

## Equity

Jackson & Campbell is committed to diversity, equity & inclusion; and we understand that diversity encompasses experiences as well as traits, including race, veteran status, national origin, sexual orientation, gender identity, ethnicity, age, education, religion, gender disability, socio-economic status, and family and marital status. We strongly believe that maintaining a diverse and inclusive workplace is essential to developing quality attorneys and staff that provide high-quality services to our clients. We recognize that the experiences and backgrounds of our attorneys, professionals, and staff enhance the representation of our clients.

We are keenly aware that the legal industry still must make significant strides in its efforts to achieve a truly diverse, equitable, and inclusive profession. Here at Jackson & Campbell, we recognize that our commitment to diversity, equity, and inclusion cannot just be performative. In trying to fulfill our ever-moving commitment to diversity, equity, and inclusion, the firm:

- Provides education to attorneys and staff on fellow colleagues' experiences
- Remains committed to intentional recruiting, retaining, and promoting of diverse attorneys
- Strives to create an inclusive environment where all attorneys and staff feel respected and have opportunities to succeed
- Provides access to programs and opportunities to support, mentor, and promote growth for diverse attorneys
- Continually evaluates the firm's diversity, equity, and inclusion efforts

Through community groups, outreach, educational programs, mentoring, sponsorship, and community service, Jackson & Campbell endeavors to create opportunities for diverse voices within its ranks. By working together and being deliberate in our commitment to diversity, equity, and inclusion, we hope to play our part in moving the legal industry forward in that regard.

As part of this commitment, some of the bar associations and community organizations to which Jackson & Campbell attorneys belong, include the following:

- [Commercial Real Estate Women – DC](#)
- [Equality Chamber of Commerce DC Metro Area](#)
- [Virginia Women Attorneys Association](#)
- [WBA Foundation](#)
- [Women's Bar Association of the District of Columbia](#)
- [National Bar Association](#)

## Retention

Jackson & Campbell, P.C. values and appreciates every member of our team. We demonstrate our commitment to attorneys and staff by working daily to foster a supporting, understanding and collegial workplace. Jackson & Campbell, P.C. seeks to create an environment and a firm culture where every attorney and staff member has the guidance, mentorship, and desire to stay at our firm for their entire career.

Some highlights of our retention program include:

- A commitment to provide all attorneys opportunities for mentoring, support, training, and advancement;
- The ability to offer hands-on experience with clients, courts, and all aspects of the legal process due to our smaller size compared to other D.C. firms;
- Open lines of communication between management and attorneys;
- Professional development in legal skills, building and maintaining client relationships, and gaining management skills;
- Encouraging and supporting a healthy work/life balance;
- A robust employee wellness program;
- Competitive benefits including 401k and Profit-Sharing Plans with employer matching; and
- An enthusiastic and engaged Diversity, Equity, & Inclusion Committee that focuses on:
  - Ensuring a supportive and inclusive environment for all;
  - Striving to build and retain a J&C Team that reflects our community;
  - Organizing firm-wide events that allow every member of the J&C Team to socialize and celebrate important events;
  - Reenergizing the firm's recruitments efforts, including reaching out to underrepresented groups in the legal world;
  - Working with law schools and other programs to support, guide, and encourage students interested in pursuing a legal education and career; and
  - Supporting our local community and numerous DMV organizations to promote fairness and equity.

## Wellness

Jackson & Campbell, P.C. values and appreciates every member of our team. We are committed to supporting our valued team members by diligently reducing workplace stress and fostering a healthy environment. To support the wellness of our team members, Jackson & Campbell encourages all employees to take care of their health and participate in firm programs and initiatives that include the following full complement of benefits:

- Employee Assistance Program (EAP) (wide range of well-being benefits)
- Parental Leave
- Annual Vacation Leave and Sick Leave
- Bereavement Leave
- Ten holidays observed annually, along with two floating holidays
- Fitness Facility (free access to fitness center located in firm's office building)
- Short-Term Disability: 60% of weekly salary up to \$2,000 for 10 weeks
- Long-Term Disability: 60% of monthly salary up to \$6,000. Duration based on condition and age at time of disability.
- Health Plan HMO and PPO options with the following available:
  - Health Savings Account (HSA) (tax-advantaged funding by Employee, with Firm contribution)
  - Health Reimbursement Arrangement (HRA) (fully funded by the Firm)
- Vision Insurance
- Dental Insurance
- Flexible Spending Account (FSA) (pre-tax benefit funded by Employee)
- Life Insurance: 1.5 times annual salary to a maximum of \$150,000

## Flexibility

Jackson & Campbell recognizes the need for and supports workplace flexibility, while ensuring that its clients receive the highest level of legal services. As part of its commitment to working with employees on a positive and supportive workplace, the Firm:

- Offers a hybrid work schedule
- Works with its professional staff who request reduced billable hour requirements and work schedules
- Provides reasonable flexible work hours for staff to ensure up to 12 hours of support staff coverage