



JOBS FOR  
AMERICA'S  
GRADUATES

## Employee Benefits Overview

### Health & Wellness

- Two comprehensive medical options with CareFirst BlueCross BlueShield (Traditional and HDHP), covering 75% of premium costs for employees and 50% for dependents
- **Dental** with Guardian (including ortho)
- **Vision** with VSP, 100% covered by JAG
- Healthcare savings account options: **Health Savings Account (HSA)** with CareFirst BlueFund or **Flexible Spending Account (FSA)** with TASC for medical, dependent care, commuter and other qualified expenses



### Financial Security

- Competitive 401(k) plan with **100% match** up to 4% of salary, immediate vesting
- **Competitive compensation philosophy**, using national level pay bands
- **Annual performance-based bonus** opportunity of up to 8% base salary
- **Life and Disability** insurance, 100% covered by JAG



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### Work-Life Balance

- Unlimited PTO
- 14 paid holidays per year
- 12 weeks fully paid parental leave in a 12-month period for new parents
- Flexible work arrangements with hybrid office/remote options
- 6 Summer Fridays post our national event in July until Labor Day
- Winter Break (Closed from Christmas Eve to New Year's Day)



### Professional Development

- Annual learning and development budget of up to \$2,500/employee
- Conference attendance and professional certification support

### Additional Perks

- Company-sponsored annual team retreat
- Employee Assistance Program (EAP) with confidential counseling

