

## COMPENSATION & BENEFITS

We provide a very competitive compensation and benefits package to our employees. We review market data every year to ensure that we are staying competitive. We are also proud to offer a variety of benefits to our employees, as we want to provide them with ways to financially protect themselves and their families.

### Insurance Benefits

Health Insurance – two plans available (Firm HSA contribution for high-deductible plan)  
Dental Insurance  
Medical and Dependent Care Flexible Spending Accounts  
Life Insurance/Accidental Death & Dismemberment – employee and family members (buy-up available)  
Long-Term Care Insurance – for employee and family members (buy-up available)  
Short and Long-Term Disability Insurance

### Retirement Plan

401k Plan Available – a variety of fund choices  
Firm Safe Harbor and Discretionary Contributions  
Plan Investment Advisor Available for Consultation

### Time Off Benefits

Vacation and PEP Time  
Paid Parental Leave  
Paid Holidays  
Bereavement Leave  
Leave Sharing Program

### Miscellaneous Benefits

Attendance Bonuses  
Annual Bonuses  
Wellness Program  
Education Assistance/Tuition Reimbursement  
Free Routine Legal Services  
Pre-tax Parking and Subsidies  
Employee Assistance Program  
Transportation Subsidy Program  
Community Involvement (Volunteering and Fundraising) Activities  
Professional Training Opportunities