

# Staff Benefits Summary USA

April 2023

## Your Total Rewards package at GAIN





*Competitive salaries and financial security - we know how important these are to you and your family.*

## Compensation

- **Salaries** that match the local market
- **Annual salary review** based on cost of living in your location 
- **Annual Salary increase** based on annual performance review
- **401K:** GAIN contributes 4% automatically and up to 8% of the salary subject to the employee contributing a minimum of 4%. 

## Insurances

- **Death benefit:** 2x your annual salary up to USD 250,000 USD. 
- **Disability benefit**
- **Dismemberment benefit**
- **Business Travel insurance** 

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## Paid Leave

*We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.*

- **37 Paid Holidays** including 12 public holidays, 25 days of annual leave
- 2.5 **personal leave** days per year
- **Enhanced Maternity Leave and Pay provision:** 3 months at full pay + 2 additional months at 55% pay and 1 month without pay
- 20 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days
- **Sick Leave at full pay** up to 15 days

## Flexibility

- **Hybrid working:** Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- **Flexible working:** When possible, adjusted working hours and/or reduced working hours.

## Wellness

*We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.*

- **Mental health initiatives**
  - **Counselling service**
  - **Breastfeeding support**
  - **Workplace healthy nutrition**
  - **Global pause and Wellbeing Wednesday**
  - **Pre-tax accounts for Medical expenses, Dependent Care and Commute.**
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# Learning & Development

*GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.*

- **Professional development programme and support** with part-funding for a relevant qualification
- **Study leave**
- **Training and coaching modules**
- **Cross-organisational or cross-regional project work**
- **Secondment opportunities**





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# Health insurance information

Staff is covered by **UnitedHealthcare** and **CareFirst**

- **95% sponsored health insurance for the employee**
- **60% sponsored for the spouse / domestic partner**
- **80% sponsored for children under 26**

- **You can select from more than 45 different plans.**

Under the reference PPO medical insurance plan:

- \$0 deductible for in-network coverage for individual and family plans
  - \$0 copays for preventative care, diagnostic testing, surgeon fees, and other medical services.
  - Out-of-network coverage is 80%.
- **Dental** coverage is provided by a CareFirst Dental policy fully sponsored by GAIN.
  - **Vision:** CareFirst Vision policy fully sponsored by GAIN. Full coverage up to USD 1,500/Yr.
  - GAIN will contribute annually to a **Health Savings Account** USD 1,500 for individuals and USD 3,000 for families for those enrolled in a qualifying high deductible medical insurance plan.
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