



Goodwill Industries of Greater NY & Northern NJ

Benefit Package for Employees and Family

At Goodwill NYNJ, the person-centered approach of our Double Impact strategic plan focuses on employee well-being, and the changes Goodwill can make internally to be a better employer to all of you. As part of that approach, we are proud to offer a wide, diverse range of employee Benefit Plans to our employees and their dependents.

Medical Insurance: Goodwill NYNJ offers open access plus base, medium and high PPO plans provided by Cigna.

Wellness Program: Through our Cigna medical plan, one of the many services provided is the “Wellness Program” that offers employees no cost services and healthcare tools in areas such as nutrition, stress Management, Smoking Cessation, and Behavior Health & Awareness.

Dental Insurance: Goodwill NYNJ offers dental (HMO) and Preferred Provider Organization (PPO) plans provided by Cigna.

Vision Insurance: Keep a clear focus on your sight with our Vision coverage offered by Eye Med as a (PPO) plan.

Paid Time Off Days: Goodwill NYNJ offers a competitive and generous package of paid time off days that includes vacation, sick and personal days. As years of employment increase so does accrual rate, total number of vacation days and your max vacation bank increases.

Full-time Eligible Employees:

Completed Years of Employment	Accrual Rate (days per month)	Total Number of Vacation Days	Max Vacation Banks
First Year	9.375	15	15
Year 2 – Year 5	14.062	22.5	33.75
Beyond 5	18.75	30	45

Part-time Benefited Eligible Employees:

Completed Years of Employment	Accrual Rate (days per month)	Total Number of Vacation Days	Max Vacation Banks
First Year	2.25	4.5	4.5
Year 2 – Year 5	3.75	7.5	11.25
Beyond 5	7.5	15	22.5

Sick Leave: Eligible employees accrue one (1) hour of paid sick leave for every 30 hours up to a maximum bank of 56 hours per fiscal year. Employees are allowed to carry over any sick leave accrued but not used from one year to the next, however, employees cannot accrue or use more than 56 hours of paid sick leave per year.

COVID-19 vaccination PTO: During the height of the COVID-19 pandemic, we have enhanced COVID-19 Vaccine benefit to include up to 3 days of paid time off to receive the COVID-19 vaccine or recover from symptoms. We also expanded the benefit to allow you to use the days to care for your minor children receiving vaccine

Personal Days: Full-Time Benefitted Staff are eligible for Personal Days which accrue at the rate of 3.75 hours for each month of employment, up to a maximum six (6) days personal days per year.

Part-Time Benefitted Staff who work a minimum of 30 hours per week are entitled to 3 personal days to utilize the following calendar year. Personal days are paid on a daily rate of 6 hours. During the first five years of employment, personal days accrue at 1.5 hours per month from the date of hire (or status change to part-time), up to a maximum of 3 days per year. After the first five years of employment, part-time benefitted employees will accrue at the monthly rates noted below, provided the employee works for the complete month.

Completed Fiscal Years of Employment	Accrual Rate (days per month)	Total Number of Personal Days	Max Personal Banks
One Year – Five Years	1.5 hours per month	3	3
Beyond 5 Years	2.5 hours per month	5	5

Paid Holidays: New Year’s Day, Dr. Martin Luther King Jr. Day, President’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, & Christmas Day.

Employee Referral Program: Goodwill NYNJ has a program that offers a bonus of \$500.00 to employees who refer candidates who remain employed with Goodwill NYNJ for a continuous 90-day period.

External Referral Program: Goodwill NYNJ offers a bonus of \$250.00 to our external plan participants friends and family who refer a candidate who remains employed for a continuous 90-day period.

Goodwill NYNJ Retail Store Discounts: Upon presentation of a Goodwill NYNJ employee ID, employees are entitled to a discount of 30% on purchases made at any of Goodwill NYNJ’s retail stores.

Retail Sign-on Bonus: Goodwill NYNJ offers a \$500.00 sign-on bonus to those employees who join our retail division.

Retail Employee Incentive: Weekly Store and Outlet Incentive Amounts:

- Manager: \$250
- ASM: \$150
- Key holder: \$100
- Associate/Specialist f/t hours worked: \$75
- Associate/Specialist p/t hours worked: \$50

Retail Market Increase / Weekly Incentives: Not only do we offer weekly performance incentives, but we also approved a market increase to wages for retail store staff in 2021!

Retirement Plans: Make retirement a reality, not a wish. Our plans are administered by Mass Mutual, which allows you to plan for your future by investing a portion of each paycheck.

- **403(b)** - As an eligible employee you may elect to have a percentage of your paycheck withheld and invested in your 403(b) account. Employees who contribute to the 403b plan and meet eligibility criteria (1 year of continuous service and 1,000 hours worked) will also enjoy the benefit of a match of up to 1% of their 403b contributions.
- **401(a)** - For employees who reach one year of continuous service and 1,000 hours worked, Goodwill NYNJ will contribute 1% of your annual income to your plan to also assist you with saving for retirement.

Tuition Reimbursement Assistance: Goodwill NYNJ encourages full-time employees to improve their job skills through continuing education programs. Goodwill NYNJ provides educational assistance of up to 50% of tuition cost, registration and lab fees for courses up to a total of \$2,000 in a calendar year to those eligible.

Voluntary Pet Insurance: For many of us, our pets are just as special and loved as our family members. That's why it's important we protect their health too! Our pet insurance benefit, offered by Nationwide, covers dogs, cats, birds and some other exotic animals. Pricing is based on each individual pet.

Employee Assistance Program (EAP): Your free and confidential go-to resource. Goodwill NYNJ understands that you and your family members might experience a variety of personal or work-related challenges. Through Guardian's EAP, you have access to resources, information, and counseling that are fully confidential and no cost to you. All services provided by Guardian are confidential, and your privacy is 100% protected. Resources provided in: All areas of life issue, childcare, eldercare, legal services, identity theft, marital, relationship or family problems, bereavement or grief counseling, substance abuse and recovery, financial support, educational materials. Three face-to-face sessions are offered, per year, per family member as well as services rendered via the phone. This applies to employees, dependents and household members.

Goodwill NYNJ Flexible Spending Account Programs: These programs allow the use pre-tax dollars to cover eligible health care, dependent care, and transit/parking expenses. There are different types of help to reduce your taxable income when paying for eligible expenses for yourself, your spouse, and any eligible dependents. Goodwill NYNJ offers Health Care FSA, Dependent Care FSA, Commuter/Parking Spending Account.

Life Insurance & Disability: Life and AD&D In the event of your death, Life Insurance will provide your family members or other beneficiaries with financial protection and security. Additionally, if your death is a result of an accident or if you become dismembered, your Accidental Death & Dismemberment (AD&D) coverage may apply.

Voluntary Accident Plan: Off the job accidents happen when you least expect them and can include motor vehicle accidents, sports injuries, slips, falls or just every day mishaps. Guardian's policy may pay cash to help families offset the expenses associated with accidents or injuries.

Voluntary Hospital Indemnity: Although medical insurance may pay for a portion of hospital expenses, deductibles, copayments, and out-of-network costs, the expenses can still add up. The Hospital Indemnity through Guardian may help by paying cash to you or your family to offset both medical and non-medical bills when you're sick, injured, or on maternity leave. Child(ren) coverage may be purchased for children up to the age of 26. The cash benefits can be used to help pay for services or expenses your other medical plan might not cover, such as: co-payments, deductibles, transportation expenses, child care, prescriptions and lost income.

Voluntary Critical Illness: Offered by Guardian, the very specified disease coverage is generally paid in the form of a one-time, lump sum payment, dependent on the illness. This will help reduce expenses associated with life-threatening diseases. Some of the covered medical conditions include, cancer, heart attack, stroke, kidney failure and organ failure.

Voluntary Legal and Identity Theft Services: When you need guidance on personal legal matters, ARAG's services can provide you with access to a network of qualified attorneys. Whether you prefer telephonic or in-office consultation, you may receive guidance on topics such as; debt matters, family law, preparation of wills, real estate matters, and trusts.

Other Perks:

- 1-800 Flowers - Call 1-800 Flowers or visit <http://www.1800flowers.com> to receive a 10% discount spent on every dollar by using the code "GWI".
- Global Fit - Visit www.globalfit.com/clients360 and enter "Goodwill Industries of NY & No Nj, Inc" to receive discounts for network club fees and quality clubs.
- Penske - Call (800)-Penske1 and mention Goodwill to receive 15% off truck rentals.
- Verizon Discount for New/Existing Customer - Visit <http://www.verizonwireless.com/discounts> and select either "Not Yet a Verizon Customer" or "Existing Verizon Customer" to validate your work email address for Up to 18% off Verizon products/plans.
- Sprint/T-Mobile Discount for New/Existing Customers - Call 877-384-0296 today or visit a T-Mobile store to take advantage of this offer. Make sure to ask for the T-Mobile Work Perks offer for Goodwill Industries of Greater New York and Northern New Jersey employees. Please note Sprint is now a part of T-Mobile.
- Working Advantage - Visit <http://www.workingadvantage.com> click sign up and use member number: 1031952 to order discount movie tickets, saving up to 40% off the regular box office price at most major movie theatres.