

WORKING MOTHER

50 BEST LAW FIRMS FOR WOMEN

Working Mother salutes
JENNER & BLOCK LLP!
One of the 50 Best Law Firms for Women

FOR LAWYERS RAISING FAMILIES, the choices remain stark: Work nonstop to rack up billable hours or step off the partnership track to be home in time for dinner. No wonder 42% of women lawyers leave the profession at some point in their careers, according to the Center for Work-Life Policy. This year's 50 Best Law Firms for Women—a joint initiative from *Working Mother* and Flex-Time Lawyers—are reworking the equation to offer a more balanced solution. By allowing flexible work arrangements, these trailblazers are announcing that it's time to make the legal profession work for women. Equally important, they're committed to helping more women make it to partner by hosting networking groups for female lawyers (98 percent), mentoring senior female associates (68 percent) and offering management training to teach women the skills they need to advance (62 percent). We salute these progressive employers for their leadership. When it comes to helping talented women succeed, these firms are learning what it takes.

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PHOTOGRAPH BY BUFF STRICKLAND

WORKING MOTHER  FLEX-TIME LAWYERS
BEST LAW FIRMS FOR WOMEN 

Jenner & Block

U.S. lawyers	551
Female associates	45%
Female counsel	53%
Female nonequity partners	21%
Female equity partners	18%
Female lawyers promoted to nonequity partner, 2003–07	45%
Female lawyers promoted to equity partner, 2003–07	32%
Lawyers working reduced hours	5%
Weeks paid maternity leave	12

NOTABLE NETWORKS Last year, 160 women participated in an internal networking group for female lawyers. The firm also offers management training for female lawyers on a quarterly

basis. Additionally, in 2007, the firm held eight events for women lawyers and female clients.

LEADERSHIP Female equity partners make up one third of the management committee. Eight female equity partners chair or cochair departments and/or practice groups, out of 76 attorneys in all. In addition, 15 of 39 committee leadership posts are held by women.

FLEX IT In 2007, 25 lawyers, including 20 women, worked reduced hours. Three lawyers were elevated to non-equity partner and one to equity partner while working reduced hours between 2003 and 2007. Additionally, three lawyer moms worked reduced

hours last year as they transitioned back to work from maternity leave.

WHAT'S NEW The firm's Women's Forum has launched Making Connections, an informal networking program for female lawyers, cochaired by two senior associates.

BEST PRACTICES The director of associate development works with the diversity committee to help implement programs to foster associate mentoring, training and development opportunities. A mentoring program pairs all first-year associates with senior associates and all second- and third-year associates with partners.

Methodology

the application

The Best Law Firms for Women application was developed with Flex-Time Lawyers, a national consulting firm that advises attorneys and legal employers on work/life balance as well as retaining and promoting women. It 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, advancement of women and retention of women, among other factors.

THIS YEAR'S WINNERS The Best Law Firms were selected based on 2007

data. NetX Inc., a Columbus, NJ-based independent survey 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/lawfirms09. Applications will be available in November 2008. Winning firms will be announced in our August/September 2009 issue.

definitions

COUNSEL Staff attorneys, senior attorneys, senior counsel and special counsel; not associates, partners or contract lawyers.

NONEQUITY PARTNERS

Salaried partners who do not have an ownership stake in the firm and do not share profits.

EQUITY PARTNERS Lawyers who are part owners of their firm and share in its profits.

FLEXTIME Formal programs that allow lawyers to bill full-time hours while regularly working one or more days outside the office per week or shortened days in the office each week.

REDUCED HOURS Lawyers who work a reduced schedule and are paid a reduced percentage of a full-time lawyer's salary. Does not include lawyers who work flextime.

N/A Data not applicable.

N/P Data not provided by firm.

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