



Best Law Firms for Women 2015

Background on the Initiative

Since 2007, the Working Mother & Flex-Time Lawyers 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 focus on women's business development and parity in compensation as well as increasing women's representation among the equity partnership and leadership ranks.

Congratulations to the 2015 Best Law Firms for Women

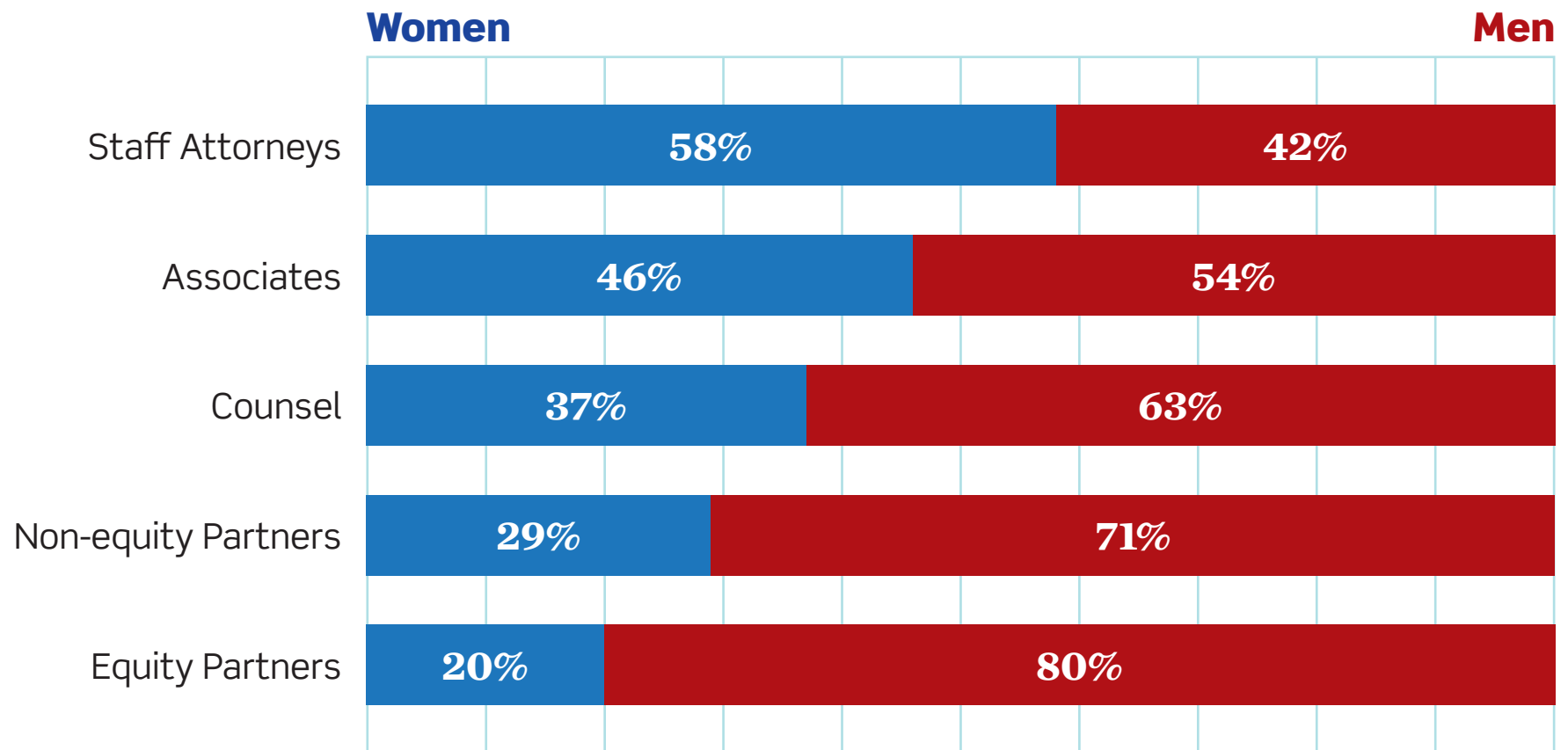
Baker & McKenzie	Ice Miller
Blank Rome	Katten Muchin Rosenman
Bradley Arant Boult Cummings	Kaye Scholer
Chapman and Cutler	King & Spalding
Cooley	Kirkland & Ellis
Crowell & Moring	Latham & Watkins
Davis Wright Tremaine	Lindquist & Vennum
Debevoise & Plimpton	Lowenstein Sandler
DLA Piper	Manatt, Phelps & Phillips
Dorsey & Whitney	McDermott Will & Emery
Drinker Biddle & Reath	Morrison & Foerster
Duane Morris	Munger, Tolles & Olson
Epstein Becker Green	Neal, Gerber & Eisenberg
Faegre Baker Daniels	Norton Rose Fulbright
Farella Braun + Martel	O'Melveny & Myers
Finnegan, Henderson, Farabow, Garrett & Dunner	Orrick, Herrington & Sutcliffe
Foley & Lardner	Perkins Coie
Frankfurt Kurnit Klein & Selz	Pillsbury Winthrop Shaw Pittman
Fredrikson & Byron	Quarles & Brady
Gibbons	Reed Smith
Goodwin Procter	Schiff Hardin
Hanson Bridgett	Seyfarth Shaw
Hogan Lovells US	Sidley Austin
Holland & Hart	Vinson & Elkins
Hunton & Williams	WilmerHale

Summary of 2015 Findings

- Among the 2015 Best Law Firms, 16% have at least three women among their top ten rainmakers, up from 11% last year. One winning firm reported that *half* of its top ten rainmakers are women.
- At the Best Law Firms, women hold 27% of the equity partner promotion committee seats—which marks the highest percentage in the past five years.
- At firms with a single-tier partnership structure, the percentage of equity partner promotions going to women has increased to 33%, up from 31% in 2014. Female equity partner promotions increased five percentage points at two-tier firms in the past year, to 30%.
- Non-equity partner promotions going to women (35%) decreased three percentage points from 2014 (38%).

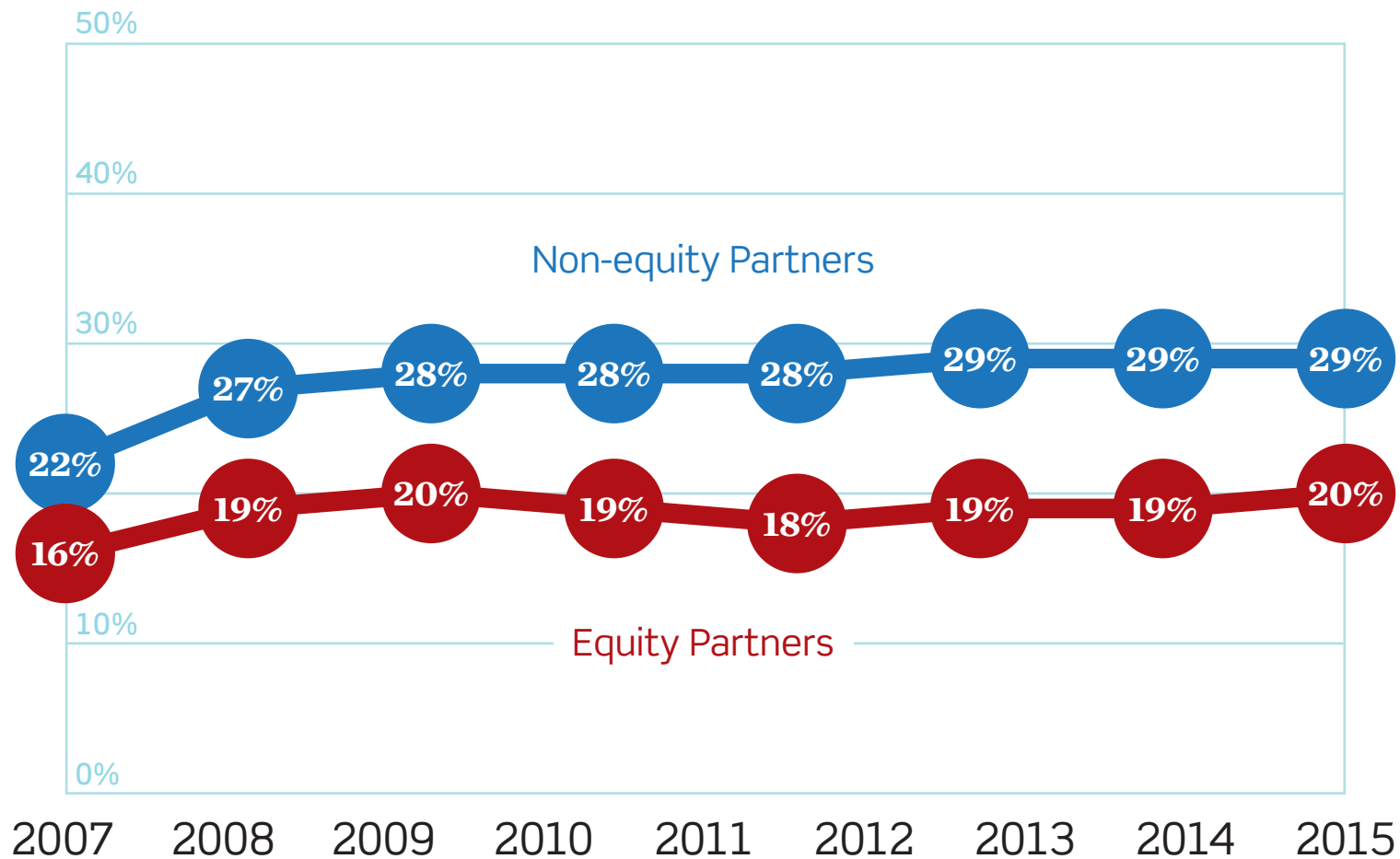
Women's Representation

While representation of women declines at the partner levels, the Best Law Firms employ more female equity partners (20%) than the national average (17%).



Female Partners: 2007 to 2015

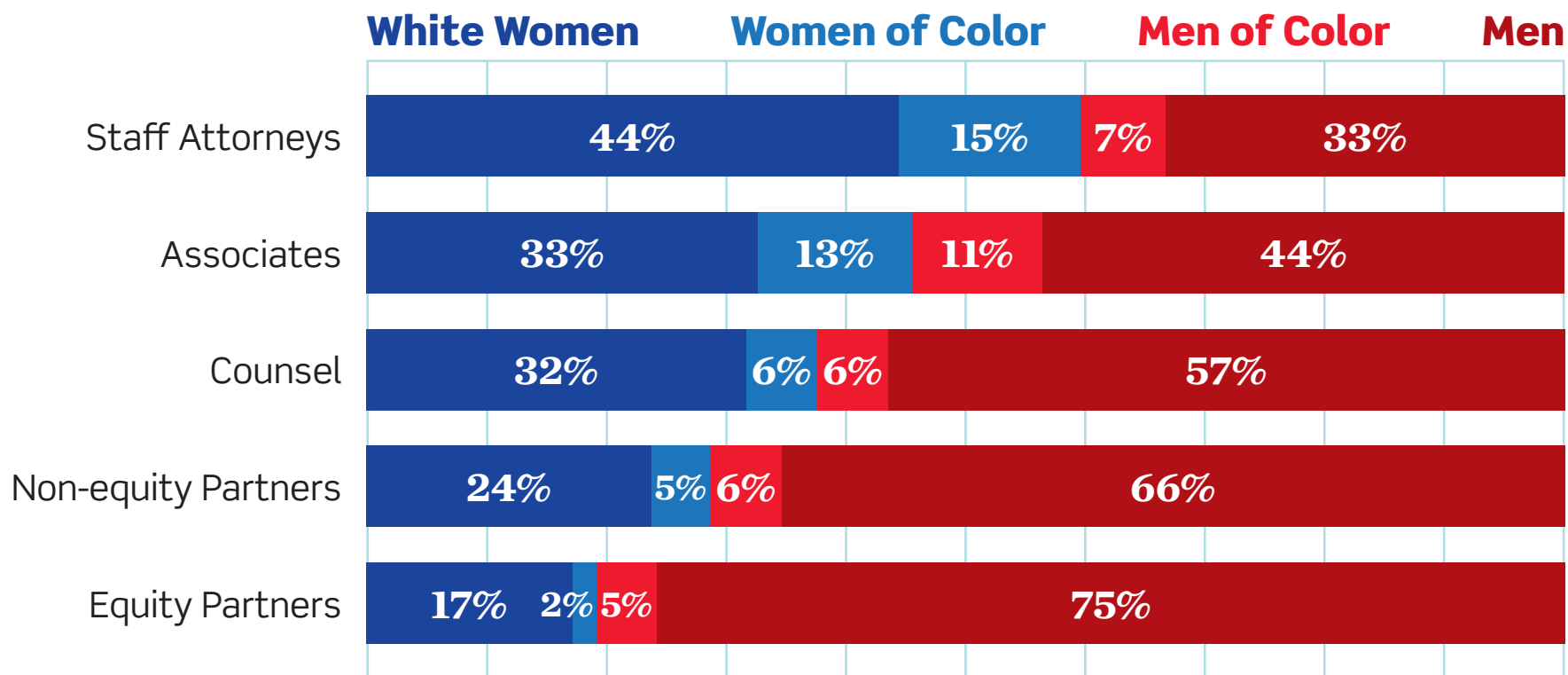
Representation of women at the non-equity partner and equity partner levels has risen since the launch of the Best Law Firms initiative, eight years ago.



Lawyers of Color Representation

Representation of multicultural women at the Best Law Firms shrinks dramatically between the staff attorney and equity partner ranks.

Multicultural women make up 5% of non-equity partners at the 2015 Best Law Firms, and only 2% of equity partners.

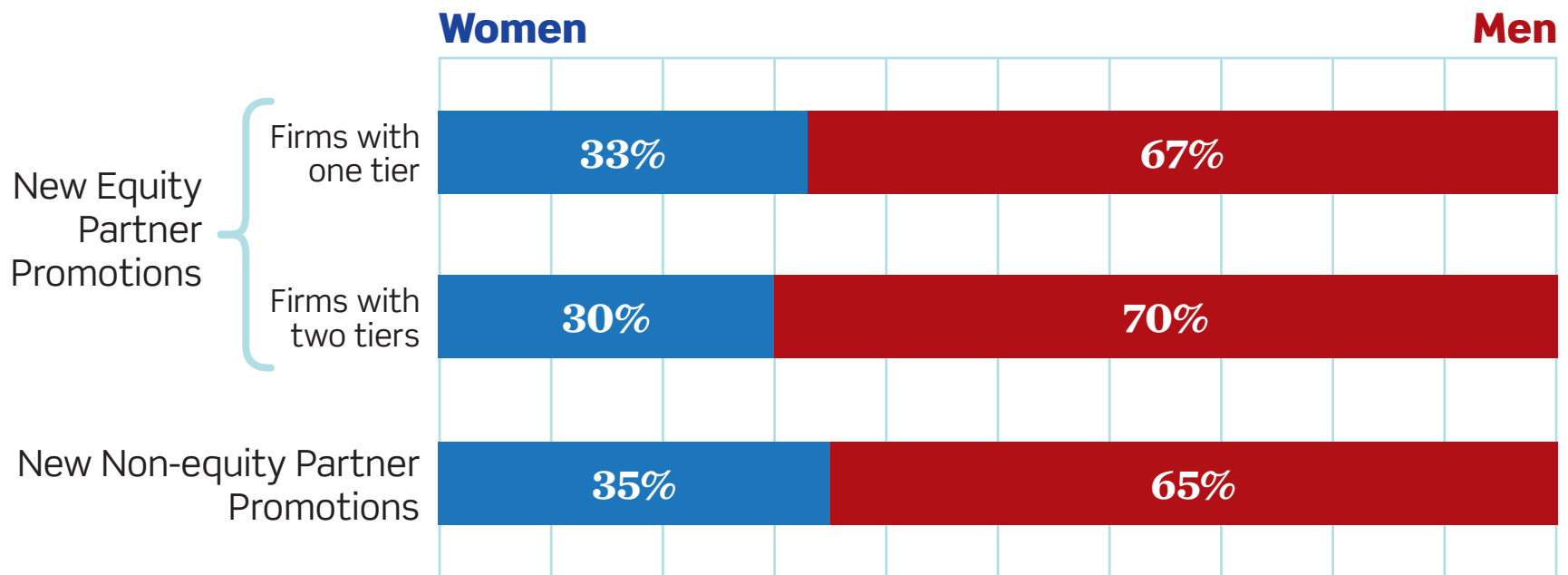


Female Promotion Rates

The proportion of equity partner promotions going to women is higher at firms with one tier than at firms with two tiers.

At single-tier firms, the percentage of equity partner promotions going to women has increased to 33%, up from 31% in 2014. Female equity partner promotions increased five percentage points at two-tier firms in the past year, to 30%.

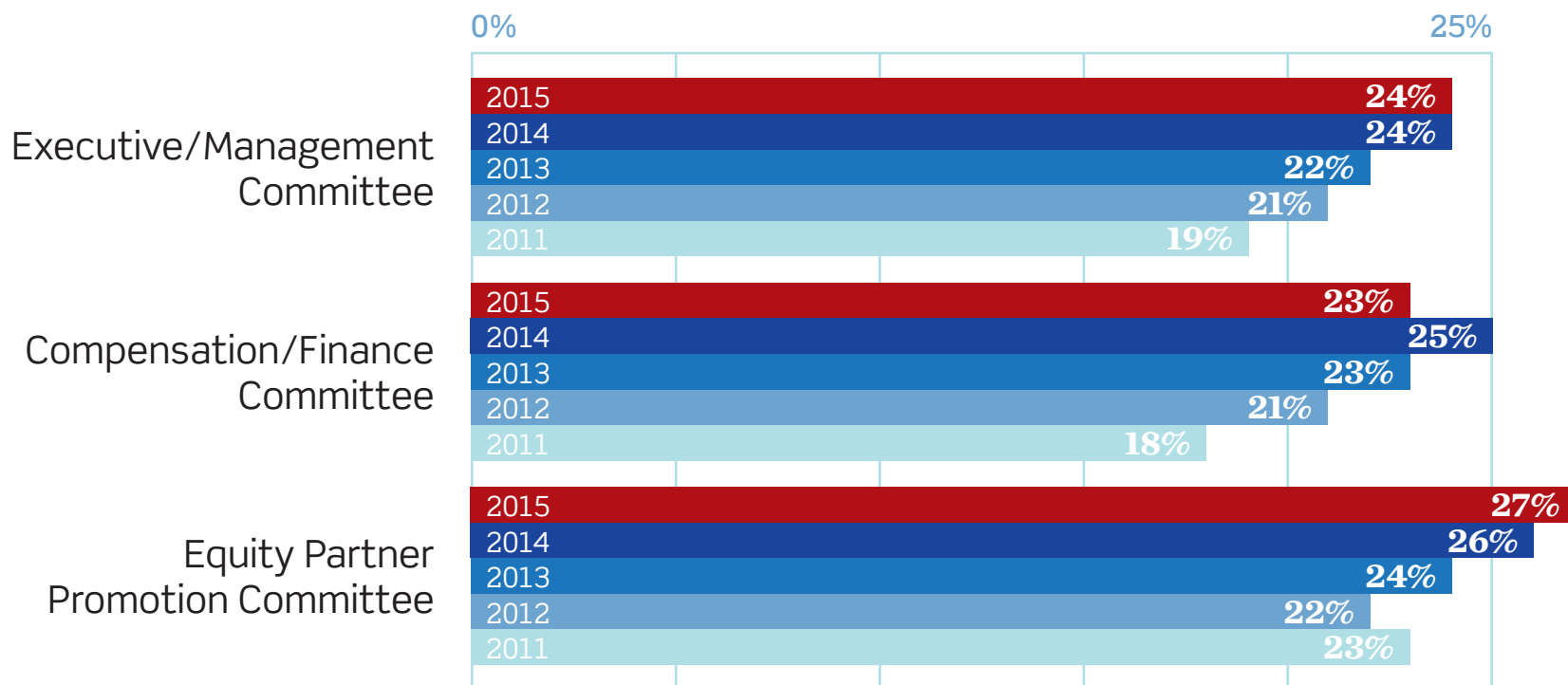
Female non-equity partner promotions (35%) decreased three percentage points from 2014 (38%).



Representation of Women on Influential Committees

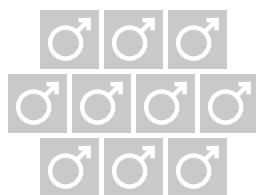
At the Best Law Firms, women hold 27% of equity partner promotion committee seats; this marks the highest representation in the past five years.

The percentage of executive/management committee seats held by women holds steady at 24%, while the percentage of seats on the compensation/finance committee held by women declined to 23% from 25% last year.

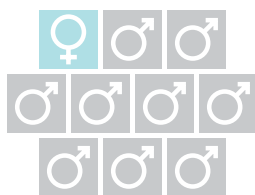


Top Ten Rainmakers

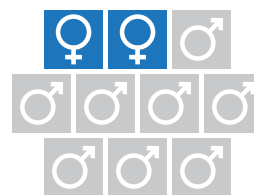
We asked the Best Law Firms how many of their top ten rainmakers (equity partners credited with generating the most gross revenue from clients) are women. At the firms* that answered the question, here's how women fare:



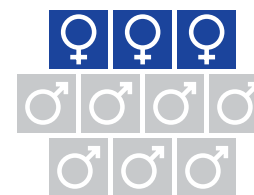
No Women



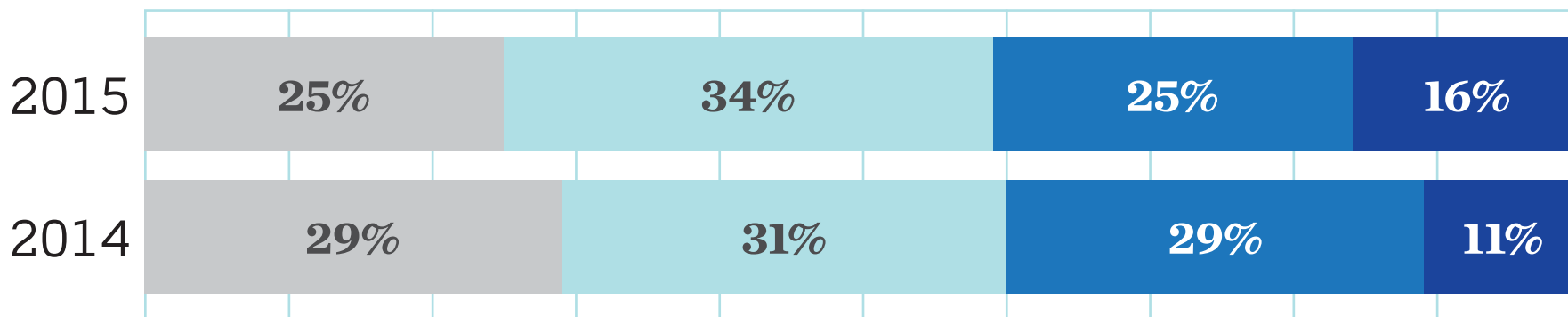
One Woman



Two Women



Three or more Women



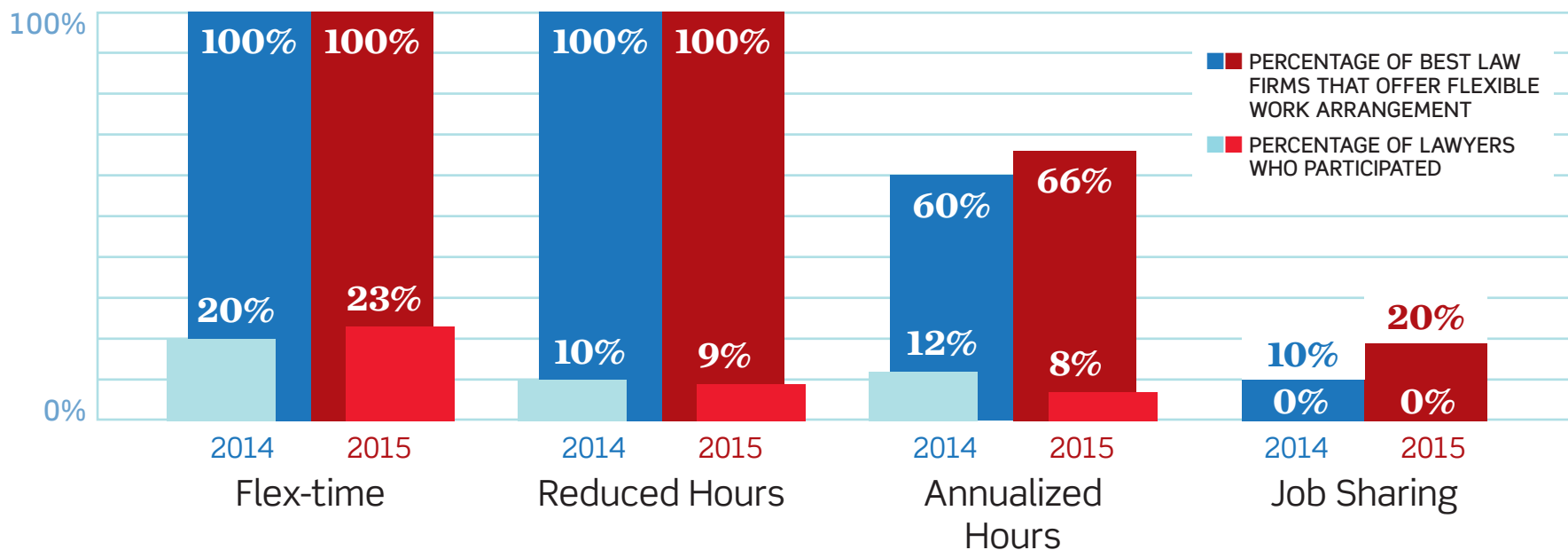
Last year, 11% of the Best Law Firms had three or more women in their top ten rainmakers; this year, the number increased to 16%. One firm reported having five women among its top ten rainmakers.

*The data for the 2015 Best Law Firms is based upon 44 out of 50 Best Law Firms answering this question. The data for the 2014 Best Law Firms is based upon 45 out of 50 Best Law Firms answering this question. © Copyright 2015, Working Mother Media & Flex-Time Lawyers LLC.® All rights reserved.

Usage Rates for Flexible Work Arrangements Remain Low

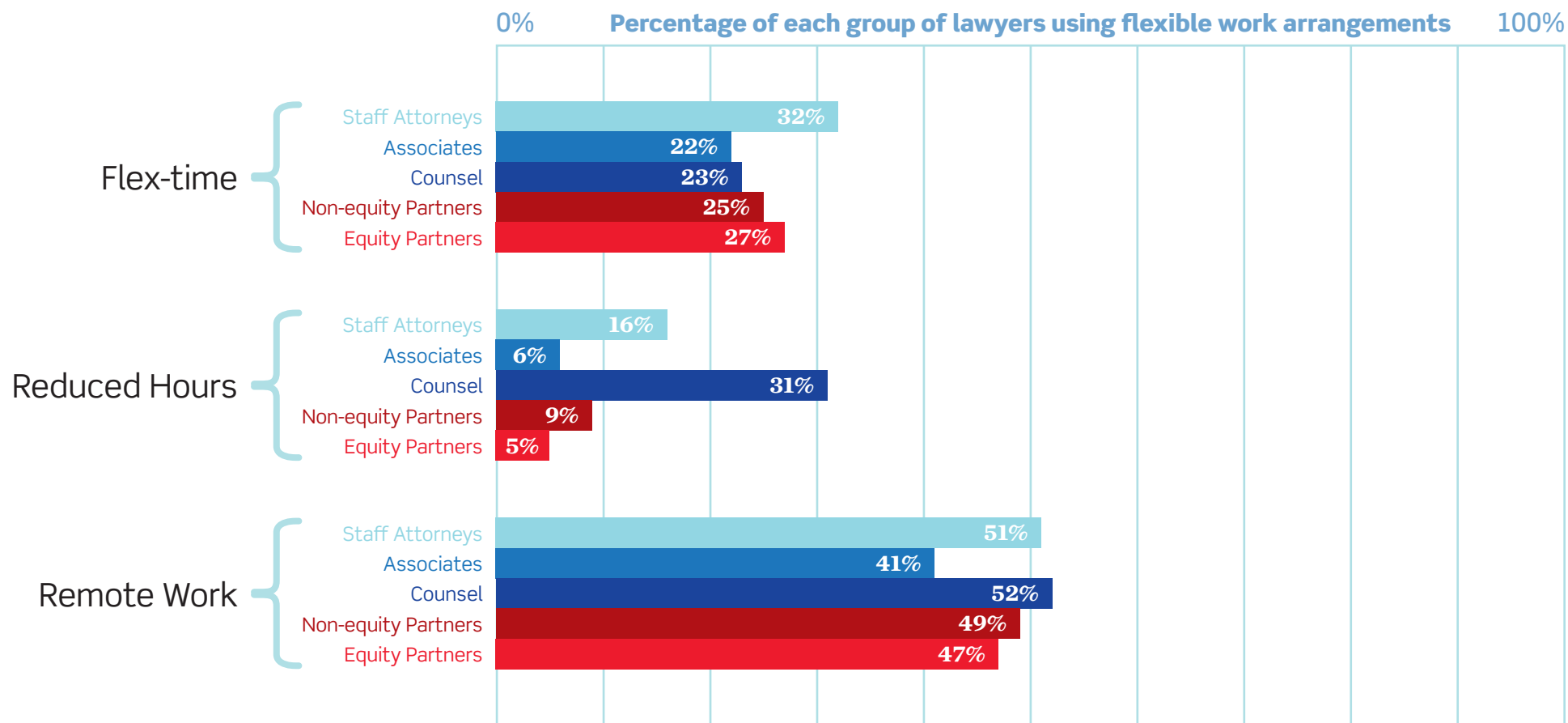
All Best Law Firms offer flex-time and reduced hours. Twenty-three percent of lawyers at the Best Law Firms use flex-time, compared to 20% in 2014. The percentage of lawyers who work reduced hours at the Best Law Firms (9%) is higher than the national average (6%), though it fell one percentage point since last year.

The percentage of Best Law Firms that offer annualized hours has increased to 66% from 60% in 2014; however, the rate of usage is now 8% of all lawyers, compared to 12% last year.



Usage Rates for Flexible Work Arrangements, by Seniority Level

At the Best Law Firms, partners (male and female) are more likely to avail themselves of remote work than other flexible work arrangements. Counsel dominate usage of reduced-hour schedules, and staff attorneys are the group most likely to use full-time flex-time.

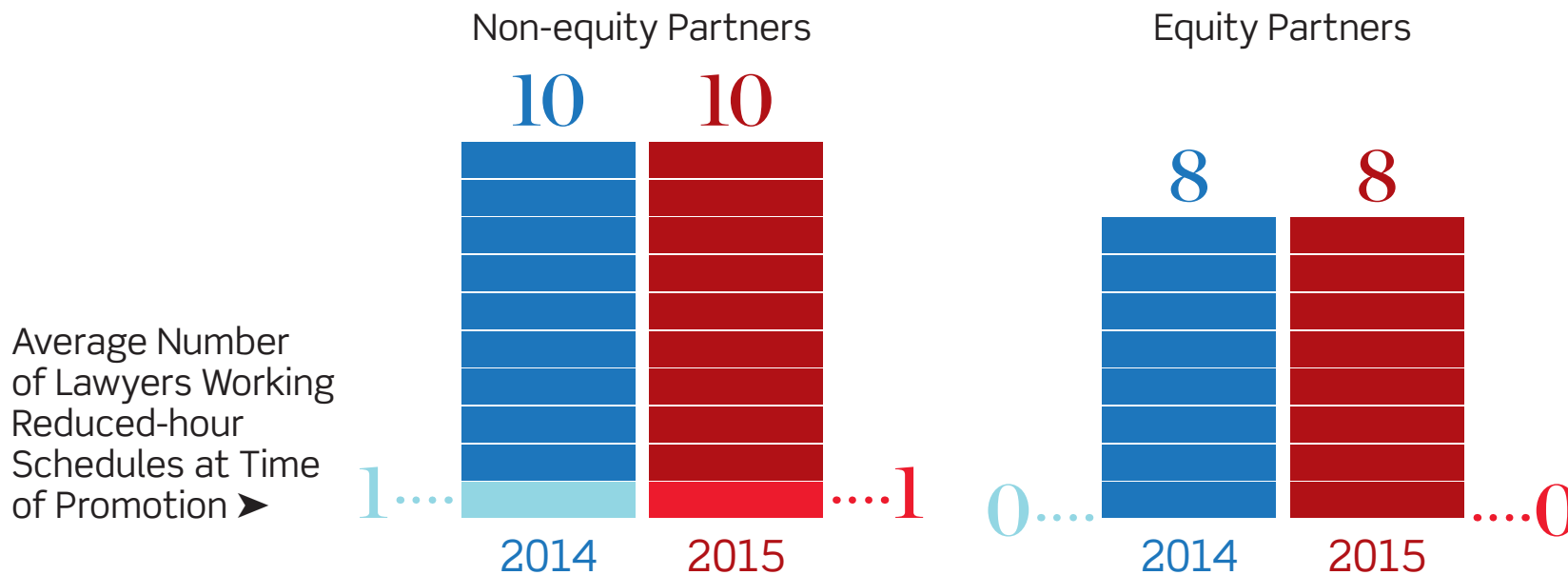


Promotion Rates for Reduced-hour Lawyers

All Best Law Firms offer reduced hours. Forty-eight firms (96%) allow reduced-hour lawyers to be eligible for equity partnership promotion.

However, in practice, such promotions are rare: Last year, an average of zero lawyers at each firm were promoted to equity partner while working a reduced-hour schedule at the time of their promotion, and an average of one lawyer per firm was promoted to non-equity partner while working a reduced-hour schedule at the time of their promotion.

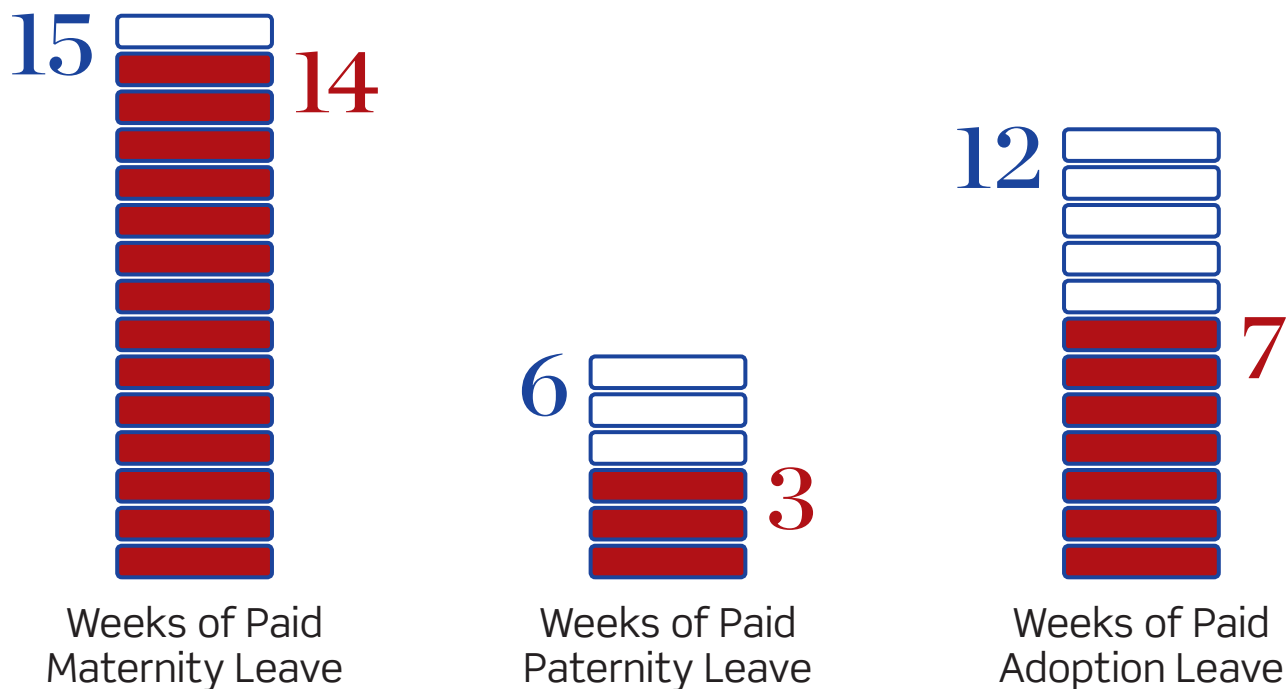
Average Number of Lawyers Promoted



Paid Parental Leave

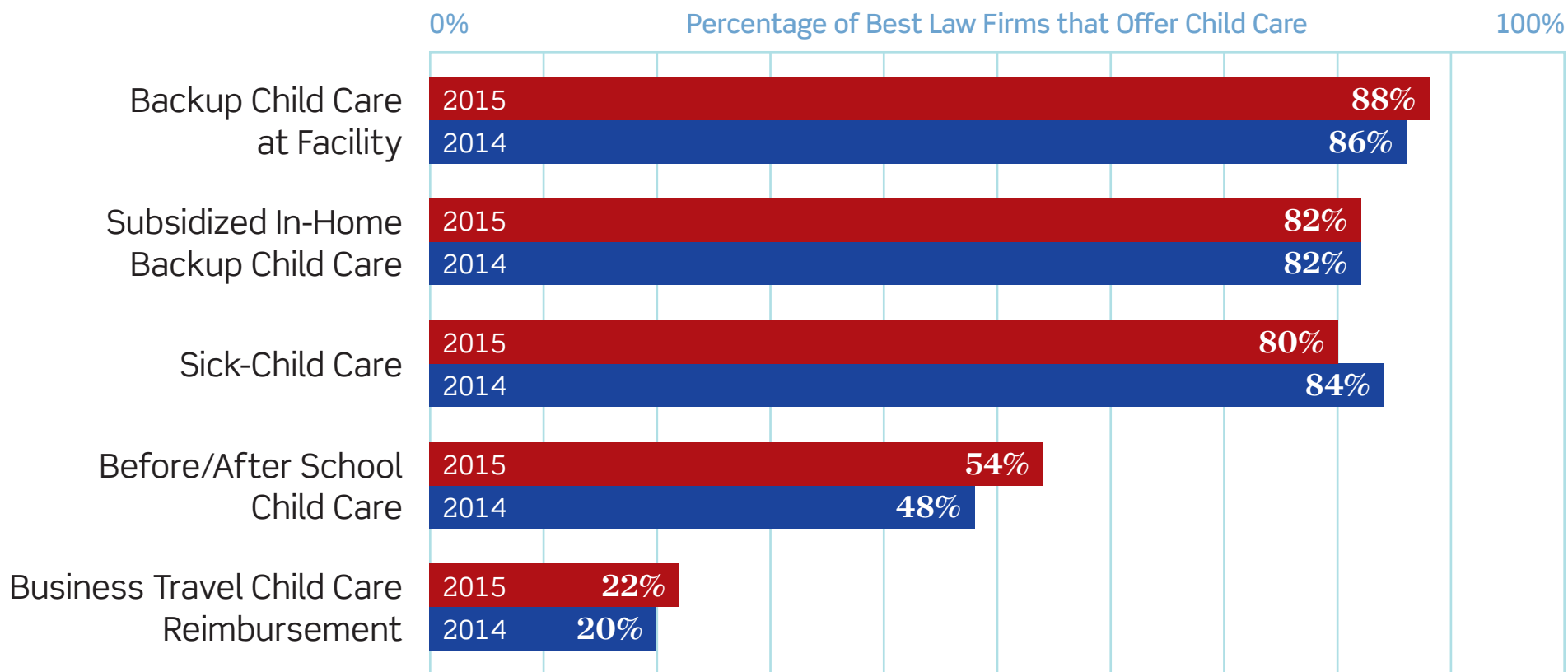
All Best Law Firms offer paid paternity and adoption leave, and the number of weeks of paid maternity leave, paid paternity leave, and paid adoption leave offered have held steady since last year. However, many lawyers still don't take full advantage of these offerings.

Average Number of Paid Weeks Offered Average Number of Paid Weeks Taken



Child Care Offerings

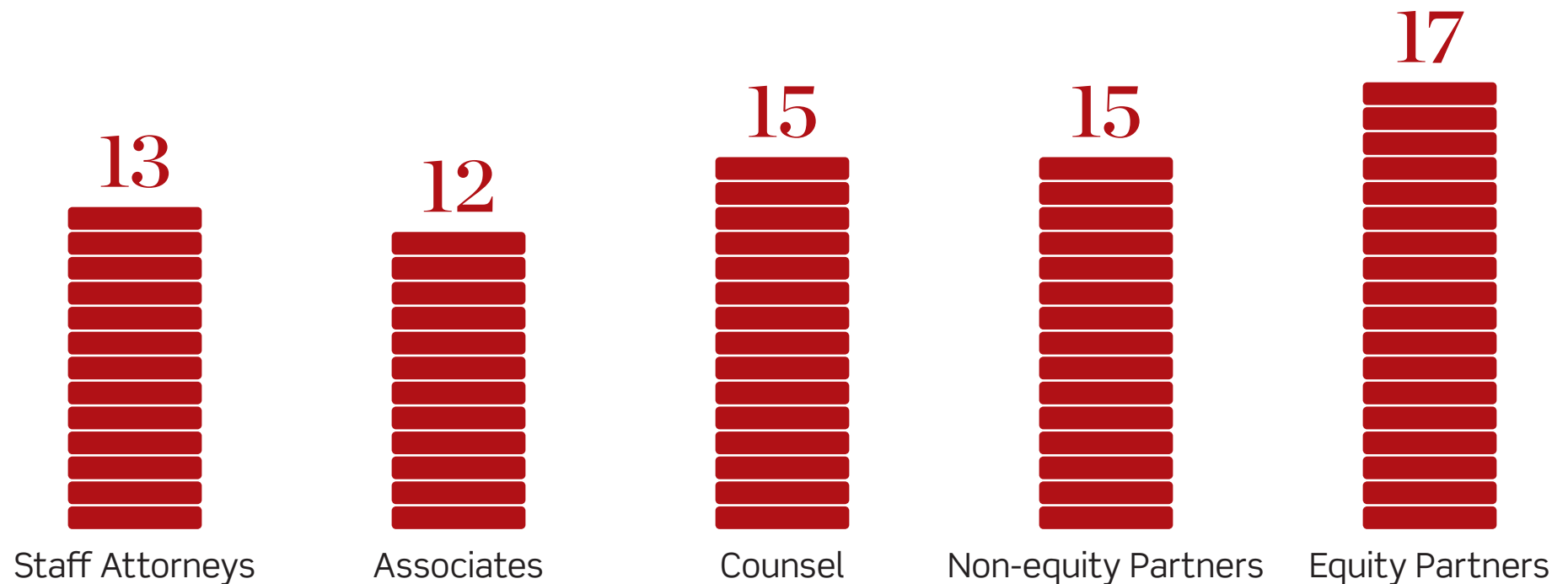
Compared with last year's winners, more Best Law Firms now offer backup child care at facilities, before/after school child care, and business travel child care reimbursement.



Paid Vacation Days

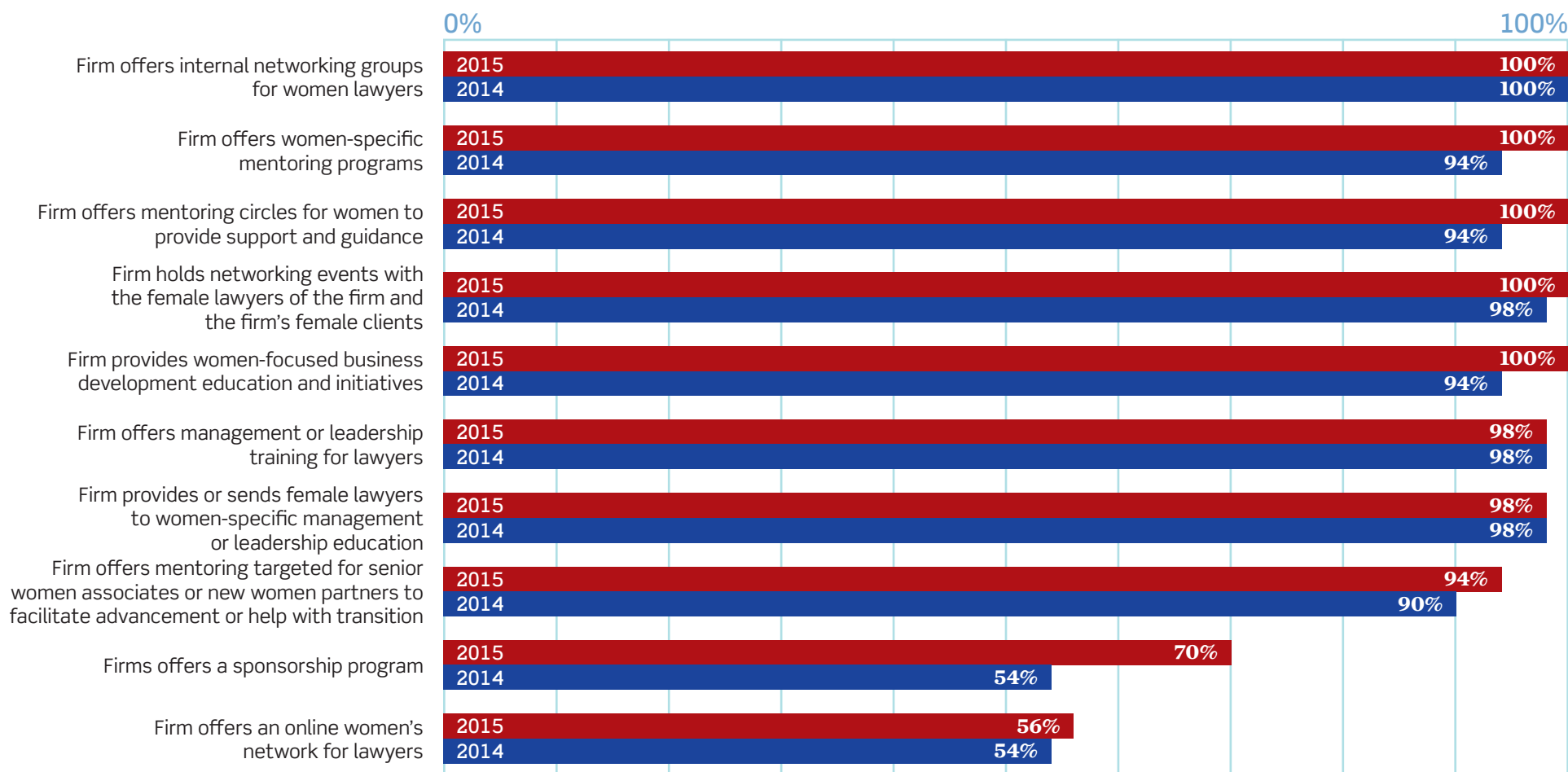
On average, equity partners at the Best Law Firms take more vacation days than lawyers at other levels, but the number of days they take fell to 17 from 18 in 2014.

Average Number of Paid Days Taken



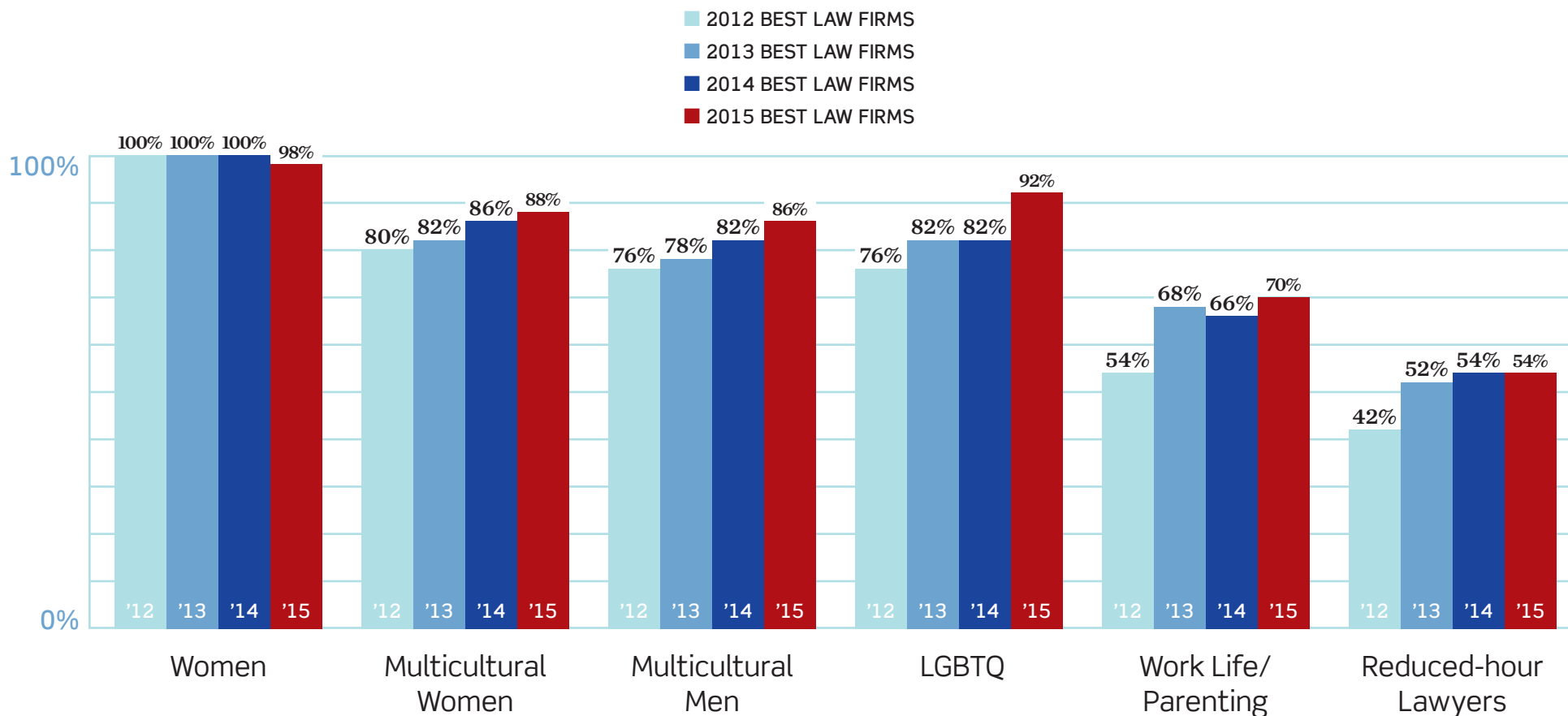
Networking, Business Development, Leadership, Sponsorship & Mentoring

All Best Law Firms offer networking groups and mentoring for women lawyers. More Best Law Firms offered mentoring for senior women associates or new women partners than in 2014.



Affinity Group Offerings

More Best Law Firms offer affinity groups for multicultural women and men, LGBTQ lawyers, and work life/parenting support than a year ago.



Survey Methodology

- Each firm completed a detailed application covering the following sections:
 - Workforce Profile
 - Flexibility
 - Development and Retention of Women

- Completed applications were collected online from November 7, 2014, to February 13, 2015.

- All data for the 2015 survey was collected from the full year of 2014. Some comparative data from the 2014, 2013, 2012 and 2007 surveys is shown and this data was collected from full year of 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 50 Best Law Firms.
 - Not all firms answered all questions.

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