



2007 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
- 16% of the firms are based in Chicago
- 8% of the firms are based in San Francisco
- The remaining firms are based in cities around the country including Atlanta, Los Angeles, St. Louis, Boston, Pittsburgh and Philadelphia
- The average number of lawyers at the firms is 687

REPRESENTATION

At the Best Law Firms, women represent:

- 47% of associates
- 37% of counsel
- 22% of non-equity partners
- 16% of equity partners

Mothers represent:

- 11% of associates
- 19% of counsel
- 14% of non-equity partners
- 11% of equity partners

Fathers represent:

- 17% of associates
- 37% of counsel
- 58% of non-equity partners
- 66% of equity partners

PARENTAL LEAVE

Maternity Leave

- On average, the Best Law Firms offer lawyer mothers 12 weeks of full-pay leave

- On average, the Best Law Firms offer lawyer mothers 2 weeks of partial-pay leave
- Associates took an average of 16 weeks of maternity leave
- Counsel and partners took an average of 12 weeks of maternity leave

Paternity Leave

- 88% of firms offer paid paternity leave to lawyer fathers
- On average, 62% of lawyer fathers utilized paid paternity leave
- Average number of weeks taken by lawyer fathers for paid paternity leave was 2.5

CHILDCARE

- 16% of firms offer onsite or nearsite childcare
- 82% of firms offer emergency backup corporate childcare
- 36% of firms offer emergency backup childcare at home

FLEXIBILITY

Access to Flexible Work Arrangement for Lawyers

- 28% of firms have written policies for full-time flex-time
- 94% of firms have written policies for reduced hours
- 92% of firms allow for reduced hours for reasons other than childcare
- 8% offer job-shares
- 46% offer full-time telecommuting

Usage of Reduced Hour Schedules

Associates:

- Women - 5.3%
- Men - .5%

Counsel:

- Women - 15.7%
- Men - 8.8%

Non-equity partners:

- Women - 4.6%
- Men - 2.2%

Equity partners:

- Women - 2.5%
- Men - 2%

Advancement of Reduced Hours Lawyers

- 100% of firms allow reduced hour lawyers to be eligible for partnership consideration
- Over the past 5 years, an average of 4 associates and counsel (per firm) have been elevated to partner while working reduced hours

On and Off-Ramp Programs

- 16% of firms have programs to identify and rehire re-entry lawyer mothers

- 72% of firms make efforts to keep in touch with and provide training to women who leave the firm for family reasons

RETENTION AND ADVANCEMENT OF WOMEN LAWYERS

Firm Leadership

- 16% of firms have female managing partners
- 2% of firms have female chairpersons

Management/Leadership Training

- 60% of firms offer management or leadership training for all lawyers
- 54% 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
- 88% of firms hold networking events with their women lawyers and the firms' women clients
- Women represent 11% of the top five percent of the rainmakers in the firms

Partner Compensation

- Women partners represent 10% of the top ten percent of the most highly compensated lawyers in the firm
- Women partners represent 6% of the top five percent of the most highly compensated lawyers in the firm

Mentoring

- 76% of firms offer formal mentoring for all lawyers
- 48% of firms offer mentoring circles for women lawyers
- 66% of firms offer mentoring targeted for senior women associates or newly-admitted women partners

Accountability

- In the past year, an average of 23% of the Best Law Firms' clients have asked for the firms' statistics on diversity when considering firms for representation

METHODOLOGY

All data collected was for the full year of 2006.

Winning firms were chosen from a pool of self-selected applicant firms.

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.