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**FOR IMMEDIATE RELEASE:**

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## **NAFE and Flex-Time Lawyers Salute Nilan Johnson Lewis as 2011 Best Law Firm for Women**

**Law firm will be featured on Working Mother.com/ NAFE Magazine and  
honored at New York event this month**

Minneapolis, Minn. (September 13, 2011) — Today's legal leaders are supporting female lawyers with women-friendly policies, offering new standards that retain and promote top female legal talent in a male-driven field. With that, progressive Minneapolis legal services provider Nilan Johnson Lewis, PA (NJL) announces that the National Association for Female Executives (NAFE) and Flex-Time Lawyers has named the firm a NAFE and Flex-Time Lawyers Best Law Firm for Women.

NJL and the 50 Best Law Firms for Women will be featured in the fall 2011 issue of *NAFE* magazine and will be profiled at [nafe.com](http://nafe.com), [www.workingmother.com](http://www.workingmother.com) and <http://www.flextimelawyers.com/best.asp>. Winning firms will be honored in New York on September 21. NAFE is a division of Working Mother Media.

“Our research team has seen an increase in the number of female partners working at the Best Law Firms within the past five years, with 19 percent of female Equity Partners employed compared to the national average of 15 percent,” said Dr. Betty Spence, President, NAFE. “We are proud to recognize the 2011 Best Law Firms for Women and their unwavering dedication to creating programs and policies that support women in the legal profession.”

In their 2010 submission, the firm stated that 50 percent of attorneys and 53 percent of shareholders at NJL were women, a figure they attributed to a variety of formal policies and informal cultural norms that included extensive coaching and mentoring, an emphasis on teamwork and a flexible track record. Though this is the first time that NJL has been named as a Best Law Firm for Women by NAFE and Flex-Time Lawyers, it has been recognized for its standout approach to recruiting and retaining women. The firm has received diversity awards from the Hennepin County Bar Association three times in the past seven years and most recently, in 2010, won the Minnesota Women Lawyers' Leadership Award.

“Nilan Johnson Lewis has made women's advancement a key focus and their strategy is paying off, with more female representation than ever before,” said Jennifer Owens, Director of the Working Mother Research Institute. "The firm stands out in the legal industry as a top of choice for women."

“The 2011 Best Law Firms for Women are encouraging the retention and promotion of women, in addition to creating conducive work environments for all lawyers to thrive,” said Deborah Epstein Henry, Founder and President, Flex-Time Lawyers. “By offering leadership and business development opportunities for women, along with generous flexibility, parental leave and childcare programs, these firms are better poised to retain and promote the brightest legal minds, with the goal of reaching parity for women in the profession.”

### **Methodology:**

The 2011 Best Law Firms for Women application was developed in a partnership between Working Mother Media and Flex-Time Lawyers LLC. Firms with at least 50 lawyers were eligible to apply and the application included detailed questions about the issues that are most important to the retention and promotion of female lawyers. Completed applications were collected online from November 12, 2010 to January 21, 2011. All data for the 2011 survey was collected from the full year of 2010. The 50 winning firms were selected based on their responses to an application measuring areas such as workforce profile, family-friendly benefits and policies, flexibility, leadership, compensation, advancement and retention of women.

### **About Nilan Johnson Lewis**

Founded in 1996, Nilan Johnson Lewis has built its reputation by putting clients first, building a practice centered on excellence and defining the next generation of law firm. The firm's practice focuses on five areas: product liability/mass tort litigation, commercial litigation, labor and employment, health care and business law.

### **About Working Mother Media**

Working Mother magazine reaches 2.2 million readers and is the only national magazine for career-committed mothers; WorkingMother.com ([www.workingmother.com](http://www.workingmother.com)) gives working mothers @home and @work advice, solutions, and ideas. This year marks the 26th anniversary of Working Mother's signature research initiative, Working Mother 100 Best Companies, and the ninth year of the Best Companies for Multicultural Women. Working Mother Media, a division of Bonnier Corporation ([www.bonnier.com](http://www.bonnier.com)), includes the National Association for Female Executives (NAFE, [www.nafe.com](http://www.nafe.com)), Diversity Best Practices ([www.diversitybestpractices.com](http://www.diversitybestpractices.com)), and the Working Mother Research Institute. Working Mother Media's mission is to serve as a champion of culture change.

### **About Bonnier Corporation**

Bonnier Corp. ([www.bonniercorp.com](http://www.bonniercorp.com)) is one of the largest consumer-publishing groups in America and is the leading media company serving passionate, highly engaged audiences, through 50 special-interest magazines and related multimedia projects and events. Bonnier Corp. is the U.S. division of the Bonnier Group ([www.bonnier.com](http://www.bonnier.com)), a 200-year-old, family-owned media group based in Sweden with business operations in 25 countries.

### **About Flex-Time Lawyers LLC**

Flex-Time Lawyers LLC® is a national consulting firm advising the legal profession on workplace restructure, talent management, work/life balance, and the retention and promotion of lawyers, with a focus on women. It hosts a membership organization with quarterly chapter meetings for legal employers and lawyers, offering networking opportunities, employer advice, support, career guidance, education and information sharing to effect change. Flex-Time Lawyers LLC is a resource to the press

and legal community at large and also provides recruiting services. It has been covered extensively in the national and legal press, including *The New York Times*, NBC Nightly News with Brian Williams, National Public Radio, *National Law Journal*, and numerous others. For more information, please visit [www.flextimelawyers.com](http://www.flextimelawyers.com).

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