


## Our benefits

At Goodwin Living, we provide career benefits to help you thrive because you deserve health care, security, assistance, education and time to take a vacation. Whether you work full-time, part-time or as needed, we’ve got you covered.

	FULL-TIME	PART-TIME	PRN
<div>Medical</div> <div>We offer full-time team members a menu of health plans with the flexibility to choose from either Kaiser Permanente or Anthem Blue Cross Blue Shield. This allows everyone to receive the coverage best suited to their needs.</div>	✓	✗	✗
<div>Dental</div> <div>Our portfolio of dental plans gives full-time team members a choice about the level of care they need. Each plan covers three dental cleanings per year.</div>	✓	✗	✗
<div>Short-term and long-term disability</div> <div>Available for full-time team members.</div>	✓	✗	✗
<div>Life and accidental death and dismemberment insurance</div> <div>We offer this important security to our full-time team members without charge.</div>	✓	✗	✗
<div>Flexible Spending Account (FSA)</div> <div>We make it easy to build savings for family health emergencies by offering an FSA account. Full-time team members can automatically save pre-tax dollars towards qualified expenses. FSA funds can be used to pay for everything from dependent care and insurance premiums to non-reimbursable medical expenses and eyeglasses.</div>	✓	✗	✗
<div>Paid holidays</div> <div>For full-time team members, we offer seven paid public holidays, one floating holiday and one personal day, so you can celebrate the events important to you.</div>	✓	✗	✗
<div>Tuition assistance</div> <div>If you want to earn a degree or advance your training, we can help you accomplish your life goals while remaining part of our Goodwin Living family. We assist full and part-time team members who meet the eligibility requirements by paying for additional education towards certificates and degrees. We provide in-house training and seminars to assist you in acquiring the skills you need for advancement, and we offer student loan repayments for those in clinical positions.</div>	✓	✓	✗
<div>Paid time off (PTO)</div> <div>We offer a generous PTO package. The number of days you can take depends on your years of service and your scheduled hours.</div>	✓	✓	✗
<div>Citizenship program</div> <div>After six months of employment, team members who have applied for U.S. Citizenship, Green Card status, work permit or DACA renewal can apply for a grant to pay their application fee. Goodwin Living also assists team members’ family with US Citizenship and DACA renewal once they have met eligibility requirements.</div>	✓	✓	✗
<div>Staff emergency grants</div> <div>Through the generosity of the Goodwin Living Foundation donors, staff members can apply for confidential emergency assistance grants that help with emergency financial burdens.</div>	✓	✓	✗
<div>Truist financial education program</div> <div>Truist Momentum is a financial confidence program provided free of charge for all team members. The program covers building your emergency savings account, making a budget for success, managing investments, saving for a home, giving back and more.</div>	✓	✓	✗
<div>Tutoring for ESL, Citizenship &amp; GED</div> <div>Volunteer tutors work with Goodwin Living team members on English language skills, preparation for the examination for U.S. Citizenship and studying for a GED.</div>	✓	✓	✓
<div>401(k) retirement plan and employer discretionary contribution</div> <div>We help our team members plan for retirement by immediately matching their deferrals up to 4%.</div>	✓	✓	✓
<div>Access to earned wages prior to payday</div> <div>Daily Pay allows Goodwin Living members to access earned wages before payday.</div>	✓	✓	✓
<div>Fitness center and pool access</div> <div>All Goodwin Living team members have access to the fitness centers at Goodwin House Alexandria and Goodwin House Bailey’s Crossroads. Goodwin House Alexandria employees may use the pool at Goodwin House Alexandria.</div>	✓	✓	✓

### Connect with us

If you have any questions or general thoughts, please don’t hesitate to contact us.

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