

WHITE RIBBON ALLIANCE GLOBAL SECRETARIAT EMPLOYEE BENEFITS

Washington, DC

The White Ribbon Alliance Global Secretariat is a small, mission driven team committed to working with our partners to activate a global movement for reproductive, maternal and newborn health and rights. We believe that people perform at their best in a dynamic and inclusive environment that meets their needs creatively, financially, personally and professionally. In addition to an inclusive work environment and competitive salaries, we offer the following benefits to full time staff and their dependents based in Washington, D.C.

1 HEALTH AND WELLNESS

- Selection of health plans covering medical, dental, vision and prescription services with up to 90% of premiums paid by White Ribbon.
- Employees have the ability to choose from all plans on the D.C. Health Exchange for themselves and eligible dependents.
- Flexible Spending Accounts or Health Savings Accounts
- Short- and long-term disability insurance, voluntary term life, AD&D, long term care and critical illness insurance plans
- Aetna Resources for Living Employee Assistance Program
- Additional wellness benefit up to \$150 per month applicable to fitness classes, wellness and/or gym membership fees, in addition to free access to our on-site fitness center and wellness room.

2 RETIREMENT PLANS

- Employees are eligible to contribute to qualified retirement
- savings accounts up to 100% of salary and are 100% vested on date of hire
- Generous employer contributions contribution of 5%

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3 A LA CARTE BENEFITS

- Personal cell phone allowance of \$50 per month
- Cost sharing of commute and transportation costs Up to \$265 per month for commuting cost, and subsidy for D.C. Bike to Work Program of \$25 per month
- We also offer employees the ability to buy into other optional benefits at reduced rates, including Holiday Savings Plans, Legal Assistance Program and Pet Insurance
- Access to vibrant professional development, employee recognition and training opportunities

4 PAID LEAVE

The White Ribbon Alliance Global Secretariat is committed to supporting work life balance for all employees and offers several types of paid leave in addition to flexible work schedules, compressed work week schedules, summer Fridays and remote work options.

- Twelve paid Holidays per year, including three floating holidays
- Nine days of paid Sick and Safe Leave, accrued annually
- Vacation and Personal Leave, accrued annually with carryover of up to ten unused days
- Twelve weeks of paid parental leave, including adoption.
- We believe in every individual's right to participate in our democracy. To support this, we also offer employees paid leave for voting, social justice and activism, volunteerism, jury duty and military service.