



### Base Wages

- Exempt/Non-Exempt

### Premium Pay

- Shift Differential
- Weekend/Holiday
- On Call – Call-in
- Skilled Based Pay (Nursing)

### Incentive Pay

- Annual Incentive Pay

### Retirement and Savings

- 403(b)/401(k)/Roth
- Defined Contribution
- Savings Management and Retirement Training (SMART) Plan

### Bonus Programs

- Referral Bonus
- Spot Bonus

### Paid Leave Programs

- Paid Time Off
- FMLA/Personal Leaves
- Holiday
- Bereavement

### Healthy You

- Medical Plan
- Prescription Drugs
- Health Savings Account
- Dental
- Vision
- Flexible Spending Accounts (FSAs)
  - Health Care FSA
  - Dependent Care FSA
  - Limited-Purpose FSA

### Illness and Life Management

- Short Term Disability
- Long Term Disability
- Basic Life and Accidental Death & Dismemberment Insurance
- Supplemental Employee Life Insurance
- Supplemental Spouse and Child(ren) Life Insurance
- Whole Life Insurance
- Group Accident Insurance
- Group Critical Illness

### Wellness

- Healthy Happens Here Wellness Program
- Physical Therapy Center\*
- Occupational Health

### Work & Life Enhancement

- Employee Assistance Program
- Hospital Discount
- Cafeteria Discount
- Gift Shop Discount
- Pet Benefits
- Discount Programs
- Parking
- Campus Shuttle
- Federal Credit Unions
- Child Enrichment Center\*
- Variable Work Schedules (Zero Based/Weekend Options)
- Concierge Service\*
- SoFi Student Loan Refinancing

### Celebrating All of Us

- One Team
  - Communication
  - Celebration
  - Connections
- Diversity & Inclusion Program
- National Hospital Week
- National Nurses Week
- Physicians Day
- Learning from Excellence
- Employee Forums
- Employee Suggestion Programs

### Developing Your Career Journey

- Performance Management
- Succession Planning
- Arkansas Children's U Development Options
- Tuition Assistance
- Scholarships
- Certification & Licensure Programs
- Career Ladders & Pathways
- Student Internships & Programs