

Confidential
January 14, 2013

Draft
Memorandum of Agreement
Between
The International Bank for Reconstruction and Development
(the World Bank)
and
Bill and Melinda Gates Foundation
(BMGF)

This Agreement is with respect to the appointment of Ms. [REDACTED] Gates Foundation (BMGF), Seattle, Washington, United States, at the World Bank, under the auspices of the World Bank's Secondment Program.

We propose the following arrangements for the implementation of [REDACTED] appointment:

1. [REDACTED] will be assigned to the World Bank Institute, Thematic Knowledge and Learning Unit (WBITL) on a mutually agreed date, as a Senior Advisor under a special assignment appointment for a period of thirty months.
2. [REDACTED] official duty station at the World Bank will be Washington, D.C., U.S.A.
3. For administrative purposes, [REDACTED] will report to Ms. Abha Joshi-Ghani, Director WBITL. A copy of the terms of reference is attached for the record.
4. No compensation, benefits nor expenses will be paid to [REDACTED] by the World Bank other than what is specifically referred to in this Memorandum of Agreement. It is understood that the BMGF will continue to pay [REDACTED] salary and related staff benefit costs while [REDACTED] is on assignment with the World Bank. In addition, [REDACTED] will hold appropriate medical insurance to cover herself both while on assignment with the World Bank and on personal business or vacation.
5. While [REDACTED] is on authorized official World Bank business, she will be covered under the World Bank Workers' Compensation program; the Bank Paid Accidental Death and Dismemberment policy (BPA); and Baggage Insurance. For loss of life due to an accident while on operational travel for the Bank Group, the death benefit under Bank Paid Accident (BPA) is \$100,000. Workers' Compensation covers approved medical expenses related to injuries arising out of and in the course of [REDACTED] employment with the World Bank Group at 100%, in accordance with the District of Columbia Worker's Compensation Act. The term "injury," as defined in the Act, means "accidental injury or death arising out of and in the course of employment and such occupational disease or infection arising naturally out of such employment." This program is administered by an independent agency. No medical insurance is provided by the World

Bank Group except those medical expenses approved under our Workers' Compensation program. No other World Bank insurances, including Life Insurance, will apply to [REDACTED] while she is on this appointment. The BMGF or [REDACTED] may wish to supplement her insurance coverage with travel accident/illness insurance.

6. The World Bank will bear the cost of any official travel authorized by the World Bank and undertaken by [REDACTED] in connection with this appointment, according to the World Bank's Travel Policy. In addition, the World Bank will bear the cost of [REDACTED] actual subsistence expenses (lodging, meals, etc.) incurred while [REDACTED] is away from Washington, D.C., on official travel, according to the World Bank's Travel Policy.
7. BMGF will cover [REDACTED] relocation and resettlement costs between Seattle, Washington, and Washington, D.C.
8. [REDACTED] is ineligible to participate in the World Bank Group's Staff Retirement Plan.
9. [REDACTED] will be eligible to participate in in-house training courses offered to World Bank staff.
10. [REDACTED] will follow the same annual and sick leave benefits as World Bank staff. However, the World Bank will not reimburse [REDACTED] for any unused annual leave upon termination of the appointment. [REDACTED] may use up to five days' administrative leave to enable her to perform essential personal tasks associated with settling in at the duty station area, with her manager's authorization.
11. During the appointment at the World Bank, [REDACTED] will remain subject to all of the rules and policies of the World Bank, except for those rules made inapplicable by the terms of this Agreement. In particular, [REDACTED] will remain subject to all of the World Bank's rules regarding conflicts of interest and disclosure or use of confidential information obtained in the course of employment with the World Bank. Please refer to the attached annex "Conflict of Interest Guidelines for Seconded Staff" which is an integral part of this agreement. These rules and guidelines will be considered agreed to by the BMGF and the World Bank upon signature of this Memorandum of Agreement.
12. [REDACTED] employment will be subject to a security clearance by the World Bank Group that will cover verification of educational and employment information, and investigation of credit and criminal history. [REDACTED] will not be able to begin her assignment until the security clearance is completed.
13. It is understood and agreed that, pursuant to the arrangements between the World Bank and the BMGF, this appointment may be extended in line with World Bank policies, subject to agreement amongst the BMGF, the World Bank, and [REDACTED]. The length of the assignment, including extensions, may not exceed four years.

- 14. Furthermore, pursuant to the above-mentioned arrangement, [REDACTED] may not be offered employment at the World Bank for a period of at least two years following the expiration of the appointment, except with the prior written authorization of the BMGF.
- 15. In accordance with World Bank policies, [REDACTED] appointment may be shortened, postponed or canceled by the World Bank or the BMGF with at least thirty (30) days' prior notice in writing to the other. The parties will consult with each other prior to such notice being given.

The World Bank is grateful to the Bill and Melinda Gates Foundation for making the services of [REDACTED] available. We welcome our continuing partnership with the BMGF on the World Bank's Secondment Program.

Agreed:
Bill and Melinda Gates Foundation

Agreed:
International Bank for
Reconstruction and Development

By: _____
Cheryl Scott

By: _____
Maria Dalupan

Title: Director
Integrated Delivery

Title: Acting Manager
Recruitment Unit
Human Resources

Date: _____

Date: _____

Attachments: Terms of Reference
Conflict of Interest Guidelines

cc: Ms. A, Joshi-Ghani
Ms. L. Vismantiene
[REDACTED]
HR Records/IRIS