

Benefits of working at **NFA**



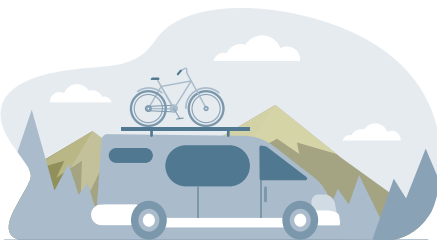
Benefits That Put You in Control

We offer a generous and flexible benefits package that encourages a happy and healthy lifestyle. Whether your priority is setting a flexible work schedule, receiving support for continued education, saving for retirement or simply obtaining thorough medical coverage, NFA's Flexible Benefits Plan has you covered. Our Plan puts you in control, letting you choose the benefits you want while bypassing those you don't.



Our Commitment to a Healthy Work-Life Balance

- 15 vacation days in your first full year and 20 days in your second full year of service
- 5 additional vacation days available through the Flexible Benefits Plan
- 9 total sick/personal days
- 5 floating holidays
- 9 annual federal holidays



“We offer a competitive benefits program, flexible work environment and many opportunities for career advancement. This total package also allows employees to achieve and maintain a healthy work-life balance.”

Thomas W. Sexton III, NFA President & CEO

NFA's Flexible Benefits

- Medical, dental and vision insurance
- Individual and dependent life insurance
- Pre-tax spending accounts
- Vacation and sick/personal days
- Long-term disability insurance

Additional Benefits

- Employee Assistance Program
- Short-term disability insurance
- Transit subsidy program
- Identity theft protection
- Long-term care insurance



GENEROUS LEAVE BENEFITS

- Parental leave: 8 weeks paid at 100%
- Maternity leave: 8 weeks paid at 100%, weeks 9 through 26 paid at 67%; 8 additional weeks paid at 100% to be used in the first year after birth
- Adoption leave: 8 weeks paid at 100% to be used in the first year after adoption
- Caregiver leave: 2 weeks paid at 100% annually for care of an immediate family member—a parent, spouse, domestic partner, child, sibling or grandparent
- Military leave: 2-week training period and 12-week-deployment paid the difference between NFA and military pay

NFA'S WORKDAY

Our Chicago and New York offices are located close to public transportation hubs and countless restaurant and entertainment options. A typical 7.5-hour workday starts between 6:30 a.m. and 9:30 a.m. and concludes between 3:30 p.m. and 6:30 p.m. Our hybrid work schedule affords staff the flexibility to manage their busy schedules by working remotely up to two days a week.



Our Commitment to Health and Wellness

NFA's commitment to health and wellness extends far beyond our comprehensive medical and dental plans. Staff are encouraged to take advantage of free flu shots, annual biometric screenings, wellness events and discounts for nearby fitness centers. Additionally, our Employee Assistance Program provides counseling sessions and assistance with finding child or elder care resources.



Medical and Dental Plan

We offer PPO plans and lower-cost high-deductible medical plans accompanied by an HSA with yearly contributions from NFA. These plans are designed to meet both your needs and the needs of your eligible dependents. Our dental plans cover basic preventative care at 100 percent of customary reasonable charges without needing to meet a deductible or make a co-payment. In addition, employees retiring with at least 10 years of service and who are 55+ years old are also eligible for a Health Reimbursement Account (HRA).

Pre-tax Spending Accounts

- Healthcare Spending Accounts (HSA) and Flexible Spending Accounts (FSA): pre-tax accounts which can be used by employees for eligible medical and dental expenses not covered by NFA's plans
- Dependent Care Flexible Spending Accounts (DCFSA): pre-tax accounts which can be used by employees for dependent care expenses incurred for outside care



Investing in Your Future



NFA matches employee contributions dollar-for-dollar up to 6% of eligible compensation through a 401(k)/Roth 401(k) plan offered through Charles Schwab.

Additionally, each year, NFA may make a discretionary contribution to the defined contribution retirement plan (DCRP) in an amount determined by NFA's Board of Directors. The Board has elected to contribute to the DCRP every year since its inception. Employee participants become fully vested in employer matching contributions and the defined contribution retirement plan after three years of service.



Continuous Development

Our Office of Professional Development provides employees with all aspects of training and development and assists with professional certifications and continuing education requirements. NFA also reimburses eligible tuition costs up to \$12,500 annually. You are eligible to participate in this program on your first day of employment.



Chicago

300 S. Riverside Plaza
Suite 1800
Chicago, IL 60606
312-781-1300

New York

One New York Plaza
Suite 4300
New York, NY 10004
212-608-8660

Careers

www.nfa.futures.org/careers
1-800-776-7976



National Best and Brightest Companies to Work For

National Association for
Business Resources
2020



National Best and Brightest Companies: Wellness

National Association for
Business Resources
2019



Best and Brightest Companies to Work for in Chicago

National Association for
Business Resources
2021



100 Best Adoption-Friendly Workplaces

Dave Thomas Foundation
2020



Best Places to Work in Illinois

Best Companies Group
2021



Top Workplaces

Chicago Tribune
2018



Learn more about NFA and what we offer our staff:
www.nfa.futures.org/careers/nfa-recruitment.html

