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**SAUL EWING MANAGING PARTNER, JASON ST. JOHN TO BE HONORED
FOR HIS EXCEPTIONAL COMMITMENT TO FLEXIBILITY**

Flex Leader Award to be presented During Virtual Conference on November 3

Washington, DC (October 12, 2022) – The [Diversity & Flexibility Alliance](#) has announced that [Jason St. John](#), Managing Partner of Saul Ewing Arnstein & Lehr will receive its [2022 Flex Leader Award](#). The Flex Leader Award recognizes an executive who is moving their organization toward a more inclusive workplace through holistic flexibility. The Award will be presented on Thursday, November 3 during the Alliance’s virtual annual conference *Cultivating a Holistic Work Culture: The Power of People, Purpose & Productivity*. Registration is available [here](#).

Jason St. John is being honored for his passionate support for and unwavering dedication to offering flexible working options. Jason’s compassionate leadership has been integral to the creation of Saul Ewing’s new hybrid working plan, 4+4, which applies to all employees, including attorneys and business professionals.

Understanding that the firm’s culture is built on relationships, Jason and firm leadership took the time to research best practices, benchmark data and gather input from firm members before launching their hybrid initiative. The 4+4 plan specifies that employees are expected to come into the office each Wednesday, in addition to four additional days per month. This extremely popular policy provides employees with the option to work from home all other days, allowing for each individual to work when and where they choose. Wednesdays have also been marked as “Zoom free” to encourage in person interactions on these days.

In addition to the 4+4 plan, Jason has championed the implementation of several other workplace flexibility initiatives including: extending paid parental leave to 16 weeks for all firm members; adding a one-month ramp up period after leave; as well as providing backup childcare, reimbursement for breastmilk shipping and more robust fertility benefits. Additionally, a staff tuition reimbursement policy and expanded gender transition services have been created.

“We have tried to craft a policy that allows for the greatest flexibility while still fostering the collaboration that fuels relationships, mentoring and trust,” said Jason St. John. “Our people appreciate the flexibility and know that the firm cares about their well-being. We believe that our 4+4 Plan is fostering the kind of engagement, connection and collaboration that translates into outstanding client service,” he added.

“Under Jason’s leadership, Saul Ewing has created an excellent hybrid working plan that provides all of its employees with flexibility and autonomy, while maintaining its excellent client service,” said Manar Morales, President & CEO of the Diversity & Flexibility Alliance. “By offering the same options to both attorneys and business professionals, Jason has created a more inclusive and equitable culture. We are proud to recognize this inspiring and empathetic leader as a trailblazer in the legal community,” she added.

The **Diversity and Flexibility Alliance** is a think tank that collaborates with organizations to develop non-stigmatized flexible working policies that promote inclusive cultures and help to advance more women into leadership positions. The Alliance provides practical research-based solutions, training workshops, and strategic advisory services that increase organizational effectiveness through diversity and flexibility.