

2010 CDWBA WORKPLACE SURVEY RESULTS

TABLE 1 - PARENTAL/FAMILY CARE LEAVE

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney
	Past Usage means within the last twelve months									
<b>Bond, Schoeneck &amp; King, PLLC <sup>2</sup></b>	Male - 98 Female - 10	Male - 30 Female - 32	Male - 21 Female - 5	Male - 25 Female - 180	Policy - 12 weeks ----- Usage: Current - Yes Past - Yes	Policy - Male - Vacation and sick time policy; Female - 6-8 weeks ----- Usage: Current - No Past - Yes	Policy - Case by Case ----- Usage: Current - Yes Past - Yes	Policy - Vacation and sick time policy ----- Usage: Not provided	Policy - 6 months ----- Usage: Current Parental - No Current Family - No Past Parental - Yes Past Family - No	Policy - 6 months ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No
<b>Burke, Scolamiero, Mortati &amp; Hurd, LLP <sup>2</sup></b>	Male - 4 Female - 1	Male - 5 Female - 3	None	Male - 0 Female - 14	No written policy - No paid leave provided. ----- Usage: Current - NE Past - NE	No written policy - No paid leave provided. ----- Usage: Current - NE Past - NE	No written policy - No paid leave provided. ----- Usage: Current - NE Past - NE	No written policy - No paid leave provided. ----- Usage: Current - NE Past - NE	No written policy - 12 weeks ----- Usage: Current Parental - No Current Family - No data provided Past Parental - No Past Family - No data provided	No written policy - 12 weeks ----- Usage: Current Parental - No Current Family - No data provided Past Parental - Yes Past Family - No data provided
<b>Deily, Mooney &amp; Glastetter, LLP <sup>2</sup></b>	Male - 5 Female - 1	Male - 5 Female - 3	Male - 1 Female - 0	Male - 16 Female - 38	Policy - Male - 1 week Female - 6 weeks ----- Usage: Current - Yes Past - No	Policy - Male - 1 week; Female - 6 weeks ----- Usage: Current - Yes Past - No	Policy - 2 weeks (banked sick) ----- Usage: Current - Not provided Past - No	Policy - Available accrued sick time ----- Usage: Current - Not provided Past - Yes	Policy - 12 weeks ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	Policy - 12 weeks ----- Usage: Current Parental - Yes Current Family - Yes Past Parental - No Past Family - Yes
<b>Featherstonhaugh, Wiley &amp; Clyne</b>	Male - 3 Female - 1	Male - 2 Female - 0	Male - 1 Female - 0	Male - 7 Female - 4	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.
<b>Ganz Wolkenbreit &amp; Friedman</b>	Male - 3 Female - 0	Male - 1 Female - 2	Male - 1 Female - 0	Male - 0 Female - 5	No written policy - case by case ----- Usage: Current - No Past - No	No written policy - case by case ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	Policy - 6 weeks per disability statute ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	Policy - 6 weeks per disability statute ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney		
					Past Usage means within the last twelve months							
<b>Greenberg Traurig, LLP</b>	Male - 5 Female - 4	Male - 2 Female - 8	Male - 4 Female - 1	Male - 1 Female - 15	Policy - 12 weeks ----- Usage: Current - Yes Past - Yes	Policy - None ----- Usage: Current - NE <sup>3</sup> Past - NE	Policy - None ----- Usage: Current - NE Past - NE	Policy - None ----- Usage: Current - NE Past - NE	Policy: Parental - 12 weeks Family - None ----- Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE	Policy: Parental - 12 weeks Family - None ----- Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE		
<b>Harris Beach PLLC</b> <sup>2</sup>	Male - 89 Female - 18	Male - 30 Female - 22	Male - 23 Female - 3	Male - 42 Female - 158	Policy - 12 weeks - also eligible for additional week of paid time if use 2 weeks of vacation time ----- Usage: Current - Yes Past - Yes	Policy - 12 weeks - length of paid time is subject to years of service at firm, may supplement with PTO ----- Usage: Current - Yes Past - Yes	Policy - 12 weeks - also eligible for additional week of paid time if use 2 weeks of vacation time ----- Usage: Current - No Past - No	Policy - 12 weeks - length of paid time is subject to years of service at firm, may supplement with PTO ----- Usage: Current - No Past - No	Policy - as directed physician ----- Usage: Current Parental - No Current Family - No Past Parental - Yes Past Family - No	Policy - as directed physician ----- Usage: Current Parental - No Current Family - No Past Parental - Yes Past Family - No		
<b>Heslin Rothenberg Farley &amp; Mesiti PC</b> <sup>2</sup>	Male - 8 Female - 2	Male - 9 Female - 6	No data provided	Male - 1 Females - 30	No written policy FMLA only ----- Usage: Current - NE Past - NE	No written policy FMLA only ----- Usage: Current - NE Past - NE	No written policy FMLA only ----- Usage: Current - NE Past - NE	No written policy FMLA only ----- Usage: Current - NE Past - NE	No written policy FMLA only ----- Usage: Current Parental - No Current Family - No Past Parental - Yes Past Family - No	No written policy FMLA only ----- Usage: Current Parental - No Current Family - No Past Parental - Yes Past Family - Yes		
<b>Hinman Straub P.C.</b>	Male - 11 Female - 7	Male - 2 Female - 6	Male - 3 Female - 0	Male - 10 Female - 20	No written policy Female - 12 weeks Male - case by case ----- Usage: Current - No Past - Yes	No written policy Female - 8 weeks Male - case by case ----- Usage: Current - No Past - No	No written policy Case by case ----- Usage: Current - No Past - No	No written policy Case by case ----- Usage: Current - No Past - No	No written policy Case by case ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	No written policy Case by case ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No		

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney		
					Past Usage means within the last twelve months							
<b>Hiscock &amp; Barclay, LLP <sup>2</sup></b>	Male - 85 Female - 13	Male - 36 Female - 28	Male - 40 Female - 6	Male - 19 Female - 161	Policy - 6 weeks ----- Usage: Current - Yes Past - Yes	Policy - 4 weeks ----- Usage: Current - Yes Past - Yes	No data provided	No data provided	Policy - 4 weeks ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Parental - No	Policy - 4 weeks ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Parental - No Past Family - No		
<b>Hoffman Warnick LLC</b>	Male - 6 Female - 0	Male - 1 Female - 2	Male - 7 Female - 1	Male - 1 Female - 10	No written policy - Female - 8 weeks ----- Usage: Current - Yes Past - Yes	No written policy - No paid leave ----- Usage: Not applicable	No written policy - No paid leave ----- Usage: Not applicable	No written policy - No paid leave ----- Usage: Not applicable	Policy - 12 weeks ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	Policy - 12 weeks ----- - Usage: Current Parental No Current Family - No Past Parental - Yes Past Family - No		
<b>Iseman, Cunningham, Riester &amp; Hyde, LLP <sup>2</sup></b>	Male - 7 Female - 3	Male - 3 Female - 5	Male - 1 Female - 0	Male - 0 Female - 26	No written policy - Male - None Female - 6 weeks ----- Usage: Current - Yes Past - Yes	No written policy - Male - None Female - 6 weeks ----- Usage: Current - No Past - No	No written policy - No paid leave ----- Usage: Not applicable	No written policy - No paid leave ----- Usage: Not applicable	No written policy - Male - None Female - 6 weeks parental leave ----- Usage: Current Parental - Yes	No written policy - Male - None Female - 6 weeks parental leave ----- Usage: Current Parental - No		
<b>Lemery Greisler LLC <sup>2</sup></b>	Male - 8 Female - 2	Male - 5 Female - 5	Male - 1 Female - 1	Male - 1 Female - 15	No written policy ----- Usage: Current - No Past - NE	No written policy ----- Usage: Current - No Past - NE	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	No written policy ----- Usage: Current Parental - No Current Family - No Past Parental - No Past Family - Yes		
<b>Lombardi, Walsh, Wakeman, Harrison Amodio &amp; Davenport, PC</b>	Male - 6 Female - 0	Male - 1 Female - 1	Male - 1 Female - 1	Male - 0 Female - 8	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	No written policy ----- Usage: Current - No Past - No	No written policy - the issue has never arisen ----- Usage: Current Parental - No Current Family - No Past Parental - No	No written policy - the issue has never arisen ----- Usage: Current Parental - No Current Family - No Past Parental - No		

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney		
					Past Usage means within the last twelve months							
<b>McNamee, Lochner, Titus &amp; Williams, P.C.</b>	Male - 21 Female - 1	Male - 2 Female - 1	Male - 6 Female - 1	Male - 3 Female - 29	Policy - Females - 8 weeks  Usage: Current - No Past - No	Policy - Females - 8 weeks  Usage: Current - No Past - No	Policy - None  Usage: Current - Not available Past - Not available	Policy - None  Usage: Current - Not available Past - Not available	Policy - 12 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	Policy - 12 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No		
<b>Napierski, VanDenburgh &amp; Napierski, LLP</b>	Male - 5 Female - 2	Male - 4 Female - 1	None	Male - 0 Female - 6	No written policy - No paid leave provided.  Usage: Current - NE Past - NE	No written policy - No paid leave provided.  Usage: Current - NE Past - NE	No written policy - No paid leave provided.  Usage: Current - NE Past - NE	No written policy - No paid leave provided.  Usage: Current - NE Past - NE	No written policy - No unpaid leave provided.  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	No written policy - No unpaid leave provided.  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No		
<b>Nixon Peabody LLP <sup>2</sup></b>	Male - 304 Female - 61	Male - 147 Female - 148	Male - 47 Female - 22	Male - 224 Female - 682	Policy - 4 weeks  Usage: Current - Yes Past - Yes	Policy - 4 weeks  Usage: Current - Yes Past - Yes	Policy - None  Usage: Current - Not available Past - Not available	Policy - None  Usage: Current - Not available Past - Not available	Policy - 12 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	Policy - 12 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No		
<b>O'Connor, O'Connor, Bresee and First, PC</b>	Male - 7 Female - 3	Male - 1 Female - 3	None	Male - 0 Female - 13	No written policy  Usage not provided.	No written policy  Usage not provided.	No written policy  Usage not provided.	No written policy  Usage not provided.	No written policy  Usage not provided.	No written policy  Usage not provided.		
<b>Towne, Ryan &amp; Partners, P.C. <sup>2</sup></b>	Male - 2 Female - 3	Male - 3 Female - 1	Male - 6 Female - 0	Male - 0 Female - 8	No data provided	No data provided	No data provided	No data provided	No data provided	No data provided		

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney
					Past Usage means within the last twelve months					
<b>Tuczinski, Cavalier, Gilchrist &amp; Collura, PC</b>	Male - 4 Female - 1	Male - 1 Female - 1	Male - 0 Female - 2	Male - 0 Female - 6	No written policy - 2 weeks  Usage: Current - No Past - Yes	No written policy - 2 weeks  Usage: Current - No Past - No	No written policy - 2 weeks  Usage: Current - No Past - Yes	No written policy - 2 weeks  Usage: Current - No Past - No	No written policy - 12 weeks  Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE	No written policy - 12 weeks  Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE
<b>Tully Rinckey <sup>2</sup></b>	Male - 4 Female - 5	Male - 5 Female - 8	Male - 2 Female - 0	Male - 9 Female - 22	No written policy - 4 weeks  Usage: Current - Yes Past - Yes	No written policy - 4 weeks  Usage: Current - Yes Past - Yes	No written policy - 4 weeks  Usage: Current - No Past - Yes	No written policy - 4 weeks  Usage: Current - No Past - Yes	No written policy - 26 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No	No written policy - 26 weeks  Usage: Current Parental - No Current Family - No Past Parental - No Past Family - No
<b>Whiteman Osterman &amp; Hanna LLP</b>	Male - 32 Female - 7	Male - 13 Female - 14	Male - 5 Female - 4	Male - 7 Female - 61	Policy - 12 weeks  Usage: Current - Yes Past - Yes	Policy - 12 weeks  Usage: Current - No Past - Yes	No separate family leave policy  Usage: Current - NE Past - NE	No separate family leave policy  Usage: Current - NE Past - NE	Policy - Case by case  Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE	Policy - Case by case  Usage: Current Parental - NE Current Family - NE Past Parental - NE Past Family - NE
<b>Young Sommer LLC</b>	Male - 8 Female - 0	Male - 3 Female - 2	Male - 2 Female - 4	Male - 1 Female - 13	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.	No written policy ----- Usage not provided.

FIRMS	Partners	Associates	Other Attorneys	Non-attorney employees	Parental Leave Paid - Attorney	Parental Leave Paid - Non-Attorney	Family Leave <sup>1</sup> Paid - Attorney	Family Leave Paid - Non-Attorney	Unpaid Leave - Attorney	Unpaid Leave - Non-Attorney
Past Usage means within the last twelve months										

<sup>1</sup> Family care leave policies include leave to care for family members other than minor children.

<sup>2</sup> Information provided is for multiple offices, including outside the Capital District.

<sup>3</sup> NE = None eligible.

\* Hodgson Russ LLP completed the survey but declined to have the firm's results published.

\*\* The following firms are also reported as being among the 50 largest in the Capital District Business Review, but they did not provide a response to the survey of the CDWBA:

Bartle, McGrane Duffy & Jones, LLP	Goldberg Segalla LLP	Phillips Lytle, LLP
Bartlett Pontiff Stewart & Rhodes, PC	Gordon Tepper & DeCoursey, LLP	Roemer Wallens & Minneaux LLP
Berger DuCharme Harp & Clark, LLP	Herzog Law Firm, PC	Schmeiser Olsen & Watts
Block Colucci Spellman & Peller LLP	Higgins Robert Beyerl & Coan P.C.	Segel Goldman Mazzotta & Siegel, PC
Cannon Heyman & Weiss LLP	Lavalle & Finn, LLP	Sheehan Greene Carraway Golderman & Jacques LLP
Carter Conboy Case Blackmore	Martin Shudt Wallace DiLorenzo & Johnson	Tabner Ryan & Keniry, LLP
Cooper Erving & Savage, LLP	Maynard O'Connor Smith & Catalinotto, LLP	The Rose Law Firm, PLLC
Couch White, LLP	McGlinchey Stafford	Thorn Gershon Tymann & Bonanni, LLP
D'Agostino Krackeler & Maguire, PC	McPhillips Fitzgerald & Collum, LLP	Thuillez Ford Gold Butler & Young LLP
DeLorenzo Law Firm	Nolan & Heller	Walsh & Hacker
FitzGerald Morris Baker Firth, PC	O'Connell & Aronowitz	Wilson Elser Moskowitz Edelman & Dicker, LLP
Girvin & Ferlazzo, PC	Pattison Sampson Ginsburg & Griffin, PC	
	Phelan Phelan & Danek LLP	

\*\*\* The Family Medical Leave Act which applies to firms employing 50 or more employees requires that qualifying employees be provided with 12 work weeks of unpaid leave for the birth and care of a newborn or for adoption of a son or daughter.

\*\*\*\* New York State Disability provides for 6 weeks of disability for the birth of a child and 8 weeks disability for a woman who has undergone a cesarean section.

**2010 CDWBA WORKPLACE SURVEY RESULTS**

**TABLE 2 - ALTERNATIVE WORK OPTIONS**

<b>FIRMS</b>	<b>Job Sharing</b>	<b>Flex Time</b>	<b>Telecommuting</b>	<b>Part-Time Schedule</b>	<b>Other Alternative Work Options</b>	<b>Eligibility for Alternative Work Status</b>
<b>Bond, Schoeneck &amp; King, PLLC <sup>2</sup></b>	Yes -Case by case - no current participants ----- Bonus consideration given.	Attorneys are permitted to set their schedules, provided they are available to meet clients' needs. Several staff members have been allowed to adjust their start/end times to accommodate family needs. ----- Bonus consideration given.	Yes - One Senior Counsel ----- Bonus consideration given.	Yes - 7 associates, 1 senior counsel, 1 partner, and 11 employees ----- Minimum # of hrs - Case by Case ----- Compensation for hrs. in excess of PT sched. - Case by Case ----- Bonus consideration given.	For further flexibility, the firm issues each attorney a Blackberry and a laptop at their request.	Eligibility is on a case by case basis
<b>Burke, Scolamiero, Mortati &amp; Hurd, LLP <sup>2</sup></b>	Case by case - 2 non-attorney employee participants ----- Bonus consideration given on a case by case basis.	Case by case - no current participants ----- Bonus consideration given on a case by case basis.	Case by case - 1 non-attorney employee participant ----- Bonus consideration given on a case by case basis.	Case by case - 1 non-attorney employee participant ----- Minimum # of hrs - No ----- Compensation for hrs. in excess of PT sched. - Case by case ----- Bonus consideration given on a case by case basis.	Not provided	Eligibility is on a case by case basis
<b>Deily, Mooney &amp; Glastetter, LLP</b>	Yes - Case by case - 4 non-attorney employees ----- Bonus consideration given.	Yes - Case by Case - 1 associate, 12 non-attorney employees ----- Bonus consideration given.	Yes - Case by Case - 1 associate, 2 non-attorney employees ----- Bonus consideration given.	Yes - 1 associate, 5 non-attorney employees ----- Minimum # of hrs - Yes - Anything under 30 hours is considered part-time ----- Compensation for hrs. in excess of PT sched. - Yes - Salary adjustment ----- Bonus consideration given.	Not provided	Eligibility is on a case by case basis and depends upon the requirements of the position
<b>Featherstonhaugh, Wiley &amp; Clyne</b>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.

FIRMS	Job Sharing	Flex Time	Telecommuting	Part-Time Schedule	Other Alternative Work Options	Eligibility for Alternative Work Status
<b>Ganz Wolkenbreit &amp; Friendman</b>	Yes - Case by case - No current participants ----- No data provided on bonus consideration	Yes - Case by case - No current associate participants - No data provided on partners or employees ----- No data provided on bonus consideration	Yes - Case by case - No current participation data provided ----- No data provided on bonus consideration	Yes - Case by case - 1 associate participant - No data provided on partners or employees ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Case by Case ----- Bonus consideration given.	Not provided	Eligibility is on a case by case basis and depends upon the level of experience (several years so that training and supervision are not issues)
<b>Greenberg Traurig, LLP</b>	Yes -Case by case - no current participants ----- Bonus consideration given.	Yes - Case by case - 3 associates ----- Bonus consideration given.	Yes -Case by case - no current participants ----- Bonus consideration given.	Yes - Case by case - 3 associates ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. Yes - Individuals will be compensated in a year end bonus (which is determined by revenue attributable to the individual) ----- Bonus consideration given.	We will entertain any alternative work arrangement that ensures individuals are meeting their work and family obligations in a sane way. The specific arrangements are evaluated on a case-by-case basis.	Eligibility - Case by case
<b>Harris Beach PLLC<sup>2</sup></b>	Yes -Case by case - no current ssociate or employee participants data not tracked for partners ----- Bonus consideration given.	Yes - 10 employees, data not tracked for associates and partners ----- Bonus consideration given.	Yes -no current employee participants - data not tracked for assicates and partners ----- Bonus consideration given.	Yes - 6 associates, 5 partners, 14 employees ----- Minimum # of hrs - No ----- Compensation for hrs. in excess of PT sched. - Yes - Salary adjustment or bonus consideration ----- Bonus consideration given.	No data provided	Eligibility - Case by case
<b>Heslin Rothenberg Farley &amp; Mesiti PC<sup>2</sup></b>	No	No	Case by case - 1 partner ----- Bonus consideration is not applicable	Case by case ----- Minimum # of hrs - No ----- Compensation for hrs. in excess of PT sched. - Yes - Salary adjustment ----- Bonus consideration is not applicable.	No data provided	Eligibility - Case by case

FIRMS	Job Sharing	Flex Time	Telecommuting	Part-Time Schedule	Other Alternative Work Options	Elibility for Alternative Work Status
<b>Hinman Straub P.C.</b>	No	Case by case - 1 associate, 2 partners, and 1 employee ----- Bonus consideration given.	Case by case - 1 associate, 2 partners, and 1 employee ----- Bonus consideration given.	Case be case - 2 partners ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Yes - Salary adjustment ----- Bonus consideration given.	No data provided	Eligibility - Case by case
<b>Hiscock &amp; Barclay, LLP<sup>2</sup></b>	No written policy for non-attorney employees - Job sharing is not offered for attorneys or employees. ----- Bonus consideration not applicable.	Yes - Case by case - 1 associate, 1 partner ----- Bonus consideration given.	Yes - Case by case - 1 associate ----- Bonus consideration given.	Yes - 11 non-attorney employees ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Yes - exempt vs. non-exempt have different criteria ----- Bonus consideration given.	No data provided	Eligibility - Case by case minimum of 1 year and satisfactory performance evaluation
<b>Hoffman Warnick LLC</b>	No written policy - Case by case - No current participants ----- Bonus consideration given.	No written policy - Case by case - No current participants ----- Bonus consideration given.	No written policy - Case by case - No current participants ----- Bonus consideration given.	No written policy - Yes - 1 non-attorney employee participant ----- Minimum # of hrs - None ----- Compensation for hrs. in excess of PT sched. - No ----- Bonus consideration given.	No data provided	No written policy Eligibility - Case by case minimum time with employer
<b>Iseman, Cunningham, Riester &amp; Hyde, LLP<sup>2</sup></b>	No written policy - Job sharing is not offered. ----- Bonus consideration not applicable.	No written policy - Case by case - 2 associates, 2 partners participants ----- Bonus consideration given.	No written policy - Case by case - 2 partners participants ----- Bonus consideration given.	No written policy - Yes - 2 partners, 3 employees participants ----- Minimum # of hrs - None ----- Compensation for hrs. in excess of PT sched. - No ----- Bonus consideration given.	None.	No written policy Eligibility - Case by case

<b>FIRMS</b>	<b>Job Sharing</b>	<b>Flex Time</b>	<b>Telecommuting</b>	<b>Part-Time Schedule</b>	<b>Other Alternative Work Options</b>	<b>Elibility for Alternative Work Status</b>
<b>Lemery Greisler LLC<sup>2</sup></b>	No written policy - Case by case - 2 non-attorney employees participants ----- Bonus consideration given.	No written policy - Case by case - non-employee participants in the summer only ----- No data on bonus consideration provided.	No written policy - Yes - occasional attorney participants ----- No data on bonus consideration provided.	No written policy - Case by case - no current participants ----- Minimum # of hrs - Not applicable ----- Compensation for hrs. in excess of PT sched. - Not applicable ----- No data on bonus consideration provided.	No data provided	No written policy Eligibility - Case by case
<b>Lombardi, Walsh, Wakeman, Harrison, Amodeo &amp; Davenport, PC</b>	No written policy - Case by case - no current participants ----- Bonus consideration not applicable.	No written policy - Case by case - participant data not provided ----- Bonus consideration not applicable.	No written policy - Case by case - no current participants ----- Bonus consideration not applicable.	No written policy - Case by case - 2 non-attorney employee participants ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Yes - paid hourly - both PT employees also receive bonus. ----- Bonus consideration given on a case by case basis.	No data provided	No written policy Eligibility - Case by case
<b>McNamee, Lochner, Titus &amp; Williams, P.C.</b>	Written policy for attorneys -Case by case - no current participants ----- Bonus consideration given.	Written policy for attorneys - Case by case - no current participants ----- Bonus consideration given.	Written policy for attorneys - Case by case - no current participants ----- Bonus consideration given.	Written policy for attorneys - Case by case - 3 non-attorney employee participants ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Yes - Salary adjustment. ----- Bonus consideration given.	No data provided	Written policy for attorneys Eligibility - Case by case
<b>Napierski, VanDenburgh &amp; Napierski, LLP</b>	No written policy - Case by case - no current participants ----- Bonus consideration given on a case by case basis.	No written policy - Case by case - no current participants ----- Bonus consideration given on a case by case basis.	No written policy - Case by case - no current participants ----- Bonus consideration given on a case by case basis.	No written policy - Case by case - no current participants ----- Minimum # of hrs - None ----- Compensation for hrs. in excess of PT sched. - Case by case ----- Bonus consideration given on a case by case basis.	No data provided	No written policy Eligibility - Case by case

FIRMS	Job Sharing	Flex Time	Telecommuting	Part-Time Schedule	Other Alternative Work Options	Elibility for Alternative Work Status
<b>Nixon Peabody LLP</b> <sup>2</sup>	Written policy for attorneys -Yes - Participant data not provided ----- Bonus consideration given.	Written policy for attorneys -Yes - Participant data not provided. ----- Bonus consideration given.	Written policy for attorneys - Yes - Participant data not provided. ----- Bonus consideration given.	Written policy for attorneys - Yes - Participant data not provided. ----- Minimum # of hrs - None ----- Compensation for hrs. in excess of PT sched. - Yes - Bonus consideration. ----- Bonus consideration given.	No data provided	Written policy for attorneys - Yes
<b>O'Connor, O'Connor, Bresee and First, PC</b>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.
<b>Towne, Ryan &amp; Partners, P.C.</b> <sup>2</sup>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.
<b>Tuczinski, Cavalier, Gilchrist &amp; Collura, PC</b>	No written policy - Job sharing is not offered. ----- Bonus consideration not applicable.	No written policy - Case by case - 1 non-attorney employee participant ----- Bonus consideration given on a case by case basis.	No written policy - Case by case - no current participants ----- Bonus consideration given on a case by case basis.	No written policy - Case by case - 1 associate and 2 employee participants ----- Minimum # of hrs - Case by case ----- Compensation for hrs. in excess of PT sched. - Case by case ----- Bonus consideration given on a case by case basis.	No written policy - case by case - no current participants ----- Bonus consideration given on a case by case basis.	No written policy Eligibility - Case by case
<b>Tully Rinckey</b> <sup>2</sup>	Case by case - no current participants. ----- No bonus consideration given.	Yes - no attorney participant data provided - no current non-attorney employee participants ----- Bonus consideration given.	Yes - no attorney participant data provided - no current non-attorney employee participants ----- Bonus consideration given.	Yes - no attorney participant data provided - no current non-attorney employee participants ----- Minimum # of hrs - None ----- Compensation for hrs. in excess of PT sched. - Yes - type of compensation not provided ----- Bonus consideration given.	None.	Eligibility - Case by case minimum time with employer - level of experience

<b>FIRMS</b>	<b>Job Sharing</b>	<b>Flex Time</b>	<b>Telecommuting</b>	<b>Part-Time Schedule</b>	<b>Other Alternative Work Options</b>	<b>Elibility for Alternative Work Status</b>
<b>Whiteman Osterman &amp; Hanna LLP</b>	Case by case - no current participants. ----- Bonus consideration not applicable.	Case by case - not applicable to partners - 1 non-attorney employee participant ----- Bonus consideration given.	Case by case - no current participants ----- Bonus consideration not applicable.	Yes - 3 associates, 4 employee participants ----- Minimum # of hrs - 30 ----- Compensation for hrs. in excess of PT sched. - Yes - Bonus consideration (exempt) and pay (non-exempt) ----- Bonus consideration given.	No data provided	Eligibility - Case by case level of experience - nature of the work of the practice group
<b>Young Sommer LLC</b>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.

<sup>2</sup> Information provided is for multiple offices, including outside the Capital District.

2010 CDWBA WORKPLACE SURVEY RESULTS

TABLE 3 - OTHER FAMILY-FRIENDLY BENEFITS

FIRMS	Prorated Billables during Parental/Family Leave	Flexible Spending Plan	Additional Disability Coverage	Child Care Facility	Other Benefits to Support Working Parents or Caregivers	Partnership Prospects <sup>1</sup>
<b>Bond, Schoeneck &amp; King, PLLC <sup>2</sup></b>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - The firm continues to pay the firm's portion of Health, Life and Disability Insurance for up to 6 months of an unpaid leave of absence.	Yes
<b>Burke, Scolamiero, Mortati &amp; Hurd, LLP <sup>2</sup></b>	There are no billable hours during leave.	Dependent -No Health - No	Attorneys - Yes Employees - Yes	No	No	None eligible
<b>Daily, Mooney &amp; Glastetter, LLP <sup>2</sup></b>	Not provided	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - The firm offers Cancer Care and Accident Insurance.	None
<b>Featherstonhaugh, Wiley &amp; Clyne</b>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.
<b>Ganz Wolkenbreit &amp; Friedman</b>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - Flexibility in arranging hours and leaving early	None eligible
<b>Greenberg Traurig, LLP</b>	We do not have billable hour requirements per se but instead look at revenue attributable to an attorney when calculating year end bonuses. To the extent revenue is reduced as a result of leave, an attorney's bonus may be reduced accordingly. However, we also take into account the fact that an attorney was on leave when determining the bonus and try to ensure the impact of leave reduced.	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - We offer flexible work schedules. Three attorneys currently work a reduced schedule, which they determine (e.g. 9-3 5 days a week, 9-5 M-Th, etc.). We also give attorneys tools to facilitate working from home (e.g., Citrix, laptops, wireless cards, blackberries, etc.). This makes juggling client calls and carpools and after-school commitments a little easier.	None eligible.
<b>Harris Beach PLLC <sup>2</sup></b>	Case by case	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	No data provided	Yes
<b>Heslin Rothenberg Farley &amp; Mesiti PC <sup>2</sup></b>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	No	No
<b>Hinman Straub P.C.</b>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes Long-term disability	No	Yes - flexible hours	Yes

FIRMS	Prorated Billables during Parental/Family Leave	Flexible Spending Plan	Additional Disability Coverage	Child Care Facility	Other Benefits to Support Working Parents or Caregivers	Partnership Prospects <sup>1</sup>
Hiscock & Barclay, LLP <sup>2</sup>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes Attorneys and staff are eligible for up to 26 weeks of firm-sponsored salary continuation. Payment contingent upon position and length of service.	No	Yes - Alternative work arrangements (attorneys only) and Employee Assistance Program	Yes
Hoffman Warnick LLC	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - We offer a flexible schedule as needed.	Yes
Iseman, Cunningham, Riester & Hyde, LLP <sup>2</sup>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - Remote access to firm's network	Yes
Lemery Greisler LLC <sup>2</sup>	Yes	Dependent -Yes Health - Yes	Attorneys - No Employees - No	No	No	None eligible.
Lombardi, Walsh, Wakeman, Harrison Amodio & Davenport, PC	Not applicable.	Dependent -Yes Health - Yes	This would be handled on a case by case basis however, in the past, the firm has offered additional pay.	No	Yes - No policy but if a situation arose, the firm would certainly consider other benefits to support working parents/caregivers.	None eligible.
McNamee, Lochner, Titus & Williams, P.C.	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - flexible schedule, comp. time	No
Napierski, VanDenburgh & Napierski, LLP	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - flex hours and firms pays life insurance in addition to long and short term disability	None eligible.
Nixon Peabody LLP <sup>2</sup>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	Yes - For emergency use only and it is not on-site <sup>3</sup>	Yes - Elder Care Resources; Child Care Resources; Health Advocate; and AGIS Online Resource	Yes
O'Connor, O'Connor, Bresee and First, PC	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.
Towne, Ryan & Partners, P.C. <sup>2</sup>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.
Tuczinski, Cavalier, Gilchrist & Collura, PC	No	Dependent -Yes Health - Yes	Attorneys - No Employees - No	No	No	No
Tully Rinckey <sup>2</sup>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - No cost health insurance and flexible work schedule.	Yes

<b>FIRMS</b>	<b>Prorated Billables during Parental/Family Leave</b>	<b>Flexible Spending Plan</b>	<b>Additional Disability Coverage</b>	<b>Child Care Facility</b>	<b>Other Benefits to Support Working Parents or Caregivers</b>	<b>Partnership Prospects <sup>1</sup></b>
<b>Whiteman Osterman &amp; Hanna LLP</b>	Yes	Dependent -Yes Health - Yes	Attorneys - Yes Employees - Yes	No	Yes - The firm pays a portion of the cost for family health insurance coverage. The other portion is paid for by the employee and can be pre-taxed. The firm offers health insurance reimbursement to those covered by a spouse's health plan.	None eligible.
<b>Young Sommer LLC</b>	No data provided.	No data provided.	No data provided.	No data provided.	No data provided	No data provided.

<sup>1</sup> In the past five years, have any attorneys who have worked or are currently working alternative schedules made partner?

<sup>2</sup> Information provided is for multiple offices, including outside the Capital District.

<sup>3</sup> Nixon Peabody's back-up day care program is provided by Bright Horizons and offers a national back-up day care program through a combination of Bright Horizon centers and Bright Horizons' national Back-Up Care Advantage Program. The firm pays the full cost of this program.