

**PROFESSIONAL BENEFITS****INSURANCE**

- Medical, dental and vision care (same-sex and opposite-sex partner coverage available)
- Life insurance
- Long-term care insurance
- Short/Long Term disability insurance

**FINANCIAL**

- 401(k) plan
- Profit Sharing Plan
- Adoption Assistance
- Health care spending accounts
- Dependent care spending accounts
- 529 College Savings Plan

**WORK/LIFE BALANCE**

- Discretionary Paid Time Off
- Backup child/adult services
- Dependent care referrals
- Employee assistance program
- Community service program
- Flex work arrangements \*

**HEALTH AND WELLNESS**

- Fitness membership discounts or on-site fitness facility (certain offices)

- Weight Watchers Reimbursement
- On-site Chiropractic Care (NJ)

**PROFESSIONAL DEVELOPMENT**

- Technology classes (Word, Excel, PowerPoint)
- Professional development classes
- Lowenstein Cares classes (health and wellness)
- Mentor Program

**LEAVE OF ABSENCE**

- Parental leave – paid and unpaid \*
- Bereavement leave
- Family care leave
- Supplemental medical disability leave
- Personal leave
- Military leave

**FIRM PERKS**

- Employee referral bonuses
- Transit check transportation reimbursement
- Discounts for lodging, rental cars, retail, etc.
- Emergency travel assistance
- Student loan refinancing discounts

\*Based on position and/or tenure.

Eligibility for benefits may depend upon date of hire, minimum hours worked, and position at the Firm. Please refer to Policy Manual or Summary Plan Documents for eligibility requirements.