

Osco Total Compensation Comparison

	Osco Pharmacists	CVS Pharmacists	Walgreens Pharmacists
Wages	\$65.05	\$64.30 (\$.65 Legal & Educational contribution, and \$.10 vision contribution for a total of \$65.05)	\$64.50
401 K	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
Stock Options	None offered	A minimum 10% discount on CVS stocks. Since 1999 the average discounts employees received on stocks has ranged from 15%-44%.	Additional Employer discretionary match to the 401k based on Company performance up to 4%
Healthcare	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
Store Discount	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