

Benefits Overview

At JFF, we're fueled by the desire to create a world where everyone has 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 in order to support people wherever they are in their lives and careers.



Medical Insurance

JFF pays most of the premium for medical coverage for full-time employees and prorates premium payments for those benefit eligible employees who work up to 30 hours per week.



Parental Leave

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

JFF offers 12 weeks of paid dependent care leave and paid medical leave.



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.



Spending Accounts

JFF offers employees several options for pre-tax payroll contributions and tax-free reimbursement of eligible expenses which includes HSA, LPFSA, and FSAs.



Paid Time Off

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



Expense Reimbursement

JFF will reimburse eligible 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 option to obtain services is not available.

ADDITIONAL BENEFITS

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

Join a Passionate, Mission-Driven Team!

At JFF, we're proud of the health care, retirement, paid time off, and 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.