

Weil offers many leading edge work-life programs and benefits to employees. Work-life means different things for everyone, so we offer a suite of options reflecting the diverse needs of our attorneys and their shifting life circumstances.

U.S. Work-Life Programs, Benefits and Resources

Career & Life Coaching

Attorneys in the U.S. have access to up to six hours per year of confidential, one-on-one external professional coaching to navigate work-life challenges. The reasons may include, but are not limited to: expecting a child; returning from parental leave; returning from medical leave; dealing with elder care or family medical issues; managing competing work responsibilities or any combination of work and personal responsibilities. This service is provided by the Firm at no cost to U.S. attorneys and their spouses/significant others.

Bright Horizons

U.S. employees have access to back-up child care for children ages three months to twelve years when a regular child care provider is unavailable. Bright Horizons has a network of over 2,500 locations nationwide of back-up childcare centers as well as access to over 20,000 in-home care providers to care for dependent children and/or adult/elder relatives. These services may be used up to 20 visits per child/per year at no cost to the employee. In addition, all employees in the U.S. have access to an additional 20 days of back-up care during their child's first year through the Infant Transition Program. The Infant Transition Program is designed to assist parents in their transition back to work and in transitioning the child to child care. These benefits are all provided by the Firm at no cost to all Weil employees.

Flexible Work Arrangements

Weil has a long-standing Flex-Time program for associates to adopt a reduced work schedule while continuing their commitment to practicing law.

Inclusive Parental Leave

Female and male attorneys in the U.S. are eligible for:

- up to 18 weeks of paid leave in the U.S. for associates who are expecting to give birth to a child
- up to 10 weeks for associates whose spouse/ domestic partner is expecting to give birth to a child
- up to 10 weeks for adoption leave

Inclusive Benefits

- Transgender health benefits
- Same and opposite sex domestic partner benefits

Milk Stork

Milk stork helps business traveling, nursing mothers store and ship their milk back home while they are away. Nursing mothers who are traveling for work can order Milk Stork kits online for delivery to their hotel. The kits are pharmaceutical-grade shipping coolers that provide everything needed (breast milk storage bags, instruction card and shipping seals). This service is provided by the Firm at no cost to female attorneys and administrative personnel in our U.S. offices.

Mother's Room

Nursing mothers in the New York office have access to a room designed to serve as a discreet, quiet, comfortable, and fully equipped facility to assist nursing mothers who have returned to work.

Humana EAP and Work-Life Program

U.S. employees, their spouses/domestic partners and dependents have access to three different programs offering assistance: an on-line and sound Work-Life Resource Service, Child/Elder Care Referral Services, and a Personal Assistance Program. This benefit is provided by the Firm at no cost to all Weil employees and confidential assistance is available 24 hours a day, seven days a week.

Health Advocate

Health Advocate's services are available to all eligible employees, his/her spouse/domestic partner, children, and parents and parents-in-law. Health Advocate can help find providers and hospitals, arrange second opinions, locate eldercare and support services, assist with claims resolution, and help lower the balance on any uncovered medical and dental bills over \$400. This benefit is provided by the Firm at no cost to U.S. employees.

Workshops and Educational Programs to Address Work-Life Issues

Recent program topics include: family members with disabilities; expert presentations on nursery school admissions process; traveling for business as a working parent; infant and child CPR; estate planning process for parents; building resilience; finding success as working parent; accept it or change it: 10 strategies for managing work and life stressors.

Work-Life Related Perks

- Health Club Membership Reimbursement Program
- Fitness Center Corporate Discounts
- Private Banking at Citi Private Bank
- Social Finance ("SOFI")
- Travel Desk to arrange all corporate and personal travel
- Ticket Program for NY Associates

Community@Weil

Weil has a long history of giving back to the community, particularly to organizations with diverse constituents, and by working together, we can make a bigger impact in the lives of people who need our support.

- **Volunteer Time Off** – Our VTO program allows all employees based in Weil's U.S. offices to utilize up to one day of paid time off per year for the purpose of volunteering with an approved nonprofit organization. VTO is in addition to your paid time off.
- **Weil Gives – Employee Giving Program** – Weil Gives is our new employee giving program to facilitate and encourage charitable giving on an individual level. Each month, Weil will designate a particular cause or issue to support, and each U.S. office will select a local charity for which to raise money that is related to the designated cause. We challenge each other to contribute the most money to worthy causes. The Philanthropic Committee matches up to \$25,000 annually for the office that has the greatest overall percentage participation in the Weil Gives program.