

## **Bob Sehring – CEO, OSF HealthCare**

### **Why is OSF HealthCare raising its minimum wage for some positions?**

As we think about social justice, as we think about making sure that our Mission Partners are compensated fairly, we wanted to take a look at our pay structure again. We wanted to look at it in terms of minimum salaries, which are increasing - and we think that's a good thing - and we want to be part of that and ensure that our Mission Partners are paid fairly for the work that they do. :24

### **The increase in the minimum wage will help us retain long time Mission Partners (employees).**

One of the aspects I've always loved about working for OSF for now almost 20 years is the longevity. People stay with OSF for years and years and we certainly don't want salary to be a reason that a Mission Partner looks elsewhere. So we want to make sure that our Mission Partners are compensated fairly for the work that they do, and have an opportunity to continue to grow with OSF over decades as so many of our Mission Partners do spend decades with OSF. :29

### **This is a significant financial impact for OSF during challenging times for health care.**

This is a large financial commitment for OSF to raise salaries of folks that really impact about a third of our workforce. 7,500 Mission Partners will see either a salary increase or the raising of minimum wages for new Mission Partners. It is a large financial commitment but we think it's important, the Sisters believe it's important as part of social justice, as part of treating people fairly and compensating them for what they do. :28