

## Osco Total Compensation Comparison

	Osco Pharmacists	CVS Pharmacists	Walgreens Pharmacists
<b>Wages</b>	\$65.05	\$64.30 (additional \$.65 Legal & Educational contribution, and \$.10 vision contribution for a total of \$65.05)	\$64.50
<b>401 K</b>	Over the past 3 years Osco matched 50% of employee contribution up to 7%	\$1 match for every \$1 an employee contributes up to 5%	\$1 match for every \$1 an employee contributes up to 4% profit sharing
<b>Stock Options</b>	None offered	A minimum 10% discount on CVS stocks. Since 1999 the average discounts employees received on stocks has ranged from 15%-44%.	None offered
<b>Healthcare</b>	Non-healthy pursuits employee monthly premiums in HRA plan range from \$171.34-576.72. Employer contribution to Health Savings Account ranges from \$300-600.	Employee monthly premiums in CVS plans range from \$63.24-500.76. Employer contribution to Health Savings Account ranges from \$500-\$1000	Employee contribution rate information is not available at this time
<b>Store Discount</b>	5% discount on all merchandise excluding liquor, tobacco and prescriptions, additional 5% for Jewel Brand items	20% discount on all items, 30% for CVS Brand items	15% on all merchandise excluding dairy, prescriptions, and liquor