



WVU Medicine offers a comprehensive, competitive benefits package that gives employed providers the opportunity to make individualized elections based on their needs. Our benefits include:

- ✓ Medical and Prescription Drug
- ✓ Dental
- ✓ Vision
- ✓ Health Savings and Flexible Spending Accounts
- ✓ Life and AD&D Insurance
- ✓ Supplemental Life Insurance
- ✓ Employee Assistance Plan
- ✓ Short and Long Term Disability
  - Full-time providers receive employer paid Short-Term (STD) and Long-Term Disability (LTD), with the ability to purchase additional LTD coverage on an after-tax basis.
  - Part-time providers have the option to purchase STD coverage on an after-tax basis.

Our Paid Time Off (PTO) plans give providers time away from work to relax and focus on their well-being and increases with their continued tenure with the organization. Physicians are provided PTO hours in a bolus method, requiring usage during the calendar year. Advanced practice providers accrue PTO and can carry over up to 1.5 times their annual amount. APP's can also elect during Open Enrollment to sell PTO time twice during the year. In addition, we provide 40 hours of CME time off annually (pro-rated for part-time providers) and paid holidays, including a floating holiday.

An allowance is provided to cover CME expenses, association dues, certification exams and licensure on an annual basis. The amount of the allowance is determined by provider's position and specialty.

WVU Medicine also provides a 403(b) retirement plan that offers providers an opportunity to save for retirement with pre-tax and post-tax payroll deduction options as well as an employer match and an annual employer discretionary contribution based on System revenue goals achieved for the previous year. A 457(b) plan is also offered to eligible providers as another pre-tax retirement savings option. Eligible providers must maximize their 403(b) plan before contributing to a 457(b) plan.

To support our providers and their dependent children, our Tuition Program provides our providers, as well as their dependents, tuition assistance to help make attending college more affordable. An enhanced benefit is provided to those employees and/or their dependent children who attend West Virginia University.