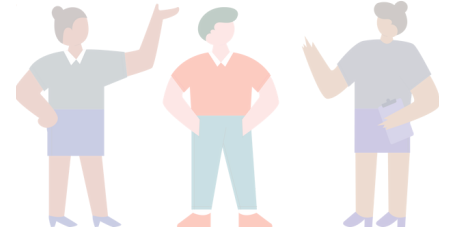




BENEFITS AT A GLANCE

Support for your health, your loved ones, and your future.



HEALTH & WELLBEING



Three medical plan options through BCBS, with preventative care at no cost



Flexible Spending Accounts for medical, dental, vision, and dependent care expenses



BCBS Dental Insurance



Fitness reimbursement up to \$150 a year



VSP Vision Insurance



Employee Assistance Program (EAP)



Health Savings Accounts with company contributions



Travel reimbursement for qualifying medical care



FAMILY SUPPORT



14 weeks
paid parental leave for birth, adoption, or foster care placement



12 weeks
paid medical leave to support your own health and recovery



12 weeks
paid family care leave to care for a loved one



Additional
benefits may be available based on your location

All leave benefits are subject to eligibility and policy terms.

Our mission drives us. Our people power it.

JFF's goal is to align education, workforce, and employment change makers toward a shared North Star:

By 2033, 75 million Americans facing barriers to economic advancement will have quality jobs.



FINANCIAL SECURITY



403(b) retirement plan with up to 3% employer match and additional company contribution after 5 years of service



Company-paid life insurance, and short and long-term disability coverage



Student loan navigation support through Savi



Voluntary life, AD&D, accident, critical illness and hospital indemnity insurance



TIME AWAY



Flexible Paid Time Off for vacation, personal time, or when you're not feeling well with no accruals or banks



JFF encourages employees to take at least 2 weeks off per year



11 paid holidays



Organization-wide closure days



GROWTH & DEVELOPMENT



Up to \$5,250 in tuition assistance per fiscal year to support your education goals



Up to \$1,000 per fiscal year for professional development courses, certifications, or other opportunities aligned to your role and professional aspirations

This is a summary of JFF's benefits.

For more detailed information, eligibility requirements, limitations, and exclusions, please refer to the applicable plan documents.