



## **Benefits at World Vision U.S.**

The benefits below 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).

### **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 Navitus Health Solutions**

#### **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

Bonding Leave pays up to ten weeks of full pay for birth, adoption, and foster placement for FT and PT employees approved for FMLA. FLT and PLT are not eligible.

Length of Service	Grade Level	FT Accrual	PT Accrual	FLT Accrual (hours)	PLT Accrual (hours)
1-4 years	210-221	2 weeks (10 days)	7.5 days (60 hours)	3.077	2.308
5-9 years	222, 223	3 weeks (15 days)	11.25 days (90 hours)	4.615	3.462
10+ years	224+	4 weeks (20 days)	15 days (120 hours)	6.154	4.615

### Sick Leave

Employees accrue sick leave at a rate of one day per month, 8 hours for full-time regular and FLT. Part-time regular and PLT accrue 5 hours per month. Employees also receive concurrent state-paid sick leave in states with mandated sick leave laws. State sick leave hours are accrued at 1 hour for every 30 hours worked.

### Holidays

13 Paid Holidays

## Other Benefits and Perks

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

- World Vision on-site Fitness Center (Federal Way and DC offices)
- Flexible schedules and remote work arrangements
- Auto allowance 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.



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

