

## ***Business Professional Benefits and Recognitions***

WilmerHale's business professional benefits and recognition programs are second to none, and are a large part of the reason why more than 50% of our business professionals have been employed by the firm for more than 10 years. With health coverage, a bountiful paid time off plan, and an exceptional retirement and savings plan, it's no wonder our professionals join the firm and stay. WilmerHale employees are also shown appreciation through several recognition and reward programs.

The information below details the benefits and recognitions our eligible, full-time business professionals enjoy.

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### ***Benefits***

#### *Taking Care*

- Health and Dental Insurance coverage begins on first day of employment
- Vision Insurance
- Employee, employee +1, and family insurance plans available (including domestic partners)
- Flex dollars contributed by the firm to offset a portion of the cost of healthcare premiums
- FSA and HSA available dependent on plan enrollment
- Short- and long- term disability benefits
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Accident Insurance
- Comprehensive and inclusive family-building benefits
- On-site backup childcare facility (Boston only) and subsidized backup care options (all

offices)

- Robust Employee Assistance Program which offers a variety of services to include counseling and referral services

### *Protecting Your Family*

- Automatic enrollment in firm's life insurance policy
- Option to apply for supplemental life insurance
- Business travel insurance beginning on first day of employment

### *Saving for Tomorrow*

- Traditional 401(k) and Roth 401(k) retirement plans
- Firm matching contribution
- Firm profit sharing contribution
- 529 College Savings plans

### *Other Programs*

- Pre-tax commuter benefits, including transportation and parking
- On-site fitness centers and gym membership reimbursement programs
- 25–30 days of paid time off (PTO) during employee's first year and increasing allowances
- Employee recognition and rewards programs
- On-site cafeterias (Boston, New York and Washington DC only)
- Backup child, adult and elder care
- Backup pet care
- College Coach
- Milk Stork for traveling nursing mothers
- WellBeing Trainings and Resources

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## ***Recognitions***

### *Milestone Program*

The firm recognizes employee milestones that include recognition of every five years of their work with the firm. To honor their contribution, employees are awarded a plaque and cash gift on these anniversaries, and an annual dinner recognizes employees and alumni who have worked for the firm for 10 years or longer. Additionally, the firm hosts an annual luncheon honoring

employees and alumni who have worked for the firm for 25 years or longer.

### *Spot On Award*

Administrative department leaders recognize significant one-time contributions made by individuals or a team of professionals. The award is monetary and is presented by the employee's department head or manager.