

U.S. COURTS

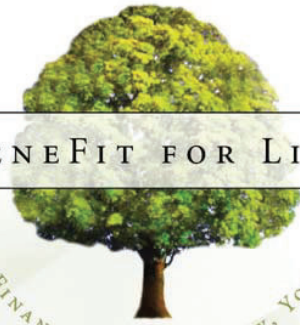
# Job Opportunities

with THE FEDERAL JUDICIARY

Provide More than a Paycheck!

BENEFIT FOR LIFE

YOUR FINANCES, YOUR FAMILY, YOURSELF.



The Federal Judiciary offers a **very competitive total compensation package.**

Total compensation includes not only the numbers you see on your paycheck but also the **"hidden value"** provided by your employee benefits.

This unseen part of your paycheck adds significantly to the **overall value of your compensation.**

## Benefits You and Your Family Can Use

*The following charts highlight benefits we offer to our employees. Eligibility for the benefit programs is dependent on the type and length of appointment.*

### HEALTH CARE PROGRAMS

PLAN/PROGRAM	BENEFITS/SERVICE PROVIDED	WHAT IT MEANS TO YOU
Health insurance – Federal Employees Health Benefits (FEHB)	Comprehensive medical benefits including hospitalization, surgery, doctor's office visits, preventive care, and prescription drugs	You create a safety net against medical emergencies  An array of health options to choose from lets you select a plan that fits your needs and lifestyle
Dental and Vision insurance	Comprehensive dental and vision benefits	No pre-existing condition limitations
Health Care Reimbursement Account	Pay eligible health care expenses that are not covered by insurance – such as medical deductibles, co-payments, and alternative therapies – using pre-tax payroll contributions	You cut your taxes and increase your spendable income
Premium Payment Plan	Pay your health insurance premiums with pre-tax dollars	You cut your taxes and increase your spendable income  You reduce the cost of your health care

## FINANCIAL SECURITY

PLAN/PROGRAM	BENEFITS/SERVICE PROVIDED	WHAT IT MEANS TO YOU
Thrift Savings Plan (TSP)	<p>A savings and retirement account which includes:</p> <ul style="list-style-type: none"> <li>• Contributions from the Federal Judiciary equal to 1% of your basic annual pay, <i>plus</i></li> <li>• Your own tax-deferred contributions up to the IRS limit, <i>plus</i></li> <li>• Matching contributions from the Federal Judiciary up to 4% of pay, <i>plus</i></li> <li>• Tax-deferred earnings on the entire account</li> </ul>	<p>A savings plan that grows tax free, so it grows faster</p> <p>The opportunity to direct the investment of your savings by choosing among five investment funds</p> <p>A portable plan you can take with you and maintain its tax-deferred status</p> <p>Total Federal Judiciary contributions can reach 5% of your salary</p>
Federal Employees Retirement System (FERS)	Monthly annuity based on a percentage of your pay and Social Security benefits	A basic security net of financial protection at retirement or earlier if you become disabled
Long-Term Care Insurance	Helps pay for assistance with activities of daily living such as bathing and eating	Financial assistance when you need it
Life Insurance – Federal Employees' Group Life Insurance (FEGLI)	Life insurance and accidental death and dismemberment insurance	Provide peace of mind and financial protection for you and your loved ones

## KEEPING YOUR LIFE IN BALANCE

PLAN/PROGRAM	BENEFITS/SERVICE PROVIDED	WHAT IT MEANS TO YOU
Employee Assistance Program (EAP) and Worklife Services	Free confidential professional advice on life's important decisions	<p>No cost counseling on important matters:</p> <ul style="list-style-type: none"> <li>• Financial</li> <li>• Legal</li> <li>• Health</li> <li>• Personal</li> </ul>
Annual Leave Program	Paid time off that you accrue for vacations, rest and relaxation, personal business, or emergencies	Time to recharge and devote time to your personal interests
Sick Leave	<p>Time off that you accrue for when you are:</p> <ul style="list-style-type: none"> <li>• Sick</li> <li>• Caring for a sick family member</li> <li>• Arranging or attending a funeral for a family member</li> <li>• Adopting a child</li> </ul>	Peace of mind when you need to care for yourself or a family member
Commuter Benefit Program	Pay eligible commuting expenses for parking and mass transit using pre-tax payroll contributions	You reduce the cost of commuting to work