



ACE Pillars for STAFF

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

Career – *Professional Development*

- Internal training
- Continually advancing technology to enhance work processes/efficiencies

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
- Firm funded Salary Continuation Policy in the event of a disability, including maternity leave
- New hire referral bonus

Community – *Involvement & Service*

- Inclusion Committee events
- Community involvement – Outreach firm-wide – Iowa Legal Aid, United Way, annual Firm charity of choice selection and activities, including dress down Fridays

Wellbeing – *Body & Mind*

- 37.5 hour workweek
- Summer hours program
- Generous PTO policies, including ability to carry-over
- 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)
- Staff Appreciation events (i.e. Escape Room, breakfasts, lunches)
- New Staff lunch
- Employee Recognition program
- Holiday events
- Community wellness activities supported by firm – 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