



# Benefits optimization

*We need to hear your voice!*



# Benefits optimization



**Purpose:** To ensure that UK and its employees are receiving the greatest personalized benefit at the best value provided from a suite of benefits that play a major role in total rewards.

**Goal:** To ensure UK remains positioned to recruit, retain and develop employees across the UK enterprise as the employer of choice.

- What benefits attract employees to UK?
- What benefits keep employees at UK?
- What benefits do employees value the most per life cycle stage?
- What benefit options would employees like for more flexibility?
- What UK benefit subsidies would employees be willing to reallocate to gain use of funds for what they value?

Insights gained from this process won't be implemented until at least July 1, 2025.



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## Process

- Market scan – perceptions of benefits of competitors
- Leadership interviews
- **Virtual focus groups** ←
- Benefits scorecard
- Choice modeling – ask employees what specific choices they would make about their benefits
- Strategic roadmap



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## Virtual focus groups

- We want to hear from as many faculty and staff as possible
- Online sessions to provide input on
  - ***health, financial, and work-life*** benefits
- Flex sessions open through Tues., February 27
- Use the QR code to sign up

