

Benefits for the whole you

JLL offers world-class healthcare and **generous** well-being benefits, helping you to **achieve and maintain** the best possible physical and emotional health.

We don't stop there. With our employee financial programs, you can build a robust savings and investment portfolio and protect your family from the unexpected.



Health and
well-being >



Invest in your
future >



Balance work
and home >

Health and well-being



Nothing is more important than your good health and well-being. At JLL, we not only want you to feel good and be more productive, we also want you to live longer. We believe in investing in you and want to make sure you meet your goals by offering benefits that help.

Medical, dental and vision care

- **Three PPO health plan options** – two offering a health savings account (HSA); also three HMO health plans at limited locations; prescription drug coverage with each plan
- **Health savings accounts** – company-funded with \$600/individual coverage or \$1,200/family coverage
- **Preventive care coverage** – 100%-paid
- **Flexible spending accounts (FSAs)** – for health and dependent care
- **Three dental plan options** – use any dentist you like, but save using in-network providers; includes 100% preventive coverage and orthodontic coverage for adults and children
- **Three vision plan options** – offering benefits for exams, glasses and contact lenses

Healthcare supplements

- Offering critical illness, accident and hospital indemnity insurance to supplement your health plans

Extra health resources to help you optimize your benefits

- **Virtual Visits** – talk to a doctor after hours from your home
- **Health Rewards** – earn a cash health bonus for you and your spouse/domestic partner when you make healthy choices
- **Tobacco-free pledge** – discount on monthly medical premiums for agreeing not to use tobacco products
- **2nd.MD** – for expert second opinions
- **Hinge Health** – programs for back, knee, hip, neck and shoulder joint pain
- **Virta Health** – for diabetes prevention and management geared to result in reduced A1c levels and elimination of diabetes medication
- **Applied behavior analysis (ABA) therapy** – intensive behavioral health services and treatment of Autism Spectrum Disorder
- **Centers of excellence** – access to clinics and hospitals with the highest level of expertise, providing the best possible outcomes

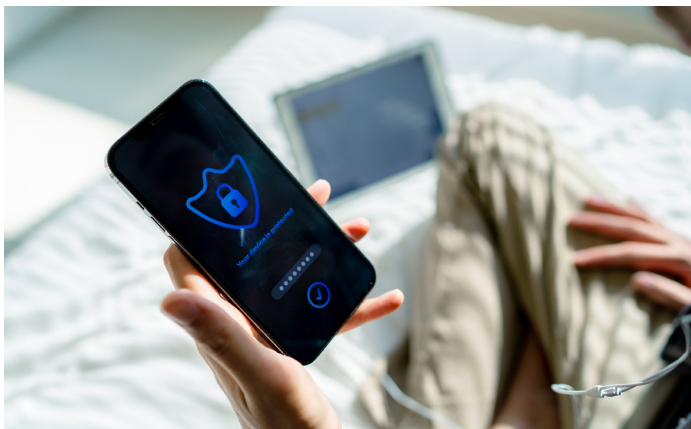
Wellness benefits

- **Real Appeal** – online program to help you lose weight, manage diabetes, and get healthy
- **myBluePrint4Health** – 24/7 concierge service for health and wellness needs

Invest in your future



We want to help you build a better future by offering you programs and tools to plan for retirement and protect your current financial status today.



401(k) savings plan

- Pre-tax and after-tax Roth plans available
- Matching company contributions

Tax savings accounts

- Flexible spending accounts (FSAs), health savings accounts (HSAs) and transportation accounts all save you money on taxes

Financial security

- **Basic life and AD&D insurance** – coverage at 2x your base salary (up to \$300,000) provided at no cost to you
- **Short-term and long-term disability insurance** – protection at no cost to you
- **Employee Stock Purchase Plan (ESPP)** – purchase JLL stock through payroll deduction with no brokerage fees
- **Auto, home and pet insurance** – JLL reduced rate coverage available
- **Identity theft protection** – proactive fraud detection and prevention including identity restoration

Balance work and home



Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. Your life is important beyond work.

Time off

- **Paid time off (PTO)** – combines vacation, sick leave and personal time
- **Purchase time off** – you can purchase up to three days of additional time off
- **Flexible work arrangements** – may be available to help you balance work, family and personal commitments

Employee assistance program (EAP)

- Free, confidential help for life's challenges
- Counseling, referrals and resources to help you and your dependents manage issues at all phases of your life

Legal plan

- For a small premium, access to a variety of legal services with no attorney fees

UHC family planning benefits

- Fertility benefits available without an infertility diagnosis
- \$25,000 lifetime maximum pharmacy fertility benefits
- Elective in vitro fertilization (IVF) and social cryopreservation benefits, including 12 months of storage fees

Adoption and surrogacy assistance

- Reimburse related expenses up to a maximum of \$15,000 per child

Parental leave

- Eight weeks of paid leave at 100% of salary
- Access to the JLL Parent Experience website to help you understand the benefits, process and resources available if you are taking maternity, paternity/partner, adoption or surrogacy time

Back-up care program

- Child or adult/elder care options when your regular caregiver is unavailable
- In-home or center-based options

Community connections

- Access Rethink – a 24/7 program offering tools and resources to help you better understand, teach, and communicate with children with learning, social or behavioral challenges
- Donate to charities and request JLL matching contributions
- Access to volunteer opportunities