



Total Rewards...
for you.

We promise...

At Children's, we promise to keep you and the things you need top of mind.

We believe you possess extraordinary expertise and a desire to help kids, which makes you the very best at what you do. For this, we could never thank you, celebrate you or love you enough.

You are what makes Children's such a special place for the children who need us.

We promise to do our best for you by offering you benefits, resources and celebrations that keep Children's fun, supportive and, most importantly, a great place to work.

You keep doing what you do, and we'll keep looking for ways to make Children's your dream job.

You belong here.

We think you're great. Really.

You dedicate your time and your career to taking care of kids, and as far as we're concerned, that's the most important work there is. But there's more to life than work. And we understand you need support to be successful at Children's. We will do our best by supporting you professionally with learning and growth opportunities, and personally, with relevant benefits.

You need the resources to take care of everything—from your health to planning for your future and everything in between. That's what Your Total Rewards are for.

You take care of the kids. Let us take care of you.

We appreciate you.

We can't celebrate you enough. But we're going to try.

Children's recognizes the dedication of our employees in a variety of ways. Hope and Will Awards celebrate employees for representing the values of Children's in their day-to-day work. The DAISY Award honors extraordinary nurses. Employees can send celebratory e-cards to co-workers through our online reward program, Celebrations. Managers also use the program to award points (AwardperQs) to staff, which are redeemable for exciting gifts. To recognize your dedicated years of service, we host several special events each fall to honor employees with five, 10, and 15 or more years of service. We even host baby showers every other month for expectant parents.

We know that you work hard, and you deserve to have fun. Children's observes seven holidays, two personal days and a minimum of 17 days of paid time off, so you can take your well-earned vacations. Our concierge service can even help you plan it (or just a fun night out at the movies). To make life a little easier, we also offer workplace banking and commute alternatives as well as discounts for memberships to buying clubs, including Sam's Club and Costco, cellphones, and auto and home insurance.

Hey, take care of you.

We love what you love, and we want to help you take care of the people who matter the most.

Whether you are looking for benefits for your family, your spouse, your partner or just yourself, the Children's benefits package provides you with choice and flexibility for health, vision and dental coverage, along with life insurance plans for you and your dependents.

At Children's, we also believe the health of our employees comes first, so we take wellness to heart. After all, we need to take care of ourselves so we can take care of the kids we serve. We designed the Strong4Life program to provide you with the structure and support you need to set goals and achieve them.

We're here for the future.

Like we said: There's more to life than work.

We want you to enjoy a long and fulfilling career at Children's, but we want you to keep an eye on the future, too.

Children's maintains three retirement plans to help you meet your financial needs when you retire: the 401(a) Growth Plan, the 403(b) Share Plan and the Roth 403(b).

The Growth Plan is a 100 percent employer-paid retirement plan. Contribution by Children's is discretionary. Plan participants designate investment funds for their account from a wide array of mutual fund options.

Children's matches contributions you make to the Share Plan. For each dollar you put in, Children's puts in a matching dollar, up to 4 percent of your eligible base annual income.

The Roth 403(b) allows you to contribute after-tax dollars to the Share Plan, and take qualified, tax-free withdrawals at retirement.

Thank you.

When you are among the best in your field, we know you can work practically anywhere you want. But no matter where you are in your career, we want you to choose Children's.

Children's is committed to rewarding our employees with fair and competitive pay. We use information from the healthcare industry, the Atlanta job market and other markets where we recruit to determine competitive pay ranges. We also consider the impact a position has on the care we deliver; the available pool of talented individuals to fill that position; the availability of qualified candidates; and the financial needs of Children's. We believe that each employee contributes to our success, and we want to make sure your pay is fair and competitive for the work you perform.

Through our performance management process, you and your supervisor discuss job performance and development on a regular basis. This process allows us to recognize and reward you for meeting individual, departmental, team and system performance goals.



For more information about Total Rewards, visit [CareforceConnection/TotalRewards](#).

