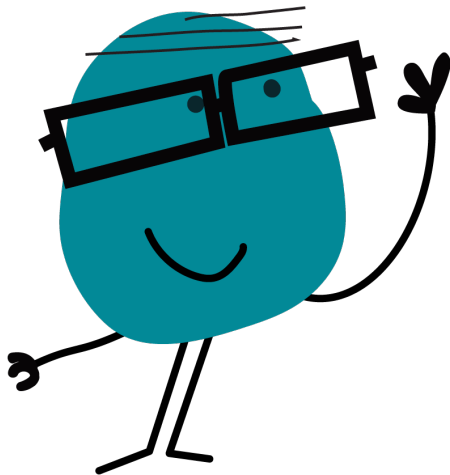
Benefit	Description	Copay	Frequency
Your Coverage with a VSP Provider			
Extra Savings	Glasses and Sunglasses <ul style="list-style-type: none">• Extra \$20 to spend on featured frame brands. Go to vsp.com/specialoffers for details.• 20% savings on additional glasses and sunglasses, including lens enhancements, from any VSP provider within 12 months of your last WellVision Exam.		
	Retinal Screening <ul style="list-style-type: none">• No more than a \$39 copay on routine retinal screening as an enhancement to a WellVision Exam		
	Laser Vision Correction <ul style="list-style-type: none">• Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities		

VSP Vision

Which vision providers may I visit?

Search for a VSP Choice provider:

uwsystem.vspforme.com



VSP Vision

Monthly Premium:

Individual	Individual + Spouse	Individual + Child(ren)	Family
\$6.38	\$12.76	\$14.38	\$22.98



VSP Vision

I enrolled. Do I get a VSP card?

VSP doesn't mail cards. Your provider will confirm benefits online or via phone using your UW employee ID number (located on your earnings statements) with a lead '0.'

Example: If your UW Employee ID were 00987654

Your VSP ID would be 000987654

You can log into VSP and print a card:

<http://uwsystem.vspforme.com>



N/A if in non-service appointment (Fellows, Scholars, Graduate Interns/Trainees, & Post-Doctoral Fellows/Trainees)

Supplemental Retirement Plans

Tax Sheltered Annuity (TSA) 457b

Wisconsin Deferred Compensation (WDC) 457b

TSA 403(b) and WDC 457(b)

Tax Sheltered Annuities 403(b)

- Pre- and Post-Tax options
- 2020 Max contribution of \$19,500
- No employer match
- Additional \$6,500 if age 50+
- May be allowed \$3,000 additional catch-up if 15+ years UW service

- Minimum of \$8 or \$20 per check
- No admin fee in 2020
- Loan services available
- No hardship withdrawals
- Early-withdrawal penalty

Wisconsin Deferred Comp 457(b)

- Pre- and Post-Tax options
- 2020 Max contribution of \$19,500
- No employer match
- Additional \$6,500 if age 50+
- May be allowed \$39,000 catch-up if within 3 yrs normal retirement age

- No minimum contribution
- Admin fees if account > \$5,000
- No loans available
- Hardship withdrawals possible
- No penalty for early-withdrawal

Tax Sheltered Annuity 403(b)

1. Choose a provider(s) to invest with
2. Set-up accounts with your provider(s); see [Quick Guide](#) for instructions
3. Complete [Salary Reduction Agreement](#) and submit to UW payroll/benefits

www.wisconsin.edu/ohrwd/benefits/download/ret/tsa/sra/sra.pdf

www.wisconsin.edu/ohrwd/benefits/download/ret/tsa/quick-guide.pdf

Company Info

Fidelity

800-343-0860

www.netbenefits.com/uofw

T. Rowe Price

800-922-9945

rps.troweprice.com/wisconsin

TIAA

800-842-2776

www.tiaa.org/uwsa

Ameriprise/Riversource

608-819-0500

www.ameriprise.com/UW403b

Lincoln Financial

608-231-2231 or 800-967-2046

www.lfg.com

Tax Sheltered Annuity 403(b)

Fees:

All funds are no-load: there are no sales commissions or broker fees. There is no University fee. The UW TSA providers have no annual fees.

<https://www.wisconsin.edu/ohrwd/benefits/ret/tsa/>

Company Info

Fidelity

800-343-0860

www.netbenefits.com/uofw

T. Rowe Price

800-922-9945

rps.troweprice.com/wisconsin

TIAA

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www.tiaa.org/uwsa

Ameriprise/Riversource

608-819-0500

www.ameriprise.com/UW403b

Lincoln Financial

608-231-2231 or 800-967-2046

www.lfg.com

WI Deferred Compensation 457(b)

Enroll today!

Go to www.wdc457.org

- Click on “REGISTER” button
- Click on “I have a plan enrollment code”
- Enter Group ID: **98971-01**
- Enter Plan Enrollment Code: **n2HuviZQ**
- Plan Enrollment Code Expiration Date:
February 1, 2020

Learn More:

<https://wdc457.empower-retirement.com>

Need Help?

To speak with a representative regarding your account, [contact us](#) Monday - Friday between 7 a.m. - 9 p.m. Central time, and Saturdays between 8 a.m. - 4:30 p.m. Central time.

1-877-457-9327



WI Deferred Compensation 457(b)

Fee scale:

Participant Account Balance	2020 Monthly Fee
\$1 - \$5,000	\$0
\$5,001 - \$25,000	\$1
\$25,001 - \$50,000	\$3.25
\$50,001 - \$100,000	\$6.50
\$100,001 - \$150,000	\$8.50
\$150,001 - \$250,000	\$11.75
Over \$250,000	\$17.50



<https://docs.empower-retirement.com/EE/WisconsinWR/DOCS/Plan-Highlights.pdf>

N/A if in non-service appointment (Fellows, Scholars, Graduate Interns/Trainees, & Post-Doctoral Fellows/Trainees)

Flexible Spending Accounts (FSA)

Health Flexible Spending Account (FSA)

Dependent [Day] Care FSA



Flex Spending Accounts

What is an FSA?



An FSA allows you to send money from your paychecks into an account that you then use to pay for certain health or dependent care expenses throughout your plan year – *without* that money counting as taxable income.

For example (assuming a 25% tax):

Without Pretax Account

\$100 earned
- \$25 tax withheld
\$75 to spend on anything

With Pretax Account

\$100 earned and sent to TASC
- \$0 (i.e., not taxed)
\$100 to spend on qualifying items

Flex Spending Accounts

How does this work?

Your timely enrollment as a new employee means

- your FSA is effective the 1st of the month on or following your date of hire, and
- you can incur **eligible expenses** through 12/31/20



FSA – Examples of Eligible Expenses

Health (or Medical) FSA
\$2,700 maximum election



FSA – Examples of Eligible Expenses

Dependent Care

\$5,000 maximum election per household



Flex Spending Accounts

How does this work?

- Your 2020 election is divided between future benefits-eligible checks
 - If biweekly: 24 checks (“A” and “B” checks, not “C”)
 - If 9-month: 9 checks (not taken from summer session)
 - If 12-month: 12 checks
- Active participants can use the plan’s debit card or submit claims/receipts for reimbursement of **eligible expenses** incurred before end of day on 12/31/2020
- You must enroll every year during annual benefit enrollment (ABE) if you want to contribute into the following year’s FSA



Flex Spending Accounts

What should I consider if I'm interested?

- Reduced tax liability for the year. Ask [ALEX](#)
- Health FSAs are prefunded based on your annual pledge amount
- **Use it or Lose it**
 - Incur expenses from your effective date (e.g., 1st of the month following eligible hire) until 12/31/2020 – no grace period.
 - Health & LP FSAs allow maximum \$500 rollover
 - No rollover for unspent Dependent Daycare FSA



Flex Spending Accounts

Learn more!

www.connectyourcare.com/ETF



FSA Savings Calculator

How much can you save?

[CALCULATE YOUR SAVINGS](#)



Eligible Expenses

See just how useful an FSA can be.
(Limited Purpose FSAs only cover dental and vision).

[LEARN MORE](#)





Free and Discounted Resources for Employees



(not all are relevant to students & non-service appointments)

LinkedIn Learning

it.wisc.edu/services/training-for-faculty-staff/

1,000+ courses including:

- Google Analytics
- Design a logo
- Become a video editor
- Facilitating Collaboration
- Improve your Microsoft Excel skills
- And more!



LEARNING
WITH **Lynda.com**® CONTENT

Edvest – 529 College Savings Plan

- Open with as little as \$25
- Make additional contributions when desired (\$25 minimum)
- WI state income tax deferred
 - \$3,200 per beneficiary / tax year
- Account earnings free from federal and WI state income tax
 - If withdrawals are for qualified education expenses



www.edvest.com

Misc. Resources for UW-Madison Employees



- Transportation - transportation.wisc.edu
 - [Subsidized Madison Metro bus passes](#) (\$48/year for unlimited rides)
 - [Emergency taxi vouchers](#)
 - After tax [parking](#) deductions via payroll if campus ramp permit
 - [Commuter Solutions](#)



Libraries
UNIVERSITY OF WISCONSIN-MADISON

library.wisc.edu

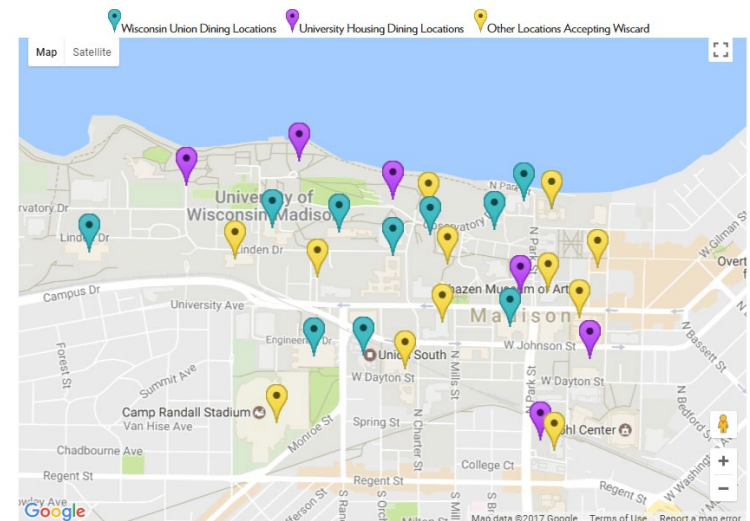
Misc. Resources for UW-Madison Employees



- Save 5% on food purchased using Wiscard ID!
 - ❖ Babcock Dairy Store
 - ❖ WI Union dining
 - ❖ University Housing dining locations

wiscard.wisc.edu

WISCARD ACCOUNT LOCATIONS



Misc. Resources for UW-Madison Employees



EMPLOYEE WELLNESS

Interested in starting a wellness committee in your department? Contact the Employee Wellness Leader at nicole.youngberg@wisc.edu

LEARN MORE

uwell.wisc.edu

Campus wellness initiative

- Career
- Emotional
- Environmental
- Financial
- Physical
- Social
- Spiritual

Misc. Resources for UW-Madison Employees

Meditation Classes

www.uhs.wisc.edu/wellness/meditation

- Tues, 12pm – 1pm
21 N Park St Room 7045
(academic year only)
- Weds 12pm – 1pm
Union South (see [TITU](#))



Misc. Resources for UW-Madison Employees

JOIN THE MOVEMENT.

As a UW-Madison faculty or staff member, you are eligible for an Affiliate Membership with Rec Sports, which includes:

- Unlimited access to four conveniently located facilities around campus
- Cardio & strength training equipment, pool, ice rink, gyms, an indoor track, tennis courts, and more
- Programs like group fitness, personal training, intramural sports, and lessons

Your first week is free. All potential members can use our facilities and attend Group Fitness classes for free before purchasing a membership.

Let us show you around. Just interested in learning more? Our Member Services staff can meet with you to show you around the facility, answer questions, and help you set up your free trial week.

To learn more, visit recsports.wisc.edu.



Wisconsin Union Membership

union.wisc.edu/membership

Wisconsin Union offers you a special discounted membership rate, with two payment options:

1. A Lifetime membership - a single payment of \$200
2. Annual membership – purchase at the current rate, renew it, and accrue it! Your Annual membership purchases will accrue toward conversion to a Lifetime membership. Conversion happens when you reach \$220 in payments.

Counseling Psychology Training Clinic

(608) 265-8779

eptc.education.wisc.edu/cptc

- Confidential counseling services for individuals, couples, and families
- Fees on sliding scale based on income
- Weekday afternoon and evening sessions available
- Clinic determines appropriateness/availability of services
- Closes for 1-2 weeks during holidays and in the summer

EAO and UW Ombuds

Employee Assistance Office

(608) 263-2987

eao.wisc.edu

- Licensed clinical social workers and counselors
- Counseling appointments at Lowell Center
- Coaching for supervisory staff
- Responds to crisis and traumatic events
- Group facilitation available

UW Ombuds Office

(608) 265-9992 (leave message)

ombuds.wisc.edu

- UW retirees with extensive campus experience
- Work environment assistance via phone or in-person
- Advocates for fair, equitable processes – not on behalf of individuals
- Informal resource

- Free and Confidential
- Use work time for appointments

OMBUDS.WISC.EDU/FAQS/

Employee Assistance Services

Employee Assistance Office

(608) 263-2987

eao.wisc.edu

Individual, group and management consultation

1-5 sessions for personal counseling and consultation

Conveniently located on campus for in person meetings

Familiar with campus policies and processes

Crisis response and grief services

Life Matters

(800) 634-6433

mylifematters.com

password: Bucky1

24/7 Access

Diversity of counselor expertise

Sessions by phone, text, chat, video and in person

Financial, legal and convenience services

Training and brown bag seminars

Free and Confidential

UW Ombuds



OMBUDS

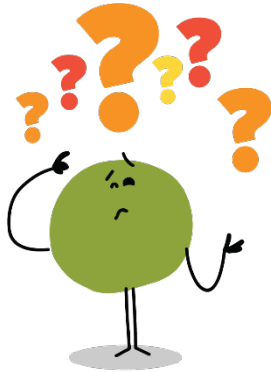


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benefits@ohr.wisc.edu

21 N Park St, Suite 5101

hr.wisc.edu/benefits



Madison Benefits Services

OFFICE OF HUMAN RESOURCES

UNIVERSITY OF WISCONSIN-MADISON