

WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN 

2009 Working Mother & Flex-Time Lawyers Best Law Firms for Women

Executive Summary



Survey Methodology

- Each firm completed a detailed application covering the following sections:
 - *Workforce Profile*
 - *Flexibility*
 - *Leadership, Compensation and Advancement of Women*
 - *Family Friendly Benefits and Policies*
 - *Development and Retention of Women*
- Completed applications were collected online by DFD Consulting, an independent research firm, from November 12, 2008 to February 6, 2009.
- All data for the 2009 survey was collected from the full year of 2008. Some data is reported for the combined years 2004 – 2008.
- Winning firms were selected from a pool of self-selected applicant firms with 50 lawyers or more.
 - Statistics reported are aggregate based on the data from the 50 winning law firms.
 - Answers reported are based on responses provided by applicant firms. Not all firms answered all questions.
- The capitalized words are defined terms from the survey.



Summary of Findings: Cause for Celebration

- 96% of Winning Firms have written Reduced Hour policies, 42% have written Full-Time Flex-Time policies and 62% offer Full-Time Telecommuting.
- Winning Firms continue to provide generous parental leave to their Lawyers, offering fourteen weeks of paid leave to mother Lawyers, six weeks of paid leave to father Lawyers, and eleven weeks of paid leave to adoptive parent Lawyers.
- More Winning Firms are offering training and mentoring for women.
- Winning Firms show increased support for Re-Entry and retiring Lawyers.



Summary of Findings: Areas for Improvement

- Among our Winning Firms, representation of women continues to decline sharply at the higher levels, although our Winning Firms' averages exceed national averages.
- Women continue to show low representation at the leadership level, although five Winning Firms have female Chairpersons, up from one Firm in 2007.
- Usage rates for alternative work arrangements remain low, although our Winning Firms' averages continue to exceed national averages.
- Promotion rates of women Partners, although steady, should be increasing at a higher rate.

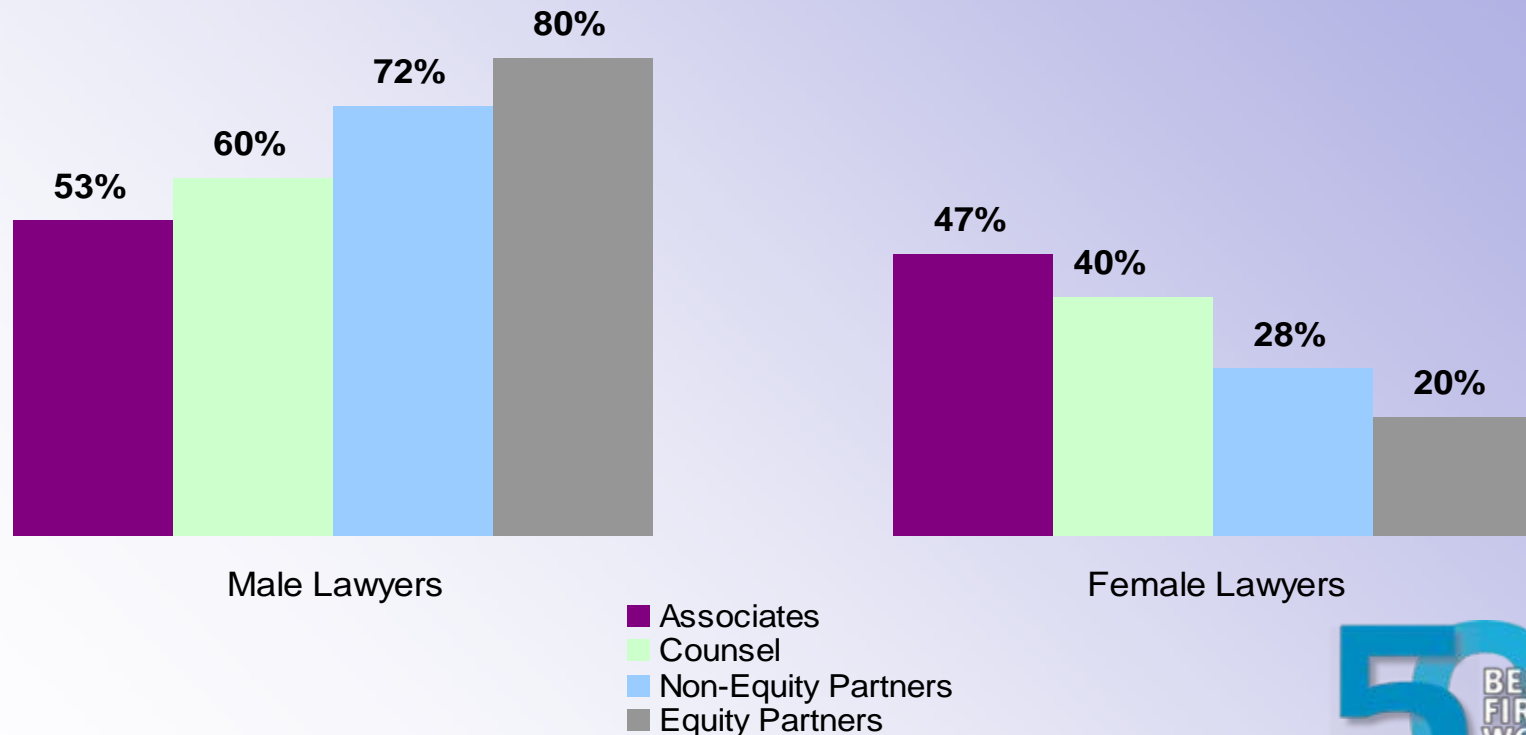


WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Women's Representation Declines at Higher Levels

- The 50 Winning Firms employ more female Equity Partners (20%) than the national average (16%).

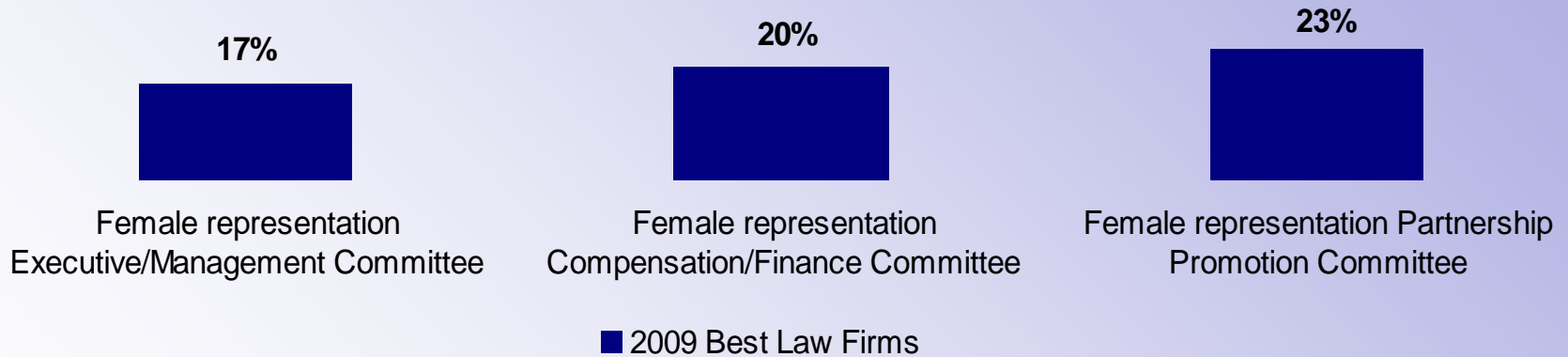


Source: National Association of Women Lawyers, 2008.
Data for Winning Firms is from 2009

WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Representation of Women on Influential Committees

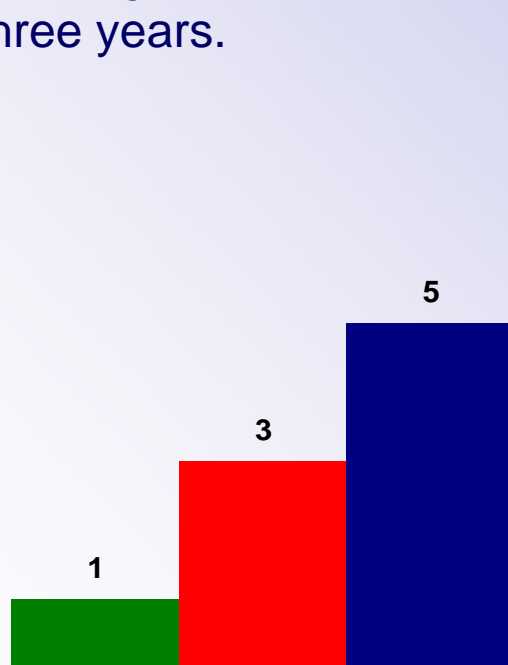


WORKING MOTHER & FLEX-TIME LAWYERS

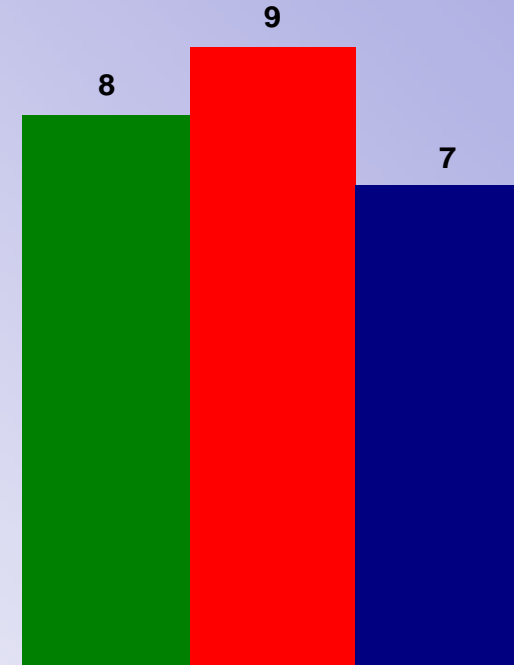
BEST LAW FIRMS FOR WOMEN

Representation of Women as Firm Leaders

- Female leadership at the Winning Firms remains low, even though Winning Firms have increased their female Chairpersons over the past three years.



Number of firms with Female Chairpersons



Number of firms with Female Managing Partners

■ 2007 Best Law Firms
■ 2008 Best Law Firms
■ 2009 Best Law Firms

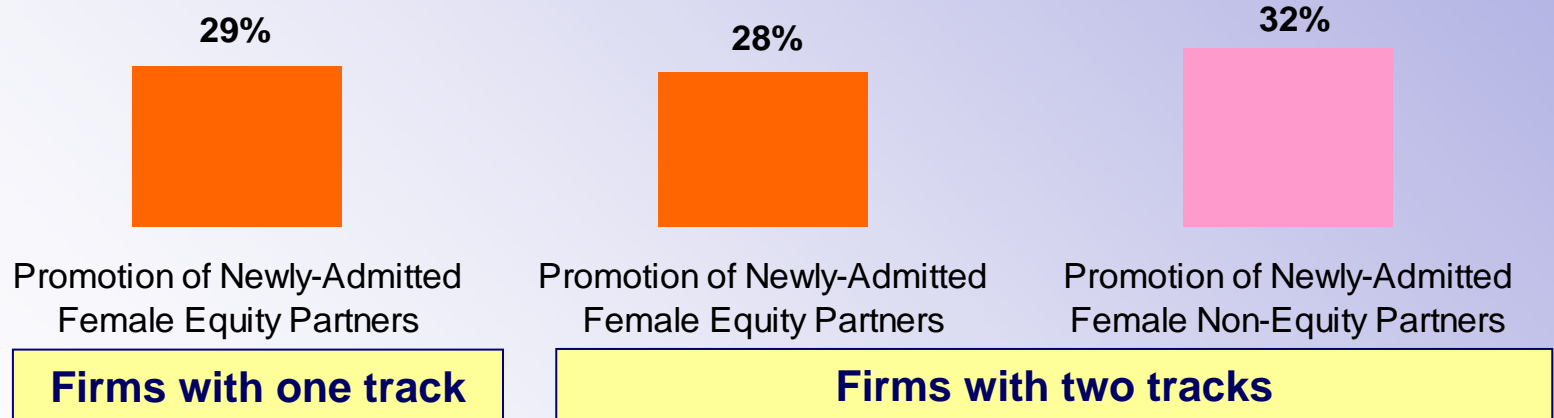


WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Female Promotion Rates Relatively Consistent for One and Two Tier Tracks, 2004 - 2008

- Promotion rates for Newly-Admitted female Equity Partners has remained consistent at Firms with one or two tracks.



WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Access to Flexible Work Arrangements Varies

- More Winning Firms provided written policies for Full-Time Flex-Time. However, fewer Winning Firms offered Job Sharing or Annualized Hours.

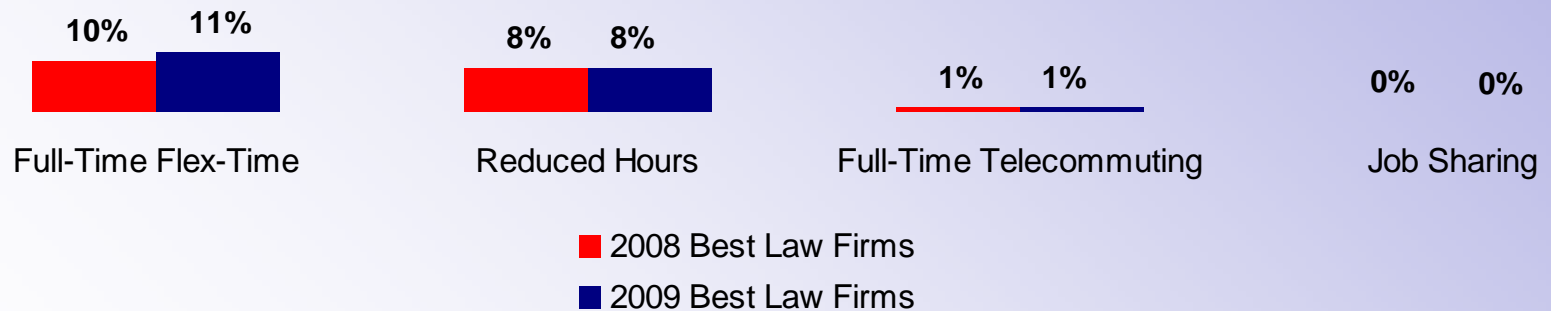


WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Usage Rates for Flexible Work Arrangements Remain Low

- The Winning Firms have more Lawyers working Reduced Hours (8%) than the national average (5%).



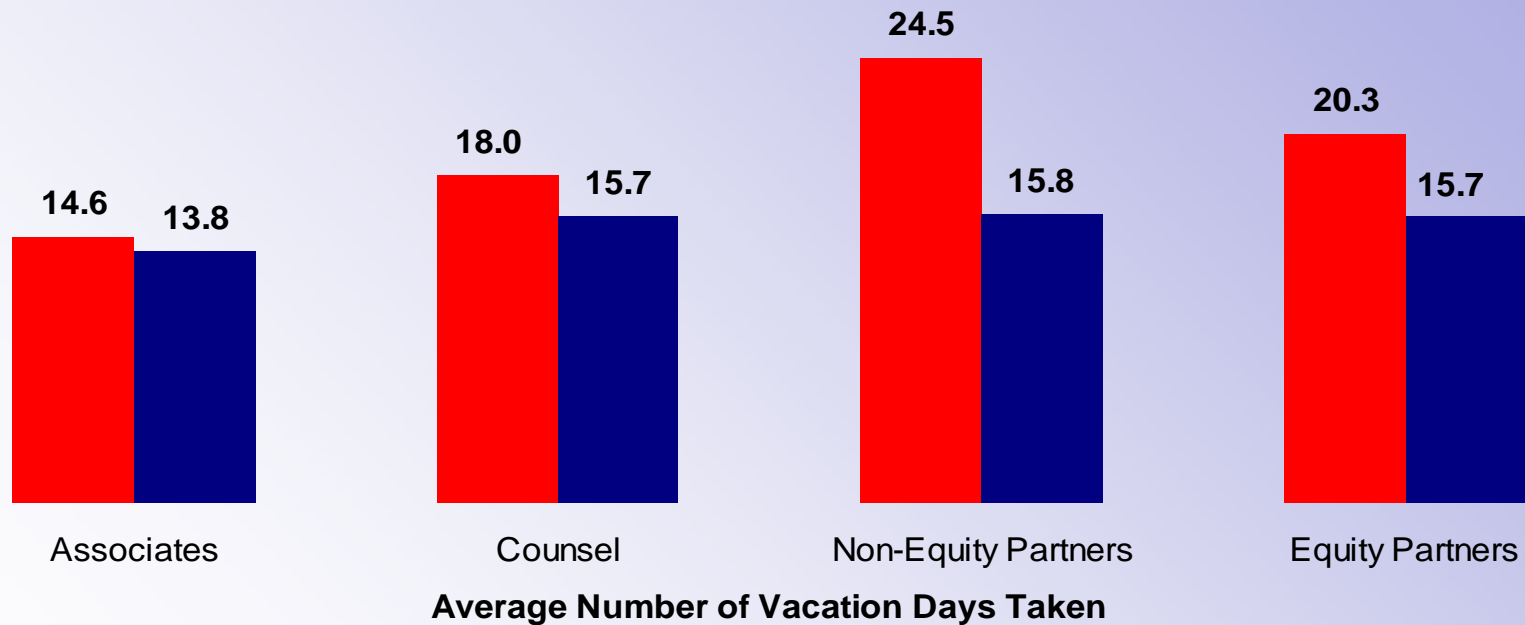
Source: National Association of Law Placement, 2008.

WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Usage of Vacation Days Down

- The average number of vacation days taken by Lawyers has decreased. Non-Equity and Equity Partners experienced the largest vacation decline.



■ 2008 Best Law Firms
■ 2009 Best Law Firms

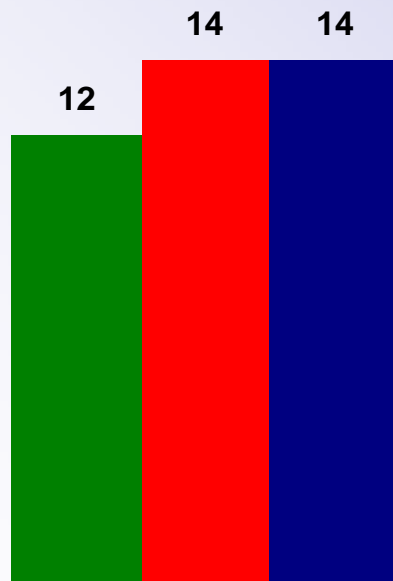


WORKING MOTHER & FLEX-TIME LAWYERS

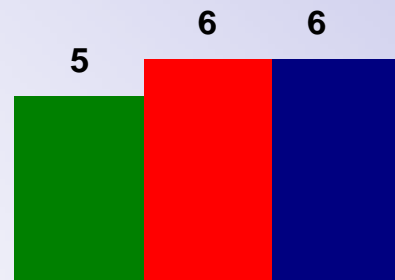
BEST LAW FIRMS FOR WOMEN

Generous Access to Parental Leave

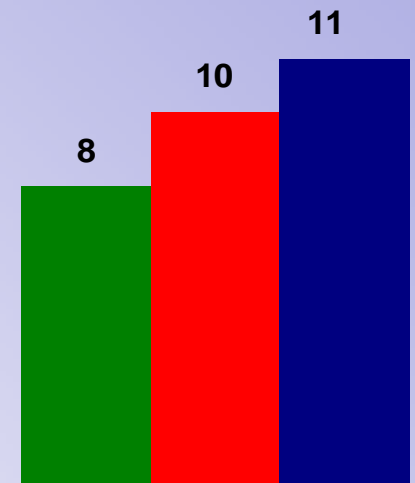
- This year's Winning Firms continued to offer generous parental leave to their Lawyers, offering 14 weeks of paid leave to mothers, 6 weeks of paid leave to fathers, and 11 weeks of paid leave to adoptive parents.



Weeks of paid maternity leave



Weeks of paid paternity leave



Weeks of paid adoption leave

■ 2007 Best Law Firms
■ 2008 Best Law Firms
■ 2009 Best Law Firms

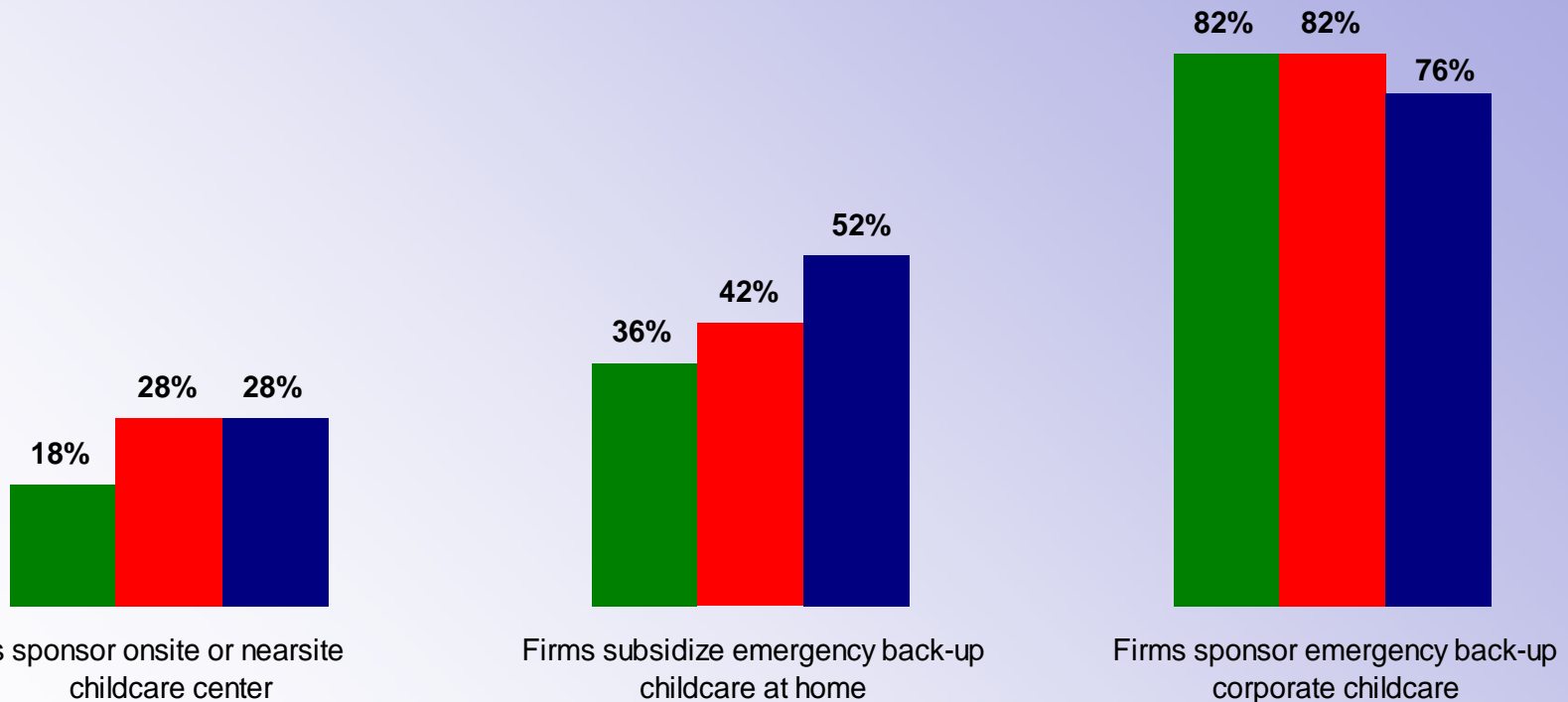


WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Increases and Decreases In Childcare Offerings

- While emergency back-up childcare at home is on the rise, Winning Firms shrank their support for emergency back-up corporate childcare.



■ 2007 Best Law Firms
 ■ 2008 Best Law Firms
 ■ 2009 Best Law Firms

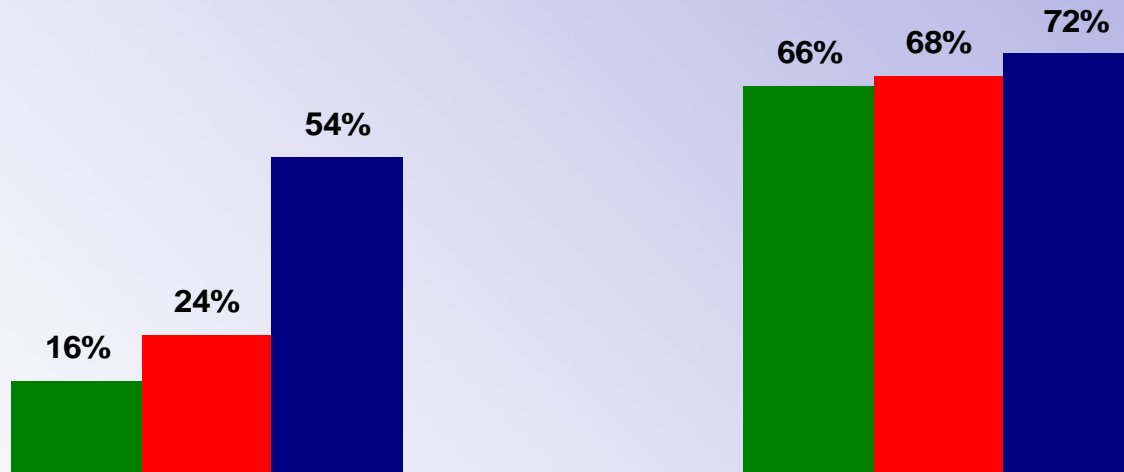


WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Increasing Support for Re-Entry and Retiring Lawyers

- Last year, 54% of Winning Firms said they kept in touch with, identified or rehired Re-Entry Lawyers, up from 24% in 2008 and 16% in 2007.



Firms offer programs to keep in touch with, identify, and rehire Re-Entry Lawyers

Firms offer phased retirement or transition programs to assist mature Lawyers

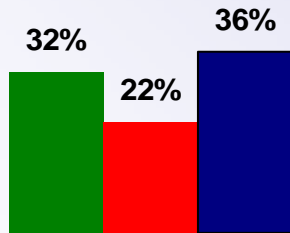
■ 2007 Best Law Firms
 ■ 2008 Best Law Firms
 ■ 2009 Best Law Firms



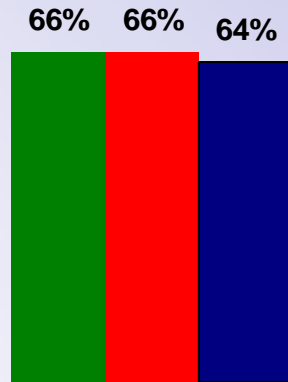
WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

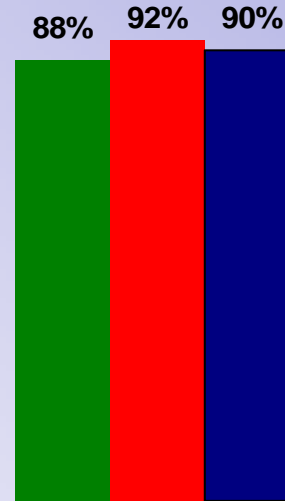
Slight Decline in Resources Devoted to Women and Business Development



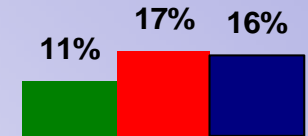
Firms offer online network for women Lawyers



Percentage of firms with budgets targeted for women business development training and initiatives



Firms offer networking events for women Lawyers and the firms' women clients



Average percentage of firms' business development budget aimed at women-only training or events

- 2007 Best Law Firms
- 2008 Best Law Firms
- 2009 Best Law Firms

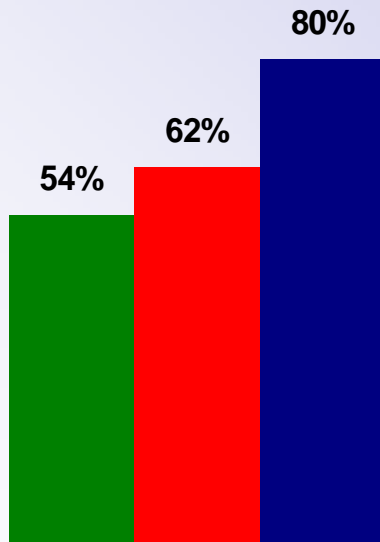


WORKING MOTHER & FLEX-TIME LAWYERS

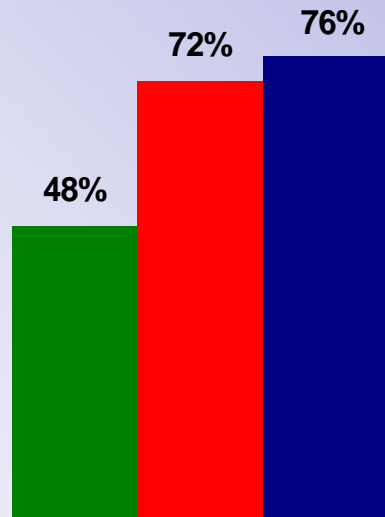
BEST LAW FIRMS FOR WOMEN

Increased Support for Training and Mentoring

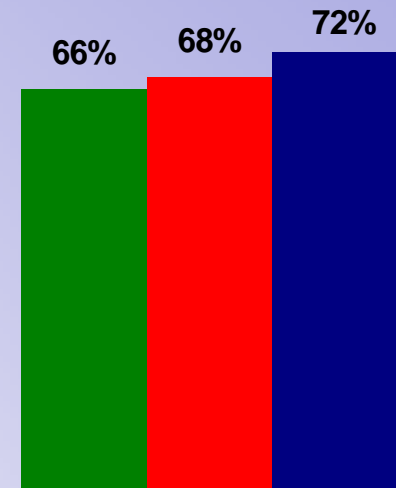
- Our 50 Winning Firms increased their support of women Lawyers by offering more management/leadership training and mentoring options.



Firms offer management or leadership training targeting women Lawyers



Firms offer mentoring circles for women



Firms offer mentoring targeting senior women Associates or Newly-Admitted women Partners

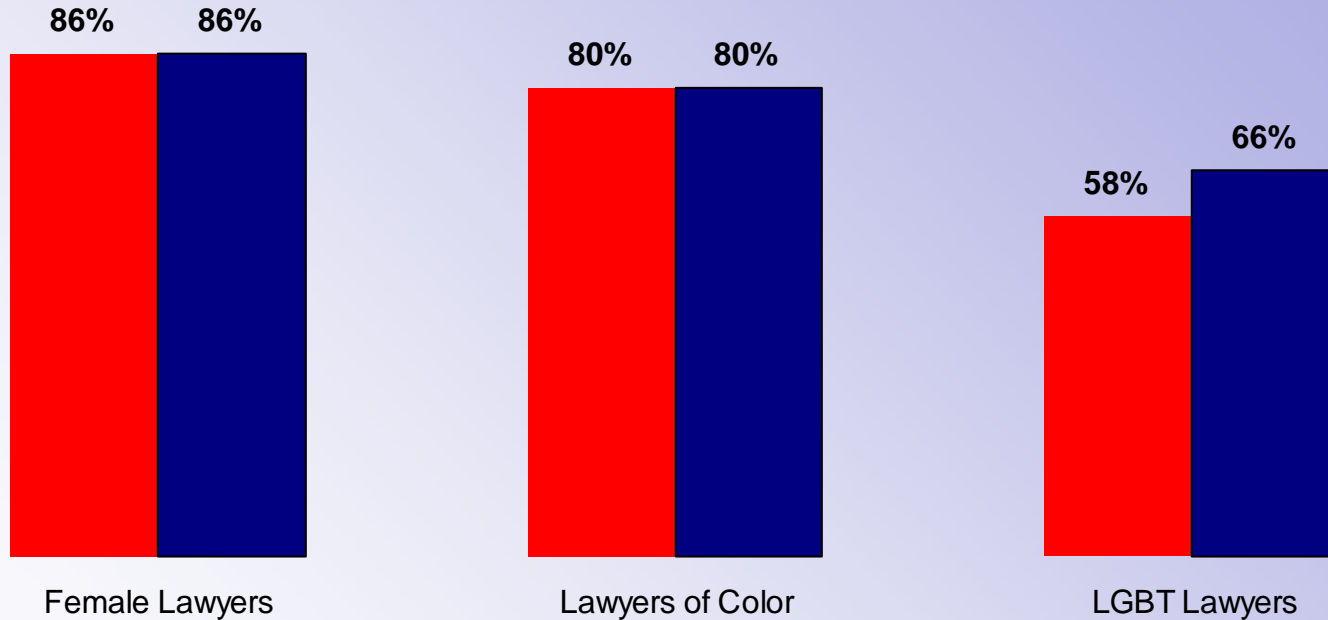
■ 2007 Best Law Firms
■ 2008 Best Law Firms
■ 2009 Best Law Firms



WORKING MOTHER & FLEX-TIME LAWYERS

BEST LAW FIRMS FOR WOMEN

Continued Support for Affinity Groups



Firms Offer Affinity Groups

- 2008 Best Law Firms
- 2009 Best Law Firms



WORKING & FLEX-TIME
MOTHER & LAWYERS

BEST LAW FIRMS
FOR WOMEN 

Congratulations to the 2009 Best Law Firms for Women

Alston & Bird
Andrews Kurth
Arent Fox
Bass, Berry & Sims
Chapman and Cutler
Covington & Burling
Davis Polk & Wardwell
Debevoise & Plimpton
Dorsey & Whitney
Drinker Biddle & Reath
Foley Hoag
Folger Levin & Kahn
Fox Rothschild
Frankfurt Kurnit Klein & Selz
Fried, Frank, Harris, Shriver & Jacobson
Frost Brown Todd
Gibbons P.C.

Goodwin Procter
Gray Plant Mooty
Hanson Bridgett
Holland & Hart
Honigman Miller Schwartz and Cohn
Ice Miller
Jenner & Block
Katten Muchin Rosenman
Latham & Watkins
Lindquist & Vennum
Littler Mendelson
Lowenstein Sandler
Manatt, Phelps & Phillips
McGuireWoods
Miller & Chevalier Chartered
Morrison & Foerster
Munger, Tolles & Olson

Neal, Gerber & Eisenberg
Orrick, Herrington & Sutcliffe
Paul, Weiss, Rifkind, Wharton & Garrison
Perkins Coie
Pillsbury Winthrop Shaw Pittman
Quarles & Brady
Shook, Hardy & Bacon
Sidley Austin
Simpson Thacher & Bartlett
Smith Moore Leatherwood
Steptoe & Johnson
Sterne, Kessler, Goldstein & Fox
Vinson & Elkins
Weil, Gotshal & Manges
WilmerHale
Wilson Sonsini Goodrich & Rosati

WORKING
MOTHER
MEDIA

www.workingmother.com



www.flextimelawyers.com

50 BEST LAW
FIRMS FOR
WOMEN