

**Partner
Benefits**

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**ArentFox
Schiff**

LIVE FOR TOMORROW * LIVE WELL *
LIVE HEALTHY

smart in *your* world.

When you choose a career at ArentFox Schiff LLP, you join a collaborative, inclusive and inspiring culture – with opportunities to contribute, grow and be your best self. Plus, we offer a competitive benefits package that includes plans and programs that help you live healthy, live well and live for tomorrow.

We believe that all of this makes ArentFox Schiff a great place to be and are thrilled at the prospect of you joining us!

Read on for a high-level overview of the many benefits available at ArentFox Schiff to eligible individuals and dependents, as applicable. Dependents include spouses, domestic partners and children under age 26.

Live *healthy*



Medical

Health insurance coverage, like most other benefits, is available beginning on your first day of employment with ArentFox Schiff. We offer the choice of two high deductible health plans each with a Health Savings Account option. These plans provide comprehensive coverage and offer care both in-network and out-of-network. Coverage is provided through CareFirst BlueCross BlueShield.



Dental

We offer the choice of two dental plans – a Basic plan or a PPO – both of which provide benefits in-network and out-of-network. Coverage is provided through MetLife.



Vision

Vision coverage is available through VSP for routine eye care, including eye exams, frames and contact lenses.



Health Savings Account

Individuals who are enrolled in a qualified high deductible health plan have the opportunity to open a Health Savings Account with Optum Bank. For convenience, you can make contributions from your pay and we will submit funds to Optum Bank on your behalf.



Flexible Spending Accounts

You can participate in the dependent care flexible spending account to help you pay for qualified dependent care expenses. Your contributions to these accounts are tax deductible and determined by IRS annual limits.

Live *well*



Employee Assistance Program

This no-cost program provides partners and their families with a variety of resources, including in-the-moment support, short term counseling, financial counseling and more.



Voluntary Insurance Benefits

ArentFox Schiff offers the opportunity to purchase voluntary benefits, such as hospital, critical illness, accident insurance and more. Discounts on auto, home and pet insurance are also available.



Personal and Family Services

We support individuals in building and caring for families. That's why we offer a number of programs, including:

- Up to \$25,000 (\$50,000 lifetime max) for adoption and surrogacy assistance available to Income Partners with at least an 80% commitment and 180 days or more of service
 - Parenting resources, such as online courses
 - Backup child care subsidized by the Firm (25 visits/dependent/year)
 - Eldercare and caregiver support concierge
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Parking

Information on building parking options at our office locations is available upon request.



Other Programs

We offer a variety of additional programs, as outlined below.

Well-Being and Fitness – Seminars, events, vaccine clinics, discounted rates for gym memberships or fitness centers in many of our office locations, and more.

Remote Work Allowance – The Firm provides a laptop as well as a \$75 per month remote work allowance. This allowance is intended to offset the cost of general office supplies, tech equipment or other items needed for when working remotely.

Travel Accident Insurance – Individuals who are traveling on Firm business are covered by travel accident insurance.

529 Education Savings Plan – Allows for tax-free savings and tax-free withdrawals if funds are used for college and other qualified education expenses.

Banking Benefits – Available through Citibank, PNC Bank and Wells Fargo.

Employee Discounts – Receive exclusive discounts, offers on products, services and experiences, including hotels, rental cars, concerts, parks, sports, and more.



Bar Memberships

The Firm will cover costs associated with bar memberships as follows:

- Limited to 2 states per year (one state must be primary jurisdiction – CA, DC, IL, MA, MI or NY)
- Additional jurisdictions directly related to individual attorney's practice of law, or otherwise of strategic interest to the firm, subject to the discretion of the applicable Practice Group Leader
- Bar waive-in fees, as applicable



Moving Expenses

The Firm provides a \$10,000 moving stipend to lateral partners who move a distance of more than 35 miles in connection with starting employment in a Firm office. This stipend is considered income.



Corporate Credit Card

American Express cards will be provided upon request.

Live for *tomorrow*



Life Insurance

You may elect \$1M in Basic Life and AD&D group term insurance. You may also elect to purchase additional coverage for yourself, your spouse or your children. Evidence of Insurability requirements may apply for the additional insurance.



Disability *(Long Term and Individual)*

You may elect the Firm's long-term disability coverage that provides benefits after a 180-day elimination period. Benefits are comprised of individual disability insurance coverage (on the first \$200K of income) and group coverage (on income from \$200K to \$600K).



401(k) Plan

Our 401(k) plan is designed to help individuals save for retirement. Partners may participate in this plan on the first day of the quarter next following or coincident with date of employment (January 1, April 1, July 1 or October 1). Rollover contributions are allowed when you join the Firm.



Profit Sharing Plan

Once you complete two years of service, you will be eligible to participate in the Profit Sharing Plan as of the next January 1 or July 1, unless you are a lateral partner eligible to participate under the Special Enrollment option.



Flexible Deferral Plan

This is a defined benefit cash balance plan designed to provide an additional tax deferred retirement savings opportunity. There is a one-time irrevocable election. Participation in the plan begins on January 1 or July 1 following two years of service. The amount of your contribution is based on your classification. For example, the current Income Partner contribution is \$10,000. The current Equity Partner contribution is based on age and unit level.

About this information

Note that benefits may be modified from time to time, at the discretion of ArentFox Schiff LLP. If there is any discrepancy between the descriptions of the program elements in this brochure and the official plan documents, the language of the official plan documents shall prevail as accurate. Eligibility for any benefit plan is determined by applicable plan documents and policies.