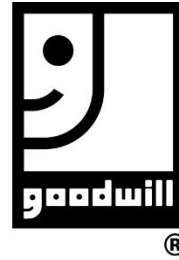


Goodwill

I n d u s t r i e s



South Carolina State Addendum to Associate Handbook

PURSUANT TO SOUTH CAROLINA LAW, I ACKNOWLEDGE AND UNDERSTAND THAT THIS ASSOCIATE HANDBOOK DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT BETWEEN MYSELF AND GOODWILL. I AGREE AND ACKNOWLEDGE THAT I AM AN AT-WILL ASSOCIATE. THIS MEANS THAT MY EMPLOYMENT CAN BE TERMINATED AT ANY TIME FOR ANY REASON, WITH OR WITHOUT CAUSE, WITH OR WITHOUT NOTICE, BY EITHER ME OR GOODWILL. I AGREE AND ACKNOWLEDGE THAT NO REPRESENTATIVE OF THE ORGANIZATION IS AUTHORIZED TO PROVIDE ANY ASSOCIATE OR ASSOCIATES WITH AN EMPLOYMENT CONTRACT OR SPECIAL ARRANGEMENT CONCERNING TERMS OR CONDITONS OF EMPLOYMENT UNLESS THE CONTRACT OR AGREEMENT IS IN WRITING AND SIGNED BY THE PRESIDENT AND CEO OF THE ORGANIZATION.

I FURTHER ACKNOWLEDGE THAT THIS IS THE FIRST PAGE OF THE ASSOCIATE HANDBOOK AND ADDENDUM PROVIDED TO ME.

Date

Print Name

Signature

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South Carolina State Addendum

ABOUT THIS ASSOCIATE HANDBOOK STATE ADDENDUM

This State Addendum is meant to supplement the Goodwill Industries’ Associate Handbook by providing additional information regarding laws specific to the state of South Carolina. As with the Associate Handbook, the contents of this South Carolina State Addendum are guidelines only, and do not create contract of employment between you and Goodwill.

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Information Provided Upon Hiring

Goodwill will notify each South Carolina associate in writing, at the time of hiring, of the wages agreed upon, the normal hours of work, the time and place wages will be paid, and the deductions that will be made from wages, including payment to insurance programs.

Jury Duty Leave

You will not be discharged or demoted for acting in compliance with a valid summons to serve on a jury. However, you must give reasonable advance notice to your supervisor that you have been summoned for jury duty, and provide your supervisor with a copy of the jury summons. Such leave will be administered in accordance with the Jury Duty policy in the Associate Handbook.

Witness Duty Leave

You will not be discharged or demoted for acting in compliance with a valid summons or subpoena to testify in a court or administrative proceeding. However, you must give reasonable advance notice of the need for such leave to your supervisor, and provide your supervisor with a copy of the subpoena to appear in court. Court attendance leave is unpaid, in accordance with applicable law.

Emergency Response Leave

You will be granted unpaid leave, in accordance with applicable law, if you are a volunteer firefighter or a volunteer emergency medical services responder and, acting as a volunteer, you are part of a mobilization plan established pursuant state law, or are responding to an emergency where the President of the United States has declared a state of emergency, or the Governor has declared a state of emergency in a county in the state.

Political Activities

Goodwill will not discriminate against associates for expressing their political opinions and exercising their political rights and privileges. However, associates are still expected to comply with the Organization's other policies, such as the Social Media policy, regarding workplace conduct.

Pregnancy, Childbirth, or Related Medical Conditions

In accordance with South Carolina state law, associates affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work.

Bone Marrow Donor Leave

Goodwill may grant paid leaves of absence to an associate who seeks to undergo a medical procedure to donate bone marrow. To be eligible for such leave, an associate must provide a written request. Goodwill will not grant paid leave in excess of forty (40) work hours. Goodwill may require verification by a physician of the purpose and length of each paid leave of absence requested by the associate to donate bone marrow. If there is a medical determination that the associate does not qualify as a bone marrow donor, the paid leave of absence granted to the associate before that medical determination is not forfeited.

Tobacco Use

Goodwill will not base any employment decision on whether an associate uses tobacco products outside of the workplace and will not perform testing on associates to determine the presence of nicotine in the body. However, associates are expected to comply with the Smoking policy in the Associate Handbook.

Retaliation Protection

Goodwill will not discharge or demote any associate because the associate has instituted or caused to be instituted, in good faith, any proceeding under South Carolina's Workers' Compensation laws, or has testified or is about to testify in any such proceeding.

No Concealed Weapons Notice

As set forth in the Rules and Guidelines policy in the Associate Handbook, no weapons should be brought upon the premises or into the work place, including concealed weapons. Any associate who brings a concealable weapon onto the premises or work place may be charged with a violation of not only Organization policy, but South Carolina law.

Change or Amendment of PTO Policy

Goodwill will provide 7 days' written notice prior to any change in its vacation policies or with respect to a reduction of your wages.