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. If you have any questions about this information, please contact a member of our recruiting department.

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.
**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.

**An appreciation for balance in all things**

Our work is challenging and demanding, and everyone needs to be able to strike a balance. Here’s how we support that:

- **Accrued vacation** plan
- **Employee assistance program** offering free, confidential support to employees and family members
- **Flexible** work arrangements and **part-time** policy
- **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
- An **emotional support program** that provides free, virtual access to coaching and behavioral health specialists from your smartphone, whenever you need it

**Special COVID-19 pandemic programs**

We know that the past year has been remarkably challenging for many associates on a personal level. As such, we are currently providing:

- 40 hours of **well-being time with billable-hour credit** toward bonus—think of it as free time to use in any way you see fit, to help you reset and recharge
- **$500 reimbursement for COVID-19-related expenses**, which may include supplies and protective gear, additional child care or tutoring, or home office expenses, among others

**Benefits for new parents**

Many of our associates are at a stage of life where they are growing a family at the same time they are building their careers. An important priority for new parents is taking time off to be with their newborn children. 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

**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
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

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, 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—African American, 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.
- Our popular Engagement Program features programming and 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; and community engagement opportunities, among other activities.