



ACE Pillars for ATTORNEYS

Through the **ACE Program**, the Firm is committed to providing an environment in which attorneys can prosper both professionally and personally.

Career – *Professional Development*

- Generous annual CLE funding
- Internal training
- Associate Development Committee and coaching
- Annual Personal Client Development funding
- Continually advancing technology to enhance work processes/efficiencies

Wellbeing – *Body & Mind*

- Health/Dental insurance
- Annual Wellness checks
- Flu shots
- Wellness Education lunches
- Monthly in-house massage
- Gym reimbursement
- Firm-provided healthy snacks & refreshments
- Firm happy hours
- Annual firm outings (i.e. Cubs game, Family picnic)
- New attorney welcome brunch
- Attorney Outings (spa, golf, dinners)
- Holiday events
- Community wellness activities – i.e. Susan G. Komen Walk for the Cure, American Lung Association’s Fight for Air Climb, Drake’s Grand Blue Mile Run, Healthiest State Initiative’s annual walk

Financial – *Personal Security*

- Competitive pay
- 401(k) – Firm contribution with Roth option
- Vanguard Financial Services
- Annual financial education
- Parking stipend
- Subsidize long-term care insurance
- Long-term disability plans
- Life insurance with supplement for family members
- Family options for medical/dental insurance plans
- Generous Parental Leave that allows for up to 17 weeks of paid leave and an additional 10 weeks of unpaid leave
- New hire referral bonus

Community – *Involvement & Service*

- Inclusion Committee events
- State and County Bar association committee representations
- Client industry association involvement
- Community involvement – Outreach firm-wide – Iowa Legal Aid, United Way, annual Firm charity of choice selection and activities, including dress down Fridays
- Community Involvement – financial support of Board participation