

# EngenderHealth Benefits—Nigeria



## 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 Nigeria-based employees, including:

- ✿ 12 paid holidays
- ✿ 3 personal days
- ✿ 20 vacation days
- ✿ 12 days paid sick leave
- ✿ 12 weeks maternity leave (6 weeks pre, 6 weeks post)
- ✿ 20 days paternity leave
- ✿ Adoption Leave
  - Primary - 30 days
  - Secondary - 20 days
- ✿ 7 days bereavement leave
- ✿ 5 days relocation leave
- ✿ 1 day election
- ✿ Gratuity
  - 1-4 years: 2 weeks' basic pay (per year times years of service)
  - 5+ years: 3 weeks of basic pay (per year times years of service)
- ✿ Retirement Plan
  - EngenderHealth will provide a contribution of 7.5% while an employee will contribute 7.5% of their annual basic salary
- ✿ Health allowance
  - Medical expenses up to a maximum \$800 or up to \$1,800 per family per year
- ✿ Funeral assistance
- ✿ Annual bonus
- ✿ Life insurance (FCL) up to \$250,000
- ✿ EngenderHealth covers 100% AD&D insurance
- ✿ Business travel accident insurance covers 100% of the premiums
- ✿ Severance allowance
- ✿ Social insurance (required by Nigerian Law)
- ✿ Employee Assistance Program