

# TOTAL REWARDS AT A GLANCE

## INSURANCE

Winrock International is committed to providing their team members with a benefits program that is both comprehensive and competitive. Our benefits program offers health coverage and a degree of financial security to our team members and their families.

BENEFIT	WHO PAYS (IF ELECTED)
Medical/RX/Dental/Vision	Winrock International & You
Basic Life	Winrock International
Voluntary Term Life	You
Short-Term Disability	Winrock International
Long-Term Disability	Winrock International or You
Basic AD&D	Winrock International

## ELIGIBILITY

Full-time team members regularly scheduled to work at least 30 hours per week, or part time working 20 hours or more a week may be eligible to participate upon meeting all eligibility requirements. All benefits become effective on your date of hire.

**Eligible Dependents:** Spouse or Domestic Partner & dependents in specified benefits which include:

- Your dependent children up to age 26 regardless of marital or student status for medical, dental and vision.
- Your unmarried children up to age 20 (26 for full-time student) for voluntary life insurance.
- Your unmarried children of any age who are incapable of supporting themselves due to a mental or physical disability and who are totally dependent on you.

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## INTERNATIONAL EMPLOYEE ASSISTANCE PROGRAM

Winrock Wellness is dedicated to encouraging employees physical, mental, social, and financial well-being by fostering a workplace culture that supports making healthy lifestyle choices. Employees and their dependents enrolled on the Global Health plan have access to free, confidential assistance with any work, personal, or family issue. Any time, any day, world wide.

- Available 24 hours a day, 7 days a week, 365 days a year
- Access available worldwide by phone, email, or web
- Access to 5 face-to-face sessions with a counselor
- Provides information and counseling on any work, personal, or family issue that matters to you
- No cost to you to use the service
- Support available in your language

# PAID TIME OFF

## PAID LEAVE

- 26 days of accrued vacation per year (refer to chart below)
- 10 sick days accrued per year
- 11 paid holidays

TYPE OF LEAVE	DAYS EARNED PER PAY PERIOD	MAXIMUM EARNED EACH YEAR	MAX ALLOWED TO CARRY FORWARD
<b>Vacation Leave</b>	8 Hours	26 Days	416 Hours (52 Days)
<b>Sick Leave</b>	3.08 Hours	10 Days	920 Hours (120 Days)

## HOLIDAYS

Employees receive 11 paid holidays (88 hours) per year. Holiday hours do not rollover each year. Employees need to work with their supervisor when taking holiday leave to ensure leave is in alignment with program requirements.

## PAID PARENTAL LEAVE

All regular US-paid Full-Time employees who have been continuously employed by Winrock for a period of six months and, who (1) have given birth, (2) are the spouse or partner of an individual who has given birth, or (3) have adopted a child aged 12 or younger, are eligible for twelve (12) weeks of paid parental leave. Eligible employees shall not receive more than 12 weeks of paid parental leave in a rolling 12-month period, regardless of whether more than one birth or adoption event occurs within the 12-month period.

# RETIREMENT

## RETIREMENT SAVINGS FOR EXPATS

Winrock offers a 403(b) plan. You can make pretax or after-tax contributions. You will receive Winrock's contribution of 10% regardless of how much you contribute. You will be fully vested of the employer contribution after one year of employment. In addition to Winrock International's contribution, you are also eligible to make traditional pretax contributions, after-tax Roth contributions or a combination of both from your bi-weekly paycheck.

## RETIREMENT SAVINGS FOR THIRD COUNTRY NATIONALS

As a third country national employee of Winrock International, you are eligible to participate in the Retirement plan. Winrock International's employer contribution of 10% of base salary begin on your date of hire. These funds are not a match, and you are fully vested at 100% after one year of employment.