

GOODWILL OF THE HEARTLAND

SIGN-ON BONUS PROGRAM

In an effort to increase the number of applicants in each job opening and positively influence retention, Goodwill of the Heartland will implement a sign-on bonus for new hires that are hired on or after 1/1/18, subject to the following:

1. New hires to Goodwill of the Heartland, who have completed their initial 6 month introductory period and are in full paid status at the end of the pay period in which their 6 month anniversary falls, will be paid a one-time bonus of \$500.
2. The bonus will be paid in the team member's regular paycheck following the team member's 6 month anniversary and will be subject to all required taxes.
3. This bonus program will be periodically evaluated to determine its continuation.