



## **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.

Grade 210 - 221	Grade 222 - 223	Grade 224 and above
Full-time 3.077 hrs. per pay	4.615 hrs. per pay	6.154 hrs. per pay
Part-time 2.308 hrs. per pay	3.462 hrs. per pay	4.615 hrs. per pay

### 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 PLT 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.*

