



***RELENTLESS
EVOLUTION***

**BENEFITS
+ PERKS**

jpl.agency/careers



Career Development

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 lunch and learns, 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

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.

Quarterly Wellness/Technology Bonus

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

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.

\$
EARN





BE WELL

Health Benefits

Our employee and family rates are well below the national average and include minimal out-of-pocket costs. Full- and part-time employees and their eligible dependents can enroll on day one. Our health benefits program includes:

Medical

Two plan options through the Highmark Blues network with in-network doctors worldwide:

- PPO Plan with a low deductible and optional Flexible Spending Account.
 - JPL covers over 70% of the costs.
 - FSA is pre-tax dollars to cover planned medical expenses.
- High Deductible Health Plan with the option to add a Health Savings Account (HSA).
 - JPL covers 100% of the employee costs.
 - 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 with employer-covered costs if you're enrolled in either of our medical insurance plans.
- Covers preventive care, x-rays, minor/major restorative care.
- Includes college tuition savings plan for dependents just for enrolling.

Vision

- Get significant discounts on the costs of glasses, lenses and contact lenses.





BE WELL

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

- Receive a paid time off (PTO) bonus as a new parent (including adoption).
- Bond with your baby with flexible work-from-home scheduling through six months of age.





BALANCE

Paid Time Off & Flexible Schedules

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, Christmas Eve and Christmas Day.





MORE PERKS

- Tickets to local sporting events
- Dry cleaning delivery services
- Cool, creative team environment with Pacman, shuffleboard, ping pong, basketball or four square when you need a break
- Customize your technology (Mac or PC)
- 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

