

# 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.



## Paid Time Off

to which they contribute pretax money to be used for eligible health care, dependent care, and transit and parking expenses.



## 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.



## 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.

