



2024 Benefits Overview

Support programs

For your health

- Comprehensive medical, dental, and vision insurance
- Domestic partner benefits coverage (for domestic partnerships across all genders)
- Health reimbursement account travel benefit
- Healthcare advisory and second opinion support
- Firm health savings account contributions if eligible
- Hinge Health: Digital musculoskeletal therapy program to help reduce pain, manage chronic conditions, and prepare for surgery on your own time.
- RxGenomix: Pharmacogenomic program to help you better understand medications that are better for you.

For your well-being

- 24/7 employee assistance program with confidential counseling
- One-on-one wellness coaching
- Ongoing behavioral health and early intervention trainings
- Well-being programs and activities

For working parents

- Gender neutral 16 weeks paid parental leave
- Expansive family formation coverage including fertility/infertility benefits
- Adoption expense reimbursement account for individuals and couples of all genders
- Dependent care spending account
- Back-up child care program
- In-home adult and elder care program
- Breast milk shipping program and access to a lactation consultant through Milk Stork

Additional resources

- Retirement and savings plan with profit sharing
- Life insurance, short term, and long term disability coverage
- Reduced hours and flexible work arrangements
- Dress for your day attire
- Worldwide emergency travel assistance and ID theft protection program
- Qualified parking and transportation reimbursement accounts
- Work from office allowance
- Holidays (including Juneteenth) with three early closures

Diversity & inclusion

- Commitment to diversity, equity, inclusion and belonging with regular educational programming
- Mansfield Certified
- Firm memberships to industry diversity and inclusion leadership and training organizations
- Employee inclusion networks for caregivers, ethnic and racial minorities (BIPOC), women, and LGBTQ+ allies
- Up to 100 hours of billable hour credit for activities related to diversity and inclusion in the legal profession
- Reimbursement for affinity bar memberships, including national and local affinity groups for women, lawyers of color, LGBTQ+, and other underrepresented groups
- Diverse Attorney Sponsorship Program

Training & mentoring

- Formal one-on-one Associate/Partner mentor program
- Mentoring circle programs
- CLE tuition and travel cost reimbursement
- In-house CLE offerings
- Business development coaching cohorts

Pro Bono & Foundation

- Up to 50 hours billable credit for pro bono hours
- Pro Bono Committee and full-time Pro Bono Counsel dedicated to matching attorneys' passions and talents with national and local pro bono opportunities
- Ongoing Pro Bono training and resources to support pro bono work
- Firm goal to contribute 3% of its billable hours to pro bono
- Lathrop GPM Foundation supports employee volunteering, nonprofit board service, and access to justice

