



Maddocks: A winning law firm for women ... and men!

18 March 2008: Maddocks was today selected as a 2009 EOWA Employer of Choice for Women, further affirming that this successful Melbourne and Sydney-based law firm offers equal opportunity to all its people irrespective of gender.

This is the fifth consecutive year that Maddocks has won the award issued by the Equal Opportunity for Women in the Workplace Agency (EOWA). Only three other law firms have also received the award for each of the past five years.

Maddocks is genuinely committed to the personal and professional growth of its people irrespective of gender and actively encourages work-life balance by providing a supportive and flexible environment, according to Maddocks Chief Executive David Rennick.

"An important part of the firm's strategy is to become the best place for lawyers to work", he said.

Maddocks' human resources strategy has underpinned Maddocks growth enabling the firm to grow rapidly from 200 people in 2002. The firm now employs a total of 300 people in Melbourne and almost 100 in Sydney, the majority of whom are women.

Nine of 53 (or 17%) of partners are women which is above the legal industry average of 14%. Overall, throughout the past 12 years, Maddocks has internally developed and appointed 12 women, as compared to 17 men, to the partnership.

In January this year, Bronwyn Weir was internally appointed partner after working part-time with the firm for the last seven years. Working flexibly, she continues to lead the Building Industry Regulations team within Maddocks Construction & Major Projects.

Leading this team of seven provided Bronwyn the opportunity to develop leadership skills (working alongside the Construction & Major Projects practice group head) and facilitate her progression to partnership.

This year Maddocks also introduced a new Associate job title and appointed 20 women and ten men at this level. As a mid-way point between Lawyer and Senior Associate, the Associate "stepping stone" provides for career progression for ambitious and capable lawyers.

Furthermore, more than 70% of the firm's management roles (excluding partners) are held by women. Demonstrating the firm's commitment to succession planning and the career development of women, Catherine Saliba was internally appointed as Finance Director this year.

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The winning organisations receiving the award this year are listed at the EOWA's website:
www.eowa.gov.au

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