

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**

Wellness Program*

This program provides health tools to **covered employees** which help identify areas of risk and encourage healthy behaviors. Program is administered by Interactive Health. In 2018, for the third consecutive year World Vision was awarded One of the Healthiest Companies in America!

Vision Insurance*

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

Flex Spending Arrangement Plan*

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.*

