



## Benefits as of January 2022

- 20 vacation days
- 3 personal days
- 13 holidays
- Sick leave
  - The first one month with 100% of wages
  - The next two months with 50% of wages
  - The next three months without pay
- 90 working days maternity leave
- 20 days paternity leave
- Additional leave includes paid time off for:
  - Adoption
  - Bereavement
  - Election day
  - Legal leave
  - Marriage
- Hardship Allowance
- EngenderHealth also pays for:
  - Medical coverage up to ETB 10,000/immediate family member (spouse, children)
  - Life insurance coverage up to three times annual salary up to a maximum of \$250,000
  - Business travel accident/AD&D insurance
  - Personal accident coverage up to sixty times monthly salary
- Retirement benefits include employer contribution of 12.5% of employee base salary with employee contribution of 7.5% of base salary
- Employee Assistance Program