

## FAMILY MATTERS

---

# Support for Every Stage of Your Life

At Winston, families truly matter. That's why we provide some of the most progressive family support programs in the industry.

### PARENTAL LEAVE

Winston was one of the first law firms to provide 20 weeks of paid leave for mothers and fathers of a newborn or newly adopted child. Our award-winning, gender-neutral parental leave gives parents—regardless of whether you are the “primary” or “secondary” caregiver—extra time to bond with your baby. And you can take the 20 weeks of leave in one or two increments during the first year of your baby's life.

### PARENTAL LEAVE SUPPORT

- A **Working Parents Career Strategist** works with our parents to develop career plans that work for their family and to help them prepare for leave and connect with firm resources.
- **Reduced hours targets** during “ramp-down” and “ramp-up” periods support attorneys as they transition to and from leave.
- **Partner-Level Parental Leave Liaisons** are a valuable resource for attorneys preparing for and returning from leave.

### FLEXIBLE HOURS SCHEDULE

We know some parents want or need to work reduced hours for some portion of their career and we fully support that. Attorneys working a flexible hours schedule remain eligible for promotion to partnership.

---

“Our policies provide a meaningful level of support and enable our attorneys who are parents to continue to advance in their careers.”

**TOM FITZGERALD, CHAIRMAN, WINSTON & STRAWN**

---

### SUPPORT FOR NURSING MOMS

Winston offers private nursing rooms in the office and free overnight milk delivery back home when nursing moms travel for work.

### BACK-UP CHILD & ADULT CARE

Winston provides 30 days of free back-up child or adult care through Bright Horizons for every one of your dependents, plus an extra 30 days during the first year of a child's life. We also offer free access to the Sittercity database of trusted and reliable sitters.

### FAMILY NETWORK AFFINITY GROUP

The Family Network is open to men and women and is a supportive space to share strategies and access leading-edge information on integrating family life with a Big Law career.