



Why work with

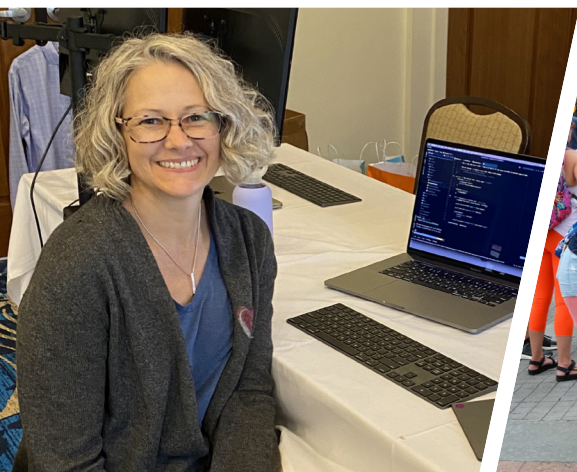
WORTHWHILE?



Benefits, Perks, and other reasons to apply

Hello! Welcome to the Worthwhile hiring process. We're very excited to share this quick-reference document with you.

There are a lot of benefits to working at Worthwhile. Although we'd like to think that joining a team of kind, knowledgeable, and enthusiastic people is the best one, we're aware of what matters during your job search.



What

BENEFITS

can I expect if I join the Worthwhile team?



You will be **eligible for health insurance** starting on your first day of employment.



Up to 81% of **health insurance premiums** are paid for by Worthwhile.

*This depends on which plan you choose



Dental & Vision premiums for the employee are **100% covered** by Worthwhile.



100% Employer-Paid Basic Group Life & AD&D policy for the employee.



100% Employer-Paid Short Term Disability & Long Term Disability Insurance for the employee.



Paid Parental Leave regardless of length of employment.

*This is based on a tier system. All full-time employees are eligible for some paid parental leave.



Adoption Assistance Program - Up to \$1,500 per year



Educational Assistance Program - Up to \$1,500 per year



401k with **3% employer contribution**.

*This is not based on a match. We'll give you 3% no matter what!



Generous paid time off +other benefits and perks.

Paid Time Off and Vacation Policies

All regular full-time employees are entitled to Vacation Time according to the following schedule based on continuous regular full-time years of service:

- **Years 1-5:** 160 hours
- **Years 6-10:** 200 hours
- **Years 11+:** 240 hours

All regular full-time employees are entitled to 56 hours of Sick and Personal Time for the calendar year.

Which yearly holidays do we always have paid leave for?

- | | | |
|---------------------------|-----------------------------|--------------------------|
| 01. New Year's Day | 05. Juneteenth | 09. Christmas Eve |
| 02. MLK Jr. Day | 06. Independence Day | 10. Christmas Day |
| 03. Good Friday | 07. Labor Day | 11. New Years Eve |
| 04. Memorial Day | 08. Thanksgiving Day | |

Working from Home / Hybrid Work

We embrace work-from-home opportunities for our employees. We do not require employees to physically come into the office on a regular basis.

Profit Sharing Program

All full-time non-exempt and non-commissioned employees are eligible to participate in our profit sharing program.

I HAVE A QUESTION ABOUT THIS DOCUMENT!

April will be glad to answer any questions you have, and you can reach her at apoynter@worthwhile.com. Otherwise, our team at info@worthwhile.com will be able to help you.