

## Associate Compensation, Benefits & Resources

This is only a highlight of the compensation and many benefits Jones Walker offers associates. The details of each benefit plan are governed by the terms and conditions of the respective policies and plans. Compensation may change from time to time, and Jones Walker's human resources professionals are available to answer associates' questions. Jones Walker strives to maintain competitive compensation and benefits for legal professionals.

### *Salary*

Jones Walker pays entry-level associates a competitive annual salary consistent with market rates in the city in which they work. Salary increases generally occur at the beginning of each calendar year and are based on performance evaluations and development.

### *Technology Resources*

Jones Walker stays at the forefront of legal technology, helping attorneys communicate and practice law efficiently and effectively. Our technology and systems also allow attorneys and staff in all twelve offices to quickly access and share information.

Attorneys stay connected by using BlackBerry or iPhone handhelds and laptops, both of which a new associate receives upon joining the firm.

Our remote access software combines with a basic Internet connection to allow attorneys to work securely from home or on the road when necessary. Attorneys and clients alike can connect to our secure web portal to communicate and share files. Jones Walker e-mail is also accessible anywhere worldwide through a standard Internet connection. We also offer Verizon Broadband wireless devices to those who will need Internet access at a moment's notice.

The depth of our information technology helps contribute to our attorneys' successful client representation. Technology support specialists and software experts are always on hand to help our attorneys stay connected and up-to-date with communications technology.

### ***Insurance***

We offer our associates a choice of health insurance plans. The firm fully subsidizes the cost of health insurance for each associate, and the firm partially subsidizes health insurance for associates' dependents. We provide our associates with life insurance, accidental death and dismemberment insurance, long-term disability insurance, and a cafeteria plan involving "flex dollars." Associates may use "flex dollars" to purchase health care benefits and supplemental group insurance benefits. Additionally, Jones Walker offers two types of Flexible Spending Accounts (FSAs), which allow tax-deferred contributions for a variety of health care needs.

### ***Fringe Benefits***

Our associates enjoy a \$300 annual wellness benefit, which may be used for expenses not covered under a health insurance plan, e.g., gym memberships, massages, and dental co-payments. In addition, the firm offers up to \$150 per month to offset the cost of parking contracts, bus passes, or other monthly transportation contracts, depending on location.

### ***Retirement Savings***

All associates are eligible to contribute to the firm's 401(k) profit sharing plan. After two years, the firm matches a certain percentage of an associate's elective contribution. Additionally, all associates—even those who do not contribute to the plan—are eligible for annual profit sharing contributions after two years with the firm. These contributions are generally more than five percent of the associate's annual salary.

### ***Vacation, Holidays, and Medical Leave***

Jones Walker pays its associates for designated holidays, including Christmas, Thanksgiving, and Independence Day. Our associates are given three weeks of paid vacation per year.

In addition to a generous paid maternity leave policy, associates may be eligible to take up to six months of medical leave with full pay and without interruption of applicable group insurance, profit sharing, and 401(k) plan benefits, based on medical necessity and the inability to perform his or her

work.

