



# TOTAL REWARDS AT A GLANCE

*At OSF HealthCare, we demonstrate care and love to our Mission Partners by offering a competitive Total Rewards program. This at-a-glance document gives you an overview of this program; full details are available by asking your recruiter.*

## COMPENSATION

- Competitive Base Pay and Special Pays (if applicable)
- Team Award Bonus – *paid annually if OSF achieves its goals*

## HEALTH INSURANCE

- Medical Plan
- Dental Plan
- Flexible Spending Account (Medical & Dependent Daycare)
- Health Savings Account - *with up to a \$2,000 contribution annually from OSF*
- Vision Insurance

## TIME OFF BENEFITS

- Paid Time Off (PTO) – *earned each pay period (up to 176 hours after 12 months) and includes 6 holidays*
- Sick Time – *earned each pay period up to 240 hour maximum*

## RETIREMENT BENEFITS

- 401(k) Plan – *\$1 for \$1 match, up to 5% of eligible earnings*

## INCOME PROTECTION BENEFITS

- Life Insurance and AD&D Insurance – *provided by OSF at no cost to you!*
- Supplemental Life Insurance
- Short Term Disability (STD)
- Long Term Disability (LTD)
- Critical Illness Insurance
- Accident Insurance

## OTHER BENEFITS

- Educational Assistance – *up to \$3,500 reimbursed towards a degree program*
- Adoption Assistance – *\$3,000 per adoption (limit 2)*
- Employee Assistance Program (EAP)
- Wellness Program
- Discounts – *on services such as cell phones, gym memberships, restaurants, and more*
- Service Awards – *gifts recognizing years of service (5 year increments)*

