

Latham, in Long-Term Investment, Offers Employees Free Health Services at On-Site Clinic

The firm also plans to open a second clinic, also managed by Johns Hopkins, in New York when that office relocates to 1271 Avenue of the Americas next year.

By Christine Simmons
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Latham & Watkins has taken its employee health care efforts to the next level.

The firm opened an on-site health care clinic in its Los Angeles offices Wednesday. The services are only available to Latham's lawyers and staff in its two downtown Los Angeles locations—about 700 people—as well as visiting Latham personnel from other offices.

The new clinic, which it calls the LiveWell Center, is managed by Johns Hopkins Medicine staff, led by an advanced registered nurse practitioner as well as two well-being counselors, two physical therapists and a registered nurse.

The health center appears to be a significant investment on Latham's part. The clinic, which has been in the works for about a year, is planted on 1,500 square feet of Latham office space at its 355 South Grand Ave location in Los Angeles. Meanwhile, nearly all services will be free of charge for Latham personnel—without any insurance claims—as Latham will pay Johns Hopkins for the services, the firm said.

Annette Sciallo, Latham's director of global benefits and well-being, declined to quantify the



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Anna Marie Douglas, left, advanced registered nurse practitioner, and Annette Sciallo, director of global benefits and well being at Latham & Watkins.

firm's budget or investment in the clinic but confirmed that "this is a very big commitment to the firm" and "a testament to how serious" the firm is taking employee health care.

While confirming the clinic will help Latham's recruitment and retention efforts, she said the health care of its lawyers and staff was the primary concern. "We thought by offering faster and more convenient care," she said in an interview

Thursday, “it would make it easier for the firm’s busy lawyers and staff to focus more proactively on their care.”

The firm also plans to open a second clinic, also managed by Johns Hopkins, in New York when that office relocates to 1271 Avenue of the Americas in summer 2020. Sciallo said the firm will evaluate the two health centers’ utilization rate in deciding on whether to open similar facilities for other offices.

Latham’s on-site clinic isn’t an entirely new idea for a law firm. There are a few other firms on the East Coast that offer on-site health services, and American Lawyer has detailed a few other law firms’ efforts to bring counselors directly to offices, such as at Akin Gump Strauss Hauer & Feld and Weil, Gotshal & Manges.

But Sciallo said she was aware of no other law firms in Los Angeles that offer on-site health services. Latham also said it is the first law firm in the country with an on-site health center managed by Johns Hopkins Medicine.

According to the firm, the clinic will offer assessment and treatment of minor illnesses and injuries; screenings and preventive services, including lab work, flu shots and travel immunizations; mental health counseling and wellness coaching; and chronic disease prevention and management, such as monitoring of blood glucose and A1C levels. Also offered are physical therapy services, including ergonomics support and education.

“What we’re really trying to accomplish is to get people to think more proactively,” Sciallo said,

adding some people “tend to power through the day, ignore signs and symptoms.”

“We’re removing barriers to care and we’re making it very easy for people to access very high quality service for free,” she said.

The clinic will have normal business hours and is mostly operated on an appointment basis, although Latham personnel can walk in for urgent needs, she said. Some services, such as well-being counseling, will have after-hours availability. While the clinic will provide a range of services, it’s not meant to replace somebody’s primary care provider or specialist. “It’s meant to be a supplement for somebody’s care,” Sciallo added.

The health care professionals are all employees of Johns Hopkins or its subcontractors or affiliates—not employees of Latham, she said. The clinic’s electronic records will remain separate and private from the firm, just like any other doctor’s office’s records, she noted.

Latham is promoting the center as an extension of its decade-long well-being platform, LiveWell Latham, that has provided physical and mental well-being programs for law firm personnel. The clinic is the “next logical step for us,” Sciallo said, adding the firm will continue to offer resiliency and mindfulness training programs as well.

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