Software Engineer Program (SEP): Frequently Asked Questions

FULL-TIME PROGRAM:

START DATE:

1. **I graduate in December. Is there a start date earlier than summer?**

   We offer an early start date in February each year. Students who request the February start date are notified on a rolling basis November through January if a February start date is confirmed. The rest of the class starts in July.

HOUSING:

2. **Do you have housing recommendations?**

   We will provide you with a Housing Guide* for your assigned location. It will include a list of potential housing opportunities and other helpful resources.

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TRAINING:

3. **How long is training?**

   Upon joining JPMorgan Chase, you will participate in a variety of welcome and orientation trainings and events. Induction training is approximately two and a half weeks. Additional details and notification of the exact date and location will be communicated in spring.

4. **What type of on-going training will I receive?**

   There will be a combination of in-person training sessions as well as on-line training modules. You will have the opportunity to participate in technical and professional skills training throughout the two year Software Engineer Program.

PLACEMENT:

5. **How does placement work? Will I receive a list of groups? How do I know which groups are available?**

Pre-placement

Once a student accepts an offer to the Software Engineer Program, he/she will receive a SEP Placement survey from the Software Engineer Program (SEP) mailbox. Your responses will be used to guide the process of matching you to a role.

Managers submit role descriptions to highlight the programming languages, technical features and key characteristics of each role. SEP Program Management will review role details along with your survey responses to identify one or more roles which might be a potential match.

Placement Conversations

You will be contacted in the November – January time period (early starts) or February – April time period (summer starts) to have a conversation with one or more potential managers. The goal of these placement conversations is to provide you with the opportunity to find out more about a specific role/team and for a manager to learn more about your skills and interests. NOTE: This is not a job interview but you should be prepared to discuss your background.

SEP Program Management will follow up with you and the manager to get feedback on the conversation. Our goal is to match incoming SEP Engineers with the right manager and team so you get hands-on programming experience working within the Technology organization at JPMC. If either you or the manager do not agree that the role is a match, you will not be placed in that role and the SEP Program Management team will work to identify another potential role for you.

Placement Confirmation

After SEP Program Management confirms that both you and a manager agree that a specific role is a match, you will be aligned to that role. We will let you know as soon as the decision is made either verbally or via email, but official placement communications will not go out until December (early starts) or May (summer starts).

Location Information

When you accept an offer, it is with the understanding that the placement will be in the locations listed below.

Accepted Offer Letter Location	Placed Location
Columbus, OH	Westerville or Columbus, OH
Houston, TX	Houston, TX
Plano, TX	Lewisville or Plano, TX
Newark / Wilmington, DE	Newark or Wilmington, DE
New York Metro	Brooklyn, NY or Manhattan, NY or Jersey City, NJ
San Francisco, CA	San Francisco, CA
Seattle, WA	Seattle, WA
Tampa, FL	Tampa, FL

6. Are some groups better than others?

No, all groups work towards supporting our on-going technology initiatives.

7. Do some groups work longer hours than others?

Some groups will work longer hours depending on projects and deadlines.

8. Can I switch teams or locations during the two year program?

JPMorgan Chase's firm-wide internal mobility policy applies to all Software Engineers in the Program. After one year in your role, you can consult with the Program Management Team who will provide guidance and support on an internal mobility search. If you wish to pursue internal mobility prior to completing one year in your role due to an extenuating circumstance, please reach out to your Program Manager for discussion.

PERFORMANCE MANAGEMENT:

9. How does my performance review work?

Software Engineers follow the JPMorgan Chase performance development process and timeline. Formal documented performance review discussions take place at year-end (December). Priorities and development plans are created at the beginning of each calendar year. You and your manager will set your objectives in February/March (early starts) August/September (summer starts). Your first formal review discussion will be in December.

10. When will I be promoted?

You will be evaluated for career progression and promotion opportunities per JPMC guidelines.

TIME AND ATTENDANCE:

11. What hours will I work?

You can expect to work regular business hours and occasionally extended hours depending on the projects and deadlines that you are working on.

12. Software Engineers are classified as exempt employees. What does this mean?

"Exempt" is a legal term defined by the Fair Labor Standard Act meaning exempt from receiving overtime pay.

13. Show much vacation / sick time do I get?

Full-time employees should consult their offer letter for their paid time off. In 2020, your paid time off will be pro-rated based on your start date.

BENEFITS:

14. Does JPMorgan Chase offer tuition reimbursement?

Yes, JPMorgan Chase has a tuition reimbursement policy for employees after they complete one year of service. You can learn more via the employee HR portal once your employment begins.

15. As a JPMorgan Chase employee, am I eligible for things like discounted gym membership and museum admission?

JPMorgan chase provides employees with discounts for gym memberships, mobile phone plans, cultural experiences and many other things. After you start work, you can visit the HR portal for more details. Some benefits vary by locations.

16. Does JPMorgan Chase pay for my commute to work?

JPMorgan Chase does not cover your commutation costs. However, there is a commuter benefits program that allows you the option to have pre-tax dollars taken out of your paycheck to go towards your commuting expenses. After you start work, you can visit the HR Portal for guidelines and to sign up.

POST-PROGRAM:

17. What do most Software Engineers do after the two year program?

Your employment with your line of business will continue. Following graduation from the Program, you will be evaluated by your manager for a promotion to Associate at year-end based on performance and the role you are performing. JPMorgan Chase's firm-wide internal mobility policy still applies, and you can seek out opportunities to transfer to other teams if you wish. JPMC's size and breadth means that there are many opportunities to expand your skills and try new things over the course of your career, while staying within the same company.

18. What opportunities are available to former Software Engineers in the Program?

We hope that Software Engineers continue to grow their technology and business skill sets and become leaders in Global Technology, but we have also seen Engineers pursue many different paths within the firm. One of the biggest benefits of working for a large company like JPMorgan Chase is that you can have multiple careers right here!