

Gossip Girls
How dishing
hurts morale
and your job

Snooze Fest
Do your kids
sleep in the
same bed?

WORKING MOTHER

Blazer Glory
The key to
this season's
hot styles

Trick or Treat
Fun costumes
to celebrate
the season



**100
BEST
COMPANIES**

↓
GET
FIT
STAY
WELL



OCTOBER/NOVEMBER 2012 workingmother.com

FINNEGAN

FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, LLP
NAMED A

2012 WORKING MOTHER 100 BEST COMPANY

The List

We collect reams of data from each of the 2012 Working Mother 100 Best Companies—here's a look at some of their key stats.



PROFILE	PARENTAL LEAVE	CHILD CARE	FLEXIBILITY	ADVANCEMENT	HEALTH AND WELLNESS													
Number of U.S. employees	Percentage of new hires who are women	Fully paid weeks for new moms	Employees who use a flextime schedule	Managers trained to hire/advance women	Stress management/leadership training													
Years on the 100 Best	Percentage of managers and executives who are women	Weeks of paid leave for new dads	Backup child care	Offers an on- and off-ramping program	On-site medical clinic													
	Fully paid weeks for new moms	Weeks of paid leave for adoptive primary caregivers	Sick-child care	Employees who telecommute	Fitness classes													
					Fitness centers													
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	1	972	57%	60%	44%	15	8	10	✓	✓	72%	21%	✓	✓	⚡	+	👟	❤️

Employees are defined as part-time, nonexempt and exempt workers. Benefits are available to employees with one year of service. Weeks of parental leave are averaged across employee groups.

○Quarter Century Club ★Hall of Fame (at least 15 years on the list) Top 10 **Includes all consolidated entities †Total global workforce —Not answered



Finnegan moms Courtney Casp, Erin Sommers, Aya Suzuki (all associates) and Terra Liddell (senior marketing manager) enjoy the firm picnic.

FINNEGAN, HENDERSON, FARABOW, GARRETT & DUNNER, LLP

Washington, DC
 Managing Partner Barbara Clarke McCurdy
 Director, HR & Administration Dawn Ibbott



What we love Employees at this law firm may take 24 job-guaranteed weeks off to welcome a new baby or adopt a child, with 12 or 18 weeks fully paid. They can then bring infants to the day care center at headquarters for up to four months (paying subsidized rates). Everyone may also tap up to 15 days of backup care per year (cost: \$25 to \$40 per child, per day). Flexible schedules abound, from a newly formalized telecommuting arrangement to the compressed workweeks enjoyed by staff employees; floating staffers even fill in for secretaries who want to work alternative hours. Most employees take 20 vacation days per year, plus 10 paid holidays; educational leaves of absence lasting up to six months are available, with unlimited tuition aid for job-related courses.

METHODOLOGY

The Application

The 2012 Working Mother 100 Best Companies application includes more than 500 questions on workforce representation, child care, flexibility programs, leave policies and more. It surveys the availability, usage and tracking of programs, as well as the accountability of managers who oversee them. For this year's Working Mother 100 Best, we gave particular weight to child care, flexible scheduling options and advancement programs. All applicants receive feedback showing how they compare with other applicants; however, the names of applicants that do not make the list are kept confidential. Company profiles and data come from submitted applications and reflect 2011 data.

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