

Your Total Rewards



THERE'S MORE



Associate perks and family support

- **Family benefits:** Up to an additional 80 hours of leave time after the birth or adoption of a child.
- **Free and reduced cost community services and resources:** Access to food, housing, transportation and financial assistance in your community.
- **Associate discounts:** Access to exclusive savings to a variety of national retailers, including deals on hotels, travel, theme parks, food delivery and more.



Well-being

- **Around-the-clock support:** Through myCare, access resources for spiritual, mental, physical, financial, relational and occupational well-being. This includes the free Ascension Wysa app.



Healthcare and benefits

- **Pay less for medical services with SmartHealth:** The medical plans are designed by Ascension, with affordable access to high-quality medical care.
- **Ascension Rx:** Pick up your medications in-store, curbside, or get delivery to your home.
- **Discounts and waivers on medical, dental, and vision coverage:** Available to associates and their families who qualify, and includes reduced pharmacy copays.



Financial and retirement planning

- **Retirement dollars:** Ascension makes annual automatic contributions even if you don't contribute, as well as matching ones based on your contributions.
- **Free retirement planning consultants:** Receive one-on-one consultations to achieve financial security.



Career growth

- **Resume review, interview preparation and more:** Via myCareer, view Ascension positions and receive additional guidance.
- **Apply for tuition reimbursement when taking college-level classes:** Ascension's tuition reimbursement program also includes access to free academic advising for associates pursuing an undergraduate degree.
- **Find learning courses to learn new skills:** Access online learning modules and complete a scheduled webinar, an instructor-led course, or an on-the-job training class.



Pay

- **Receive annual pay increases:** Based on performance and dependent on financial considerations.
- **Earn additional monetary rewards when goals are reached:** This recognition reward is in addition to the annual pay increase.
- **Obtain premium pay based on 24/7 patient care and services provided:** This includes shift differentials and holiday premium pay, where applicable.

There's more, including a summary of the offerings you've taken advantage of each year.

Eligibility rules apply.

Associates governed by a collective bargaining agreement (CBA) should refer to their agreement for eligibility.