

# WILSON SONSINI



## Associate Benefits Overview

Wilson Sonsini Goodrich & Rosati offers associates highly competitive and comprehensive benefits, with plans that help them sustain a healthy lifestyle, achieve financial security, and address work and family needs. This overview is intended to be a brief summary for law students who are considering a career in a law firm, as well as experienced attorneys who may have an interest in working at Wilson Sonsini.

### Wilson Sonsini is the total package

We are proud to offer competitive compensation, market-relevant benefits, and an environment that encourages attorneys to do the best work of their careers.

### Generous compensation

Our compensation philosophy is tried and true: We pay our attorneys a nationally competitive base salary in every office location, and we provide a substantial year-end bonus based on merit and performance.

### Opportunity to work with the best—and to be the best

There's no better place to develop your career. Our team is creative, client-focused, and has an entrepreneurial spirit. Partners recognize and value associates' contributions across a broad spectrum of professional activities, including client service, business development, and firm citizenship. Our focus is on developing well-rounded experts who can assume leadership positions in both their areas of practice and within the firm.

Austin Beijing Boston Brussels Hong Kong London Los Angeles New York Palo Alto  
San Diego San Francisco Seattle Shanghai Washington, DC Wilmington, DE

## A sophisticated work culture

Our practice is multi-faceted, meeting the specific and increasingly complex needs of clients at every stage of growth. We encourage attorneys to work collaboratively across practice areas so that we can bring the best, most appropriate expertise to bear for each and every client. We also provide U.S.-based associates the annual opportunity to work from another U.S. office for one week to build relationships, get another perspective, and connect with local clients. We continually seek out lateral attorneys to add to our expertise in strategic areas.

## Mentorship

We understand the importance of peer mentorship. Our Lateral Link Program helps new lateral attorneys successfully transition and assimilate into Wilson Sonsini. New attorneys are assigned a Lateral Link prior to starting at the firm to go over internal and external resources and address any questions or concerns. Our First-Year Guide Program helps all new first-years successfully transition into their role as associates. Each first-year associate is assigned a First-Year Guide, who will advise them on working in their practice groups and serve as a point of contact for technical legal questions. Guides will also provide information about firm resources to assist the first-years with their transition. Both our Lateral Link Program and First-Year Guide Program include social events like receptions, networking dinners, cooking classes, trivia, and escape-room-style games.

## Wellness @ Wilson

At Wilson Sonsini, the health and wellness of all of our employees is a top priority. Given the demands of the legal industry, we are deeply committed to the well-being of our attorneys. As such, we offer a broad range of wellness-related benefits and resources, including the below:

- **Flexible** work arrangements and **part-time** policy
- A monthly **wellness reimbursement program**—which can be applied to gym memberships, mindfulness subscriptions, personal training sessions, sports and fitness equipment, and more—to support healthy lifestyle choices
- **Special paid time off** to disconnect from the pressures of work and engage in self-care; we currently provide

up to one week of special PTO (40 hours of credit toward bonus qualification) in addition to accrued vacation

- An **emotional support program** that provides free, virtual access to coaching and behavioral health specialists from your smartphone
- A separate **employee assistance program** offering free, confidential support to employees and family members
- A **Wellness @ Wilson** employee affinity group that supports mental health and well-being through encouraging open conversations about the challenges we all face

## Benefits for new parents

Many of our associates are at a stage of life where they are growing a family while building their careers. At Wilson Sonsini, we support our associates by providing the following parental benefits:

- **Up to 26 weeks of time off** following the birth or adoption of a child, including:
  - 20 weeks of paid disability/parental leave for birth mothers (up to 24 weeks when combined with accrued vacation)
  - 12 weeks of paid leave for all other parents (up to 16 weeks when combined with accrued vacation)

Support for new parents includes:

- 24x7 web and mobile access to specialized **newborn care consultants** during the first weeks and months with your new baby
- **Part-time option** for those wishing to have a more gradual return to work
- One-on-one **career coaching** for working parents, including guidance on reentry to legal practice following leave



- Center-based and in-home **backup care** for children from 6 months to 12 years of age, for up to 25 visits per family per year
- **Milk shipping** for nursing mothers traveling on business

We know that there are many paths to parenthood, and we want to support you in growing your unique family—your way. We offer a competitive reimbursement program that helps to cover expenses related to elective egg freezing, adoption, and surrogacy. Enhanced fertility coverage is also available through the firm’s medical plans.

### Little perks to make life easier (and more enjoyable)

Sometimes it’s the little things that matter the most. Here’s how we try to make the going a bit easier:

- Business casual attire
- “Last-mile” car service to help late-night commuters make their connections
- Evening meal program
- Social activities to encourage attorneys to get to know each other
- Reimbursement for standard home office supplies for hybrid and remote workers’ office needs
- Employee discounts for bank and credit unions, entertainment and cultural events, fitness and health companies, home equipment and services, retail products and services, and technology

### Excellent healthcare/insurance package

Our core health and welfare benefits program includes:

- Medical, dental, and vision insurance
- Life, accidental death, critical illness, accident, and long-term care insurance
- Health savings account with an employer contribution
- Healthcare and dependent care flexible spending accounts
- Income protection for short-term disability, including sick days and up to 12 weeks of medical leave pay
- Long-term disability insurance coverage



### Financial benefits

We offer a variety of benefits to help ensure associates’ financial security, including:

- 401(k) retirement plan with retirement savings advice through Schwab/Morningstar
- Referrals for student loan refinancing
- Bonuses from WS Investments—where the firm shares proceeds from investments in client-related opportunities
- Conflict-free financial wellness seminars
- Referral bonuses when you help us successfully recruit new attorneys to the firm

### Professional support

We cover attorney expenses related to:

- Sitting for the bar exam
- Bar membership dues and continuing education
- Relocation expenses
- Choice of wireless device and carrier
- Home office stipend

### A commitment to social justice

We believe in enhancing the communities in which we live and work by providing legal services, financial support, and volunteer services to worthy agencies and individuals in need.

We have a number of initiatives that support the pursuit of justice and equality, including:

- Participation in the Pro Bono Institute's law firm challenge
- Mansfield Plus Certification
- Day-of-service opportunities
- Pro bono and financial commitments to civil rights and racial justice organizations
- Firmwide pro bono and community service awards

We also celebrate **Juneteenth** with a firmwide day of service and celebration, for which associates receive volunteer time off to participate in community service projects focused on racial justice and civil rights.

## Robust employee engagement programs

We offer associates numerous ways to develop meaningful relationships with one another and foster a sense of connection with the firm:

- Our **Affinity Groups**—Black, Asian American, Latinx, LGBTQ+, Women of Wilson, Wellness @ Wilson, and WS Parents and Caregivers—are open to all employees and allies, and offer opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm. We are also planning to expand the number of groups we have in the future to be even more inclusive.
- Our **Team Engage** organizes programming and provides weekly communications focused on benefits, health, well-being, community service, and fun topics of interest to our employees. These include photo and caption contests; a variety of virtual classes (including cooking, yoga, and meditation); family, entertainment, and mindfulness resources; community engagement opportunities; and other activities. Using the Espresso platform, Team Engage promotes the firm's core values and provides unique opportunities for employee engagement. Employees can also send recognition to peers through the FirmFive program on Espresso.

*For more information on Wilson Sonsini's programs and resources,  
please contact a member of our Recruiting team.*

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[www.wmgr.com](http://www.wmgr.com)

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