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. FLT and PLT not eligible.*

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). FLT and PLT not eligible.*

Dependent Life Insurance*
Optional Dependent Life includes spousal and dependent children coverage. FLT and PLT not eligible.*

Short-term Disability Insurance*
A World Vision 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. FLT and PLT not eligible.

Long-term Disability Insurance*
Long-term disability provides coverage of 60% of your base salary. PT, FLT and PLT not eligible.*

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) Traditional and 403(b) Roth 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 either a pre-tax or post-tax basis, includes a generous employer match plan and an additional employer contribution after one year of service.
Time Off

Bonding time off*
After one year of service, Bonding Leave pays up to ten weeks of full pay for birth, adoption, foster placement. FLT and PLT not eligible.*

Vacation*

All full-time regular receive a minimum of two weeks up to a maximum of four weeks of vacation based on years of service and grade. Grade 222, 223 = 120 hours, Grade 224 and above = 160 hours. All part-time regular positions receive 60 hours of vacation, Grade 222, 223 = 90 hours, Grade 224 and above =120 hours.

The amounts below show FLT and PTL vacation accrual amounts.

<table>
<thead>
<tr>
<th>Grade 210 - 221</th>
<th>Grade 222 - 223</th>
<th>Grade 224 and above</th>
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</thead>
<tbody>
<tr>
<td>Full-time 3.077 hrs. per pay</td>
<td>4.615 hrs. per pay</td>
<td>6.154 hrs. per pay</td>
</tr>
<tr>
<td>Part-time 2.308 hrs. per pay</td>
<td>3.462 hrs. per pay</td>
<td>4.615 hrs. per pay</td>
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Sick Leave*
Employees accrue sick leave at a rate of one day per month, 8 hours for full-time regular and FLT. For part-time regular and PTL accrue 5 hours per month. Employee also receive concurrent state paid sick leave in WA. Employees also receive concurrent WA sick leave hours at 1 hour for every 30 hours worked.

Holidays*
12 Paid Holidays

Other Benefits and Perks

Tuition Assistance Program – covers the reimbursement of graduate, under-graduate and other educational pursuits after one year of employment. FLT and PLT are not eligible.*

- World Vision University (library of on-line education courses)
- World Vision on site Fitness Center (Federal Way and DC offices)
- Flexible schedules and telecommuting *
- Auto allowance $375 for positions required to use their personal car for business travel of 7,500 miles or more per year*
- Pre-tax commuting discounts for East Coast offices, a pretax benefit towards mass transportation costs and parking expenses.

Note* The above programs are available as eligible under our existing plans and programs. Full-time regular (FT), part-time regular (PT), full-time limited-term (FLT) and part-time limited-term (PLT).

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