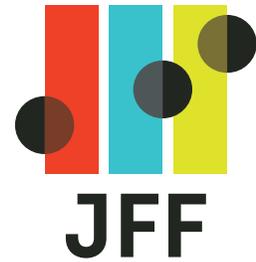


# Benefits Overview



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.



## 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.



## Parental Leave

**JFF offers 14 weeks of paid leave** to employees who grow their families through birth, adoption, or foster care placements.



## 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.



## 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 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



Long-term Disability

### **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).