

Simply Well

Snell & Wilmer values its attorneys and strives to make the firm a place where people can gain fulfillment, both professionally and personally. Attorney wellness is important to the firm, and our Attorney Development Committee, comprised of associates and partners in each office, has been charged with developing initiatives to encourage our attorneys to practice self-care, enjoy social interactions with colleagues and friends, and make healthy choices. Here are just some of the ways Snell & Wilmer emphasizes attorney wellbeing every day*:

Professional Well-Being

- Three-tiered mentoring program (COACH)
- Partnership advisors
- Real-time feedback associate evaluations
- Firm innovation competition
- FMLA leave ramp-up and ramp-down policy
- 150 billable equivalent training hours for first years
- In-house trial advocacy course and litigation training
- Writing program
- Regular Executive Committee roundtables
- Accessible and approachable firm management
- Career Development Portal
- Monthly COACH emails
- Unlimited billable hours for approved pro bono work
- Women's business development program

Social & Emotional

- Annual firm retreat (with guest activities and child care)
- Fun firm events (e.g., casino night, ski days, cooking classes, sporting events)
- Mentoring events (e.g., team building activities, monthly lunch allowance, firm-sponsored coffee breaks)
- Lateral integration events
- All-firm family picnic
- Firm support of affinity groups and non-profit activities
- Regular all-attorney catered lunches
- Parent Resource listserv
- Quarterly photo contests
- Bright Horizons Family Care subscription
- Big Ups! recognition of random acts of mentorship
- Upward reviews

Body & Mind

- Mindfulness for lawyers
- Standing desks
- HealthyWage Challenge
- Annual biometrics and flu shots
- Onsite mammography
- Group hikes
- Semi-annual Book Club discussions
- Employee Assistance Program
- Monthly yoga classes
- Community volunteer opportunities
- New mother lactation resources
- Ombuds program



For more information about our programs, visit us at www.swlaw.com.

*Some activities vary by office location