Jobs for the Future

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, eligiblity requirements, limitations, and exclusions, please refer to the applicable plan documents.