

Akin Gump

STRAUSS HAUER & FELD LLP

Meeting You Where You Are

Support for Working Parents and Caregivers at Akin Gump

At every stage of your family's life, we provide the resources you need to thrive. Akin Gump benefits programming takes a holistic approach based on four pillars of well-being: physical, emotional, financial and social. We work hard to provide full life-cycle support to everyone who contributes to the firm's success. Spouses, domestic partners and family members are included in benefits offerings wherever possible.



Akin Gump's Commitment to Working Families

Flexible work arrangements including flexible workday schedules, remote work and reduced hour schedules allow for a more harmonious balance between responsibilities at work and at home.

Our **Parents and Caregivers firmwide resource group** offers a forum for mentorship and a dedicated network of support for our working parents and caregivers.

50 Best Law Firms For Women

We received this recognition for our schedule flexibility, paid time off and parental leave, development and retention of women, and the success of working from home for lawyers.

Working Mother magazine

Top Firms for Working Mothers and Family Planning

Yale Law Women

Number One, "Best Places to Work in Washington, D.C."

The Washington Post

Top 10, "100 Best Adoption-Friendly Workplaces"

Dave Thomas Foundation for Adoption

Ranked in "Top Workplaces in Houston" for Seventh Year

Houston Chronicle

Listed in "Best Places to Work in the Dallas- Fort Worth Region"

Dallas Business Journal



Akin Gump is an inclusive workplace where everyone can achieve their fullest potential, and our family-friendly policies pave the way.

—Kim Koopersmith, Akin Gump Chairperson



We are proud to provide holistic, best-in-class benefits, programs and resources that support all aspects of employee life, regardless of one's position at the firm.

—Meg Meserole, Chief Human Resources Officer



Supporting Family Members and Children



Supporting Growing Families

We provide resources to help you grow and nurture your family:

Generous paid parental leave to get to know your newest family member

Reimbursement for eligible **adoption and surrogacy** expenses

Specialist guidance for infertility treatment options or surrogacy and adoption

Medical benefits with **infertility treatment coverage**, including egg freezing



Supporting Parents

We help you balance the demands of work and parenting through:

Subsidized in-home and center-based infant transition and back-up **childcare options**

Preferred enrollment at leading childcare centers and help locating nannies and sitters, pet sitters and housekeepers

Mental health resources for the entire family

Programs and expert support for families with special needs children

Firm-covered **breast milk shipping** when traveling for work

Designated lactation rooms equipped with hospital-grade breast pumps and firm-provided personal accessories

Making sure your family can flourish requires hands-on parental planning:

Academic and test prep services, subsidized virtual tutoring hours

Discounted access to tutoring, camps and extracurricular activities for K-12 children

Discounted student loan refinancing rates for you or family members

Benefits for **same- and opposite-sex domestic partners and spouses**

Flexible spending account for health and dependent care expenses

College coaching to help navigate the admissions process and financial considerations

Convenient state 529 savings plan payroll deductions to prepare for future education costs

Membership to a comprehensive primary and virtual medical care provider program for you, your spouse/domestic partner and children



Supporting Caregivers

Akin Gump offers a community of care and the help caregivers need:

A network of resources for finding elder care providers, including **specialized facilities for memory/hospice care and independent/assisted-living** communities

In-home personal care assistance while recuperating from an illness or surgery when you're the one who needs care