

OU Health Compensation Adjustment Guide

At OU Health, we are committed to the well-being of our employees. Part of this commitment is offering a comprehensive compensation and benefits package. Collaborative teams from OU Health Sciences Center and OU Medicine, Inc. have been working together on all items related to the July 1 merger to ensure a smooth and positive transition. Later this week, staff in scope for the transition will receive detailed information about their OU Health compensation from their leaders. In addition, each transitioning staff member will receive a confirmation letter via email from the HR@OUHealth.com email address on Friday, May 28.

OU Health will address compensation in two phases. The guide below provides details on the phases of the compensation adjustment process, including timelines as well as the OU Health compensation adjustment methodology.

Please closely review all information included in this email as well as detailed information you will receive later this week, and if you have additional questions, please contact TotalRewards@OUHealth.com.

Phase 1: Effective July 1

Staff will receive their first OU Health paycheck, with all adjustments applied, on Friday, July 16.

Compensation Adjustment Methodology

- All transitioning staff will receive a minimum of 2% increase effective July 1. Staff with pay rates above the maximum of the OU Health pay grade will receive the appropriate increase of their annual pay, paid as a one-time lump sum bonus.
- Additional evaluation of market dynamics for all positions was reviewed and roles which were not achieving competitive recruitment metrics were adjusted by an additional 2%.
- Staff whose HSC rate of pay falls below the minimum of the OU Health pay range for their position will be brought to the minimum of the pay range on July 1st.
- No staff will receive a reduction in pay.

Job Title & OU Health Pay Grades

- Collaborative workgroups, comprised of leadership from HSC and OU Medicine, Inc., have spent extensive time reviewing and mapping all transitioning positions based upon role and primary duties. Positions that aligned to existing positions in OU Health were

assigned those appropriate titles. Based upon primary duties, positions unique to HSC had new OU Health positions created.

- All positions were aligned at the median (50th percentile) of the various labor markets in which OU Health competes (i.e. national or regional)
 - Every position has a pay grade at OU Health, with a position's grade based on scope, knowledge, skills, required education and experience and job responsibilities in comparison to similar positions, and external market values

Phase 2: Potential Additional Compensation Adjustments In 2022

- Compensation adjustments will be executed based upon relevant years of experience.
- The OU Health compensation team will work with staff members and supervisors to gather this information later in 2021.
- Approved additional compensation adjustments will be implemented in early 2022.