

Chapman Among Best Law Firms for Women in 2023

This is the 15th year Chapman has been recognized by Seramount for the firm's women-focused programs, policies, and best practices.

CHICAGO, June 1, 2023 — Chapman and Cutler LLP is pleased to be named to the Best Law Firms for Women 2023 list, published by Seramount (formerly Working Mother Media), for the fifteenth year. Seramount recognizes 50 law firms that significantly invest in recruiting, promoting, and retaining women lawyers and has again recognized Chapman's "Hall of Fame" status (ten or more years on the list).

Chapman's Chief Talent Officer, Stacey Kielbasa, plays a key role in leading and implementing the firm's policies and programs with unique perspective, having started her career as a practicing attorney at Chapman. "We are honored to continue to be recognized for the work we do to develop and strengthen firmwide programs and policies focused on the success, well-being, and promotion of women attorneys. Investing in and supporting programs to advance legal, business, and leadership skills, mentoring, parental/caregiver support and flexible work arrangements are all essential to helping our women attorneys thrive."

"Fifteen years on the Best Law Firms for Women list is an important milestone for Chapman and as a working mother and someone who has benefited from the firm's programs, I am very proud of the thoughtful and impactful work the firm is doing to help our people succeed in demanding careers and provide flexibility for family and well-being," adds Kelley Bender, Chapman's Chief Operating Partner.

Among Chapman's initiatives tailored to support the careers of women attorneys recognized by Seramount:

- **Benefits.** Chapman's family-friendly benefits were highly praised in the rankings this year. Chapman's benefits include: gender neutral parental leave; ramp down before and ramp up after parental leave; breastmilk shipping; confidential, external coaching for attorneys to help with the transition into parental leave and returning from parental leave; backup childcare and elder care; and partnership with external experts to assist with elder care needs.
- **Leadership.** Women serve at the highest levels of Chapman leadership, including Chapman's Chief Operating Partner and nearly half of the members of the firm's governing policy committee (42% women). In addition, Chapman's hiring committee chair, partner review committee chair, two of the firm's office leaders, and pro bono, professional development, diversity, wellness, and environmental sustainability partners are women. Chapman is also a Mansfield Rule 5.0 Certified Plus firm, achieving and surpassing the representation threshold for women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities in a number of critical leadership roles.
- **Mentoring and sponsorship programs.** Chapman's mentoring and sponsorship programs support career and practice growth, as well as future leadership opportunities.

- Agile policies. Chapman's support for flexible and part-time schedules continue to help our women thrive in all stages of their careers.
- Women Attorneys Business Resource Group (BRG). Chapman's Women Attorneys BRG hosts networking events and mentoring sessions to help attorneys prepare for leadership roles.
- Working Parent Attorneys Business Resource Group (BRG). Chapman's Working Parent Attorneys BRG offers resources and opportunities for attorneys to share parental experiences and insights, and provides input to firm leadership on additional programs and policies to support working parents. The Working Parent Attorneys BRG meets regularly, hosts external speakers, and offers a mentoring program for new parents going on or returning from parental leave.

About Chapman and Cutler LLP

Chapman is a law firm focused on finance, representing the most sophisticated financial companies and institutional investors in the world. Since our founding in 1913, Chapman has provided legal services to banks, corporations, insurance companies, investment funds, and other participants in the financial services industry for a wide range of transactional, regulatory, tax, and litigation matters. For more information, please visit chapman.com.

About Seramount

Seramount, now part of EAB, is a strategic professional services and research firm dedicated to advancing diversity, equity, and inclusion in the workplace. Over four decades, partnering with over 450 of the most iconic companies in the world, Seramount has built a deep data-driven understanding of the employee experience. Learn more at www.seramount.com.