

# Benefits Overview

COMMUNITY – CULTURE – EQUITY

At JFF, we're fueled by the desire to create a world where everyone has equal opportunity for economic advancement. Our team works hard to push the boundaries of what is possible, and in return, we provide a gratifying work experience, competitive salaries, and a comprehensive benefits program that includes flexibility and choice as core values in order to support people wherever they are in their lives and careers.



## Medical Insurance

JFF pays 90 percent of the premium for medical coverage for full-time employees and prorates premium payments for those who work up to 32 hours per week.



## Parental Leave

JFF offers 14 weeks of paid leave to employees who grow their families through birth, adoption, or foster care placements, inclusive and provided irrespective of birth giving status.

Paid dependent care leave and Paid medical leave (12 weeks for each)



## Retirement

JFF offers a 403(b) retirement plan, with an employer match of up to 3% each pay period. We also offer a 457(b) plan for eligible executive-level employees.

*Additional Employer Contribution:* In addition to a per-pay match, JFF may make a discretionary contribution to your retirement plan based on your years of service.



## Flexible Spending Account

JFF offers employees an optional FSA to which they contribute pretax money to be used for eligible health care, dependent care, and transit and parking expenses.



## Paid Time Off

JFF offers a flexible PTO policy that allows employees to decide how much time to take off for vacation, sick leave, or personal reasons.














## Expense Reimbursement

JFF will reimburse employees up to \$4,000 per fiscal year for travel, meals and lodging when they are forced to travel over 100 miles from their home address for any medical treatments, services, or procedures (inclusive of physical and mental health).

Reimbursement applies if a virtual to obtain services is not available.

## ADDITIONAL BENEFITS

|   |  |   |   |
|---|--|---|---|
|  | Employee Assistance Program                          |  | Telemedicine                                      |
|  | Fitness Benefit Reimbursement Program                |  | Health Reimbursement Agreement                    |
|  | Vision Insurance                                     |  | Pet Insurance                                     |
|  | Dental Insurance                                     |  | Spouse, Domestic Partner, and Dependents Coverage |
|  | Nutrition Program Discounts                          |  | Short and Long-term Disability                    |
|  | Tuition Assistance and Paid Professional Development |  | Commuter Benefit                                  |

## Join a Passionate, Mission-Driven Team!

At JFF, we're proud of the health care, retirement, paid time off, and parental leave benefits we offer our employees. We're also proud to be part of a team whose mission is to build a society where everyone has access to the training, education, and resources they need to advance economically. We work at the cutting edge of social innovation with bright, big-hearted, and engaging colleagues. We hope you'll join us.

If you have any questions, please contact our People & Culture team at [hr@jff.org](mailto:hr@jff.org).