

# Work-Life@Weil

Weil recognizes the challenges of practicing law in a global professional services firm and offers a suite of leading edge work-life programs and benefits reflecting the diverse needs of our attorneys. Work-life means different things for everyone and our attorneys should have options to reflect the shifts in their own life circumstance and needs.

## U.S. Work-Life Programs, Benefits and Resources

### Coaching

- U.S. associates and counsel have access to confidential, one-on-one external professional coaching for targeted career development needs.
- The reasons may include, but are not limited to: delegation and people management, career planning and development, networking and business development, executive presence and leadership skills, work-life integration, transitioning to and from leave, etc.

### Bright Horizons

- **Back-up Child, Adult and Elder Care:** U.S. employees have access to 20 days per child/adult annually of back-up care in a Bright Horizons center for a child, or in-home care for a child, adult or elder relative.
- **Infant Transition Program:** U.S. employees have access to an additional 20 days of back-up care during their child's first year.

### Additional Family Supports

- **Summer Back-up Care Programs:** U.S. employees can apply their 20 days of back-up care visits at Steve & Kate's Camps.
- **Sittercity Membership:** U.S. employees have access to the Sittercity database (membership fee and sitter basic background check fee are waived ), which can be used to find sitters, housekeepers, elder care and pet care.
- **Years Ahead Program:** U.S. employees can access elder care resources, planning, and referrals through this benefit.

- **Education Support and Tutoring:** U.S. employees can access tutoring, test prep, and homework help on-line and in-person through Revolution Prep, Varsity Tutors, Sylvan Learning, MarcoPolo Learning, etc. at discounted rates.
- **Preferred Enrollment:** U.S. employees can benefit from Preferred Enrollment at select Bright Horizons child care centers, enabling them to receive priority on waitlists or enjoy discounts.

### Flexible Work Arrangements

Weil has a long-standing Flex-Time program for associates who wish to adopt a reduced work schedule while continuing their commitment to practicing law.

### Inclusive Parental Leave

- Following the birth or adoption of a child, U.S. associates and counsel are eligible for 10 weeks of paid Parental Leave, regardless of gender or caregiver status.
- Birth mothers and primary caregivers of an adopted child or a child born by surrogate are eligible for an additional 10 weeks of paid Parental Leave, for a total of 20 weeks.

### Inclusive Family Building Benefit Program

- Enhanced fertility benefits including elective egg freezing
- The Weil Adoption and Surrogacy Reimbursement Program
- 24/7 access to fertility, adoption and surrogacy specialists at WINFertility

### Inclusive Benefits

- Transgender health benefits
- Same and opposite sex domestic partner benefits

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## Milk Stork

- Milk Stork helps business traveling, nursing mothers store and ship their milk back home while they are away.
- Nursing mothers who are traveling for work can order Milk Stork kits online for delivery to their hotel.
- The kits are pharmaceutical-grade shipping coolers that provide everything needed (breast milk storage bags, instruction card and shipping seals).

## Mother's Room

- Weil has a Mother's Room in several of our offices for women attorneys, administrative staff and visiting clients.
- The rooms are designed to serve as a discreet, quiet, and comfortable facility to assist nursing mothers who have returned to work.

## Humana EAP and Work-Life Program

U.S. employees and their household members have access to various programs offering confidential assistance:

- **Short-Term Counseling** offers confidential sessions to help with relationships, workplace challenges, grief and loss, parenting support and many other concerns.
- **Work-Life** offers research and referrals for services and resources that help with childcare, adult care, and everyday needs, like education, moving, home repairs and travel.
- **Legal and Financial Services** offers consultations with an attorney or financial professional on issues such as real estate, retirement planning, separation and divorce, budgeting/debt reconstruction and trusts and estates.
- **LifeCoach** offers unlimited sessions for a personalized, holistic program that can help employees identify and achieve personal and professional goals: stress management, work-life balance and career goals.

## Work-Life Workshops and Educational Programs

Recent program topics include: family members with disabilities; expert presentations on nursery school admissions process; traveling for business as a working parent; infant

and child CPR; estate planning process for parents; building resilience; finding success as a working parent.

## Calm App

- U.S. employees have access to the Calm app premium subscription. Calm offers techniques for better sleep, meditation and stress reduction, among other benefits. U.S. employees may add up to four dependents over the age of 16 to their account at no additional cost

## Work-Life Related Perks

- Health & Wellness Center
- Fitness Stipend (including Fitness Center Corporate Discounts)
- Pet Insurance Discounts
- Private Banking at Citi Private Bank
- Social Finance ("SoFi")
- Travel Desk to arrange all corporate and personal travel

## Community@Weil

Weil has a long history of giving back to the community, particularly to organizations with diverse constituents, and by working together, we can make a bigger impact in the lives of people who need our support.

- **Volunteer Time Off** – Our VTO program allows all employees based in Weil's U.S. offices to utilize up to one day of paid time off per year for the purpose of volunteering with an approved nonprofit organization. VTO is in addition to your paid time off.
- **Weil Gives – Employee Giving Program** – Weil Gives is our new employee giving program to facilitate and encourage charitable giving on an individual level. Each month, Weil will designate a particular cause or issue to support, and each U.S. office will select a local charity for which to raise money that is related to the designated cause. We challenge each other to contribute the most money to worthy causes. The Philanthropic Committee matches up to \$25,000 annually for the office that has the greatest overall percentage participation in the Weil Gives program.