

Goodwill Industries of the Columbia Willamette
Benefits Summary

- **Medical & Dental Insurance:** Employees scheduled to work 30 or more hours per week are eligible for medical & dental insurance benefits on the 1st of the month following 60 days of employment. GICW has two medical plans and two dental plans to choose from.
- **Vacation Pay:** GICW grants paid annual vacation to regular full-time employees according to the following guidelines:
 - Nonexempt (hourly) operations/retail employees (including but not limited to cashiers, production associates, non-CDL drivers, warehouse workers) accrue up to 40 hours per year.
 - Nonexempt (hourly) clerical support, professional vocational service employees, CDL drivers, and supervisory/management employees accrue up to 80 hours per year.
 - Exempt (salaried) employees accrue up to 120 hours per year.
- **Holiday Pay:** GICW observes seven (7) paid holidays for regular, full-time employees.
- **Life Insurance:** after two (2) months of employment, GICW provides company-paid life insurance for all regular employees who are at least 18 years of age and working a minimum of 30 hours per week. Coverage is also provided for spouses and dependent children.
- **Short-Term Disability Benefits:** All full-time employees are eligible for short-term disability benefits.
- **Long-Term Disability Benefits:** Regular full-time salaried employees and nonexempt clerical support, professional vocational services employees, CDL drivers, and supervisory/management employees over the age of 18 and continuously employed in the qualifying position for at least 60 days are eligible for long-term disability benefits.
- **Retirement Plan 401(a):** All regular employees who routine work 1,000 hours per year; have worked for one-year or more, and are older than 21 years of age are eligible for GICW's retirement plan. The retirement plan is a company-paid benefit.
- **Tax-Sheltered Annuity (403(b)):** GICW offers 403(b) voluntary pre-tax retirement plans to its employees. Annual contributions are limited to the maximum allowed by federal regulations and are subject to change annually. All employees are eligible to participate from their date of hire.