

Valuable Perks and Rewards



Carlton Senior Living has been a leading employer in Northern California since 1985. We are family-founded and family-focused. Our 11 communities serve over 1,500 residents and provide fulfilling job opportunities for over 1,000 employees.

The Great Place to Work Award is driven by employee surveys and recently, Carlton Senior Living was Rated #1 in California and #2 in the entire U. S. as a Great Place to Work in the Senior Living Industry. We strive to create a culture where you feel valued for the work you do and recognize that your success is key to Carlton's success.

**Join us at the BEST COMPANY offering great benefits
and the most rewarding opportunities.**



WAGES

We believe it pays to care, which is why we offer top competitive wages in the industry and best-of-class benefits for all employees. By joining our team, you have become a part of why we are a Great Place to Work, and to us, that makes CENTS.

IMMEDIATE

We believe that you, the employee, should have control of your pay and when you receive it based on your needs. To ensure this, we have partnered with Immediate, an app that allows you to request 50% of your pay, not a loan, immediately after you clock out from your shift.



How Does Immediate Work? Scan the QR code to find out.

VACATION & SICK PAY

On day one of employment, you will begin accruing California Paid Sick Leave (PSL). At six months of employment, you will begin accruing vacation time.

ANNIVERSARY BONUS

To express our gratitude for your commitment and hard work, Carlton Senior Living recognizes you on your yearly anniversary with a bonus.

Years of Service	1	2	3	4	5	6	7	8	9	10+
Bonus Amount	\$0	\$50	\$75	\$100	\$150	\$200	\$250	\$300	\$400	\$500

There is nothing you need to do. The bonus will automatically be added to your paycheck. Happy Anniversary!



Stephanie of Carlton Concord

EMPLOYEE REFERRAL BONUS

Suppose you refer a full or part-time employee. In this case, we will pay you an additional \$0.25 per hour that you will continue to receive until you terminate your employment or the referred employee terminates or changes employment with Carlton Senior Living. The best part is, that there is no limit on how many employees you can refer!

Being friendly has paid off for Sommart! She's recruited three Carlton employees and her recruitment efforts are *still* paying off today; she continues to receive an additional \$0.75 per hour while her friends are working for Carlton.

Sommart Sriprasert

Care Partner, Carlton Pleasant Hill – Martinez
Carlton Employee Since 2016



EDUCATIONAL ASSISTANCE

We support our employee's desire to grow professionally and recognize that their achievements are essential to the overall success of Carlton Senior Living. Full-time employees enrolled in continuing education classes can receive assistance up to \$1,000 per calendar year to cover expenses. SMART!



Carlton Pleasant Hill - Martinez
"Best of the Best" Award Winners

KAISER

We offer a choice of three health insurance plans through Kaiser and pay for over half of your health insurance premium. For more details on plans offered and contribution amounts meet with your Employee Engagement Specialist to determine the best plan to meet your needs and budget. [Learn More](#)

EYEMED

We offer a competitive vision plan through EyeMed at a low monthly cost and it includes a \$130+ allowance for frames and contact lenses. [Learn More](#)

DENTAL INSURANCE

Carlton offers two dental plans through Guardian. Each plan pays 100% of preventative care. For more details on plans offered and contribution amounts meet with your Employee Engagement Specialist to determine the best plan to meet your needs and budget. [Learn More](#)

EMPLOYEE ASSISTANCE PLAN (EAP)

At Carlton, we prioritize the health and well-being of our employees and their families by providing an Employee Assistance Plan which offers comprehensive services that are confidential and at no cost. For legal and financial guidance, advice on childcare, or counseling services, employees are encouraged to call. [Learn More](#)

FLEXIBLE SPENDING PLANS (FSA)

We offer flexible spending plans for expenses associated with medical needs like deductibles. FSA Plans also cover expenses for your dependents. The process is easy and provides you with peace of mind and control - the money is saved for you pre-tax. [Learn More](#)

PROFIT SHARING PLAN (401K) with DISCRETIONARY COMPANY MATCH

Carlton believes that it pays to invest in yourself. Start planning your future now by saving money and contributing to your 401(k) plan. You won't pay taxes on the amount you decide to contribute which means, if you choose to contribute \$25 per pay period, your net check will only be approximately \$19 less. What does this mean for you long term? If you are 25 years of age, for example, and you contribute \$25 per pay period (which will "feel" like \$19), you'll have approximately \$125,000 saved in your 401(k) for retirement. [Learn More](#)



Carlton Orangevale Dining Team

FITNESS REIMBURSEMENT

We understand the importance of maintaining a healthy lifestyle, so Carlton wants to reimburse your monthly membership fees, up to \$50, at a gym or virtual fitness program of your choice.

VERIZON AND AT&T WIRELESS DISCOUNT

Carlton employees who use Verizon for their personal account are eligible to receive a 22% discount. Employees can apply for this discount online by visiting [verizon.com/discounts](https://www.verizon.com/discounts) and completing the validation process by utilizing a work email address or uploading a recent pay stub. AT&T offers a 10% wireless discount to employees. Download the AT&T app or speak with an AT&T representative for details.

COMPLIMENTARY MEAL

Each employee is provided a complimentary meal during the workday at their regularly scheduled meal period.

The burger and fries are a favorite but we offer many other delicious choices!



WORK SHOE PURCHASE PROGRAM

We are partnered with Shoes for Crews! You now have the opportunity to purchase slip-resistant shoes at a discounted rate through a convenient payroll deduction, with repayments spread out up to two pay periods. Please place your order through your Executive Assistant. You may request one pair of shoes at a time. Scan the QR code view the website.



**Great
Place
To
Work[®]**

Certified

MAY 2024-MAY 2025

USA



**Carlton Senior Living was honored as one of
the Best Workplaces for Aging Services,
recognized as**

#1 in California and #2 in the Nation.

75%

**of our managers have been promoted into their
Carlton management positions!**



of employees feel their work
has special meaning;
this is not "just a job."



of employees share that when
you join the company, you are
made to feel welcomed.



of employees are proud to tell
others they work at
Carlton Senior Living.

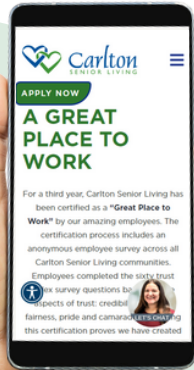
90%



of employees feel a sense
of pride when they look at
what they accomplish.

Have a question about benefits?

Email the Human Resources team at benefits@carltonseniorliving.com or visit Carlton's [Career Center](#)



We take great pride in creating an environment where we all feel connected, respected, and recognized.

