



In accordance with the Illinois Equal Pay Act – Pay Transparency, Alverno is providing the pay scale of frequently filled positions at our Illinois locations. The pay scale listed is the compensation Alverno reasonably expects to offer for the position. For infrequent Illinois postings, the pay scale will appear within the job posting. Additionally, a general description of benefits is also provided below (page 2-5).

<u>Job Title/Position:</u>	<u>Pay Scale Alverno reasonably expects to offer:</u>
Biller	\$16.51 - \$21.06
Histology Assistant	\$15.96 - \$20.25
Laboratory Assistant II	\$15.96 - \$18.95
Laboratory Assistant III	\$18.36 - \$23.45
Laboratory Scientist	\$21.23 - \$28.03
MLT	\$21.23 - \$29.72 (Off shifts may receive up to \$3,000 in sign-on bonus)
MT	\$26.75 - \$36.07 (Off shifts may receive up to \$3,000 in sign-on bonus)
MT Coordinator	\$28.89 - \$37.44
Phlebotomist	\$18.36 - \$23.45
Phlebotomist Trainee	\$15.96 - \$16.77
Phlebotomy Coordinator	\$19.54 - \$24.97
Phlebotomy Trainer	\$18.88 - \$24.12



Benefits Eligibility and Summary

Employees are eligible to participate in most Alverno benefits if they are regular full-time and part-time employees (0.5 FTE and above) working a minimum of 20 hours per week. Non-benefit eligible employees (PRN through 0.4 FTE) may be eligible to participate in some benefits.

**Benefits offered by Alverno are subject to change.

MEDICAL PLAN OPTIONS:

Blue Cross Blue Shield of Illinois

- BlueCross Blue Shield PPO
- Blue Cross Blue Shield HMO Illinois
- Blue Cross Blue Shield Blue Advantage HMO

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.

DENTAL PLAN OPTIONS:

Delta Dental of Indiana

- Dental Basic Plan
- Dental High Plan

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.

VISION PLAN OPTION:

EyeMed Vision Care (Access Network)

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.



FLEXIBLE SPENDING ACCOUNTS:

Health Care FSA

Dependent Care FSA

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.

CRITICAL ILLNESS:

Employee \$10,000 (Reduced Dependent Coverage)

Employee \$20,000 (Reduced Dependent Coverage)

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.

ACCIDENT:

Accident Basic Plan

Accident High Plan

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.

LIFE INSURANCE:

Basic Life – Employer Provided

Supplemental Life – Employee Paid (Optional and may be subject to EOI approval)

Dependent Life – Employee Paid

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following hire date or benefit level change date.



SHORT TERM DISABILITY:

Employee Paid. Covers 60% of weekly pre-disability pay. Subject to approval.

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following 90 days of employment.

LONG TERM DISABILITY:

Employer Paid. Covers 60% of monthly pre-disability pay. Subject to approval.

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week.

Effective Date: First day of the month following 6 months of employment.

401(k) RETIREMENT SAVING PLAN:

Eligibility: Upon hire, all employees regardless of FTE status.

Effective Date: Employees start their 401(k) savings deductions with an automatic default election of 2% as soon as administratively possible. Employees may opt out at any time.

PTO (PAID TIME OFF):

Eligibility: Upon hire, employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week (Unless specified differently under state and/or local law).

Effective Date: Accrual of PTO begins upon hire and can be used after 90 days of employment.

EXTENDED ILLNESS PLAN (EIP):

Eligibility: Upon hire, employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week (Unless specified differently under state and/or local law).

Effective Date: Accrual of EIP begins upon hire and can be used after 90 days of employment.

EIP is employer paid and not payable at separation.

EMPLOYEE ASSISTANCE PROGRAM (EAP):

Eligibility: Upon hire, all employees



EDUCATION ASSISTANCE:

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week. Employee must be in good standing. Employees may apply after completing six months of employment.

Benefit: 75% or 100% reimbursement of eligible expenses (tuition and lab fees directly related to the course) for pre-approved course(s). Subject to policy and approval.

ADOPTION ASSISTANCE:

Eligibility: Employees who are regular full-time and part-time, 0.5 FTE and above working a minimum of 20 hours per week. Employee must be in good standing. Employees may apply after completing one year of employment.

Benefit: Alverno provides financial assistance toward expenses incurred when an employee adopts a child. Subject to policy and approval.

- Regular full-time (.9 FTE or higher) benefit will not exceed \$4,000 per calendar year.
- Regular part-time (.5 FTE to .8 FTE) benefit will not exceed \$2,500 per calendar year.