

6 Law Firms Among Fortune's 100 Best Cos. To Work For

By Aebra Coe

Law360, New York (March 3, 2016, 3:21 PM ET) -- Six BigLaw firms have earned a spot on Fortune magazine's 2016 list of the 100 best companies to work for, with the winning law firms boasting employee-friendly policies like generous parental leave, a clear path to partnership, commitment to pro bono work and flexible scheduling.

The six firms that made the magazine's list this year are Cooley LLP at No. 28, Baker Donelson Bearman Caldwell & Berkowitz PC at No. 32, Perkins Coie LLP at No. 37, Alston & Bird LLP at No. 41, Arnold & Porter LLP at No. 81 and Orrick Herrington & Sutcliffe LLP at No. 91.

Each company on the list was rated based on a survey sent to a random sampling of the business's employees requesting their opinion on management's credibility, their overall job satisfaction and camaraderie, along with an audit that probed the company's pay and benefit programs, hiring practices, methods of internal communication, training and diversity efforts.

Cooley sailed its way up the list in 2016, rising from the No. 42 spot last year to hit No. 28. According to the magazine, some of the perks the law firm offers its lawyers are the same credit for pro bono hours as for paid work, and a partner compensation structure based on an attorney's overall contribution to the firm, rather than solely on the amount of business they bring in.

The firm also offers lawyers some novel ways to decompress, such as Nintendo Wii dance-offs, outdoor movie nights and family Halloween parties, Fortune said.

Of Cooley, one employee told the magazine, "There are no big egos or hierarchical structures."

Baker Donelson wasn't far behind at No. 32. Employees reported that the firm has demystified the path to becoming partner by allowing associates to view one another's performance statistics, and through an explanation from CEO Ben Adams on the firm's final decision-making, the magazine said.

Additionally, attorneys at the firm can take parental leave intermittently and are offered fun ways to blow off steam like gumbo cook-offs and birthday beer carts, the magazine reported.

Perkins Coie gained nine spots in 2016, up from No. 46 the year before to No. 37. Employees there are pleased with the Seattle-based firm's "egalitarian approach," Fortune reported.

The magazine said Perkins Coie is very leave-friendly, offering two-month paid sabbatical leave for all

employees, including staff, and gives attorneys who are primary care parents 140 hours of legal credit to help them balance work and parenthood. The firm also organizes networking lunches and mentoring for female, minority and LGBT lawyers, Fortune said.

Lawyers at No. 41 company Alston & Bird who are new parents are offered up to 18 weeks of paid leave and up to \$10,000 for adoption or surrogate-related expenses, the magazine said. The firm even has reserved parking spaces close to the elevators in the parking garage for women in the last trimester of pregnancy.

Flex scheduling is the norm at No. 81 company Arnold & Porter, the magazine said, and attorneys and staff can work 25 hours per week while receiving full benefits. Other benefits at the firm include fertility treatment coverage of up to \$30,000 and \$10,000 in adoption assistance.

No. 91 on the magazine's list, Orrick, offers flexible work schedules and has promoted part-time associates to partner in each of the past three years, Fortune said.

--Editing by Edrienne Su.