Law Firms Offer Unlimited Vacation, Paid 'Global Experience' to Lure Recruits



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Some big law firms have increased salaries of first-year associates to $180,000 in an effort to lure the best recruits, but now some of those firms are raising the bar by offering benefit packages that include flexible schedules, child care and elderly care assistance, student loan assistance programs, paid parental leave, unlimited paid vacation, private banking, subsidized gym membership and career and family coaching services, **reports Bloomberg Law**.

Reporter **Carmen Castro-Pagan** quotes Orrick, Herrington & Sutcliffe's chief talent officer as saying :the war for talent is intensifying," as she explains that declining law school enrollment and low LSAT scores result in fewer of the most talented students are entering the profession.

Orrick now offers primary caregivers 22 weeks of paid parental leave and up to nine months of job protection.

White & Case LLP has an adoption assistance program that allows employees to set aside pretax dollars of up to $13,460 to help offset adoption expenses, and Goodwin has a program to help lawyers and professional staff refinance and consolidate their student loans. Other benefits can include on-site fitness centers, career counseling, flexible vacations, and travel and living expenses, the Bloomberg article reports.

Read the article.