



WHO WE ARE

Justice Resource Institute (JRI) is a private, nonprofit human services agency. We are dedicated to addressing the most confounding challenges of both the human services and educational systems and the persons and families these systems were created to serve.

JRI pursues the social justice inherent in opening doors to opportunity and independence. Although our range of services is as varied as those we serve, our approach is uniformly characterized by compassionate support, innovation, and community leadership. We work in partnership with individuals, families, communities and government to address their shared challenges in a comprehensive, coordinated, systematic, and effective manner.

JRI seeks new knowledge and improved evidence-based practice, in research and in the field, in order to inform our continuous search for excellence in service.



Leader in
Social Justice

What people are saying about
their experiences at
Justice Resource Institute...

“There are places you work and then there are places that restore you. JRI is not just where I have a job. It is the first place in my professional life where I feel seen as a human being instead of a line item. I have a supervisor who leads with integrity, not ego; a team that shows up for each other instead of competing; an organization that makes ethical decisions, even when they’re inconvenient. That matters.”

- Kaitlyn Murphy-Birkett, *JRI’s Flex Team*

“The staff are amazing and the benefits are beyond compare.”

- Anonymous Employee, *Glassdoor*

Learn more about our dynamic programs at
www.jri.org

The Boston Globe
**TOP PLACES
TO WORK 2025**

JRI Employee Benefits



JRI offers our team members and their families a diverse selection of benefits that are designed to meet the needs of our workforce. We recognize the importance that a rich benefits plan will play in our everyday lives, and we award staff with competitive affordable programs meant to enhance the quality of their lives.

The Boston Globe
**TOP PLACES
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PERSONAL TIME OFF (PTO)

Full time employees receive 30 days of time off, including company paid holidays, in the first year.

HOLIDAYS (20+ hours per week)

We recognize (11) holidays as paid holidays during the calendar year. Employees will be compensated at their current rate of pay for such holidays.

MEDICAL (16+ hrs per week)

Blue Benefit Administrators (BBA) is the health insurance carrier for most of our employees. We currently offer (2) BBA plans. BCBS also offers a \$150 Fitness Reimbursement, in addition to weight-loss reimbursement.

ALTERNATIVE OPTION PLAN

This benefit is available to those employees who carry coverage from another provider (Other than a JRI sponsored plan. Exception: employees covered by government-sponsored insurance are not eligible.) We will pay employees up to \$1,919 annually to stay on their alternative health coverage and up to \$160 annually to those who choose an alternative source of dental coverage (Payments are made bi-weekly in your regular pay checks.)

DENTAL

JRI pays 100% of the monthly cost of Delta Dental insurance for our employees who work 31 or more hours per week. Employees who work 20-31 hours per week pay for dental coverage on very affordable prorated amount.

VISION

Employees may elect coverage through Eye Med for a comprehensive and affordable vision plan.

PENSION PLAN

The pension plan is a Defined Benefit plan that is company-paid and is provided at no cost to employees. An employee is eligible and included as a participant in the plan if they are working 1,000 hours during the plan year. If an employee

leaves JRI before retirement age they will be entitled to receive some level of pension benefits upon retirement if the employee has worked with JRI for at least 5 years or longer.

401K PLAN

JRI will match employee contributions to the 401K plan up to a maximum of \$800 per calendar year. Contributions are non-taxable until withdrawn.

LIFE INSURANCE (30+ hrs per week)

Life insurance is provided at two times an employee's annual salary. JRI pays 100% of the benefit.

LONG TERM DISABILITY (LTD)

(30+ hrs per week)

Long Term Disability Insurance (LTD) is offered to employees at no charge. This insurance may pay up to 60% of an employee's monthly salary after 90 days of disability. Employees working in Massachusetts will have a 20-week waiting period before LTD is available to them.

SUPPLEMENTAL LIFE/AD&D (30+ hrs per week)

Employees may elect additional life insurance for themselves as well as spouse and dependents at a very affordable rate. AD&D supplement insurance is also available.

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program can provide your family with extra support to help you with a variety of issues. All services provided are free and confidential.

FLEXIBLE SPENDING ACCOUNTS (FSA) FOR DEPENDENT CARE

Allows you to use pre-tax dollars to pay for eligible expenses for care for a dependent child under 13, disabled spouse, elderly parent or other qualifying dependent. You can make contributions to a Dependent Care FSA through pre-tax payroll deductions which will reduce your taxable income.

FLEXIBLE SPENDING ACCOUNTS (FSA) FOR HEALTH CARE REIMBURSEMENT

(20+ hours per week)

Allows you to use pre-tax dollars to pay for eligible medical or dental expenses. You can make contributions to a Health Care Reimbursement FSA through pre-tax payroll deductions which will reduce your taxable income. Maximum amount of \$3,300 and minimum is \$200 per year.

TUITION REMISSION

JRI employees are eligible for the Tuition Remission program. The program offers free tuition for day time regular school year undergraduate courses at state college and universities, including state community colleges. This is on a space available basis and is subject to other terms and conditions.

TUITION REIMBURSEMENT AND SCHOLARSHIPS

(30+ hrs per week)

JRI team members in good standing will be eligible for up to \$1,350 of reimbursement for tuition for up to three courses per calendar year (maximum of \$4,000 per calendar year) at an accredited college or university. JRI also offers a range of scholarships through partnerships with top colleges and universities

PROFESSIONAL LICENSURE REIMBURSEMENT

Reimbursement is available to cover the exam fee (first attempt only) and annual renewal fees for any professional license required for work such as LMHC, LCSW, LICSW, RN and more.

DANA-FARBER DIRECT CONNECT

Dana-Farber Direct Connect provides dedicated care coordination at Dana-Farber Cancer Institute for you or your family members. This program is offered to all employees, dependents, and retirees of JRI. Dana-Farber's dedicated team of experts are there to provide support during your cancer diagnosis, treatment or second opinion.

CHARLES SCHWAB FINANCIAL CONCIERGE

Receive financial guidance from a licensed and trained professional to discuss your personal finances.