

# EngenderHealth Benefits—Democratic Republic of the Congo (DRC)



## 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 DRC-based employees, including:

- 22 vacation days
- 3 personal days
- 12 sick days
- 12 holidays
- 14 weeks maternity leave
- 20 days paternity Leave
- Additional leave includes paid time off for:
  - Adoption
  - Bereavement
  - Weddings
- EngenderHealth also pays for:
  - Medical coverage up to a maximum up to \$2500 per member 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/AD&D insurance
  - Retirement benefits
- Company paid premium for Business Travel/ AD&D insurance
- Retirement benefits up to employer contribution of 13% with employee contribution of 5% of base salary
- Employee Assistance Program

