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## O'Melveny Earns Work-Life Seal of Distinction from WorldatWork's Alliance for Work-Life Progress for Second Year

April 02, 2014

FOR IMMEDIATE RELEASE

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**LOS ANGELES – April 2, 2014** – O'Melveny & Myers LLP has earned the Work-Life Seal of Distinction from WorldatWork's Alliance for Work-Life Progress (AWLP) for the second year in a row. O'Melveny is one of only three AmLaw 50 law firms to receive the distinction this year. The award recognizes employers who have demonstrated "leadership in workplace strategy that empowers employees to achieve success across life's multiple domains."

To select the 2014 Work-Life Seal of Distinction honorees, AWLP assessed companies' policies, programs and practices across seven categories they have identified as critical to a best-in-class work-life portfolio in today's workplace: dependent care; health and wellness; workplace flexibility; financial support; paid and unpaid time off; community involvement; and efforts to transform organizational culture.

"We approach flexibility as a business strategy, not a mere policy on paper. The Alliance for Work Life Progress shares that philosophy, so we're very

pleased they have selected us as an employer of distinction again this year,” said Rochelle Karr, O’Melveny’s Director of Attorney Professional Development and Alumni Relations. “The AWLP recognizes that we are striving to do more than introduce a series of programs; we are working to foster a culture of flexibility—one that allows our attorneys to work smarter and more efficiently. This is a win-win for both our lawyers and our clients.”

The centerpiece of O’Melveny’s flexibility strategy is CustOMMize, a comprehensive program introduced in 2012 that allows associates and counsel to consider several different flexibility options to meet their individual needs. In addition to informal day-to-day flexibility and the Firm’s reduced workload and “Phase Back” (reduced workload following a leave) programs, CustOMMize includes remote work and flex time arrangements, a job share program, and a sabbatical program called “Bridges.” CustOMMize is available to any associate or counsel, male or female. To date, 20% of the Firm’s attorneys have participated in the initiative. Bridges participants have pursued a wide variety of personal interests and pursuits, including campaign support, graduate coursework, performing arts, and nonprofit work.

“I feel fortunate to be a part of a firm with such a rich array of flexibility options—for parents and non-parents alike,” said New York counsel Tracie Ingrasin, who worked with the Firm to craft an integration plan for her return from maternity leave that included a reduced schedule and remote work one day each week. “The Firm’s flexibility program enables me to be a successful lawyer and a nurturing and present parent.”

The Firm also offers a one-on-one coaching program for lawyers returning from parental leave; backup childcare and eldercare; near-site childcare centers in some locations; on-site lactation resources; parenting groups; a comprehensive employee assistance program; generous paid and unpaid time off and extended leave options; flexible benefit options, including dependent and domestic partner coverage; tuition reimbursement; and pre-tax commuter benefits / transportation subsidies, among many other benefits.

AWLP was founded in 1996 as the central organization to advance work-life effectiveness as a business strategy designed to enhance engagement and productivity through the integration of work, family, and community. The organization is an affiliate of WorldatWork, a global association for human resources management professionals and business leaders focused on attracting, motivating, and retaining employees.

### **About O’Melveny & Myers LLP**

With approximately 800 lawyers in 16 offices worldwide, O’Melveny & Myers LLP helps industry leaders across a broad array of sectors manage the complex challenges of succeeding in the global economy. We are a values-driven law firm, guided by the principles of excellence, leadership,

and citizenship. Our commitment to these values is reflected in our dedication to improving access to justice through pro bono work and championing initiatives that increase the diversity of the legal profession. For more information, please visit [www.omm.com](http://www.omm.com).

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