

UW PHYSICIANS BENEFITS SUMMARY

UW Physicians (“UWP”) provides a range of benefits to its members and associates. These Benefits are supplemental to the benefits provided by the University of Washington. The following UWP benefits are also available for UWP members and associates who are also employed by Fred Hutchinson Cancer Center (“FHCC”) with at least 50% FTE, and paid by FHCC.

RETIREMENT PROGRAMS

For eligible salary paid through UW Physicians, a two-tiered retirement program is available which consists of a mandatory employer-funded plan (Pension Plan) and an optional employee-funded plan (Tax Deferred Annuity Plan). Only those who receive compensation from UWP are eligible to participate in these retirement programs.

401(a) Pension Plan

Contributions Funded By:	100% Employer
Contribution Amount:	9% of UWP compensation up to age 50 and 10% thereafter Annual compensation limit of \$330,000
2023 IRS Limits:	(Contribution made only on compensation up to \$330,000)
Vesting Schedule:	5-year graded vesting
Plan Administrator:	Fidelity
Distribution Upon:	Separation from service, death, permanent disability

403(b) Tax Deferred Annuity Plan

Contributions Funded By:	Employee only (pre-tax or Roth)
Contribution Amount:	Voluntary plan, varies by individual
2023 IRS Limits:	Maximum annual contribution is \$22,500 (\$30,000 for those age 50 or older)
Vesting Schedule:	Immediate 100% Vesting
Plan Administrator:	Fidelity
Plan Loans:	Not available
Distribution Upon:	Termination, permanent disability, death, age 59 ½, financial hardship

OTHER BENEFITS

For UWP members or associates, who are 50% FTE or more, UW Physicians also provide a 100% employer-paid Life, Accidental Death and Dismemberment, and Long-Term Disability Insurance benefits.

Long Term Disability Insurance

Premiums Funded By:	100% Employer
Disability Benefit:	66.67% of pre-disability Covered Earnings for both UW and UWP, reduced by deductible income; Maximum monthly benefit \$35,000
Benefit Waiting Period:	90 days
Pre-existing Condition Period:	90-day period just before coverage becomes effective
Exclusion Period: (For Pre-existing Condition)	12 months

Group Term Life and AD&D Insurance

Premiums Funded By:	100% Employer
Life Insurance Benefit:	\$15,000
AD&D Benefit:	Up to \$45,000 depending on loss

Identity Theft Response & Monitoring

UW Physicians provides a long-term identity theft benefit through IDExperts. Includes auto-enrollment in ID Restoration Services and optional ongoing Identity Monitoring and Reporting Services. Fully paid for by UWP – no cost to you.

Emergency Travel Assistance

For those enrolled in UWP Long-Term Disability benefit plan, UW Physicians provides a 24/7 emergency travel assistance benefit, which covers you or an immediate family member while travelling anywhere in the world. Services include (but are not limited to) prescription replacement assistance, emergency medical evacuation, emergency trauma counselling, and much more.

Dues and Fees

UWP may pay for your Washington State Medical License renewal, King County Medical Society, and Washington State Medical Association dues, if applicable. These payments are discretionary and must be approved by the UW School of Medicine clinical department.

For additional information, please contact the UWP Benefits Office at uwpben@uw.edu