

WORKING MOTHER

50 BEST LAW FIRMS FOR WOMEN

Working Mother salutes
LITTLER MENDELSON!
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

Littler Mendelson

U.S. lawyers	677
Female associates	60%
Female counsel	43%
Female nonequity partners	45%
Female equity partners	25%
Female lawyers promoted to nonequity partner, 2003–07	45%
Female lawyers promoted to equity partner, 2003–07	N/P
Lawyers working reduced hours	7%
Weeks paid maternity leave	12

FLEX IT Flextime has become a firm-endorsed practice in the last year, with a steady stream of lawyers opting in. Last year, 19 associates and counsel chose to work a nontraditional schedule, as did eight female nonequity

and equity partners. Additionally, lawyers at all levels can take unlimited paid time off as long as they meet client obligations and fulfill their billable-hours target.

LEADERSHIP Eight of the firm's 36 managing partners are women, and 45 women sit on the firm's various committees, out of 192 seats in all.

HOOR POWER Nine female associates

and counsel made nonequity partner between 2003 and 2007 after having worked reduced hours at some point in their careers. Out of 296 associates, 45 were mothers and 48 were fathers last year.

WOMEN'S INITIATIVES The firm offers internal networking and affinity groups for female lawyers as well as an active work/life issues task force.

60% OF LITTLER MENDELSON'S associates are female.

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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