

Benefits at World Vision U.S.



Health and Wellness

Medical and Dental Insurance*

Comprehensive medical coverage through **Aetna**

- Healthcare Reimbursement Arrangement (HRA)**
- Preferred Provider Organization (PPO)**
- Dental insurance by Delta Dental**
- Prescription drug coverage by Costco Health Services (CHS)**

Wellness Program*

This program provides health tools to **covered employees** which help identify areas of risk and encourage healthy behaviors. Program is administered by CHC Wellbeing.

Vision Insurance*

Exams, contacts, lenses and frames covered within the plan limits.

Flex Spending Arrangement (FSA)*

Includes a Healthcare Flexible Spending Arrangement and a Dependent/Daycare Flexible Spending Arrangement.

Life Insurance*

Automatic Basic Life Insurance at no cost to you and at a coverage amount equal to a multiple of 2.5 times your annual salary.

Additional Life Insurance*

Opportunity to purchase Additional Life Insurance coverage at group rates should you desire to provide additional protection for your named beneficiary(ies).

Dependent Life Insurance*

Optional Dependent Life includes spousal and dependent children coverage.

Short-term Disability Insurance*

A World Vision self-insured plan which provides coverage of 50% of your base salary in the event you are unable to work due to a non-work-related injury or illness.

Long-term Disability Insurance*

Long-term disability provides coverage of 60% of your base salary. *

Business Travel and Accident Insurance

Automatic coverage for all employees.

EAP – Employee Assistance Program

A free confidential service available to all employees and family members. Counselors and consultants are available by phone 24-hours a day, 7 days a week, Counselors provide help with a variety of issues such as marriage and family challenges, chemical dependency, domestic violence, workplace stress, and health concerns.

Retirement

403(b) Plan*

The 403(b) retirement program is a qualified, employer sponsored plan similar to a 401(k) plan that allows you to save money for your retirement on a pre-tax basis, includes a generous employer match plan and an additional employer contribution.

Time Off

Vacation*

Minimum of two weeks for a regular status employee up to a maximum of four weeks of vacation based on years of service and position. *

Sick Leave*

Employees accrue sick leave at a rate of one day per month.

Holidays*

10 Paid Holidays

Other Benefits and Perks

- Tuition Assistance Program*
- World Vision University (library of on-line education courses)
- World Vision on site Fitness Center
- Employee Discounts
- Flexible schedules*
- Telecommuting*
- On-site flu shots
- Pre-tax commuting discounts for East Coast offices

Note* Subject to eligibility based on employment status



*Our vision for every child, life in all its fullness;
Our prayer for every heart, the will to make it so.*

