

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 firm employees and their dependents.
- Eligibility begins on the first day of employment.

Vision

- Vision coverage is available for 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 employees. The firm may contribute an amount equal to 7.5 percent 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
- 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
- Health screenings
- Jean days
- Free flu shots
- Service recognition awards
- On-site training courses
- Paid holidays
- Bereavement leave

** Perks may vary based on office location*