



2008 WORKING MOTHER & FLEX-TIME LAWYERS BEST LAW FIRMS FOR WOMEN *TRENDS IDENTIFIED FROM NATIONAL SURVEY*

FIRM PROFILES

- 20% of the firms are based in NYC
- 16% of the firms are based in Washington, DC
- 14% of the firms are based in the San Francisco area
- 12% of the firms are based in Chicago
- The remaining firms are based in other cities around the country: Boston, Columbus, Detroit, Houston, Indianapolis, Kansas City, Los Angeles, Minneapolis, Nashville, Newark, Omaha, Philadelphia, Richmond, Seattle
- The average number of lawyers at the firms is 576

REPRESENTATION

At the Best Law Firms, women represent:

- 45% of Associates
- 38% of Counsel
- 27% of Non-Equity Partners
- 19% of Equity Partners

Mothers represent:

- 23% of female Associates
- 56% of female Counsel
- 67% of female Non-Equity Partners
- 71% of female Equity Partners

Fathers represent:

- 29% of male Associates
- 57% of male Counsel
- 80% of male Non-Equity Partners
- 85% of male Equity Partners

FAMILY FRIENDLY BENEFITS AND POLICIES

Maternity Leave

- On average, the Best Law Firms offer Lawyer mothers 14 weeks of full-paid leave

Paternity Leave

- 90% of firms offer paid paternity leave to Lawyer fathers
- Average number of weeks of paid paternity leave offered to Lawyer fathers is 6

Adoption Leave

- 96% of firms offer paid adoption leave to Lawyers
- Average number of weeks of paid adoption leave offered to Lawyers is 10

Childcare

- 28% of firms offer onsite or nearsite childcare
- 82% of firms offer emergency back-up corporate childcare
- 42% of firms offer emergency back-up childcare at home

On and Off-Ramp Programs

- 24% of firms have formal programs to keep in touch with, identify and hire re-entry Lawyer mothers
- 84% of firms have phased retirement or transition programs to assist mature Lawyers who are transitioning to retirement and want to work Flex-Time or Reduced Hours

FLEXIBILITY

Flexible Work Arrangements

- 36% of firms have written policies for Full-Time Flex-Time
- 96% of firms have written policies for Reduced Hours
 - 8% of Lawyers at firms worked Reduced Hours in 2007
- 10% offer Job-Shares
- 62% offer Full-Time Telecommuting
- 86% offer Annualized Hours

LEADERSHIP, COMPENSATION AND ADVANCEMENT OF WOMEN

Firm Leadership

- 18% of firms have female managing partners
- 6% of firms have female chairpersons
- 18% of the members of the management or executive committees are women
- 19% of the members of the compensation or finance committees are women

Promotion

- 33% of Newly Admitted Non-Equity Partners for the combined years 2003 - 2007 are women
- 29% of Newly Admitted Equity Partners for the combined years 2003 - 2007 are women

Partner Compensation

- On average, 4 women Partners (per firm) are among the top ten percent of the most highly compensated Lawyers in the firm
- On average, 1 woman Partner (per firm) is among the top five percent of the most highly compensated Lawyers in the firm

DEVELOPMENT AND RETENTION OF WOMEN

Management/Leadership Training

- 58% of firms offer management or leadership training for all Lawyers
- 62% of firms provide management or leadership training targeted to women Lawyers

Business Development

- 66% of firms have budgets for women targeted business development training and initiatives
- 92% of firms hold networking events with their women Lawyers and the firms' women clients

Mentoring

- 80% of firms offer formal mentoring for all Lawyers
- 72% of firms offer mentoring circles for women Lawyers
- 68% of firms offer mentoring targeted for senior women Associates or Newly-Admitted women Partners

METHODOLOGY

All data collected was for the full year of 2007 unless indicated otherwise.

Winning firms were chosen from a pool of self-selected applicant firms with 50 lawyers or more.

Capitalized words are defined terms from the application.

Statistics reported herein are aggregate based on the data from the 50 winning law firms.

Answers reported herein are based on responses provided by applicant firms. Not all firms answered all questions.

For more information, please contact Deborah Epstein Henry at dehenry@flectimelawyers.com or 610.658.0836 or Tammy Palazzo at Tammy.Palazzo@workingmother.com or 212.351.6405.