



TOTAL REWARDS AT A GLANCE

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

- Well-being and Sick Time – *40 hours frontloaded annually on service anniversary date*
- Extended Illness Benefit – *provides 100% salary replacement (up to the amount available for your months of service)*
- Paid Caregiver Time – *40 hours frontloaded annually on service anniversary date*
- Vacation and Holiday Time – *earned each pay period based on months of service and compensated hours (up to 20 days/year for standard full-time schedule) and includes 6 holidays*

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)*



OSF[®] HEALTHCARE