**STAFF**

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
- Hospital Indemnity Insurance

## OTHER BENEFITS
- Educational Assistance – *up to $5,250 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)*