

Benefits at ChildFund International

Health and Wellness

Medical, Vision and Dental Insurance*

Comprehensive medical and vision coverage through Cigna, and dental through Delta Dental

- High Deductible Open Access Plus (HDOAP)
- Open Access Plus (OAP)
- Vision: exams, contracts, lenses and frames as covered within the plan limits.
- Dental: preventative, basic and major services as covered within the plan limits.

Wellness Program

This program provides health tools to identify areas of risk and access to activities to encourage healthy behaviors.

Flexible Spending Accounts*

Includes a Medical Flexible Spending account, Dependent Care Spending account, and a Commuter Benefit account.

Life Insurance*

Automatic Basic Life Insurance at no cost to you, and at a coverage amount equal to two times your annual salary.

Supplemental Life Insurance*

Opportunity to purchase additional life insurance coverage at group rates should you wish to provide additional protection for your beneficiary(ies).

Dependent Life Insurance*

Opportunity to purchase dependent life insurance coverage at group rates for your spouse or dependent children.

AD&D Insurance*

Automatic Basic AD&D Insurance at no cost to you, and at a coverage amount equal to two times your annual salary.

Supplemental AD&D Insurance*

Opportunity to purchase additional AD&D insurance coverage at group rates should you wish to provide additional protection for your beneficiary(ies).

Dependent AD&D Insurance*

Opportunity to purchase dependent AD&D insurance coverage at group rates for your spouse or dependent children.

Short-term Disability Insurance*

ChildFund International has a self-insured plan which provides minimum coverage of 60% of your base salary in the event you are unable to work due to a non-work related injury or illness after you have completed 3 months with ChildFund International.

Long-term Disability Insurance*

Picks up where the Short-term Disability plane leaves off. Should your disability continue beyond six months, you would then be eligible for long-term disability coverage paid at % of your base salary.

Voluntary Whole Life Insurance*

ChildFund International provides the opportunity to elect whole life insurance through UNUM for employees, spouses and dependents. UNUM's Whole Life insurance offers a guaranteed death benefit that will never decrease, level premiums that will never increase; cash value accumulation, living benefits, and other options. Whole Life goes beyond typical term life insurance.

Voluntary Accident Insurance*

ChildFund International provides the opportunity to elect accident insurance through UNUM for employees, spouses and dependents. Group Accident insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic.

Voluntary Critical Illness Insurance*

ChildFund International provides the opportunity to elect accident insurance through UNUM for employees, spouses and dependents. Critical Illness insurance is designed to help employees offset the financial effects of a catastrophic illness with a lump sum benefit if an insured is diagnosed with a covered critical illness.

Travel Assistance

Automatic coverage for all employees that provides an additional level of peace of mind for you when you are traveling for ChildFund International. This program can put you in touch with a network of providers that can address with medical, security, legal, information and personal assistance needs.

Employee Assistance Program

A free confidential service through Cigna that is available to all employees and family members. Counselors and consultants are available by phone, email, or chat 24-hours a day, 7 days a week. Counselors are available to 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 and includes an employee match plan. ChildFund International also automatically contributes, at no cost to you, an amount equal to 6% of your annual salary. Employee who elect to contribute also can receive a match up to 3%.

Expat Retirement Plan*

The expat 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 and includes an employee match plan. ChildFund International also automatically contributes, at no cost to you, an amount equal to 3% of your annual salary.

Time Off

Vacation*

Minimum of 20 days and up to a maximum of 30 days for a regular status employee, based on years of service and position. Note: Prorated based on your start date and carry-over is limited to 10 days per calendar year.

Sick Leave*

Employees earn 10 paid sick leave days per calendar year with unlimited carry-over.

Parental Leave*

Full-time employees will be granted up to six weeks or thirty business days of paid parental leave to be taken within one calendar year following the birth or adoption of her/his child.

Holidays*

10 Paid Holidays

Volunteer Hours*

Employees are granted 8 hours per calendar year to be used for volunteer activities.

Other Benefits and Perks

- Tuition Assistance Program*
- Momentum On-Up in partnership with SunTrust
- Cornerstone Learning Library
- Employee Discounts
- Flexible schedules*
- On-site flu shots
- Pre-tax commuting discounts for East Coast offices
- Comprehensive Global Employee benefit package, including home leave, relocation and housing assistance, and dependent tuition assistance.

Note* Subject to eligibility based on employment status