



Benefits

UHS offers healthcare, life insurance and disability benefits to help meet the needs of employees and their families. As our employee, you may be eligible to choose from a comprehensive list of benefits and select those that best meet the needs of you and your family. Among the benefits available to eligible employees are:

- Medical
- Dental
- Vision
- Insurance and income protection
- Retirement and savings
- Flexible Spending Accounts

Medical Plans

Employees can choose from our medical plan options that vary in cost, deductibles and out-of-pocket costs. Medical plan options also vary by location so be sure to check with the human resources department to learn what plans are available at that specific facility.

Dental Plans

We offer two plan options. Employees can choose the one that best meets their needs, or decline dental coverage. Both options pay benefits for the same care and services but differ in how much employees pay per pay and how much they pay at the time they receive services.

Vision Benefits

Vision coverage is offered from one of the largest networks of participating doctors and locations nationwide.

Insurance and Income Protection

Additional insurance gives employees the chance to help protect their families from financial problems should they die prematurely, or suffer a severe accident or injury.

By choosing supplemental life insurance, personal accident insurance, or short- or long-term disability, employees can rest easy knowing that if anything happens to them, their family can continue to live the lifestyle they are accustomed to living.

Insurance and income protection plans available include:

- Basic life insurance
- Accidental death and dismemberment
- Personal accident insurance
- Short-term disability
- Long-term disability
- Supplemental life insurance
- Dependent life insurance

Retirement and Savings

UHS offers savings programs that can help you protect the health of your financial future and retirement.

UHS Retirement Savings Plan

Our retirement savings plan can help you plan and achieve your retirement goals. Joining the plan, which provides you with convenience, flexibility and excellent customer service, is an important step in preparing for the future. The plan is administered by Fidelity Investments.

Eligibility

You're eligible to join the plan if you:

- Are regularly scheduled to work at least 20 hours per week;
- Are age 21 or older; and
- Have worked at UHS or a UHS facility for at least 30 days.

Plan Highlights

- Convenient payroll deductions.
- Company match.
- Choice of investments.
- Tax-free earnings.
- Daily updates.

Employee Stock Purchase Plan

The UHS Employee Stock Purchase Plan gives you an easy, convenient way to share in the success of the company. You can purchase shares of UHS common stock through payroll deductions, if you meet eligibility requirements.

Flexible Spending Accounts

Flexible Spending Accounts (FSAs) are optional plans that let you set aside your own pretax dollars to cover qualified medical, dental or vision expenses, or dependent day care expenses that you would normally pay with post-tax dollars. You pay no federal income or Social Security taxes on the money you place in these accounts. So, you lower your taxable income and pay lower taxes. Be sure to check with your local human resources department about the rules that may apply to FSAs.

Eligibility for Benefits

Most UHS employees who are regularly scheduled to work at least 32 hours per week and are not members of a collective bargaining group are eligible for benefits. UHS employees who are covered by a collective bargaining group may be eligible if their collective bargaining agreement includes eligibility.

Part-time employees who are regularly scheduled for less than 32 hours per week may be eligible for benefits, depending on the location where they work. Check with the human resources office for eligibility requirements at specific locations.



our **QUALITY**

our **LOCATIONS**

our **STORIES**

for **INVESTORS**

for **CAREERS**

about **UHS**

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