

## A-LIST

BY ADELE CARTER

### WELCOME TO OUR ANNUAL A-LIST

ranking, which aims to highlight the most well-rounded firms—the best of the best. On this list, profits don't reign supreme, nor does size. Since its inception, the A-List has recognized firms based on a combination of factors, both financial and cultural: revenue per lawyer, pro bono commitment, associate satisfaction and racial diversity, with RPL and pro bono given double weight. And now, for the second year in a row, we also include a score for gender diversity—more specifically, the percentage of women equity partners.

We added that fifth scoring metric last year, as we felt it was important to honor the firms that have made the most progress in advancing women in the partnership ranks. Although women now make up almost half of all associates at large firms—46 percent, according to our sibling publication *The National Law Journal*—their numbers still drop off drastically at more senior levels. The NLJ reports that only 19 percent of all Big Law partners are female.

So we added the fifth component to the A-List formula: a female equity partner score. Like the other A-List metrics, it measures firms' relative performance: We rank Am Law 200 firms by their percentage of female equity partners, and base their score in that category on that ranking.

Frequent readers of the A-List will remember that firms have traditionally been scored on a 200-point scale for each of the four historical categories, with RPL and pro bono scores counted twice. Last year, we decided to simplify the process to give every category, and the overall score, a 100-point scale. The RPL and pro bono scores continue to be double weighted as we moved from a 1,200-point scoring system to a 100-point scale.

We were careful to account for any compression in the numbers and any possible impact on the rankings and ties: The firms were scored on the old system first, and those numbers were converted to the 100-point scale. There was no difference in the rankings between the two lists.

### Congratulations to this year's A-Listers!

#### 19 JENNER & BLOCK

Chicago

JENNER & BLOCK JUMPED FOUR PLACES TO TIE FOR 19TH, boosted by a perfect pro bono score and improvement in nearly every other category. The firm saw an 11.5-point increase in associate satisfaction and a five-point increase in diversity. Its RPL dipped by 6.5 points.

RPL Score	63.0
Pro Bono Score	100
Associate Satisfaction Score	82.0
Diversity Score	62.0
Female Equity Partners Score	79.0
<b>TOTAL SCORE</b>	<b>78.4</b>

JENNER & BLOCK HAS HAD A PERFECT PRO BONO SCORE FOR TWO YEARS IN A ROW.