

# Employee Benefits Summary

Democratic Republic of Congo (DRC)



## Introduction

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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 DRC offers the following core benefits

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### INSURANCE

- 100% Employer paid health insurance for employee and legal dependents that covers:
  - Medical, Dental and Vision benefits
  - Outpatient and in-patient benefits
- Employee Wellbeing and Resilience Plan
- Life and Accidental Death & Dismemberment Insurance
- Long-term Disability Insurance
- Bereavement pay of \$250 towards funeral and transport costs



### GLOBAL ASSISTANCE & INSURANCE PROGRAM

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



### PAID TIME OFF

- 12 national public holidays per year
- 15 days of annual leave year 1, 20 days year 2
- 10 days sick leave per year
- 14 weeks maternity leave
- 5 days paternity leave
- 2 days marriage leave
- Up to 3 days paid travel recovery time per trip
- Bereavement leave



### **AIR TIME ALLOWANCE**

Airtime allowances may be provided to employees, based on job responsibilities.



### **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 see Compensation Overview 2023