

WORKING MOTHER

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WORKING MOTHER & FLEX-TIME LAWYERS
BEST LAW FIRMS FOR WOMEN 

50 Best *law firms* for women

These are turbulent times for law firms. The economy is still reeling, several prestigious firms have collapsed, and layoffs have been rampant. No doubt about it, this sector is feeling the recession. But for working-mom lawyers, who've long sought more flexibility, this may be just the moment they've been waiting for. Our 50 Working Mother & Flex-Time Lawyers Best Law Firms for Women are leading the charge for change, using the power of flex both to cut costs and retain lawyers. Already, our winning firms have more lawyers working reduced hours (8 percent versus 5 percent nationwide) and also employ more female equity partners, who share in their firm's profits (20 percent versus 16 percent nationwide)—and that's just for starters. We salute these firms for recognizing that making the legal profession work for women is good business for everyone.

Arent Fox Named One of Working Mother's Best Law Firms for Women

Arent Fox

Female equity partners **17%**
 Female nonequity partners **42%**
 Lawyers working reduced hours **6%**
 U.S. lawyers **340**
 Female counsel **9%**
 Female associates **52%**
 Female lawyers promoted to nonequity partner, 2004–2008 **50%**
 Female lawyers promoted to equity partner, 2004–2008 **22%**
 Lawyers working reduced hours **6%**
 Lawyers working reduced hours, 2004–2008 **4%**
 Weeks paid maternity leave **18**
 Weeks paid paternity leave **6**

Weeks paid adoption leave **10**
 Offer phase-back program for new moms? **No**
 Offer reentry program for lawyer moms? **No**
 Offer formal flextime program for associates & counsel? **No**
 Lawyers working flextime schedule **N/A**
 Offer support groups for reduced-hours lawyers? **Yes**

WHAT WE LOVE This firm takes a progressive approach when it comes to work schedules. All lawyers have the option to work a reduced schedule that's a maximum of 80% of the firm's

standard required billable hours. Last year, 15 associates chose that schedule, as did two counsel and two nonequity partners. The firm, based in Washington, DC, monitors lawyers working reduced hours so they don't slip through the cracks, trains them in how to effectively manage their time so they don't exceed their target hours and offers a support network. Reduced-hours lawyers are eligible for nonequity and equity partnership. Last year, four women sat on the firm's 15-person committee that decides on promotions for equity partner.

How We Picked the Winners

The Application The Best Law Firms for Women application was developed with Flex-Time Lawyers, a national consulting firm that advises law students, attorneys and legal employers on work/life balance, retaining and promoting women and law-firm restructuring. The application includes questions about issues important to the retention and promotion of female lawyers. We selected the 50 winning firms based on their scored responses.

What's Measured Firms were evaluated on their workforce profile, family-friendly benefits and policies, flexibility, leadership, compensation, and their advancement and retention of women, among other factors.

This Year's Winners The Best Law Firms were selected based on 2008 data. DFD Consulting, a Maplewood, NJ-based independent research company, tabulated scores and assisted with validating the applications.

Making the List Firms with at least 50 lawyers were eligible to apply. The applicant pool was self-selected. Surveys were scored based on an algorithm that gave different weights to specific survey sections and questions.

How to Apply Please register at wmmsurveys.com. Applications for 2010 will be available in November 2009.

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