



Embargoed for Release: 6 a.m. EDT, Tuesday, July 26, 2016

“BEST LAW FIRMS FOR WOMEN” FOR 2016 NAMED

BY *WORKING MOTHER* & FLEX-TIME LAWYERS

20% of Equity Partners Are Women, Which Is Higher Than National Average  
30% of Non-Equity Partners Are Women, the Highest Number in 9 Years

New York, NY (July 26, 2016)—[Working Mother](#) and [Flex-Time Lawyers](#) today announced the 2016 Working Mother and Flex-Time Lawyers Best Law Firms for Women, recognized for leading the industry in creating and using best practices in retaining and promoting women lawyers.

The full list of the fifty 2016 Working Mother and Flex-Time Lawyers [Best Law Firms for Women](#) is posted [here](#). An executive summary, available [here](#), aggregates data on representation of women in key leadership roles, and usage and promotion rates and access and usage rates of work-life policies, among other key points. *Working Mother* and Flex-Time Lawyers co-founded the Best Law Firms for Women initiative in 2007. The firms that are recognized lead the profession in initiatives for women’s business development and career advancement, plus offers of flexible work arrangements and generous paid parental leave.

The number of Best Law Firms for Women reporting three or more women among the top ten rainmakers doubled to 22% from 11% two years ago (at the 46 winning firms that responded). Women represent 30% of nonequity partners, the highest percentage in the past nine years, while 20% of equity partners were women, compared with a national average of 18%.

For the first time this year, the proportion of female equity partner promotions is the same for firms with one-tiered tracks and two-tiered tracks. At one-tier firms, the representation of women among lawyers receiving such promotions has increased one percentage point to 34%. At two-tiered firms, women’s promotions increased to 34% from 30% in 2015. The number of nonequity partner promotions going to women (36%) increased one percentage point.

Jennifer Owens, editorial director of Working Mother Media, says, “Working Mother and Flex-Time Lawyers’ Best Law Firms show how to make it work. Despite intense pressures, the success of the firms in creating workable solutions for working families shows their commitment and ingenuity to create a progressive future for their firms.”

Subha Barry, VP & General Manager, Working Mother Media, says, “As we celebrate the Best Law Firms for Women, there is still much work to be done. With ingenuity, grit and client centeredness, women lawyers can continue to find growing success as rainmakers and a pathway to leadership positions.”

Deborah Epstein Henry, president of Flex-Time Lawyers LLC, adds, “In reflecting on the decade since we began the Best Law Firms for Women initiative, we are pleased to see firms competing to make their environments more hospitable for women to both work and thrive. The greater level of awareness and commitment to make change is what will enable women to propel to the next level.”

All 50 Best Law Firms offer reduced hours and 78% allow reduced-hour lawyers to be eligible for equity partnership promotion. Half of all nonequity partners (male and female) use remote work, while counsel have the greatest usage of reduced hour schedules (at 28%). About a quarter of equity, nonequity partners and staff attorneys use flextime, with associates the least likely to take advantage of any flexible work arrangement (at 20%).

The average number of weeks of paid maternity leave offered by Best Law Firms for Women stayed at 15 weeks, with lawyer moms taking an average of 14 while dads took only four weeks of the seven weeks offered.

**About the Methodology:** Best Law Firms were selected from a pool of self-selected applicant firms with 50 lawyers or more in the U.S. Each firm completed a detailed application on their workforce profile, flexibility and the development, retention and promotion of women.

#### **About Flex-Time Lawyers**

Flex-Time Lawyers LLC is an international consulting firm founded by Deborah Epstein Henry in the late 1990s, providing advisory, training and speaking services to employers and professionals on work life balance, retaining and promoting women and the future of the legal profession. It provides consulting and speaking services to law firms, corporations, professional service firms, non-profits, bar associations, and law schools, and at conferences, and retreats. Flex-Time Lawyers hosts a membership organization, offering quarterly in-person and webcast events on timely issues with prominent speakers. Membership also provides resources, networking opportunities and education about legal industry norms. Law & Reorder is a Division of Flex-Time Lawyers, founded in 2010. For more information, please visit <http://www.flextimelawyers.com> and [www.lawandreorder.com](http://www.lawandreorder.com).

#### **About Working Mother Media**

Working Mother Media, a division of Bonnier Corporation ([bonnier.com](http://bonnier.com)), is the publisher of *Working Mother* magazine, [workingmother.com](http://workingmother.com), and the Working Mother Research Institute. The National Association for Female Executives ([nafe.com](http://nafe.com)), Diversity Best Practices ([diversitybestpractices.com](http://diversitybestpractices.com)) is also a unit within WMM. Working Mother Media’s mission is to serve as a champion of culture change. *Working Mother* magazine is the only national magazine for career-committed mothers. Follow us on [Facebook](#), [Twitter](#), [LinkedIn](#) and [Pinterest](#).

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