



# Benefits+Perks

[JPL.agency/who-we-are/careers/](https://www.jpl.nasa.gov/who-we-are/careers/)

# Career development

# Grow

At JPL, we're all about evolution and continual change. We have a robust year-round career development program that is measured and tracked. The program includes:

## Bi-weekly Manager Touchbase

Stay connected with feedback, goal setting and continuous coaching.

## Frequent Career Discussions

Talk about your career goals and create a custom, individualized path to get there.

## Performance Coaching

Set and reach goals driven by your job-specific competencies, along with self-appraisals and peer feedback.

## Individual Training Budgets

- Never stop learning with company-wide ongoing training, conferences, courses for industry or job-specific skills training (4A's Learning Academy, Udemy, Lorman, MasterClass, just to name a few) and tuition reimbursement.
- Connect with pros in your field with paid professional memberships.
- Expand your skillset and partner with a peer through our mentor program.

# Competitive compensation

# Earn

Your salary is market competitive and reviewed annually. Plus, you can receive Spot Bonuses like cash or extra time off when you go above and beyond. Our compensation package also includes:



## Profit Share Bonus

Celebrate our collective wins. You're eligible after the first year and your share exponentially increases until you receive a full share after your third year.



## 401(k) Retirement Plan

Save for retirement with a company match, pre- and post-tax options, and several fund allocations to choose from. Eligible to enroll and receive the company match after 90 days.



## Quarterly Wellness/ Technology Bonus

Get reimbursed for gym memberships, nutrition programs, mental health apps, wellness memberships, cell phone or home internet.

# Health benefits

# Be well

We offer a gold level medical plan with enrollment beginning on day one. JPL contributes to more than 70% of employee and dependent coverage costs. Our health benefits program includes:



## Medical

- High Deductible Health Plan with a Health Savings Account (HSA).
- HSA helps save money (pre-tax) for your medical expenses, yielding triple tax savings. It's yours for life, and JPL also contributes to the HSA.



## Dental

- JPL provides a comprehensive, competitive dental plan.
- Covers most preventive care, x-rays, minor/major restorative care and orthodontic care for minors.
- Includes college tuition savings plan for dependents just for enrolling.



## Vision

- Get significant discounts on the costs of glasses, lenses and contact lenses.
- Contacts and glasses can be covered during the same plan year.

# Health benefits

# Bewell

## Life/Short-Term Disability/ Long-Term Disability Insurance

100% company paid

## Voluntary Insurances

These optional coverages are available during open enrollment at group plan rates: term and whole life insurance, dependent life insurance, extended short-term disability coverage, accident insurance and critical illness.

## Employee Assistance Program

- Get confidential access to licensed professionals.
- WorkLife Services are included with the Employee Assistance Program. Get help with referrals for important needs like education, adoption, travel, daily living and care for your pet, child or elderly loved one.

## ConnectCare3

This employer-provided benefit gives covered employees access to healthcare advocacy and nurse navigation services, confidentially and at no cost.

## Dependent Care Flexible Spending Accounts

- Covers child and dependent care with pre-tax savings.
- You are eligible regardless of enrollment in other benefits.

## Maternity & Paternity

- We offer up to 6 weeks paid parental leave after the birth or adoption of a child.
- Bond with your baby with flexible work-from-home scheduling through six months of age.

# Paid time off & flexible schedules

# Balance

Navigate life with hybrid schedules and flexibility to work from home or in the office:

## Paid Time Off

Our tiered paid time off (PTO) program is based on experience with different earning potential based on years of service.

## Flexible Hours

Have the ability to flex your time when you need it.

## Hybrid Schedules

Combination of in-person collaboration and at-home focus time: our team is in the office Tuesday through Thursday, with a flexibility benefit to work from home on Mondays and Fridays, based on business needs.

## Paid Holidays

- Spend time with your family on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and the Day after, and Christmas Day.
- Two floating holidays to use for any day of your choosing

# More perks

# Balance



Cool, creative team environment with Pacman, shuffleboard, ping pong, basketball or four square when you need a break



Bring your dog to work



Taproom, summer picnic, food trucks, ice cream socials, holiday party and other celebratory events throughout the year



Year-round peer recognition program with an annual Impact Awards show



Team building events and happy hours



Tech discounts on your cell phone service and computer loan program



Anniversary bonuses that increase the longer you're here



Community/non-profit opportunities (blood drive, flu shots, 5K)



JPL swag and cool gear, and we'll cover some of the costs