



## Careers

**Make your impact.** We're looking for people with big ambitions, curious minds and collaborative spirits to join us in making every day better for the communities we serve. If this sounds like you, let's talk.

[Work with us](#)



We offer boundless opportunities to develop and succeed with work that challenges and makes a difference within a flexible and supportive environment.

### What makes working with us so special?

We lead with our values every day, bringing them to life together and fostering an inclusive workplace where everyone thrives. At every stage of your career, we create opportunities to learn and grow, inviting you to help redefine the future of financial services. We build a business that benefits all stakeholders and has a positive social and environmental impact.

### Our Commitment to Diversity, Equity and Inclusion

We care about people. And we're committed to creating a diverse, equitable and inclusive workplace for all. We consistently work to better ourselves, addressing the needs of our diverse employees in communities around the globe.

### Career Direction and Global Opportunities

As a global company with offices across North America, Asia and Europe, our size and the variety of products and services we offer creates a wide range of rewarding career paths. Want work that works for you? Take a look at some potential career directions below.

Life at John Hancock

**Benefits**

Students

Career directions

## Our benefits

We offer a competitive benefits package that includes not just health and insurance coverage, but also a wide range of financial and work-life benefits.



### Health and wellness

We believe competitive, comprehensive health coverage is just the start of a great benefits package. At John Hancock, we go beyond health insurance to promote and support healthy lifestyles.

## Medical Coverage

Employees have a choice of three plans with medical benefits through UnitedHealthcare (UHC) and pharmacy benefits through Express Scripts (ESI). Additionally, all employees have a paid membership to One Medical, providing complete medical care.

## Critical Illness Plan

Administered by MetLife, a lump sum payment is provided if an employee or an eligible family member is diagnosed with a covered medical condition. Benefit payments may be used to help pay for expenses generally not covered by medical and disability income coverage.

## Dental Coverage

We offer two dental options, Dental Plan and Orthodontia Plan, administered by Delta Dental. The Dental Plan covers preventive, basic and major restorative care. The Orthodontia Plan covers the same services at a greater amount, plus orthodontia care.

## Vision Care Coverage

We offer two vision plan choices that help pay the cost of eye exams, glasses and contact lenses.

## Our Wellness Program, HealthMatters

Whether you want to focus on fitness, nutrition, or stress-management, HealthMatters offers healthy living incentives that can benefit you financially. Take a health questionnaire, participate in a challenge, or attend one of the many seminars and events offered throughout the year.

### **Flexible Spending Accounts (FSAs)**

This allow employees to set aside money on a before-tax basis to pay eligible health care or dependent day care expenses throughout the plan year.



## **Financial**

As a leading financial services provider, we're determined to help our employees work towards the financial goals they've set.

### **401(k) Savings Plan**

The Investment-Incentive Plan (TIP) allows employees to make pre-tax, post-tax and Roth 401(k) contributions to save for retirement. We match your pre-tax and/or Roth 401(k) contributions dollar-for-dollar up to 4% of eligible pay and is immediately vested.

### **Cash Balance Pension Plan**

This plan, which is 100% company-funded, provides additional retirement savings through company contributions of at least 4% and interest credits. Eligible employees are automatically enrolled in the plan upon hire, and vest after three years of eligible service.

### **Global Share Ownership Plan**

Eligible employees can share in the company's future with this plan, by contributing 1-5% of eligible pay to purchase shares, and the company will match 25% of those contributions (up to \$2,000 per year).

### **Life Insurance**

We provide employees with Basic Life and AD&D insurance equal to 1x with Benefits Base Rate (BBR). the option to purchase additional life insurance up to six times your Benefits Base Rate, available through MetLife. You may also elect up to \$250,000 in spouse/domestic partner life coverage and up to \$25,000 in child life insurance coverage.

### **Accident Plan**

The Accident Plan provides a fixed lump sum payment (based on a schedule of benefits) when an employee or an eligible family member suffers a covered injury or undergo covered testing, medical services, or treatment due to an accident.

### **Disability**

Short-Term Disability (STD) provides financial security in the event of absence from work due to illness or non-occupational injury, up to six months. Long-Term Disability (LTD) is designed to protect employees who are disabled longer than six months.



## Career development

Our support for individual development and career growth includes tuition assistance for work-related education as well as tools and resources to help navigate your career.



## Work life balance

We know that achieving a healthy work-life balance is critical to long-term productivity and success, so we offer several programs designed to help you and your family.

### **Vacation Time**

Competitive vacation time allotment is based on employment status, job grade and length of service.

### **Holidays**

The company recognizes nine annual holidays, including eight company-wide holidays and one floating holiday.

### **Other Paid Time Off**

- Three Personal Days per year.
- Up to three Family Care Days per year to care for an ill family member.
- Up to five Sick Days per year.

### **Adoption & Surrogacy Benefits**

Reimburses up to \$20,000 of eligible expenses toward the cost of qualified adoption or surrogacy expenses.

### **Pet Insurance**

Employees can take advantage of special group discount rates to take care of their furry friends.

### **WorkSmart**

Workplace Flexibility, Workplace Design and Workplace Technologies. With new office spaces and technology that promote collaboration and mobility, the program is designed to offer employees greater flexibility, increase engagement, and improve productivity.

### **Employee and Family Assistance Program (EFAP)**

Offered free of charge, 24 hours a day, this confidential coaching and resource/referral service can help employees and their families deal with life's challenges, including legal and financial.

### **Commuter Benefits**

With the commuter benefits program, you can pay for eligible commuting costs through automatic, pre-tax payroll deductions.



## Community engagement

We offer:

- One paid Community Spirit Day to volunteer at a registered charity or not-for-profit organization.
- Company match for your donations to a variety of eligible not-for-profit organizations.

Some benefits and programs may be elected during the annual Open Enrollment period in November, and others are available for you to access at any time during the year. This summary contains brief descriptions of various benefits and programs available to eligible John Hancock and Manulife Financial U.S. employees. This summary does not attempt to cover all details. In some instances, full details are available in formal written plan documents that legally govern the operation of the Plans. If the information in this summary differs in any way from the terms of the plan documents, the plan documents shall control. This summary is not intended to be a contract of employment or a statement of enforceable benefits or employment rights. John Hancock and Manulife Financial reserve the right to modify or amend, at any time and in any way whatsoever, the terms of these plans, including eligibility requirements, and to terminate the plans completely.

### Notice of Reasonable Alternative Standard

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees enrolled in the health plan. If you think you might be unable to meet a standard for a reward under this voluntary wellness program, you might qualify for an opportunity to earn the same reward by different means.

### Camp John Hancock

Throughout the COVID-19 pandemic, we know many of our employees are working hard to balance family life and work in this new normal. To help lighten the load, we introduced Camp John Hancock: a virtual summer camp designed to encourage learning and fun while celebrating our values.



Make *your* impact