

Future State HR Service Delivery Model

HR Services at a Glance

<p style="text-align: center;">Talent Recruitment</p> <ul style="list-style-type: none"> • Job Sourcing & Posting • Search & Candidate Experience • Vendor Management • Program Consultation • Hiring Support Tools • Flexible Hiring Solutions • Pipeline Programming • Dual Career Services 	<p style="text-align: center;">Employee Relations</p> <ul style="list-style-type: none"> • Policy Advisory Support • Grievance Process Execution • Progressive Disciplinary & Corrective Actions • Conflict & Dispute Resolution • External Entity Relationship Management • Preventative & Education Services 	<p style="text-align: center;">Talent Management</p> <ul style="list-style-type: none"> • Learning & Development / Learning Management System (LMS) • Talent & Organizational Development • On-boarding, Orientation & Off-boarding • Workforce Planning • Succession Planning • Career Services • Performance Management • Rewards & Recognition
<p style="text-align: center;">HR Solution Center</p> <ul style="list-style-type: none"> • HR Inquiry & Case Management • HR Records Management • Candidate Experience, Pre-boarding, and Onboarding Support • Benefits & Leave of Absence Consulting and Support • HR Transaction Support • Payroll & Timekeeping Support 	<p style="text-align: center;">HR Business Operations</p> <ul style="list-style-type: none"> • Initiatives Management • Policy, Risk Management, and Compliance 	<p style="text-align: center;">Change Management</p> <ul style="list-style-type: none"> • Change Management Methodologies • Change Management Standard Tools
<p style="text-align: center;">HR Business Partner</p> <ul style="list-style-type: none"> • Talent Planning • Program Administration • Performance Advising • Risk Management 	<p style="text-align: center;">People Data and Technology</p> <ul style="list-style-type: none"> • People Data Analytics • Technology Support 	<p style="text-align: center;">Communications & Branding</p> <ul style="list-style-type: none"> • Functional HR Communication Support • Consistent and Recognizable Communication Approach • Enhanced Affiliation with the UVA Brand Through Internal Communications
	<p style="text-align: center;">Compensation, Benefits & Wellness</p> <ul style="list-style-type: none"> • Compensation Strategy and Program Administration • Targeted Compensation and Incentive Plans • Innovative Pay Programs • Retirement Plan Development and Administration • Health and Welfare Benefits Administration • Leave of Absence Program Administration • Wellness Programs 	<p style="text-align: center;">Executive Recruiting</p> <ul style="list-style-type: none"> • Full Service • Outreach • Workplace Big Five Profile™