

WHITE RIBBON ALLIANCE EMPLOYEE BENEFITS

The White Ribbon Alliance is a mission-driven global team with offices in Washington, DC and Nairobi, Kenya. We are committed to working with women, alliances and partners worldwide 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.

White Ribbon Alliance offers a Total Rewards Package to employees that includes an inclusive work environment, competitive salaries and the following suite of other benefits to eligible staff based in Washington, DC.*

1 HEALTH AND WELLNESS

- Selection of health plans covering medical, wellness, dental, vision and prescription services with up to 90% of premiums paid by White Ribbon Alliance;
- New hires are immediately eligible to select the right plan for their unique needs from the entire DC Health Exchange;
- Access to qualified Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA);
- Short- and long-term disability insurance, voluntary term life, AD&D, long-term care and critical illness insurance plans;
- Employee Assistance Program.

2 RETIREMENT PLANS

We believe in supporting employees and their families to define a pathway to financial independence. In an effort to meet this goal, we offer access to qualified retirement plans and advisors.

- Eligibility upon completing 500 hours and six (6) months of service;
- No plan limitations on the level of individual contribution;
- Generous employer contribution of 5%.

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Washington, DC

3 A LA CARTE BENEFITS

- Elective stipend for business use of mobile phone of \$600 per year;
- Elective stipend for child, health and wellness expenses of \$1200 per year;
- Elective participation in DC Commuter Benefits Law and Bike to Work Program, including pre-tax reimbursement;
- Vibrant professional development, employee recognition and learning opportunities;
- Access to elective holiday savings plans, legal assistance and pet insurance and more!

4 PAID LEAVE

The White Ribbon Alliance 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.

- 24 days of personal leave per year
- 9 days of sick & safe leave per year
- 10 company holidays per year
- 12 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.

* White Ribbon Alliance staff based in Nairobi, Kenya and other locations are offered comparable Total Rewards Packages commensurate with national and local law.