

5.01 Employee Benefits

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc., to provide eligible employees with a wide range of benefits.

Procedure:

A number of the programs (such as Social Security, workers' compensation, state disability, Family Medical Leave, and unemployment insurance) cover all employees in the manner prescribed by law. Your supervisor can identify the programs for which you are eligible.

The following benefit programs may be available to eligible employees:

For all employees:

- Social Security Program
- Workers Compensation Insurance
- Unemployment Insurance
- Employee Discounts
- Family and Medical Leave
- Military Leave
- Bereavement Leave
- 403 B Retirement Plan *
- Dental Insurance *
- Employee GED Program
- Tuition Assistance

Varies per Classification or Contract

- Holiday Benefits
- Sick Leave Benefits
- Vacation Benefits
- Paid Time Off
- Short Term Disability
- Long Term Disability
- Unpaid Personal Leave
- Life Insurance
- Medical Insurance (includes Vision & Prescription) *

* Paid by the employee

All benefits vary according to work site. Employees should consult their supervisor or appropriate contract Fact Sheet.