



Soft benefits include:

- Soft benefits
 - Holiday Bonus paid out in December each year
 - Shift differentials for Nursing Staff
 - 2nd and 3rd shift will receive a differential of \$0.50 on weekdays and \$1.25 on the weekends
 - Fitness Center Access
 - The Fitness Center is on campus and includes, locker rooms, showers, a pool and a variety of fitness equipment. It is available for employee use per a sign-up sheet.
 - Employee Assistance Programs
 - Free, confidential assistance for employees.
 - Offers qualified counselors to help employees cope with personal problems they may be facing.
 - Free meals for Hospitality Dining Staff
 - Leftovers are available for the dining room staff that serve dinner to Independent Living residents
 - Worker's Compensation
 - On-the-job injuries are covered by Eastcastle Place's Worker's Compensation Insurance Policy
 - Jury Duty
 - All employees will be allowed time off to perform such civic service as required by law
 - Bereavement Leave
 - If employees lose a close relative, they will be allowed PTO to assist in attending to their obligations and commitments
 - Voting Leave
 - In the event employees do not have sufficient time outside of working hours to vote in an election, they may take off up to three hours of unpaid time off work to vote during polling hours
 - Company shared zoo pass
 - We have 2 company shared zoo passes, which employees are able to sign out and use for the day.
 - Employee Referral Awards
 - Eastcastle Place encourages all employees to refer qualified job applicants for available job opening. Other than managers in the line of authority, all employees are eligible to receive employee referral awards
 - Lunch/dinner program
 - Employees are able to order and purchase lunches/dinner made to order for their shifts
 - Free Parking



- Free Parking is provided for our employees in specific areas of the parking lots, if available
- Monthly Employee Engagement events
 - Every month we have fun events planned for employees.
- Employee recognition program
 - We have an extraordinary impression program, where residents, guest and employee can write a message about the amazing work you do. The message is displayed and can be resulted in a free lunch card.
- Casual Fridays
 - Pay \$5 at the front of the month and all proceeds go towards Alzheimer's.
- Paid uniforms
 - Employee are given uniforms based on their FTE status.
- Vaccinations on Campus for employees
 - Flu vaccinations
 - COVID Vaccinations
 - T B screening
 - Etc.