



Benefit Plans for Attorneys – Washington

Littler Mendelson offers a comprehensive and flexible benefits package that provides you and your family with convenience, choice, flexibility, cost-savings and, most importantly, quality care. Below is a summary of benefits available to Attorneys classified as regular and working 20 or more hours/week or a .50 schedule and above. Most benefits begin the first of the month following date of hire.

BUNDLED HEALTH PLANS

You have the option to select one of four medical plans offered through United HealthCare: **Exclusive Provider Organization (EPO)**, **Point of Service (POS)**, **Preferred Provider Organization (PPO)** or **High Deductible PPO (HD PPO)**. Each plan provides different levels of coverage and out of pocket costs.

Included with each medical plan option:

- dental coverage through **MetLife**
- vision through **VSP**
- prescriptions through **Optum** and/or **Rx 'n Go**
- behavioral health through **United Behavioral Health**, in addition to **Talkspace** and **AbleTo apps**
- medical care concierge support from **Health Advocate** and **2nd.MD**

Contributions for the bundled health plans are deducted pre-tax from pay every other week. Below premiums are based on 26 contributions.

PREMIUM RATES

	EPO Plan	POS Plan	PPO Plan	HD PPO Plan
EE Only	\$85	\$170	\$240	\$75
EE + Child(ren)	\$170	\$360	\$500	\$135
EE + SP/DP	\$215	\$405	\$525	\$180
EE + Family	\$320	\$600	\$780	\$255

Above premium amounts include credits for non-tobacco users and wellness program participants. Tobacco users pay an additional \$16 per pay period and employees not participating in the wellness program pay an additional \$11 per pay period.

Those declining enrollment in the bundled health plans will receive a monthly waiver credit of \$100.

401(k) PLAN

The Littler Mendelson 401(k) Plan is a retirement savings vehicle which includes investment choices within a core menu of mutual funds, model portfolios, or a brokerage account option. The plan permits rollovers at any time.

Employee Deferral – defer a flat dollar amount or a percentage (1% to 100%) of pay on a pre-tax and/or after-tax basis up to the annual maximum of \$23,000. An additional catch-up contribution of \$7,500 is permitted for participants age 50 and over. The Plan includes an auto enrollment feature with a deferral of 3%. Employee contributions are always fully vested.

LIFE INSURANCE

Firm provides life insurance equal to current base annual salary up to a maximum amount of \$250,000.

EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program (EAP) –confidential and professional counseling services to you and your family members.

TIME OFF

Holidays – the Firm observes ten (10) paid holidays.

Time Off – not subject to accrual and available for use at your discretion.

Leaves – dependent upon hours worked and length of service the following are included: Washington State's Paid Sick and Safe Law, Family Care Act Law, Paid Family and Medical Leave, Leave for Victims of Domestic Violence, Sexual Assault and Stalking, Leave for Spouse of Deployed Military Personnel and Leave for Certain Emergency Services Personnel. Also includes Pregnancy Disability Leave and leaves under the Federal Family and Medical Leave Act. After one year of employment, an unpaid personal leave may be requested, and approval will be based on business needs. Firm policy permits paid leave for jury duty and witness duty. Up to three (3) days of paid bereavement leave is available for the loss of a family member.

SICK, DISABILITY AND INCOME PROTECTION PLANS

- **Paid Sick Time** – pay continuation due to minor illness. For absences of four (4) or more consecutive business days or for chronic or serious health conditions requiring repeated or intermittent absences, see Paid Medical Time Off. To comply with Washington State Sick and Safe Law, the Firm will use its Paid Sick Time to cover an absence from work due to a paid sick and/or safe time reason.
- **Paid Medical Time Off** – pay continuation with duration of up to fifteen (15) workdays with less than one (1) year of continuous employment, and sixty (60) workdays after one (1) year of continuous employment may be integrated with applicable state plans
- **Long Term Disability** – Disability insurance provides income should you become sick or injured and unable to work after 90 calendar days on a continuous or cumulative basis. The monthly benefit is 60% of your gross monthly compensation up to a maximum of \$20,000.

VOLUNTARY OPTIONS

Flexible Spending Accounts – save on healthcare and dependent care expenses by electing pre-tax accounts for reimbursement

Health Savings Account – choose the High Deductible PPO and elect to save pre-tax for deductible or other healthcare costs

Commuter Benefits – sign up for public transportation, vanpools and parking benefits on a pre-tax basis

Auto and Home Insurance – receive special group rates and discounts

Pet Insurance – purchase coverage for accidents and illnesses for your cat and/or dog

Supplemental Life Insurance – purchase extra coverage for yourself, your spouse/domestic partner and dependent children without medical underwriting within the first 31 days of employment

Long Term Care Insurance – purchase portable coverage for facility or home care on a guarantee issue basis within first 31 days of employment

Patelco Credit Union – savings and discounted rates for loans

Citibank Legal Private Banking – variety of financial services for lawyers

SoFi – savings and refinance options for student loans and mortgages

Chase Home Lending – lending options and competitive rates

PARENTAL RESOURCES

Parental Leave – provides paid leave to new parents as Primary Caregiver or Secondary Caregiver following the birth or adoption of a child.

- Within first year of employment, Primary Caregiver at eight (8) weeks and Secondary Caregiver at two (2) weeks.
- After first anniversary, Primary Caregiver at twenty (20) weeks and Secondary Caregiver at six (6) weeks.

WIN – provides an inclusive family building benefit toward fertility treatment and preservation, adoption, and surrogacy. Access to fertility services is for health plan participants. Adoption and surrogacy services and reimbursement are available to all benefits eligible employees.

Milk Stork – enables business traveling mothers who are nursing access to a breast milk delivery service that provides refrigerated, express shipping or easy toting of breast milk home.

Mindful Return – four-week online course to assist you during parental leave for a smooth return to work.

Bright Horizons Family Solutions – services that provide balance for the competing demands of work and life.

- Center-based backup childcare, adult and elder care, and in-home backup childcare
- Virtual tutoring for ages 5 to 18
- College Coach to navigate the complex college admissions process
- Support to help parents advocate for and obtain educational support for their child with special needs
- Family supports for placement services for nannies, sitters, virtual sitters, housekeepers and pet sitters; elder care; and discounts for college test preparation
- Pet care services through a partnership with Rover and Wag!

December 1, 2023. This summary is specific to employees in the State of Washington. For other locations, please refer to separate summaries.

More detailed information is provided in our Employee Benefits Guide, available to new hires and on LittlerHub.