

WORKING
MOTHER

Best Law
Firms
for Women
2017

Executive Summary

Background on the Initiative

- **Since 2007**, the Working Mother Best Law Firms for Women initiative has recognized U.S. law firms that create and use best practices in retaining and promoting women lawyers.
- The winning firms lead the industry in **supporting flexible work arrangements** and **offering generous paid parental leave**. The Best Law Firms also ensure that lawyers who take advantage of family friendly programs are not excluded from the partnership or leadership track.

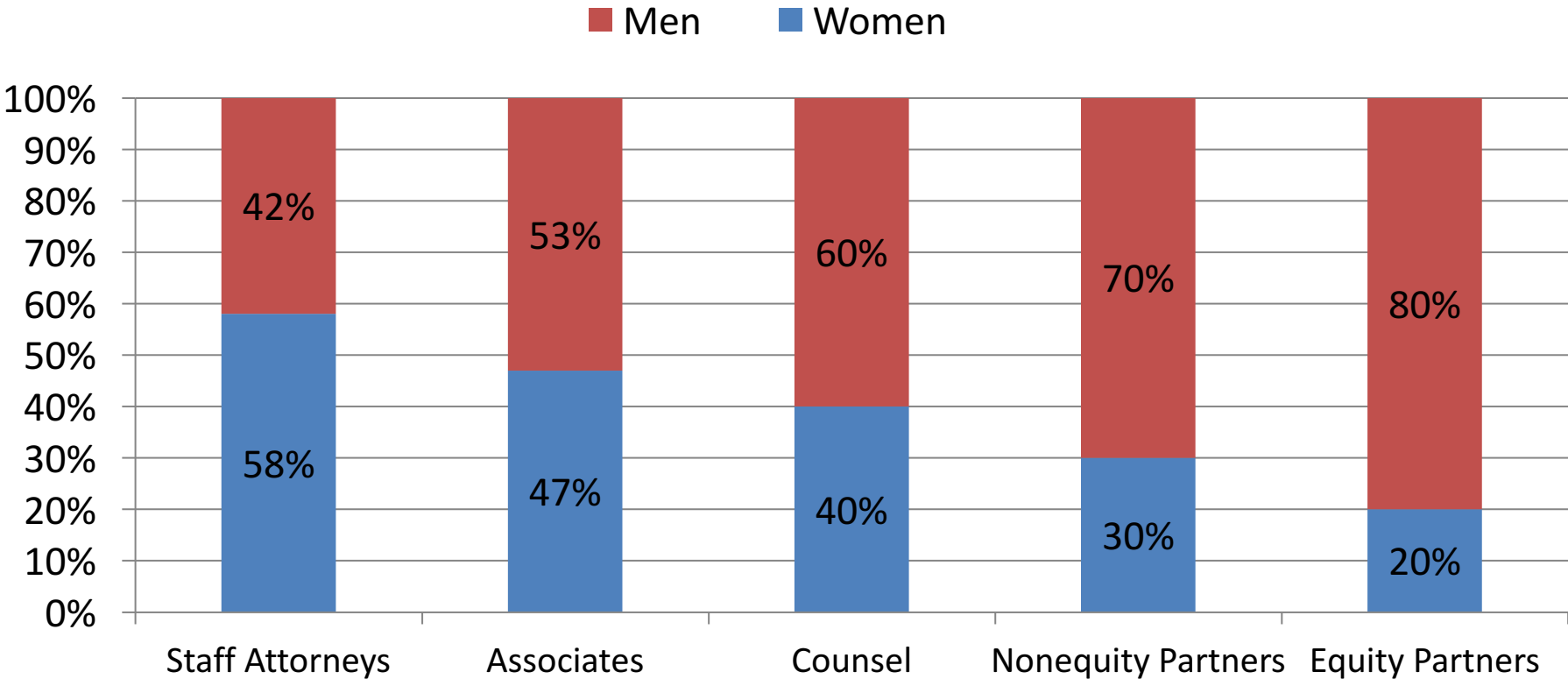
Congratulations to the

2017 Best Law Firms for Women:

Arnold & Porter Kaye Scholer
Baker, Donelson, Bearman, Caldwell & Berkowitz
Baker McKenzie
Blank Rome
Chapman and Cutler
Cooley
Crowell & Moring
Davis Wright Tremaine
Dentons US
DLA Piper
Dorsey & Whitney
Drinker Biddle & Reath
Faegre Baker Daniels
Finnegan, Henderson, Farabow, Garrett & Dunner
Fisher Phillips
Foley & Lardner
Fox Rothschild
Frankfurt Kurnit Klein & Selz
Fredrikson & Byron
Goodwin
Gray Plant Mooty
Hanson Bridgett
Hogan Lovells
Holland & Hart
Hunton & Williams
Husch Blackwell
Ice Miller
Katten Muchin Rosenman
King & Spalding
Kirkland & Ellis
Latham & Watkins
Lindquist & Vennum
Littler Mendelson
Manatt, Phelps & Phillips
McDermott Will & Emery
McGuireWoods
Morrison & Foerster
Norton Rose Fulbright
O'Melveny & Myers
Orrick, Herrington & Sutcliffe
Perkins Coie
Pillsbury Winthrop Shaw Pittman
Quarles & Brady
Reed Smith
Schiff Hardin
Seyfarth Shaw
Shook, Hardy & Bacon
Sidley Austin
WilmerHale
Winston & Strawn LLP

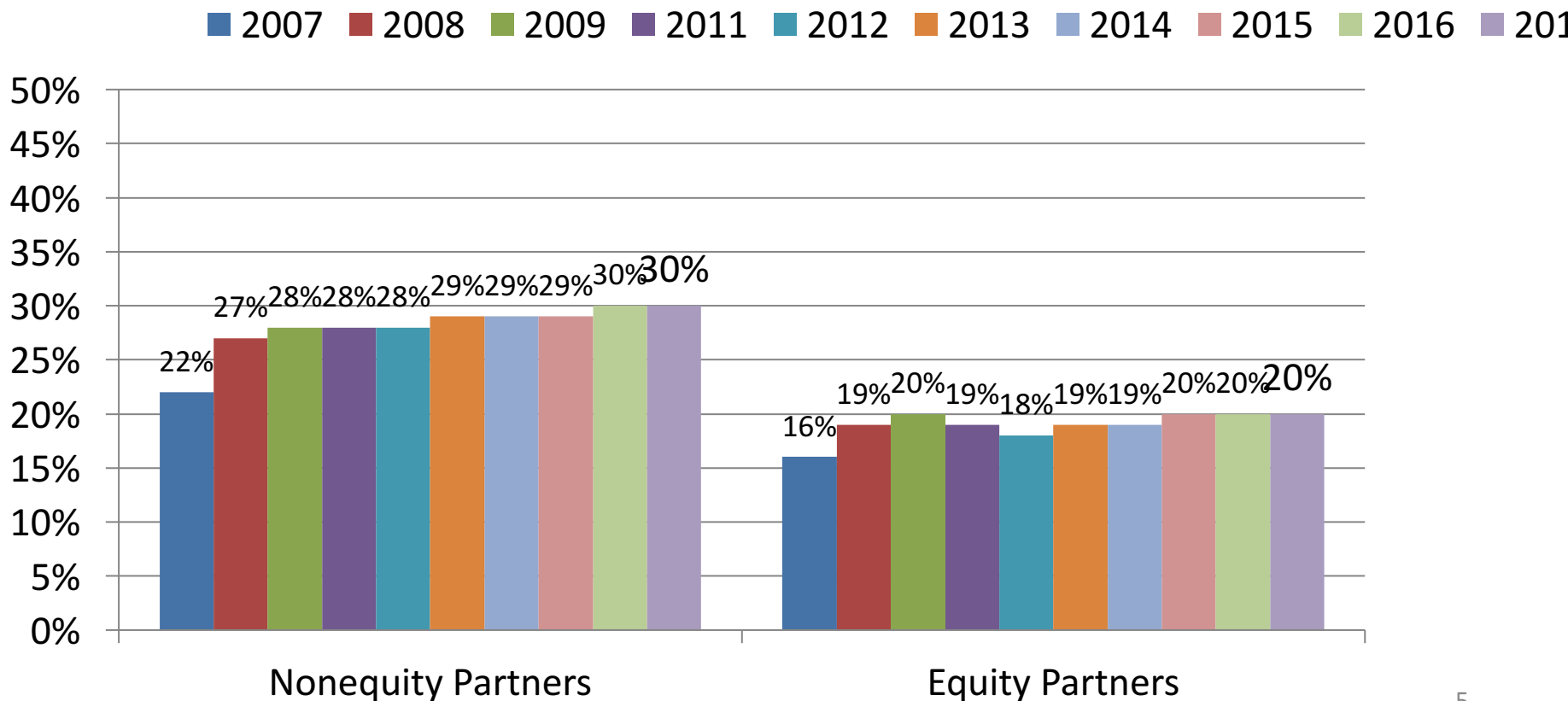
Women's Representation

- While the representation of women declines at the partner levels, the Best Law Firms employ more female equity partners (20%) than the national average (18%).



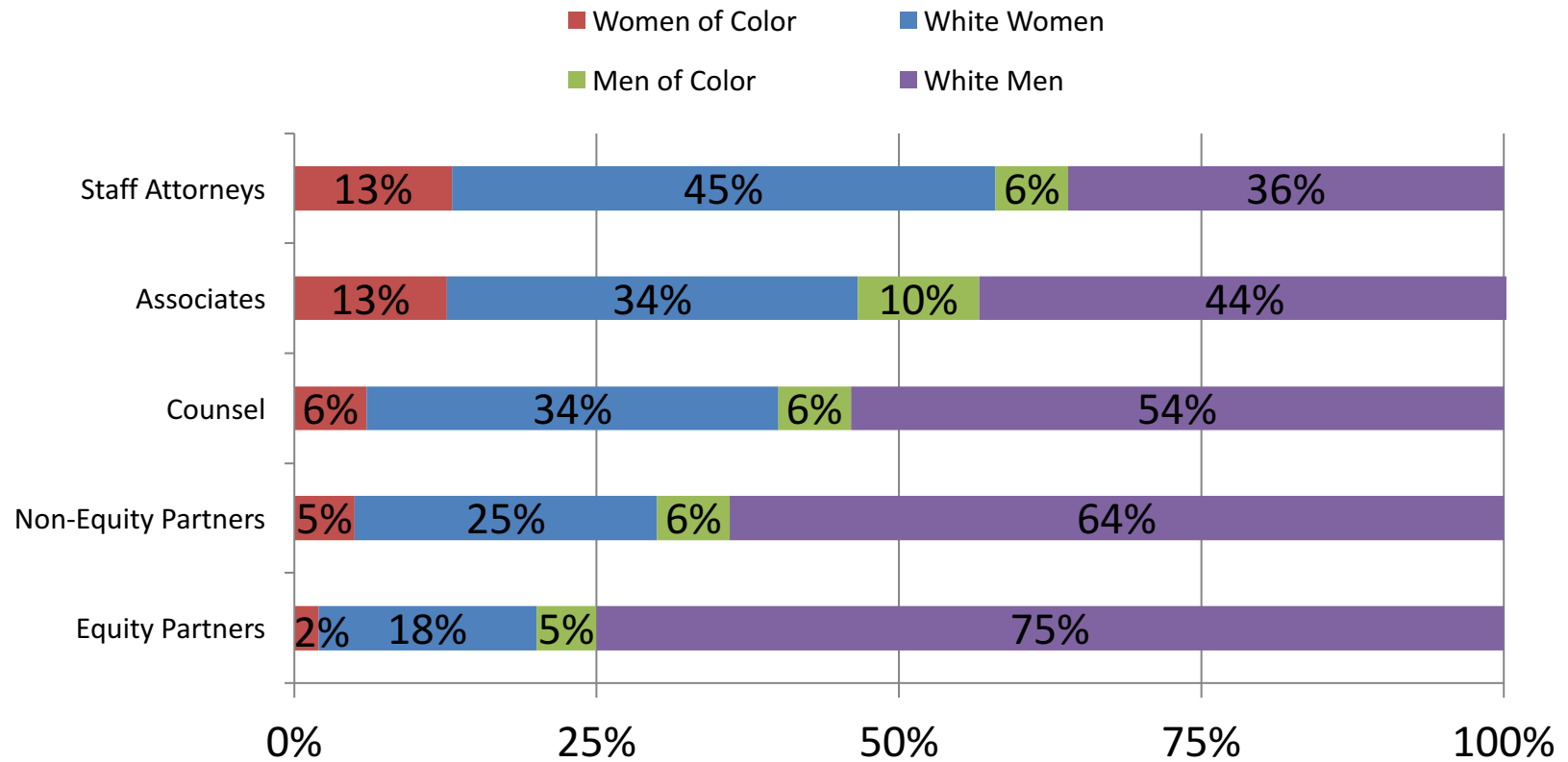
Female Representation Among Partners: 2007 - 2017

- Women continue to represent 30% of nonequity lawyers at the 2017 Best Law Firms.
- The representation of women at the equity partner level remains at 20%, the same as the last two years.



Women of Color Representation

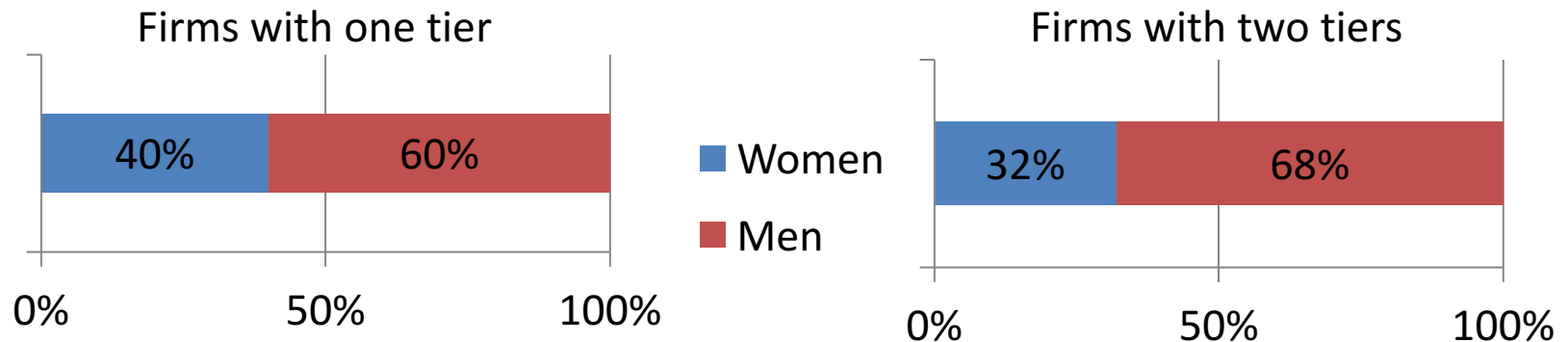
- Multicultural women make up 5% of nonequity partners at the 2017 Best Law Firms and only 2% of equity partners.



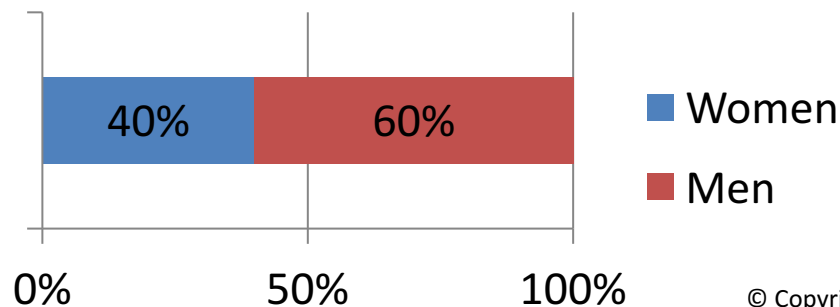
Female Promotion Rates

- The proportion of equity partner promotions going to women is greater (40%) for firms with one-tier tracks as opposed to two-tier tracks (32%).
- At single-tier firms, female equity partner promotions have increased six percentage points in the past year. At two-tier firms, female equity partner promotions decreased to 32% from 34% last year.
- Female nonequity partner promotions (40%) increased four percentage points.

New Equity Partner Promotions

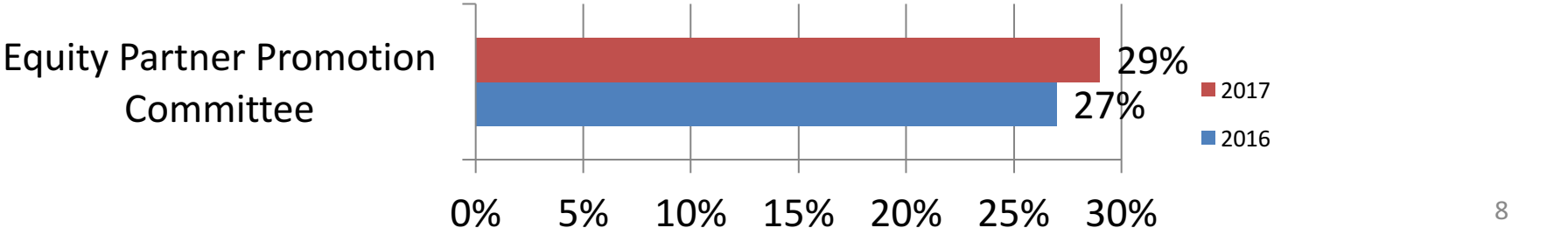
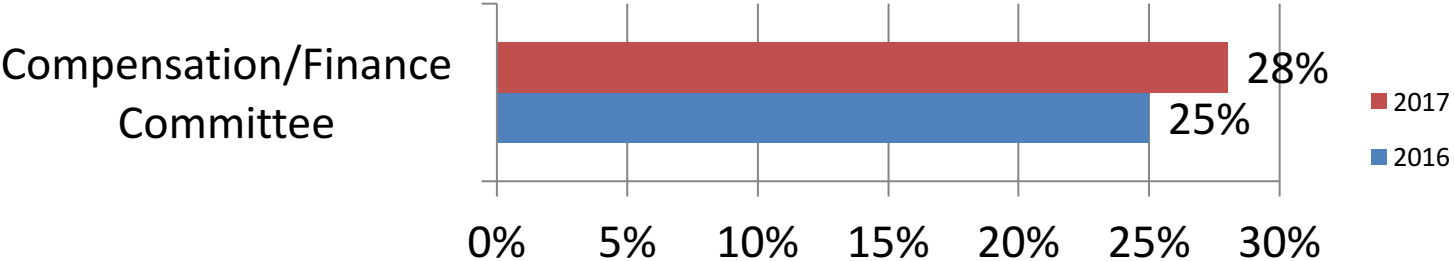
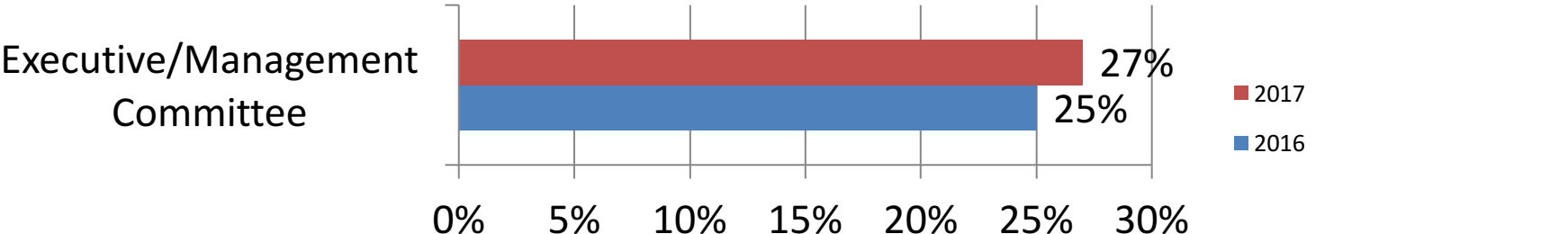


New Nonequity Partner Promotions (at two-tier firms)



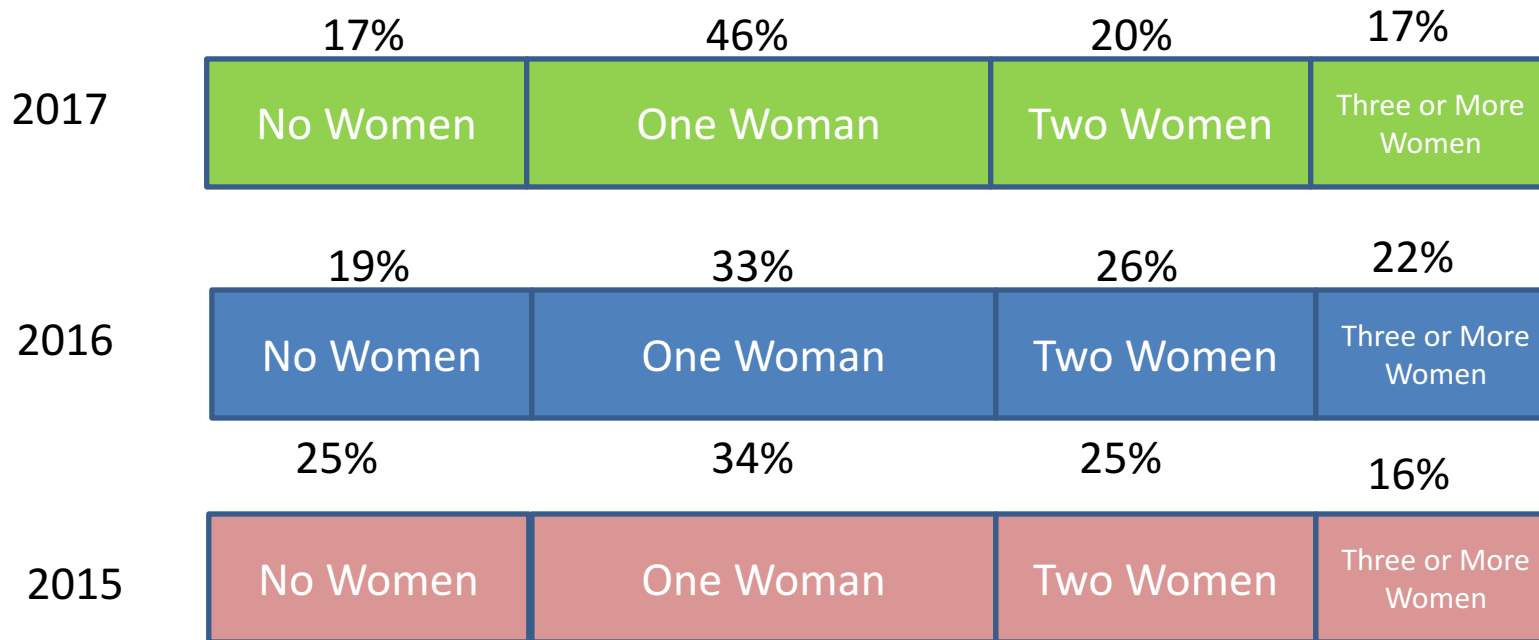
Representation of Women on Influential Committees

- At the Best Law Firms, representation of women lawyers on the equity partner promotion committee increased to 29% — up two percentage points from last year.
- Representation of women holding executive/management committee seats increased by two percentage points (to 27%) from last year.
- Compensation/finance committee seats held by women increased to 28%, increasing three percentage points since the previous year.



Top Ten Rainmakers

- We asked the Best Law Firms how many of their top ten rainmakers (equity partners who are credited with generating the most gross revenue from clients) are women. At **the 46* firms** that answered the question, here's how women fare in business development:



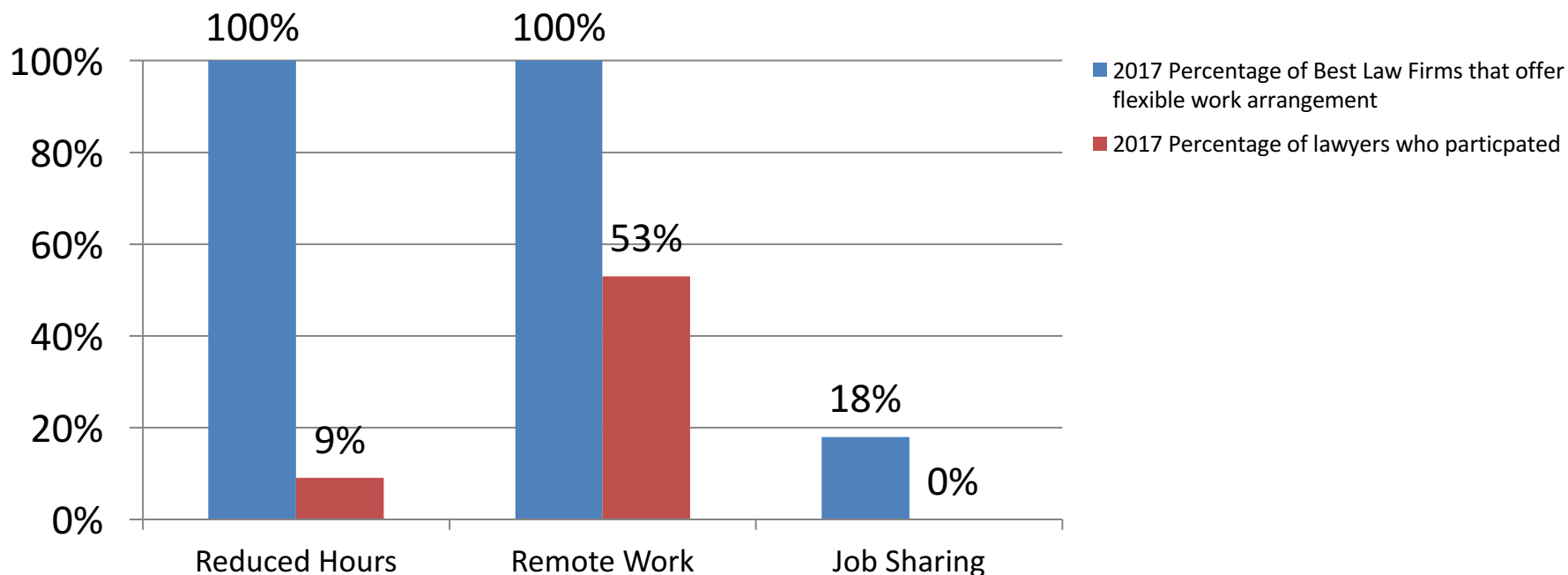
*The data for the 2017 Best Law Firms is based upon 46 out of 50 Best Law Firms answering this question

*The data for the 2016 Best Law Firms is based upon 46 out of 50 Best Law Firms answering this question

*The data for the 2015 Best Law Firms is based upon 44 out of 50 Best Law Firms answering this question

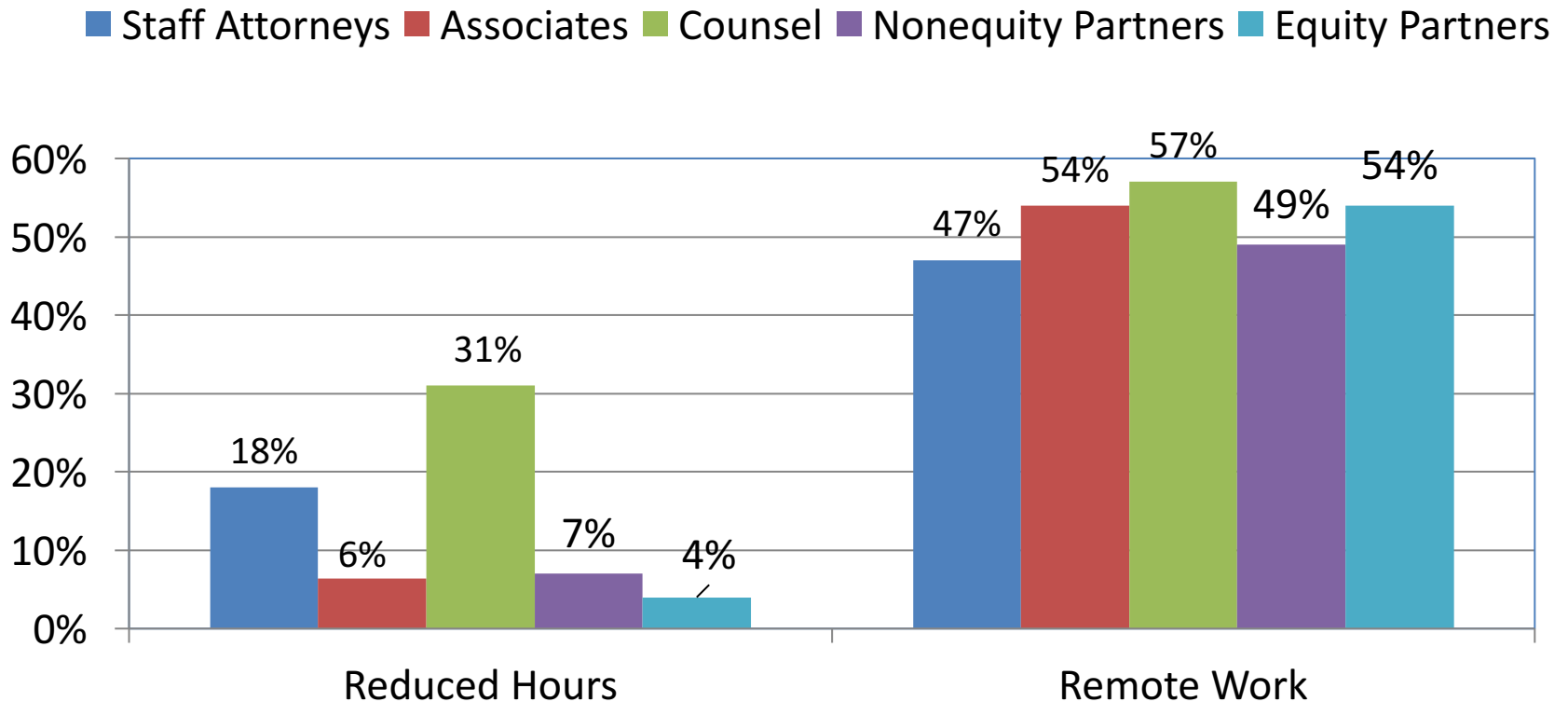
Usage Rates for Flexible Work Arrangements Remain Low

- All 2017 Best Law Firms offer reduced hours and remote work. Fifty-three percent of lawyers at the 2017 Best Law Firms use remote work.
- The percentage of lawyers who work reduced hours at the Best Law Firms (9%) is slightly above the national average (6%).



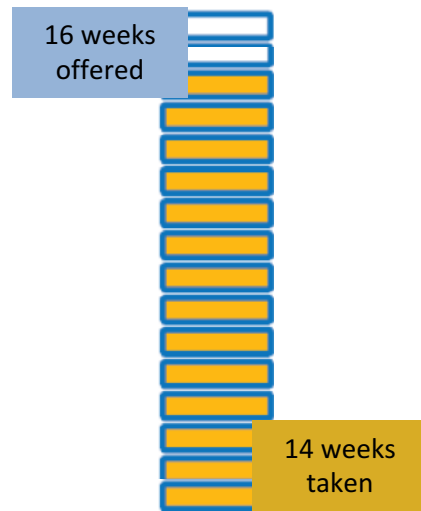
Usage Rates for Flexible Work Arrangements, by Job Level

- At the 2017 Best Law Firms, more than half of all equity partners (male and female) use remote work, while counsel dominate usage of reduced hour schedules (31%).

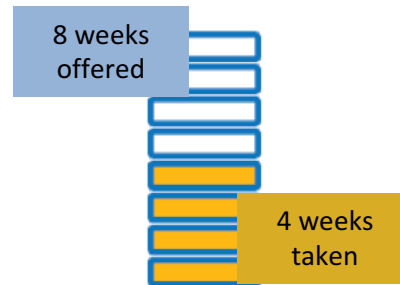


Paid Parental Leave

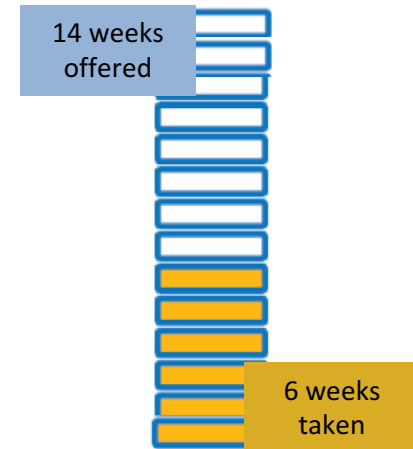
- One hundred percent of the 2017 Best Law Firms offer paid paternity and adoption leave.
- At the Best Law Firms, the number of weeks of paid maternity leave, paternity leave, and adoption leave offered increased by one week this year. However, many lawyers are not utilizing the time off as the number of weeks of paid adoption leave taken decreased by two weeks to 6 from 8, and the number of weeks of paid paternity leave and maternity leave taken stayed the same since last year.



Weeks of Paid Maternity Leave



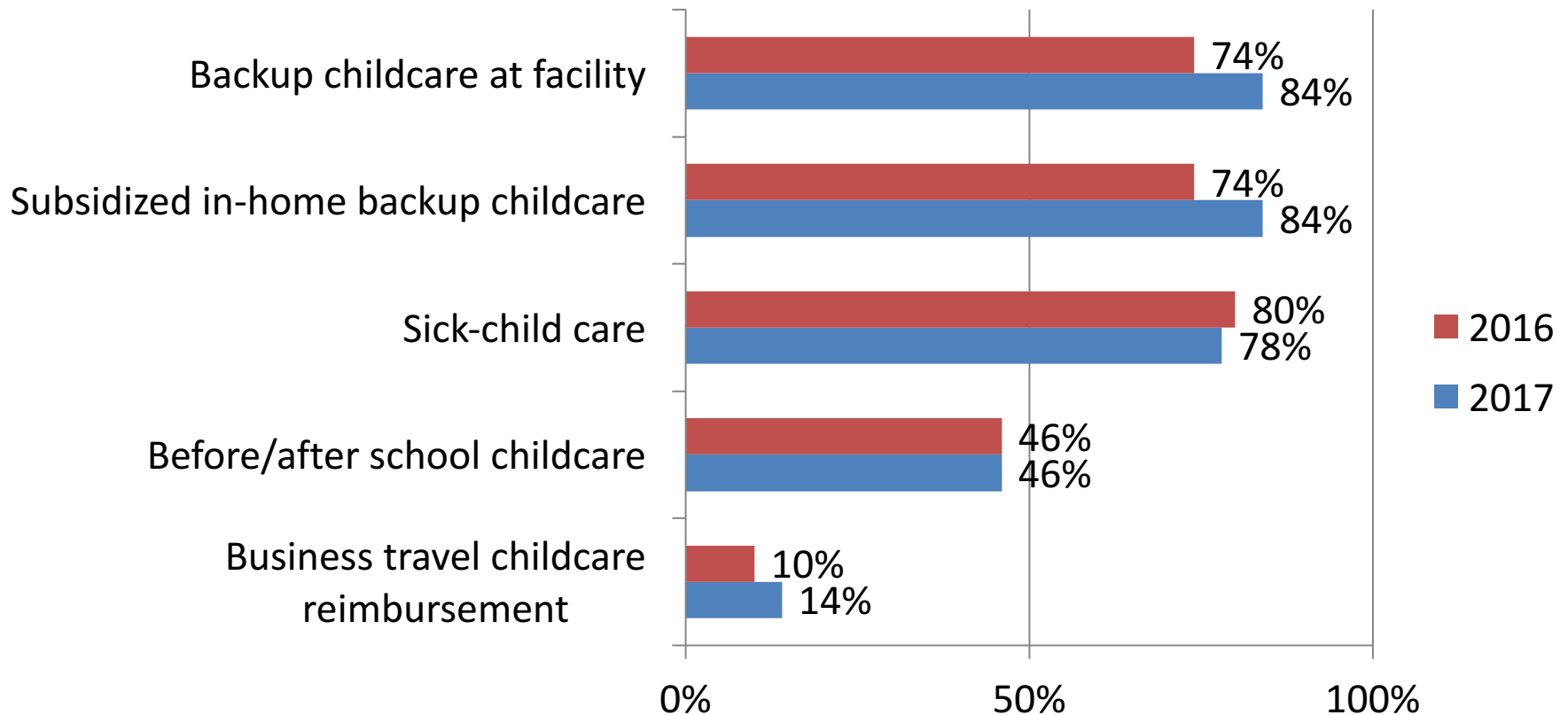
Weeks of Paid Paternity Leave



Weeks of Paid Adoption Leave

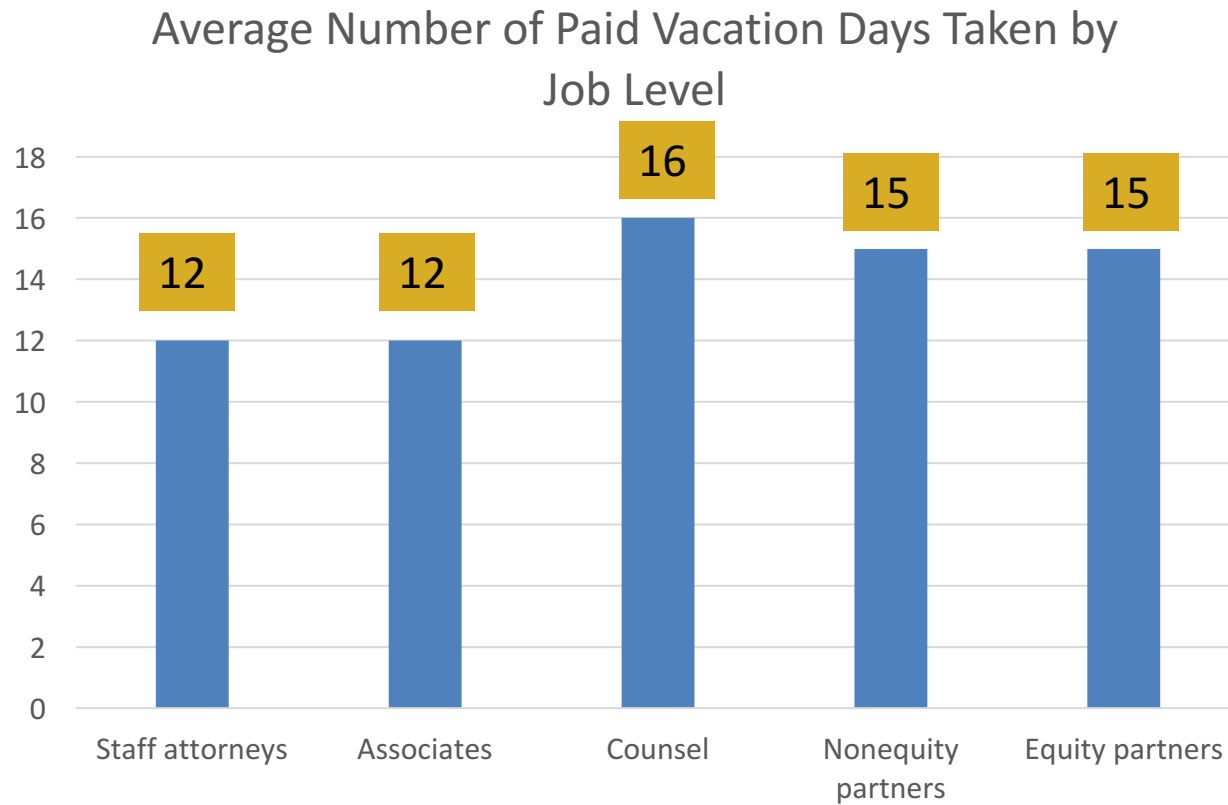
Childcare Offerings

- Compared with last year's winners, more 2017 Best Law Firms offer backup childcare at facilities, subsidized in-home backup childcare, and business travel childcare reimbursement. However, fewer 2017 Best Law Firms offer sick-child care.



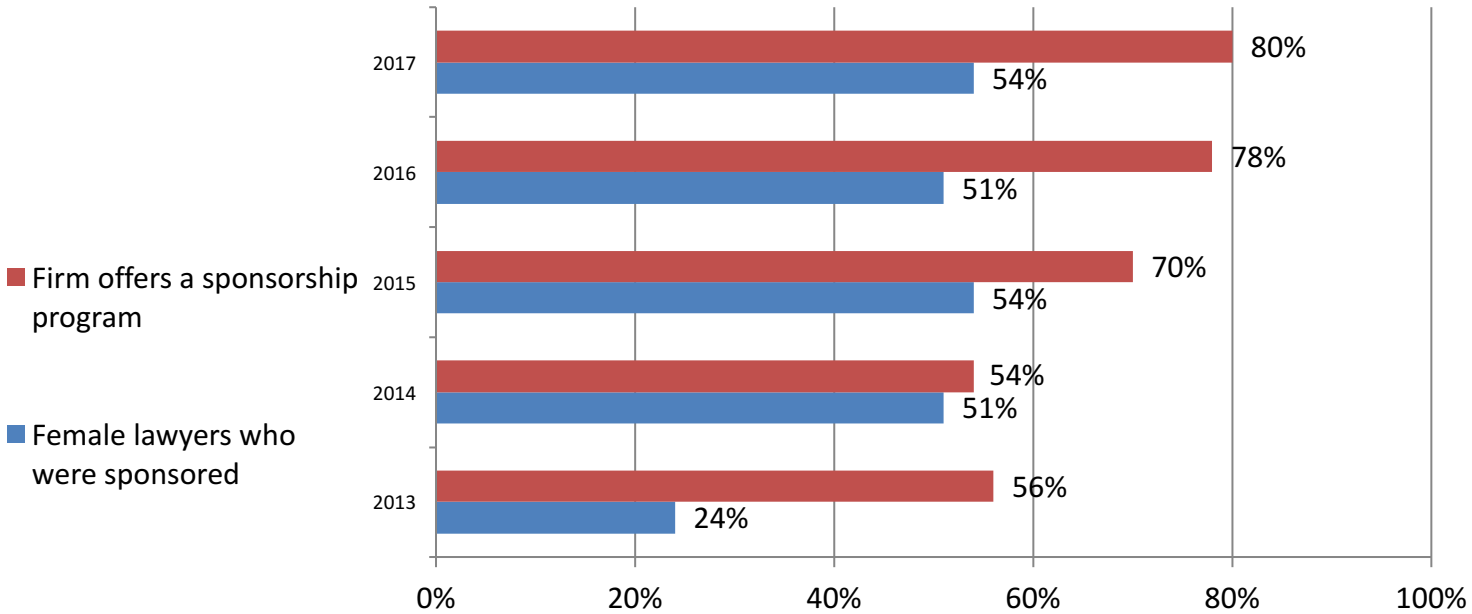
Vacation Days

- On average, associates (12), counsel (16), and equity partners (15) at the Best Law Firms are taking fewer vacation days than they did last year (13, 17, and 16, respectively).



Sponsorship

- While there continues to be a steady increase in the average number of firms that offer sponsorship, the number of female lawyers who were sponsored has held steady since 2014.



Leadership Training, Networking & Mentoring

- **100%** of the 2017 Best Law Firms offer internal networking groups for women lawyers and networking events with female lawyers at the firm and the firm's female clients.
- **96%** of the Best Law Firms provide female attorneys with management or leadership education, and **94%** offer women-specific mentoring programs.

Application Methodology

- Each firm completed a detailed application covering the following topics:
 - Workforce Profile
 - Flexibility
 - Development and Retention of Women
- Completed applications were collected online from November 7, 2016, to February 10, 2017.
- All data for the 2017 survey was collected from the full year of 2016. Some comparative data from the 2016, 2015, 2014, 2013, 2012 and 2007 surveys is shown in this report, and this data was collected from full year of 2015, 2014, 2013, , 2012, 2011 and 2006, respectively.
- Best Law Firms were selected from a pool of self-selected applicant firms with 50 lawyers or more in the United States; only U.S. data was collected.
- Statistics reported are aggregated from data provided by the 2017 Best Law Firms.
- Not all firms answered all questions.



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