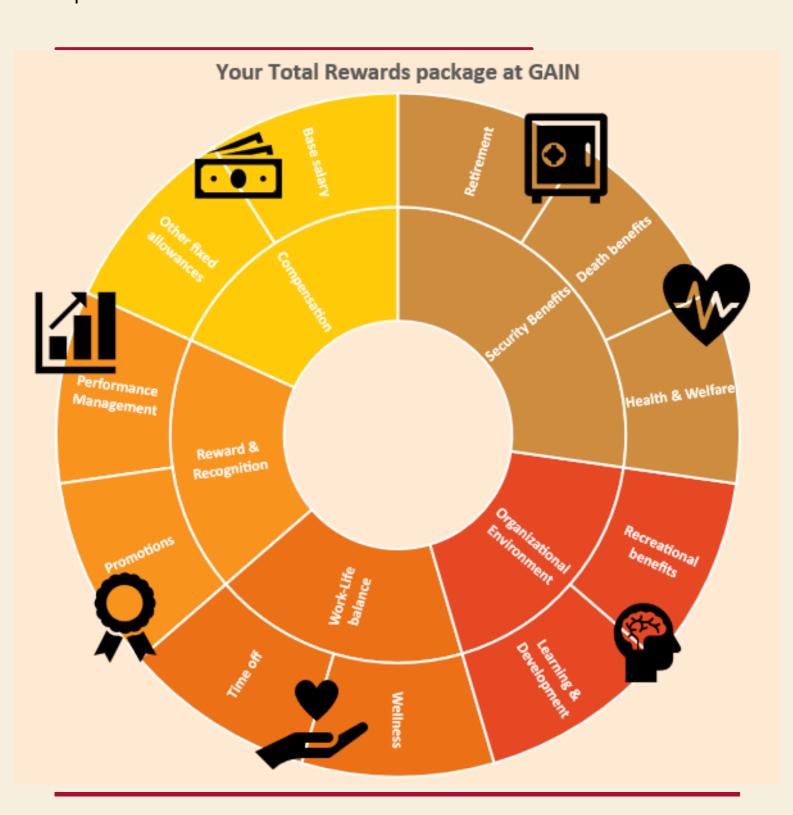


Staff Benefits Summary USA

April 2023





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





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

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.

Flexibility 2

- · 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.

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 crossregional project work
- Secondment opportunities





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 Accoun**t USD 1,500 for individuals and USD 3,000 for families for those enrolled in a qualifying high deductible medical insurance plan.