

About us

HumanGood is an expanding company with great benefits, happy residents, caring team members, and a mission to help older adults live their best lives possible. HumanGood is the sixth-largest nonprofit senior living provider in the country, which provides our team members a variety of advancement opportunities. Come and join our team, the largest nonprofit owner-operator of senior living communities in California and one of the largest of its kind in the nation!

As an employer to company values of Impact and Innovation, HumanGood offers you a chance to work and learn in a professional atmosphere that is both challenging and rewarding. We are now hiring exceptional, compassionate, and caring candidates to join the growing HumanGood team.

WHO ARE WE?

The sixth-largest nonprofit senior care company in the U.S. that inspires team members and residents to live their best lives possible.

HOW DO WE DO IT?

We are a mission-driven organization that lives the values of passion, inclusion, innovation, courage, impact.

Life plan communities (also known as continuing care retirement communities or CCRCs) provide housing and health care and inspire the best life possible on a continuum that changes as the needs of older adults change.

Top reasons to join HumanGood

- Make an impact by working for a nonprofit
- Over 70 years of industry success
- 20 days PTO & 7 company holidays (for eligible positions)
- Internal advancement opportunities
- Tuition reimbursement program
- 401(k) with company matching
- Multiple health plans to choose from
- HSA with generous employer contributions
- Wellness program
- Team Member Crisis Fund (for when the unexpected happens)
- Build relationships with team members and residents
- Commuter benefits
- Team member discounts

Opportunities available in:

- Nursing
- Health care management
- Paid administrator in training (AIT) program
- Caregiving
- Dining
- Maintenance
- Corporate positions and more!

Apply today: www.hgcareers.org

Benefits at a glance

This is a people business, so there's a lot more to this job than just pay. At HumanGood, we offer a full package of benefits — along with resources and tools to help you choose and use them wisely!

Insurance

ELIGIBILITY: Benefits are available to all full-time team members who work at least 30 hours per week!

MEDICAL: Coverage is through Anthem Blue Cross. HumanGood offers three PPO options: a \$1,000 Deductible Plan with copays, a \$2,800 Deductible Plan that is compatible with a health savings account, and a \$6,550 Deductible Plan that is free for team members only!

DENTAL: Coverage is through United Concordia. HumanGood offers two PPO options: a Standard Plan with an annual \$1,500 maximum that meets all of your basic needs and an Enhanced Plan with an annual \$2,000 maximum that includes orthodontia coverage for children up to the age of 19.

VISION: Coverage is through Vision Service Plan (VSP). Two plans are offered: a Standard Plan that covers frames every 24 months with a \$130 retail allowance and an Enhanced Plan that covers frames every 12 months with a \$175 retail allowance.

Spouse, domestic partner, child(ren), and family coverage options are also available.

LIFE AND ACCIDENTAL DEATH AND

DISMEMBERMENT (AD&D): HumanGood automatically enrolls employees for a life and AD&D benefit. In addition to life and AD&D insurance, a living care benefit and free will preparation is also included. The living care benefit will pay a sum equal to 80% of the term life insurance benefit, if you are affected with a terminal illness. This coverage is paid for by HumanGood at no cost to you!

HEALTH SAVINGS ACCOUNT: HumanGood makes generous contributions to your HSA at the beginning of every quarter if you are enrolled on the \$2,800 Deductible Plan. These funds can be used to pay for eligible expenses, such as copays, deductibles, coinsurance, prescriptions, dental, vision, and more! The HSA benefits HumanGood team members by providing a tax advantaged savings vehicle as well saving money. For example, if you participate in the \$2,800 deductible plan as a team member only and chose to take advantage of the wellness program, your per pay check premium is equal to \$31, or \$744 per year. HumanGood contributes up to \$1,300 to your HSA per year! This results in out-of-pocket net gain of over \$500!

RETIREMENT PLAN: All employees are eligible to immediately participate in a 401(k) retirement plan, allowing you to contribute up to 100% of your eligible compensation on a pre-tax basis and/or Roth contributions. HumanGood matches these contributions, after you have completed one year of service and 1,000 hours, up to 3% of pay contributed, plus 50% of the next 2%!

OTHER BENEFITS: In addition to these benefits outlined, other benefits include an employee assistance program, a wellness program, discount programs, student loan forgiveness, educational assistance and so much more!

