



# Benefits

## OUR BENEFITS

At Sandberg Phoenix, we are committed to providing exceptional benefits that allow our members to live well: physically, emotionally and financially.

### Benefits for Full-Time Attorneys

#### Health and Wellness

- Dental insurance
- Domestic partner benefits
- Employee Assistance Program (EAP)
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Long-term care insurance
- Medical insurance
  - *Through UnitedHealthcare, UMR creates and publishes the Machine-Readable Files on behalf of Sandberg Phoenix. To link to the Machine-Readable Files, please click on the URL provided:*  
[transparency-in-coverage.uhc.com](https://transparency-in-coverage.uhc.com)
- On-site health and fitness center
- Pet insurance
- Short-term and long-term disability
- Vision insurance
- Wellness program

#### Planning for the Future

- 401(k) Retirement Plan
- Employee Referral Program
- Life insurance
- Paid Parental Leave for adoptive and biological parents
- Student loan refinancing program
- Wealth planning discount

#### Professional Growth

- Business development budget
- Continuing legal education (CLE)
- Mentoring Program
- Paid professional association dues
- Performance review and feedback process
- Tuition reimbursement for Masters programs

#### Work/Life Balance

- Child care, clothing and ride-share stipend
- Flexible and remote schedule options
- Paid holidays
- Paid parking or transportation costs
- Vacation including billable credit for a portion of your time off

#### Benefits for Professional and Administrative Staff Members

##### Health and Wellness

- Dental insurance
- Domestic partner benefits

- Employee Assistance Program (EAP)
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Long-term care insurance
- Medical insurance
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- On-site health and fitness center
- Pet insurance
- Short-term and long-term disability
- Vision insurance
- Wellness program

#### Planning for the Future

- 401(k) Retirement Plan
- Employee Referral Program
- Life insurance
- Paid Parental Leave for adoptive and biological parents
- Student loan refinancing program
- Wealth planning discount

#### Professional Growth

- Paid association dues in professional legal organizations
- Performance review and discretionary bonus
- Skill and professional development training

- Tuition reimbursement

#### Work/Life Balance

- Birthday off
- Flexible schedule
- Paid holidays
- Paid parking or transportation costs
- Paid time off

For more information on our benefits, please contact:

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*Benefits may be changed at the direction of leadership and all benefits are reviewed at the time of hiring and onboarding.*