

Understanding Your **TOTAL REWARDS STATEMENT**

See the full value of
working at
Great River Health.



*Let's get
started!*



Your Total Rewards Statement brings together the value of your pay, benefits, retirement, paid time off, and other programs – all in one convenient place.

This guide will show you:



How to access
your statement
in Workday



What is a Total
Rewards
Statement



What's
included in
the statement

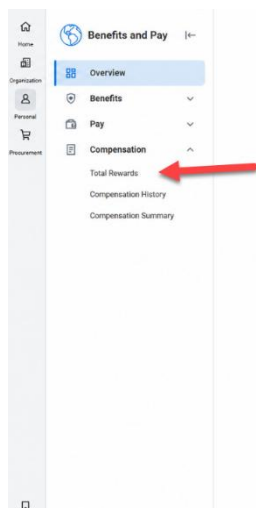
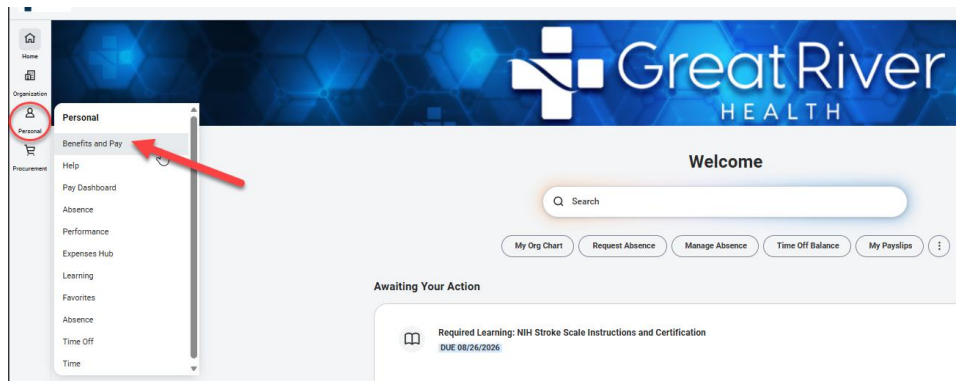


Frequently
asked
questions

HOW TO ACCESS YOUR TOTAL REWARDS STATEMENT

Login to Workday

On the left-hand side select
Personal > Benefits and Pay

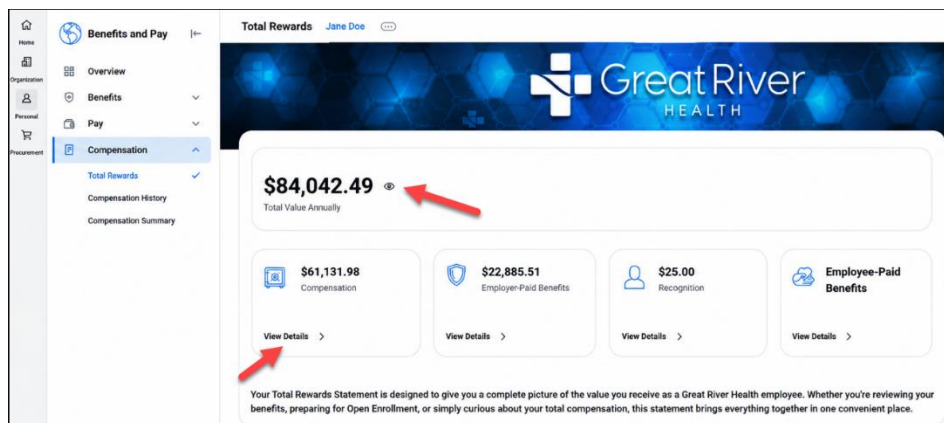


Benefits and Pay Hub

Once you are in the benefits and pay hub you can either click View Total Rewards under the Annual Total Rewards Package section or select Total Rewards on the left-hand menu under Compensation

Total Rewards Statement

Click the  to view the total amount of your Total Rewards Statement. Click View Details in each section to see a breakdown of the total.



WHAT IS A TOTAL REWARDS STATEMENT

Total Rewards are more than your paycheck.

At Great River Health, we invest in you in many ways.
Your Total Rewards Statement shows the full value of that investment.



My Compensation

What you earn

Your pay to recognize the work you do and the value you bring.



My Benefits

What supports you

Medical, Dental, Life and more—designed to support you and your family



And More...

What goes beyond

Education assistance, recognition and other programs that enrich your work and life.

Your total picture

All together in one personalized statement



Your Total Rewards Statement brings it all together.

It gives you a personalized look at the many ways Great River Health recognizes, supports and invests in you – helping you see the full value of your Total Rewards.

Why it matters



See the big picture

Understand the full value of your rewards



Know what you have

Understand the benefits and programs that are part of your Total Rewards.



Put it all together

See how everything works together as part of your overall employee experience.

WHAT YOUR STATEMENT INCLUDES

Your Total Rewards Statement brings together

the many ways Great River Health invests in you.



Compensation

What you earn for the work that you perform.



Examples Include:

- Base Pay
- Pay Differentials
- Premium Pay
- Overtime Pay
- Bonuses



Employer-Paid Benefits

Premiums that GRH pays toward benefits to support you and your family.



Examples Include:

- Medical and dental premiums
- Retirement contributions
- Life and Disability



Education Assistance

Education reimbursement you have received.



Examples Include:

- Tuition Reimbursement
- Certification Reimbursement



Recognition

Rewards that celebrate your dedication, achievements and contributions.



Examples Include:

- Credo Coins redeemed via Awardco



A rolling 12-month view

Your statement reflects the most recent 12 months and updates after each payroll with current information.



Prefer a calendar-year summary?

You can view a calendar-year summary in Workday at the beginning of January each year.



What is not included in your Total Rewards Statement total?

Employee-paid benefit costs are shown under Employee-paid benefits for comparison, but they are not included in your Total Rewards total.

More than a statement.



Your Total Rewards Statement is one way we recognize and support you. It's part of a broader Total Rewards experience that includes purpose, compensation, benefits, growth and development, well-being and recognition.

You make a difference!

FREQUENTLY ASKED QUESTIONS

Why doesn't my Total Rewards total match my annual salary?

Your Total Rewards Statement includes more than base pay. Compensation reflects your actual earnings during the 12-month rolling period, including items such as base pay, overtime, premium pay, differentials, incentives and bonuses. Your Total Rewards total also includes eligible employer-paid benefits, education assistance and recognition.

What timeframe does my statement show?

Your statement uses a rolling 12-month period, so the information changes throughout the year. If you would like to see a calendar-year summary, view your statement in Workday at the beginning of January for the previous calendar year.

Why do I see benefit costs that I pay?

Employee-paid benefit costs are shown so you can compare what you pay with what Great River Health contributes toward your benefits.

Are my benefit costs included in my Total Rewards total?

No, the cost you pay is not included in the total amount displayed.

Why don't I see all of my Credo Coins in my statement?

Recognition reflects the value of Credo Coins redeemed, rather than your current Credo Coin balance in Awardco.

I received education assistance. Where will I see it?

Employer-funded education reimbursement you received during the period shown is included as Education Assistance in your Total Rewards Statement.

Does my statement show everything Great River Health provides?

No. Your statement focuses on the financial components of your Total Rewards. More details around other programs and offerings can be found on the Total Rewards site: <http://grhtotalrewards.com>.

What should I do if something on my statement doesn't look right?

If you have questions about the information displayed on your statement, contact askHR for assistance.

Still have questions?

We're here to help. Contact askHR@greatriverhealth.org for assistance with your Total Rewards Statement.