



Good Samaritan Project Assistance Criteria

The Good Samaritan Project exists to help eligible employees who are facing a real hardship involving basic needs such as housing, utilities, food, transportation, medical/family crisis, or other urgent situations. Assistance may include a non-interest loan, connection to charities or community resources, counseling, or other practical support. Assistance is not guaranteed and is subject to review and approval.

Basic Eligibility

To be considered, an employee must:

1. Demonstrate verifiable good character—honesty, promptness in showing up to work, fostering goodwill and respect among teammates.
2. Have worked for the company at least **12 months**.
3. Have completed all required **HUB** or required training per their employer's requirements.
4. Be a current active employee.
5. Have a legitimate hardship involving basic needs or work stability.

Request Process

Employees should begin the request with their **General Manager**, who should confirm basic eligibility and submit the request to the program director via our online application via our website at jscaa.com/goodsamaritan.

Documentation

Employees may be asked to provide documentation, such as a rent notice, utility notice, car repair estimate, bill, eviction notice, or other proof of need. Lack of documentation may delay or prevent assistance.

Non-Interest Loans

If assistance is provided as a non-interest loan, the employee must undergo a budget review and complete all required loan documents before funds are issued. The employee agrees to complete a financial literacy course as a result of receiving a loan.

Requests That Usually Do Not Qualify

The program is generally not intended for:

- Credit card debt
- Payday loans
- Non-essential purchases
- Repeated financial shortages without a plan
- Requests without documentation
- Employees who refuse available outside resources

Repeat Requests and Exceptions

Repeat requests may require additional review. Exceptions may be considered for serious hardship, safety concerns, or unusual circumstances, but must be approved by the program director.

The Good Samaritan Project will be administered fairly and consistently without regard to race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local law. Requests will be evaluated based on the criteria established by the program and the individual circumstances of each request.