



Full Circle

Do you have to choose between two things you love?*

*connectedthinking

PRICEWATERHOUSECOOPERS 



Every turn in your life, every event, every decision creates a new set of choices.

When you started here, you made a commitment to us and we made a commitment to you. That commitment shouldn't end because you want or need to take time to become a mother, a father, or to take care of a loved one.

Putting your career on hold is both an exciting and scary experience. It brings up fears, concerns and questions about you, your future and your future with the Firm.

What effect will it have on your career?
Will your technical skills atrophy?
Will you be forgotten?
Will everything but your family seem trivial?
Will you be able to come back?
Will you want to come back?

Choosing between two things you love

“My career was taking a drastic change. I felt like I was in a rut, like I didn't know where my future was headed. Life was pulling me in one direction while work was pulling me in another. I accepted that my career wasn't going to be the same. I felt a sense of loss because I loved my job and found it so rewarding.”

*Romy—Alumni
2 sons, 1 daughter*



Full Circle is a program designed for those who have decided to separate from the Firm for an extended period of time. It allows you—for a period of up to five years—to continue to stay connected with your colleagues, peers and friends at the Firm while you are gone. The extent of that relationship is entirely up to you.

Throughout this book you will hear from would-be mothers, expecting mothers, experienced parents and those with elder care responsibilities about different stages of their experience. You'll also hear about the many benefits and resources you'll have while you're gone.

Full Circle means you don't have to choose between the things you love. It means there is no dead end, no wrong turn and that your options are always open.

We respect the choices you make; we understand that your path may be different from others. You are valuable to us and we hope to continue to be valuable to you.

Full Circle means that we want you to be able to stay connected as much or as little as you like; it means we want to be there for you during this important transition in your life and career. And eventually, when you are ready, it means we want you back. That could be full time, part time or on a project basis.

You are you and no one else

"It took me a while to get back up to speed when I came back to work—both emotionally and technically. It's important that you go back with a realistic approach. You have to think about what you are doing in the present, not what you think you should be doing or what other people who didn't leave the Firm are doing."

*Paula—Assurance Partner
2 sons, 1 daughter*



You, as always, will be ready

We want you to be prepared to make the decisions that are right for you at any time. If you should choose to come back to work, whether here or somewhere else, you will be ready. For all five years of Full Circle the Firm will reimburse you for any and all work-related licenses and credentials. We also want to make sure you're up-to-date with changes, new practices, best practices and new technology. Therefore, in consultation with your coach, you can arrange to attend select Firm training programs or for reimbursement of external self-study courses.

You are not alone

“My father had been ill for some time and my mother’s motor skills were deteriorating, so my husband and I decided they should move in with us. My father died six months later. It was the most wonderful six months of my life and probably the hardest. I guess the advice that I would give someone in a similar situation is to remember that you’re not alone. There are a lot of people out there who can help.”

Evelyn—Assurance Partner

1 son, 1 daughter, caretaker of parents



Out of sight, top of mind

We will be here for you when you need us. The lines of communication will always be open. Before you leave, you will recommend three candidates, one of whom will be assigned as your coach. The role of a coach is to help you stay in touch, make decisions or just be an understanding set of ears. Coaches should be a partner, managing director or director.

Coming back gradually

“I kept in touch with people informally while I was on maternity leave. They were the ones who informed me of my options. Without their help, I don’t think I’d be back. Without them I wouldn’t have known what was possible. You can come back gradually. You don’t have to rush back and you don’t have to worry that your career will be jeopardized.”

*Betsy—IFS Manager
1 son*



Staying social

You may not be with us on a daily basis anymore, but that doesn't mean you can't join us in celebrating the successes you helped create. As a Full Circle participant, we hope to see you at our holiday parties and local office events. You're welcome to join us for any networking circle events and alumni and volunteer initiatives, such as United Way and Junior Achievement. These opportunities can be supportive, informative or just a welcome distraction from your busy life as a caretaker.

Quality doesn't always equal hours

"There should be no reason for a woman who leaves the Firm to come back and feel like she can't make partner, because at PwC it's just not true. The important part of the job is adding value at the appropriate times."

*Diane—Tax Partner
2 daughters*

A virtual lifeline

Technology keeps you walking our halls. Even if you're having a picnic in the park, making a snack, or changing a diaper, you will have access to our alumni external website (www.pwc.com/usalumni). You'll also continue to have access to LifeBalance OneSource 877-PwC-4YOU (877-792-4968) and will receive work/life and leadership materials from the Office of Diversity.

We hope you take the opportunity to stay connected with the Firm in any way you can. You are valuable to us and we hope to continue to be valuable to you.

Full Circle is available to high-performing senior associates and above (rated "higher than expected" or "exceptional"), as well as to alumni who meet current eligibility requirements and are full-time caregivers.

Full Circle is an unpaid, voluntary arrangement with incentives for eligible separating staff for a term lasting up to five years.

Applications will be approved by staff's LOS HR leadership and program leader. Terms of arrangement will be renewed in writing once every fiscal year.

Participants are given a good faith agreement for job placement upon returning.

Participants are not permitted to be employed by a PwC client or competitor while enrolled in the program.

Participants are welcome to attend all local Firm functions, such as holiday parties, networking circle events and alumni/volunteer initiatives.

The following benefits are available to program participants:

- LOS/IFS training
- A PwC coach
- Reimbursement for annual licensing and credentialing
- Continued access to LifeBalance OneSource, and work/life and leadership materials from the Office of Diversity.

If you have any questions about program details or eligibility requirements, please contact Jennifer Demirdjian, Office of Diversity, at 312-298-4025 or at jennifer.n.demirdjian@us.pwc.com

NY-GR-08-0762-A

© 2008 PricewaterhouseCoopers LLP. All rights reserved. "PricewaterhouseCoopers" refers to PricewaterhouseCoopers LLP or, as the context requires, the PricewaterhouseCoopers global network or other member firms of the network, each of which is a separate and independent legal entity. "connectedthinking" is a trademark of PricewaterhouseCoopers LLP (US).

The Firm has the right to change, modify or terminate the policies, plans and procedures described in this brochure, at any time, with or without prior notice.

PricewaterhouseCoopers is committed to the principle of equality in employment. Our policy is to protect the employment opportunities of individuals who are members of particular groups protected under applicable federal, state, or local laws and to base personnel decisions upon individual merit and capabilities. In pursuit of this policy, staff members are engaged without regard to race, color, religion, national origin, sex, age, disability, sexual orientation, veteran, marital, or citizenship status, or any other status protected by law. This policy applies to training, promotions, terminations, working conditions, compensation, and all other terms, conditions, and privileges of employment.