

# The Dorsey Advantage

## Attorney Benefits Overview\*

### For Your Health and Well-Being

- Comprehensive and gender-inclusive medical, dental, and vision insurance
- Domestic partner benefits coverage (for domestic partnerships across all genders)
- Original Signatory to ABA's wellness program
- Dorsey & Whitney 401(k) Retirement and Savings Plan
- Ongoing behavioral health and early intervention trainings
- Well-being programs and activities
- Life insurance, short-term and long-term disability coverage
- Long-term care insurance
- Reduced hours, flexible schedules, and telecommuting arrangements
- 24/7 employee assistance program with confidential counseling
- Free, on-site gym in Denver, Minneapolis, Seattle, and Washington D.C.
- Business casual attire (and casual Fridays in select offices)
- Paid holidays
- Up to 4 weeks of paid vacation each year, plus additional paid time off for attorneys who are exceeding their hours standard



### For Working Parents

- 15 weeks of paid parental leave, plus an additional 6-8 weeks of paid short-term disability leave for lawyers who give birth
- Adoption assistance program for individuals and couples of all genders
- Dependent care reimbursement account
- Back-up child care program
- In-home adult and elder care program
- Emergency dependent care program
- Education and college advising programs
- Reimbursement for breastmilk shipping for work travel
- New Parent Career Coaching provided by Volta Talent Strategies, giving new parents confidential, one-on-one coaching by phone before, during and/or after a parental leave

**TOP 100**

ADOPTION-FRIENDLY  
WORKPLACE  
*Dave Thomas Foundation for  
Adoption 2021*

**ONE OF 60 BEST  
LAW FIRMS FOR  
WOMEN**

14<sup>th</sup> Year of Recognition  
*Working Mother & Flex-Time  
Lawyers 2021*

\*For U.S. benefits-eligible non-partner attorneys. All benefits are subject to change.

## For Your Transportation

- Worldwide emergency travel assistance program
- Parking reimbursement account
- Van Pool reimbursement account
- Subsidized mass transit for select offices

## Diversity & Inclusion, Community, and Professional Development

- Commitment to diversity and inclusion with regular educational programming
- Allyship, Lateral Non-Partner Attorney, LGBTQ+, Lawyers of Color, Women Attorneys, and Women Attorneys with Children Resource Groups
- Mansfield Plus Certified
- Up to 50 hours of billable hour credit for activities related to diversity and inclusion in the legal profession
- Original signatory to the ABA Pro Bono Challenge
- Professional development and training opportunities
- CLE tuition and travel cost reimbursement
- Reimbursement for affinity bar memberships, including national and local affinity groups for women, lawyers of color, LGBTQ+, and other marginalized groups
- Student loan refinancing programs
- Reimbursement for bar admission costs and annual membership dues
- In-house CLE offerings through Dorsey U
- Matching gift program for charitable contributions

