

# WORKING MOTHER

OCTOBER 2009 [workingmother.com](http://workingmother.com)

# 100 BEST

## Meet the companies that work for mothers

How, when and where you work aren't as important as the quality of the work you produce. That's the clear message of this year's Working Mother 100 Best Companies. A full 100 percent of them offer telecommuting and flextime schedules, 98 percent offer job-sharing, and 94 percent offer compressed workweeks. These companies are also committed to helping working parents with their child-care needs: 86 percent provide backup care, and 62 percent provide sick-child care. But perhaps even more important is the family-friendly culture they all continually strive to create. We salute these winners and their ongoing efforts to help employees manage their busy lives. Edited by JENNIFER OWENS



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ARNOLD & PORTER LLP

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**2009 Winner: Working Mother  
100 Best Companies**

# 100 BEST COMPANIES 2009

## KEY TO CHART

- TOP 10
- ★ 100% of employees have access.
- + 75% to 99% of every employee group have access.
- ▲ 50% to 74% of every employee group have access.
- Program is available, but the rate of access for one or more employee groups is 49% or below.
- ✓ Program is available.
- Program is not available.
- N/A Not answered.

Employee groups are defined as part-time employees, nonexempt employees and exempt employees. Benefits are available to employees with one year of service. Access to benefits is averaged across employee groups.

PROFILE	FLEXIBILITY	PARENTAL LEAVE	CHILD CARE	WORK/LIFE														
Years on our list ("Hall of Famers")	Employees who used a flexible schedule	Additional job-guaranteed weeks provided beyond 12 weeks of FMLA	Paid weeks for new moms	Health, financial, programmatic benefits to employees' extended families														
Number of U.S. employees	Percentage who are women	Employees who worked from home	Phase-back programs for adoptive primary caregivers	Manager pay tied to advancement of work/life issues														
	Flexibility requests granted on reasonable basis	Fully paid weeks for new dads	Backup child care	Before- or afterschool care														
		Paid weeks for new moms	Sick-child care	On-and off-ramp program														
			School-holiday care															
Arnold & Porter LLP	10	1,333	56%	✓	★	—	12	18	6	18	✓	✓	—	—	✓	✓	✓	✓

## ARNOLD & PORTER LLP

**Executive Director**  
Elizabeth Respass  
**HR Coordinator**  
Betsy Milam

**WHAT WE LOVE** What working mother hasn't had a moment when she considered chucking her career to spend more time with the kids? But at this Washington, DC, law firm, taking time off doesn't have to torpedo your career. In fact, an on-ramp/off-ramp policy allows attorneys to step away for three years—no questions asked. To further encourage professional freedom, the firm covers off-rampers' bar association fees and training, and it encourages them to stay in touch through development and alumni events. Working attorneys can take advantage of added flexibility by compressing their hours to leave early once a week. Even during busy times, staffers can take comfort in the fact that their firm offers child care at its headquarters and near its New York City office. Since 2008, any employee who needs to care for a sick family member can take six paid weeks of leave, while women on maternity leave get a whopping 18 paid weeks—six more than in 2007.

**FACTOID** 34% of Arnold & Porter's female employees participated in management or leadership training last year.



Lily Lu and daughter Julia Young, 16 months, share a laugh at Arnold & Porter, where Lily chairs the Professional Development Committee and cochairs the New York Hiring Committee.

## ONLINE STATISTICS

- Women managers/execs: **40%**
- Women among top earners: **50%**
- Women on board of directors: **32%**
- Women corporate executive hires in 2008: **46%**
- Women participating in management or leadership training in the past year: **34%**
- Women participating in formalized executive succession planning last year: **N/A**
- Women promoted last year who utilized a formal flexible work arrangement: **0%**
- Formal compensation policies reward managers who help women advance: **No**

## Methodology

### THE APPLICATION

The 2009 Working Mother 100 Best Companies application includes some 500 questions on workforce, compensation, child care, flexibility programs, leave policies and more. It also surveys usage, availability and tracking of programs, as well as the accountability of managers who oversee them.

**WHAT'S MEASURED** Seven areas are assessed: workforce profile, benefits, women's issues and advancement, child care, flexible work, parental leave and company culture.

**THIS YEAR'S WINNERS** With the help of an independent research firm, we validated the applications for completeness and tabulated the scores,

which then determined the winners. This year we gave particular weight to benefits, flexibility and parental leave. All applicants receive feedback showing how they compare to other applicants; however, the names of applicants that do not make the list are kept confidential. Company profiles are culled from applications and reflect 2008 data.