



For Immediate Release (8/6/13)

## 50 BEST LAW FIRMS FOR WOMEN

NAMED BY *WORKING MOTHER* & FLEX-TIME LAWYERS

RECOGNIZING BEST PRACTICES IN RETENTION AND ADVANCEMENT

At 78% of Winning Firms, At Least One of Top Ten Rainmakers A Woman;  
15% of Lawyers Use Flex Arrangements.

NEW YORK, August 6, 2013—[Working Mother](#) magazine and [Flex-Time Lawyers LLC](#) today named the 2013 50 Best Law Firms for Women. The new study finds that 78% of the Best Law Firms have one or more women among their top ten rainmakers (the lawyers bringing the most business into the firm), which is up from 69% of firms the previous year. The 50 Best Law Firms are featured in the August/September issue of the magazine and on [workingmother.com](#) and [flextimelawyers.com](#).

Since the Best Law Firms initiative launched in 2007, representation of women at all top levels has increased, including counsel (to 43% from 37%), non-equity partner (to 29% from 22%) and most importantly, equity partner (to 19% from 16%).

[Here](#) is a full list of the 2013 Working Mother & Flex-Time Lawyers 50 [Best Law Firms for Women](#). Notably, all 2013 Best Law Firms offer flex-time and reduced hours; however, only 15% of lawyers at these firms work flex-time, while 9% work reduced hours — a percentage that is nevertheless higher than the national average (6%). Most of the lawyers using flex-time are partners (47%), while most of the lawyers using reduced hours are counsel (39%).

Carol Evans, president of Working Mother Media, says, “The 50 Best Law Firms for Women have created the ultimate benchmark in the profession. These firms not only offer excellent flexibility and advancement policies designed to retain and grow their female talent, they fight for issues crucial to women worldwide through their powerful pro bono programs.” Learn more about the Best Law Firms pro bono efforts [here](#).

Deborah Epstein Henry, president of Flex-Time Lawyers LLC, states, “We are particularly excited about our Best Law Firms who recognize that designing a women-friendly workplace is not only about individually inspiring women but also making structural changes to the law firm model to make it more hospitable for women to thrive. In turn, these Best Law Firms are implementing effective training programs to empower their women lawyers and also looking at their infrastructure to ensure that the means to effectuate viable work/life policies, groom leaders, award business development credit, and determine compensation and promotion are all being done equitably.”

Best Law Firms offer generous access to parental leave, but many lawyers still do not take full advantage of it. While Best Law Firms offer 14 weeks of fully paid maternity leave and six weeks of paid paternity leave, on average, lawyer moms took only 13 weeks, while lawyer dads took two weeks. New adoptive parent lawyers were offered 11 weeks of paid adoption weeks, on average, last year, but took only five.

Compared with last year’s winners, more firms offer backup child care at facilities (80% in 2013 vs. 76% in 2012) and subsidized in-home backup child care (74% in 2013 vs. 66% in 2012).

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

[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 new models of legal practice. Additionally, Flex-Time Lawyers provides recruiting services and hosts a membership organization with quarterly events on timely issues with prominent speakers in New York. The work of Flex-Time Lawyers has garnered extensive visibility from *The New York Times*, NBC Nightly News with Brian Williams, *The Wall Street Journal*, and National Public Radio, among numerous others and the Flex-Time Lawyers network has grown to over 10,000 lawyers nationally. For more information, please visit our [website](#) and follow us on <https://twitter.com/DebEpsteinHenry> and [LinkedIn](#).

### **About Working Mother Media**

Working Mother Media, a division of Bonnier Corporation ([bonnier.com](#)), publishes *Working Mother* magazine and its companion website, [workingmother.com](#), and the Working Mother Research Institute. The National Association for Female Executives ([nafe.com](#)) and Diversity Best Practices ([diversitybestpractices.com](#)) are also units within WMM. Working Mother Media's mission is to serve as a champion of culture change. *Working Mother* magazine reaches more than 2 million readers and is the only national magazine for career-committed mothers; [Workingmother.com](#) gives working mothers @home and @work advice, solutions and ideas. This year marks the 28th anniversary of the magazine's signature research initiative, the *Working Mother 100 Best Companies*, and the 10th year of the *Best Companies for Multicultural Women*. Follow us on [Facebook](#), [Twitter](#), LinkedIn and Pinterest.

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