



## Benefit Plans for Attorneys - Hawaii

Littler offers a comprehensive and flexible benefits package that provides you and your family with convenience, choice, flexibility, cost-savings and, most importantly, quality care. Below is a summary of benefits available to Attorneys classified at or above a .5 Full Time Equivalence (FTE) (includes the following job titles: Associate, Of Counsel, Counsel, Special Counsel, Senior Counsel, LCS Counsel, Secondment Counsel, E-Discovery, LoD Attorney, and Immigration Associate). Most benefits begin the first of the month following date of hire.

### BUNDLED HEALTH PLANS

You have the option to select medical, dental, and vision through Hawaii Medical Service Association (HMSA).

**Waiver Benefit** - Those declining enrollment in the bundled health plans receive a monthly waiver credit of \$100 upon proof of other coverage.

### 401(k) PLAN

The Littler 401(k) Plan is a retirement savings vehicle which includes investment choices within a core menu of mutual funds, target date funds, or a brokerage account option. The plan permits rollovers at any time.

**Employee Deferral** – defer a flat dollar amount or a percentage (1% to 100%) of pay on a pre-tax and/or after-tax basis up to the annual maximum of \$24,500. An additional catch-up contribution of \$8,000 is permitted for participants age 50 and over, and a super catch-up contribution of \$11,250 is permitted for participants ages 60-63. The Plan includes an auto enrollment feature with a deferral of 3%. Employee contributions are always fully vested.

### LIFE INSURANCE

Life insurance provided equal to base annual salary up to a maximum amount of \$250,000.

### TIME OFF

**Holidays** – the Firm observes ten (10) paid holidays.

**Time Off** – not subject to accrual and available for use at your discretion.

**Leaves** – may include, and dependent upon hours worked, length of service and state jurisdiction, the following: medical, family care, bonding, personal, military duty, jury duty, witness duty, and bereavement.

### SICK, DISABILITY AND INCOME PROTECTION PLANS

- **Hawaii Short Term Disability** – state mandated benefit is equal to 58% of your average weekly wages up to a maximum of \$871 per week.
- **Paid Sick Time** – pay continuation due to minor illness. For absences of four (4) or more consecutive business days or for chronic or serious health conditions requiring repeated or intermittent absences, see Paid Medical Time Off.
- **Paid Medical Time Off** – pay continuation with duration of up to fifteen (15) workdays with less than one (1) year of continuous employment, and sixty (60) workdays after one (1) year of continuous employment may be integrated with applicable state plans.
- **Long Term Disability** – Disability insurance provides income should you become sick or injured and unable to work after 90 calendar days on a continuous or cumulative basis. The monthly benefit is 60% of your gross monthly compensation up to a maximum of \$20,000.

## **EMPLOYEE ASSISTANCE PROGRAM**

**Employee Assistance Program (EAP)** –confidential and professional counseling services to you and your family members.

## **VOLUNTARY OPTIONS**

**Flexible Spending Accounts** – save on healthcare and dependent care expenses by electing pre-tax accounts for reimbursement

**Critical Illness** – select \$15,000 or \$30,000 plan with no medical underwriting to cover expenses for various medical conditions

**Hospital Indemnity** – select low or high plan with no medical underwriting to cover expenses due to hospitalization resulting from illness or accident.

**Supplemental Life Insurance** – purchase extra coverage for yourself, your spouse/domestic partner and dependent children without medical underwriting within the first 31 days of employment

**Commuter Benefits** – sign up for public transportation, vanpools and parking benefits on a pre-tax basis

**Auto and Home Insurance** – enroll for special group rates and discounts

**Pet Insurance** – purchase coverage for accidents and illnesses for cats and/or dogs

**Patelco Credit Union** – savings and discounted rates for loans

**Citibank Legal Private Banking** – variety of financial services for lawyers

**SoFi** – savings and refinance options for student loans and mortgages

**Chase Home Lending** – lending options and competitive rates

## **PARENTAL RESOURCES**

**Parental Leave** – provides paid leave to new parents as Primary Caregiver or Secondary Caregiver following the birth or adoption of a child.

- Within first year of employment, Primary Caregiver at eight (8) weeks and Secondary Caregiver at two (2) weeks.
- After first anniversary, Primary Caregiver at twenty (20) weeks and Secondary Caregiver at six (6) weeks.

**WIN** – provides an inclusive family building benefit toward fertility treatment and preservation, adoption, and surrogacy. Access to fertility services is for health plan participants. Adoption and surrogacy services and reimbursement are available to all benefits-eligible employees.

**Bright Horizons Family Solutions** – services that provide balance for the competing demands of work and life.

- Center-based backup childcare, and in-home backup child, adult and elder care
- Virtual tutoring for ages 5 to 18
- College Coach to navigate the complex college admissions process
- Family supports for placement services for nannies, sitters, virtual sitters, housekeepers and pet sitters; elder care; and discounts for college test preparation
- Pet care services through a partnership with Rover and Wag!
- Family concierge available to assist in accessing all Bright Horizons services

**Milk Stork** – enables business traveling mothers who are nursing access to a breast milk delivery service that provides refrigerated, express shipping or easy toting of breast milk home.

**Mindful Return** – four-week online course to assist during parental leave for a smooth return to work.

**Joshin** – provides resources for family members with complex care needs. Supports employees through tailored caregiver sourcing, recruiting, and vetting.

*More detailed information is provided in our Benefits Guide, available to new hires and on LittlerHub.*

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*This document is not intended to be all inclusive of the various plan benefits, limits or exclusions as cited. For complete Plan provisions, please consult the applicable Summary Plan Description, Evidence of Coverage and Disclosure Form or related Plan documents. The Firm reserves the right to unilaterally add, eliminate, amend, or modify any of the benefits listed at any time.*