



Medical Benefits – Goodwill offers two plans for medical insurance.

Plan A – With this plan, team members pay a high deductible, higher co-pays and higher co-insurance but less out of their paycheck each pay period.

Plan B – With this plan, team members pay a lower deductible, lower co-pays and lower co-insurance but more out of their paycheck each pay period.

Both plans offer prescription drug coverage.

Vision Benefits – Goodwill offers vision benefits for employees who are also on one of the medical plans.

This plan allows Exams, Lenses, and Frames every 12 months with a \$10 co-pay. Team members are allowed up to \$150 for frames or contact lenses.

Dental Benefit – Goodwill offers a comprehensive dental plan.

This plan will pay out a total of \$1000 per year for dental basic, major and orthodontia services (for dependents under age 26).

Flexible Spending Accounts – Goodwill offers a Medical FSA as well as Dependent Care FSA Plan. Team members select an amount that they would like to contribute, up to \$3200 in 2024 for the Medical FSA and up to \$5000 for the Dependent Care FSA.

Team members contribute to their FSA accounts using pre-taxed dollars. The Medical FSA helps pay for co-pays, deductibles, dental/vision expenses not covered by the plan, and some over-the-counter items such as bandaids, ace bandages, and some medications such as Zyrtec or Allegra with a prescription.

Basic Life Insurance and Accidental Death and Dismemberment (AD&D) – Goodwill provides all regular, full-time team member basic life insurance and AD&D and no cost to the team member.

Team members are covered for an amount equal to one times their annualized base salary, rounded up to the nearest \$1000. This amount would be paid out to the team member's designated beneficiary(ies) in the event of the team member's passing.

Voluntary Life Insurance – Team members may purchase additional life insurance for themselves, their legal spouse and/or their children under the age of 26. Team members can purchase a guaranteed issue amount of up to \$200,000 for themselves, \$5000 for a legal spouse and \$10,000 for each child.

Short Term Disability – Short-term disability provides cash payments to team members when they become ill or injured and unable to work. This benefit can be used to pay medical bills, household expenses, or anything that the team member chooses and is at no cost to the team member. This benefit is for regular full-time hourly, regular full-time admin hourly and salaried employees. This benefit is for a 12-week benefit period.

Long Term Disability – Long Term Disability provides cash payments to team members when they become ill or injured and unable to work. This benefit is for regular full-time admin hourly and salaried employees. This benefit is available to team members who are deemed disabled and unable to work until age 65 or until the team member becomes eligible for Social Security Disability.

Retirement Plans – Goodwill offers employees three ways to save money for retirement.

Traditional 403(b) Plan – The Traditional 403(b) plan allows team members to choose how much they want to contribute, pre-taxed each pay period toward their retirement. Team members can then choose how they want this contribution invested. There is no hours or length of service requirement to be eligible for this plan.

Roth 403(b) Plan – The Roth 403(b) plan allows team members to choose how much they want to contribute, after taxes each pay period toward their retirement. Team members can then choose how they want this contribution invested. There is no hours or length of service requirement to be eligible for this plan.

Money Purchase Pension Plan – Goodwill automatically enrolls all eligible team members in this plan. Goodwill will contribute an amount equal to 10% of a team member's base annualized salary each year they are eligible. Team members must work 6 years to be 100% vested in the plan. Vesting is the percent of the account that is owned by the team member. To be eligible for this plan, a team member must be at least 21 years of age, have been employed for 1 year and must have worked 1000 hours in the plan year (January – December).

Paid Time Off (PTO) – Goodwill's paid time off (PTO) plan focuses on allowing all regular, full and part-time team members a way to balance their work and home lives. This plan allows team members flexibility and a way to allow for vacation, school events, sick time, etc. Team members earn this time each pay period based on the number of hours worked. Earned PTO time cannot be taken with pay during the team member's first 90 days of employment. The exception is if a holiday falls in the first 90 days and employees may earn a negative balance that they must earn back. PTO time must be exhausted before a team member may take leave without pay (LWOP).

Employee Assistance Program (EAP) – Goodwill offers an Employee Assistance Program to all regular full and part-time team members at no cost to the team member in an effort to support team members health and well-being.

The EAP can be used for Mental Health, Marital Difficulties, Parenting, Stress, Depression, Alcohol and Drug use/abuse, grief and loss, legal services, and financial services.

Teledoc Plan – Goodwill provides Telemedicine services for all regular, full and part-time team members and their dependents at no cost to the team member.

Teledoc can be used for conditions such as colds and flu, Urinary Tract Infections, Allergies, Headache, sore throat and also for mental health visits for conditions like depression/anxiety, stress, COVID, PTSD and more. Mental Health Visits are available to team members and their dependents ages 13 – 26.

Benefits VIP – Goodwill provides telephonic services Monday – Friday, 8:30 am – 8:pm to help answer team member’s questions about their benefits.

Truist Momentum – Truist Momentum is a financial well-being program to equip Goodwill team members with the tools and information needed to help them prioritize and plan for financial confidence. Team members go through the content which contains videos and modules in each of the 8 Pillars to Financial Well-being.

Urban Sitter – Urban Sitter is designed to help regular full and part-time team members with work/life balance. This program relieves team members of the hassle of finding care a loved one or pet if they are unexpectedly called into work. These services include childcare, pet sitting, household services, senior companion, etc. Goodwill provides a stipend for each team member in the amount of \$150 per year to help offset the expense of someone providing covered services.

Tuition Reimbursement – goodwill will reimburse regular, full-time team members, with 6 months of service, 100% of appropriate tuition and book costs up to \$2000 annually for classes that are successfully completed.

Service Awards – Goodwill recognizes team members for each 5 years of employment with a certificate and \$10 for each year of service.

Dr. Bob H. Greene Scholarship Fund – Goodwill offers a scholarship in honor of Dr. Greene’s years of dedication to Goodwill and his longevity of service to North Carolina Academia. To be eligible, scholarship candidates must have a GPA of 2.5 or higher, a record of community service, and be either a current student at an institution of higher learning or a graduating high school senior enrolling in an accredited institution of higher learning.

Credit Unions – Goodwill has partnerships with several credit unions throughout Northwest North Carolina including Allegacy, Members, Telco and others. Team members and their families can apply for membership.

Discounted Tickets – Goodwill has collaborated with Tickets at Work to provide discounts to many amusement parks, concerts, and other ticketed events.