

Katten

Benefits at a Glance

At Katten, we are proud to offer our employees a complete compensation package — not just a paycheck. All full-time employees are eligible for our complete benefits package; part-time employees are eligible for certain benefits if they work at least 22.5 hours per week (excluding New York — 21 hours per week).

Medical

- Katten offers comprehensive health care benefits for employees and their dependents. The Firm offers a choice between three preferred provider organizations (PPOs).
- Eligibility begins on the first day of employment.

Dental

- Katten offers two enrollment options for dental coverage: a dental maintenance organization (DMO) or a preferred provider organization (PPO). This benefit is available to all employees and their dependents.
- Eligibility begins on the first day of employment.

Vision

- Vision coverage is available to all employees and their dependents.
- Eligibility begins on the first day of employment.

401(k) and profit sharing

- **Defined Contribution Plan (401(k)):** Eligibility begins on the first day of employment.
- **Roth 401(k) Plan:** Enrollment is effective once you elect a deferral percentage.
- **Rollover Accounts:** Qualified rollovers are accepted. Employees may withdraw from their rollover account for any reason.
- **Employer Contribution Plan (Profit Sharing):** The Firm, at its discretion, may make profit-sharing contributions to eligible business professionals. The Firm may contribute an amount equal to 7.5% of the employee's total cash compensation, subject to applicable limits. These contributions are fully vested immediately.

Bonuses

- Employees are eligible, at the Firm's discretion, to receive a bonus each year. Bonuses are payable in December and are based on performance and other criteria determined by Firm management.

Firm “perks”

- Life insurance — Firm provides base coverage and voluntary supplemental coverage
- Paid time off policy
- Parental leave
- Long- and short-term disability insurance
- Flexible spending plans
- Transportation benefits — mass transit and parking benefit programs
- Employee Assistance Program (EAP)
- Back-up child/elder care program
- Free flu shots
- Service recognition awards
- On-site and web-based training courses

** Perks may vary based on office location*