

## BENEFITS



Lewis Roca's benefit package is one of the most comprehensive in the industry. It is designed to benefit every full-time member of the firm and support each individual's diverse needs. Our competitive comprehensive benefit package generally includes:

### HEALTH AND WELLNESS

- Medical, dental, and vision insurance
- Coverage for domestic partners
- Employee assistance program
- Wellness program and incentives
- Gym reimbursement

### FINANCIAL WELLBEING

- Firm-paid and supplemental life insurance
- Short-term and long-term disability
- Long-term care
- Supplemental coverage for accidents, critical illness, or hospital stays
- Both flexible spending and health savings accounts
- Retirement plan with generous match and profit sharing for eligible groups
- Tuition reimbursement

### TIME OFF

- Generous time off for vacation, sick, and personal leave
- Paid holidays

## PARENTAL BENEFITS

- Generous parental leave
- On- and off-ramping credit for eligible timekeepers
- Back-up child care reimbursement for timekeepers

## ADDITIONAL BENEFITS AND PERKS

- Pet care insurance
- Parking subsidy
- Commuter benefits
- Service recognition

## TRANSPARENCY IN COVERAGE

- This link leads to the machine readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers. The machine-readable files are formatted to allow researchers, regulators, and application developers to more easily access and analyze data.
- <https://www.cigna.com/legal/compliance/machine-readable-files>
- <https://healthy.kaiserpermanente.org/front-door/machine-readable>

For more information, please contact [benefits@lewisroca.com](mailto:benefits@lewisroca.com).