

# Welcome to Goodwill of Western Missouri and Eastern Kansas!

## EMPLOYEE BENEFITS



We are excited to have you join our organization! The following provides an overview on eligibility requirements, enrollment instructions and the benefits available to you and your family.

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### WHO IS ELIGIBLE?

- Full-time employees working 30 hours per week
- Part-time employees working 20 hours per week \*
- Benefits are effective first of the month following 30 days of employment

#### Eligible dependents are defined as follows:

- Legally married spouse
  - Dependents up to age 26
  - Domestic partner, opposite or same sex, subject to Goodwill's Domestic Partner Guidelines
  - Domestic partner's child(ren) living with employee up to age 26
- Employees who are covering dependents under their health plan will be required to provide documents to verify eligibility of those dependents prior to coverage becoming effective under the plan.

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### BENEFIT OFFERINGS

At Goodwill, we offer the following suite of benefits per qualification:

- Employee Assistance Program (EAP) \*
- Employee Discount \*
- Holidays, Paid Time Off (PTO) and Volunteer Time Off (VTO) \*
- Paid Parental Leave
- Group Life Insurance and AD&D Coverage
- Education Assistance Program
- Long Term Disability

#### Voluntary Benefits:

- Medical, Dental, and Vision Coverage
- Short Term Disability
- Accident, Critical Illness Coverage\*
- Hospital Indemnity
- Voluntary Life Insurance\*
- Flexible Spending Account (FSA) \*
- Helping Hand Fund \*
- Pet Insurance\*
- Retirement Savings Plan 403(b) / 401(a) \*
- 4% match after one year
- Vesting: 50% after 1 year / 100% after 2 years

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### ENROLLMENT DETAILS

1. **Eligibility:** New employees are eligible for benefits the first of the month following 30 days of employment. If you fail to enroll on time, you will **NOT** have benefits coverage (except for company-paid benefits).

My Benefits Enrollment is Due By:

2. **To Enroll:** Log into [www.paycor.com](http://www.paycor.com) through your employee sign-on. Go to your home page and select People / Benefits from your left menu to view and select your benefits.
3. **More Details:** Benefits information can be accessed on our website at [www.mokangoodwill.org/workfor-goodwill/your-benefits](http://www.mokangoodwill.org/workfor-goodwill/your-benefits).

**Goodwill**  
Western Missouri & Eastern Kansas



Questions? Contact MoKanGW Total Rewards at [Benefits@mokangoodwill.org](mailto:Benefits@mokangoodwill.org) or (816) 842-7425 x300 or Bukaty Companies: Kim Spaeth [kspaeth@bukaty.com](mailto:kspaeth@bukaty.com) or Carol Perry [cperry@bukaty.com](mailto:cperry@bukaty.com)

Please note: This communication is intended to provide you with highlights of our benefits program. It is not intended to address all details. Actual benefit coverage is specified in the Plan Documents. In the event of any differences between this communication and the Plan Documents, the Plan Documents will govern.  
\*Part-time employees may be eligible based on qualifications.