



Benefits as of January 2022

EngenderHealth offers competitive pay based on the work you do here and not your previous salary. We also offer excellent benefits for Côte d'Ivoire-based employees, including:

- ✿ 30 vacation days
- ✿ 15 holidays
- ✿ 3 personal days
- ✿ 6-12 months sick leave
- ✿ 14 weeks maternity leave
- ✿ 20 days paternity leave
- ✿ Additional leave includes paid time off for:
 - Adoption
 - Bereavement
 - Weddings
 - Baptism and communion
 - Moving
- ✿ EngenderHealth also pays for:
 - Medical coverage with an annual limitation of FCFA 400,000 per employee per year
 - Life insurance coverage of an amount equivalent to three (3) times the employee's annual salary, up to a maximum of \$250,000 USD
 - Business travel accident/AD&D insurance
- ✿ Retirement benefits include employer contribution of 7.7% of base salary with employee contribution of 6.3% of base salary
- ✿ Employee Assistance Program

