

Employee Benefits Summary

United States (USA)



Introduction

As part of our commitment to employee well-being, VillageReach provides regular employees with a variety of employee benefit plans to ensure that we attract, develop, reward and retain high performance and high potential talent. We are committed to remaining consistent and market competitive. VillageReach reviews and updates benefits on a regular basis - reflective of our stewardship to the donors, our partners, and our staff. The benefits VillageReach provides help employees maintain a high quality of life—both professionally and personally.

VillageReach USA offers the following core benefits



INSURANCE

- Health Insurance for employee and legal dependents that covers
 - Medical, Dental and Vision benefits
 - Flexible Spending Account (FSA)
 - Dependent Care Flexible Spending Account
 - Health Saving Account (HSA)
 - Employee Assistance Plan (EAP)
- Life and Accidental Death & Dismemberment Insurance
- Short-term and Long-term Disability
- Employee Wellbeing and Resilience Plan



GLOBAL ASSISTANCE & INSURANCE PROGRAM

- Medical care and hospitalization while traveling
- Evacuation and repatriation
- Emergency alert system
- Loss of luggage and other non-emergent assistance



RETIREMENT

VillageReach participates in 401(K) plan. VillageReach offers a 100% match on the first 3% of employee contributions, and a 50% match on employee contributions between 3% and 5% of one's earnings.



PAID TIME OFF

- 11 public holidays per year
- 15 days annual leave year 1, 20 days year 2
- 10 days sick leave per year
- 4 weeks paid parental leave from VillageReach
- We integrate our leave with the WA State Paid Family Medical Leave (PFML)
- Up to 3 days paid travel recovery time per trip
- bereavement leave
- Up to 12 weeks paid jury duty leave



COMMUTER BENEFIT

Washington based staff are eligible to participate in King County Metro's ORCA for business programs. Employees that use public transportation as a primary means of commuting to and from work may choose either a monthly pass or e-purse. Both program are funded with a pre-tax deduction. VillageReach covers 55% of the cost of the monthly pass.



PROFESSIONAL DEVELOPMENT

VillageReach encourages employees to further their training and increase their effectiveness on the job by providing access to LinkedIn Learning resources, as well as, a small stipend towards enrollment in approved courses or seminars.



SALARY

[Click here to read VillageReach's Compensation Overview.](#)