

## For Immediate Release

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## Katten Recognized as a Best Law Firm for Women for Eighth Consecutive Year by *Working Mother* and Flex-Time Lawyers

(CHICAGO) Katten Muchin Rosenman LLP has been named to the list of “50 Best Law Firms for Women” by *Working Mother* magazine and *Flex-Time Lawyers*. The list recognizes law firms for their family-friendly policies and business and career development initiatives focused on the advancement and retention of women attorneys.

“Katten consistently looks to move the needle when it comes to workplace policies and programs supporting the advancement of women,” said Katten Chairman Vincent A.F. Sergi. “Katten’s leadership in this area is due to the dedication and foresight of many people at the firm who are committed to making progressive work/life policies a priority.”

For the eighth consecutive year, *Working Mother* and Flex-Time Lawyers commended Katten’s dedication to flexible work policies based in part on the firm’s recent effort to enhance paid child care leave for primary caregivers after childbirth and adoption. Katten also offers a one-month paid sabbatical for eligible associates after completing their fifth year of work. The Transition-Back-to-Work policy, also called the 60/60/80 program, helps primary caregivers undergo the often challenging shift back to work following maternity or adoption leave. The program is offered during a three-month period with a 60 percent schedule the first two months and an 80 percent schedule during the third month.

“In my experience, having a truly flexible work environment depends more on colleague support than tech support,” said Jennifer C. Ryan, Litigation and Dispute Resolution partner and co-chair of Katten’s Women’s Leadership Forum (WLF) in Chicago. “Katten has always recognized that attorneys may need flexibility at different points in their careers. Help and encouragement from the people you work with are the keys to successfully advancing in both career and life.”

A pioneering concept when it was created more than a decade ago, the WLF originally sought to promote, retain and develop women in the legal industry. Today, the WLF continues providing mentoring, career counseling, and formal business development and leadership coaching to a new generation of attorneys looking for the support they need to continue on the path to partnership.

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*Working Mother* and Flex-Time Lawyers co-founded the “50 Best Law Firms for Women” initiative in 2007 to celebrate the law firms that are most successful in retaining and promoting women lawyers. The goal is also to give law firms the information and benchmarking tools they need to improve the status of women in their firms in the future.

Jennifer Owens, editorial director of Working Mother Media, said, “The ‘50 Best Law Firms for Women’ are setting and pushing forward the standard when it comes to retaining women--and advancing them to the very top, equity partnership. These firms are also committed to creating best practices that support working parents.”

Deborah Epstein Henry, president of Flex-Time Lawyers LLC, added, “Law firms that focus exclusively on flexible- and reduced-hour policies to retain women or solely on getting women in power seats are missing the mark. Our ‘Best Law Firms for Women’ that are having the most success are ones that understand the value of focusing on *both* retention and promotion simultaneously.”

Flex-Time Lawyers LLC is an international consulting firm founded by Deborah Epstein Henry in the late 1990s, providing advisory, training and speaking services to employers and professionals on work-life balance, retaining and promoting women, and the future of the legal profession. It provides consulting and speaking services to law firms, corporations, professional service firms, nonprofits, bar associations and law schools, and at conferences and retreats. Flex-Time Lawyers hosts a membership organization, offering quarterly in-person and webcast events on timely issues with prominent speakers. Membership also provides resources such as networking opportunities and education about legal industry norms.

Working Mother Media (WMM), a division of Bonnier Corporation, publishes *Working Mother* magazine and its companion website, workingmother.com. The Working Mother Research Institute, the National Association for Female Executives and Diversity Best Practices are also units within WMM. WMM’s mission is to serve as a champion of culture change. *Working Mother* magazine reaches more than two million readers and is the only national magazine for career-committed mothers.

Katten is a full-service law firm with approximately 650 attorneys in locations across the United States and in London and Shanghai. Clients seeking sophisticated, high-value legal services turn to Katten for counsel locally, nationally and internationally. The firm’s core areas of practice are corporate, financial services, insolvency and restructuring, litigation, real estate, environmental, commercial finance, intellectual property, structured finance and securitization, and trusts and estates. Katten represents public and private companies in numerous industries, including a third of the Fortune 100, as well as a number of government and nonprofit organizations and individuals. For more information, visit www.kattenlaw.com.

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