

Retention Bonus Eligibility

FTE of position as of 1.23.22	Hours of Position	Total Retention Bonus	1st Payment on 2.11.22	6 mo Payment	12 mo Payment
.9-1	36-40	\$5,000	\$500.0	\$2,000.0	\$2,500.0
0.8	32	4000	400	1600	2000
0.7	28	3500	350	1400	1750
0.6	24	3000	300	1200	1500
0.5	20	2500	250	1000	1250
0.4	16	2000	200	800	1000
0.3	12	1500	150	600	750
0.2	8	1000	100	400	500
0.01 Per Diem		500	50	200	250

The retention bonus is meant to reward nurses for remaining employed with OSF for the next 12 months at their current FTE. Nurses will be paid the first payment of the retention bonus based on the FTE (STD Hours) of the position they hold as of 2.6.22, and it will be paid on 2.25.22. If a nurse reduces her/his FTE position during the 12 month period in which the bonus applies (i.e., takes a position at a lower FTE), the 6 and 12 month payments will be reduced according to the new FTE as of the time the payment is made. If a nurse takes a position at a higher FTE, the 6 and 12 month payments will be paid at the original FTE as of 2.6.22. No nurse will be required to repay any payment once it has been made unless there was an error (overpayment, etc.). No nurse who terminates her or his employment prior to the day a payment is made, whether voluntary or involuntary, is eligible for any future payments.