

Summary of Associate Compensation and Benefits

Listed below is a brief summary of certain Vedder Price policies pertaining to compensation and benefits for our new associates. This is for informational purposes only and does not state the firm's complete policy. Please contact **Bo Y. Kim**, Manager of Associate Recruitment, or refer to our Summary Plan Descriptions for further information.

Associate Compensation

First-year associates receive a highly competitive base salary of \$145,000. Merit bonuses for all associates are based on, and paid according to each associate's performance, professionalism and contributions made to the firm.

Summer Associate Compensation

Vedder Price Summer Associates are paid \$2,788 per week.

Bar Exam & Related Expenses

The firm will cover the expense of a Bar Review course and the expense of a Bar registration fee for those individuals who accept their offer of employment prior to taking a Bar Exam.

Vedder Price provides our entry level associates with a one month stipend while they study for the Bar Exam.

PILI Fellow

Entry level associates studying for the Bar Exam may also opt to work as part of the Public Interest Law Initiative (PILI) Fellowship program for ten weeks and receive a PILI stipend of one month's pay.

Vacation Benefits

Associates may take up to three weeks paid vacation each year.

401(k) Savings Plan

Vedder Price associates are eligible to make pre-tax contributions to our 401(k) plan.

Disability Leave

Attorneys medically unable to work due to pregnancy and childbirth will be paid for at least eight weeks of disability which can then be followed directly with parental leave. This results in a minimum total of 12 weeks of paid leave for a woman after the birth of her child.

Parental Leave

Vedder Price offers a paid Parental Leave for up to four weeks following the birth or adoption of a child.

Casual Dress Policy

Vedder Price enjoys a business casual dress attire year round. Attorneys are expected to keep an appropriate business attire change of clothing in his or her office should it be needed.

Additional Benefits

- ◆ Health Insurance, including same-sex domestic partner coverage
- ◆ Group Life Insurance, with option to purchase supplemental benefits at discounted rates
- ◆ Dental Insurance
- ◆ Vision Discount Plan
- ◆ Health & Dependent Care Flexible Spending Accounts
- ◆ Pre-tax Transit and Parking Program
- ◆ Lateral Associate Referral Bonus
- ◆ Short-Term Disability Coverage
- ◆ Long-Term Disability Coverage (available on tax-advantaged basis)
- ◆ Business Travel Accidental Death & Dismemberment Insurance
- ◆ Long-Term Care Insurance
- ◆ Employee Assistance Program (EAP)
- ◆ Generous Annual Personal Technology Stipend
- ◆ Seminar and CLE Expenses
- ◆ Tuition Reimbursement
- ◆ Bar Association Dues