



Adverse Childhood Experiences (ACE) Assessment

Directions: For each set of questions, answer Yes or No. If you answer Yes, enter “1”. If you answer No, enter “0”.

While you were growing up, during your first 18 years of life:

1. Did a parent or other adult in the household **often or very often**... Yes (1) No (0)
 - Swear at you, insult you, put you down, or humiliate you? **OR**
 - Act in a way that made you afraid that you might be physically hurt?

2. Did a parent or other adult in the household **often or very often**... Yes (1) No (0)
 - Push, grab, slap, or throw something at you? **OR**
 - **Ever** hit you so hard that you had marks or were injured?

3. Did an adult or person at least 5 years older than you **ever**... Yes (1) No (0)
 - Touch or fondle you or have you touch their body in a sexual way? **OR**
 - Attempt or actually have oral, anal, or vaginal intercourse with you?

4. Did you **often or very often** feel that... Yes (1) No (0)
 - No one in your family loved you or thought you were important or special? **OR**
 - Your family didn't look out for each other, feel close to each other, or support each other?

5. Did you **often or very often** feel that... Yes (1) No (0)
 - You didn't have enough to eat, had to wear dirty clothes, and had no one to protect you? **OR**
 - Your parents were too drunk or high to take care of you or take you to the doctor if you needed it?

6. Did you lose a biological parent to divorce, separation, death, etc? Yes (1) No (0)

7. Was your mother or stepmother... Yes (1) No (0)
 - **Often or very often** pushed, grabbed, slapped, or had something thrown at her? **OR**
 - **Sometimes, often, or very often** kicked, bitten, hit with a fist, or hit with something hard? **OR**
 - **Ever** repeatedly hit at least a few minutes or threatened with a gun or knife?

8. Did you live with anyone who was a problem drinker... Yes (1) No (0)
 - or alcoholic or who used street drugs?

9. Was a household member depressed or mentally ill... Yes (1) No (0)
 - or did a household member attempt suicide?

10. Did a household member go to prison? Yes (1) No (0)

Directions: Now add up your “Yes” answers. This is your ACE score...

Total Yes:

Education Investment Plan

- Limited to \$30,000.00 Lifetime Total
- Eligible after one year of service
- Applies to degree-seeking employees for graduate and undergraduate studies

Discounts on WinShape Camps for Children

- 50% discount on WinShape Camps for Girls and WinShape Camps for Boys for natural, adopted, step-children, or foster children of the employee

Adoption Assistance

- \$2500 provided for adoption assistance

Family Care Reimbursement

- Reimbursement for various family care services, including childcare (via babysitters, extended family members*, formal childcare centers, etc.), tutoring services, after-school programs, and eldercare that occur during typical working hours
- Applies to team members who are responsible for those who cannot function independently –children 0 – 12 years of age, individuals with disabilities, and elders during the employee's required working hours.
- Eligible to receive a monthly reimbursement of up to \$350 per family

Primary Caregiver Leave

- Up to eight weeks of primary caregiver benefits to new parents responsible for providing the day-to-day care of a new child following birth or adoption
- Eligible after the completion of six months of employment

Secondary Caregiver Leave

- Up to four consecutive weeks (20 business days) of paid leave for secondary caregivers to bond with a new child following birth or adoption
- Eligible after the completion of six months of employment

Family Care Leave

- Up to four weeks (20 business days) of paid leave for the purposes of caring for a family member who is experiencing a serious health condition
- Eligible after the completion of year of service

Paid Volunteer Leave

- Volunteer for up to a maximum of eight hours annually

This information is a summary of certain employee benefits of WinShape Foundation, Inc. Please refer to the plan documents for detailed information. In case of a conflict or misstatement, the plan document will prevail.