For 30 years, the Working Mother 100 Best Companies have set the standard for work life practices in the United States.

The Working Mother Research Institute collects data on the workforces and policies of the winning companies in order to:

- Reveal how the Best Companies lead in the areas of representation, benefits, advancement, child care, flexible work arrangements, parental leave and company culture.

- Create a benchmark of progressive policies and programs that make organizations succeed.

- Raise awareness of the issues working mothers and all employees face in the workplace and encourage the development of programs to address those issues.

- Promote the interests of working mothers in corporate America by honoring companies that successfully help employees integrate home and work.
The Working Mother Best Companies list began in 1986 with 30 companies, when the fastest growing segment in the American workforce was women—especially working mothers.

Since then, the initiative has changed the way the country thinks about working moms, who are no longer a novelty in the office. Benefits and policies that make life easier for women with kids at home are the same ones that help dads, people caring for elderly relatives, people with volunteer commitments and anyone with a time-intensive hobby to maintain a vibrant career while pursuing their personal interests.

The original Best Companies list focused on a number of areas, including:

- Compensation
- Opportunities for advancement
- Parent-friendly benefits, including maternity leave, flexibility, child care and job sharing

The Working Mother Best Companies application now includes 500 questions focusing on all areas of work life, including benefits, flexibility, parental leave, advancement and child care.
IBM and Johnson & Johnson are the only companies to have earned a place on the list all 30 years.
CONGRATULATIONS!

THE 2015 WORKING MOTHER 100 BEST COMPANIES

A.T. Kearney
Abbott
AbbVie
Accenture
ADP
The Advisory Board Company
Allianz Life Insurance Company of North America
Allstate Insurance
American Express
AOL
Arnold & Porter
Astellas Pharma US
AstraZeneca
Avon Products
Bain & Co.
Bank of America
Baptist Health South Florida
Barclays
BDO USA
Blue Cross Blue Shield of North Carolina
Boehringer Ingelheim USA
Bon Secours Virginia Health System
Booz Allen Hamilton
The Boston Consulting Group
Bristol-Myers Squibb
CA Technologies
Capital One Financial
Cardinal Health
Children's Healthcare of Atlanta
Citi
Colgate-Palmolive
Credit Suisse
Deloitte
Diageo North America
Discovery Communications
The Dow Chemical Company
Dow Corning Corporation
DuPont
Eli Lilly and Company
EY
Finnegan, Henderson, Farabow, Garrett & Dunner
FINRA
First Horizon National
Freddie Mac
GE
Genentech
General Mills
Goldman Sachs
Grant Thornton
Horizon Blue Cross Blue Shield of NJ
HP
IBM
Intel
Johnson & Johnson
JPMorgan Chase
Katten Muchin Rosenman
Kellogg
KPMG
LEGO Systems
L’Oréal USA
March of Dimes Foundation
MassMutual Financial Group
MasterCard
McGladrey
McKinsey & Co.
Merck
MetLife
Moffitt Cancer Center
Morgan Stanley
Moss Adams
New York Life
Northern Trust
Northwestern Memorial HealthCare
Novartis Pharmaceuticals Corp.
Ogilvy & Mather
Pillsbury Winthrop Shaw Pittman
The PNC Financial Services Group
Principal Financial Group
PwC
Procter & Gamble
Prudential Financial
Qualcomm
Roche Diagnostics
Ryan
SC Johnson
Scripps Health
State Street
Takeda Pharmaceuticals
TIAA-CREF
TriHealth
Turner Broadcasting System
UBS
Unilever
University of Wisconsin Hospital and Clinics
Verizon
Viacom
WellStar Health System
Yale University
Zoetis
Zurich North America

Source: 2015 Working Mother 100 Best Companies
The 2015 Working Mother 100 Best Companies employ almost 2.1 million people in 15 industries at more than 32,000 worksites nationwide.

Of these employees, almost a million—46%—are women.
**SUMMARY OF 2015 FINDINGS: THEN & NOW**

**THEN:** At the 1986 Working Mother Best Companies, women represent an average of 33% of the workforce and 26% of managers.

**NOW:** Women represent 46% of the total workforce and 43% of managers, on average.

**THEN:** In 1986, two Best Companies are led by female CEOs; however, no Fortune 100 company has a female CEO.

**NOW:** Eleven Best Companies are led by female CEOs, and nine women lead a company in the Fortune 100.

**THEN:** In the late 1980s, only 5 of 30 Best Companies offer fully paid maternity leave, ranging from 1 week to 8 weeks. None report offering paid leave for new dads or adoptive parents.

**NOW:** All Best Companies offer fully paid maternity leave to full-time employees, while a majority offer paid paternity and paid adoption leave.

**THEN:** In 1986, seven of 30 Best Companies offer flextime, the ability to shift hours slightly to start earlier or later in the day. Only two allow employees to work from home.

**NOW:** All 100 Best Companies offer flextime and telecommuting, while a majority offer job sharing and compressed workweeks.
**FEMALE REPRESENTATION: THEN & NOW**

**THEN:** At the 1986 Working Mother Best Companies, women represent an average of 33% of the workforce and 26% of managers.

**NOW:** Women represent 46% of the total workforce and 43% of managers, on average.

<table>
<thead>
<tr>
<th></th>
<th><strong>2015</strong></th>
<th><strong>1986</strong></th>
<th><strong>2015</strong></th>
<th><strong>1986</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Employees</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>46%</td>
<td>33%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>54%</td>
<td>67%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Managers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>43%</td>
<td>26%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>57%</td>
<td>74%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: 1986, 2015 Working Mother 100 Best Companies
For 2015, female representation holds steady at 46% of all employees at the Best Companies, consistent with last year.

Representation of women increased one percentage point at the manager level year over year, but declined slightly at the senior manager level (to 34% from 36%).
At the 2015 Best Companies, women received an average of 41% of all promotions to manager, senior manager and corporate executive combined (down one percentage point from a year ago).

Women received 32% of promotions to corporate executive positions, consistent with 2014. Female promotions to manager and senior manager are down slightly.

Source: 2014, 2015 Working Mother 100 Best Companies

PERCENTAGE OF PROMOTIONS RECEIVED BY WOMEN

<table>
<thead>
<tr>
<th>Promotion to Manager</th>
<th>Promotion to Senior Manager</th>
<th>Promotion to Corporate Executive</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014: 44%</td>
<td>2014: 40%</td>
<td>2014: 32%</td>
</tr>
<tr>
<td>2015: 42%</td>
<td>2015: 39%</td>
<td>2015: 32%</td>
</tr>
</tbody>
</table>
THEN: In 1986, two Best Companies are led by female CEOs, but no Fortune 100 company has a female CEO.

NOW: Eleven Best Companies are led by female CEOs, and nine women lead a company in the Fortune 100.
Women hold 26% of corporate executive positions at the 2015 100 Best Companies, consistent with last year.

Source: 2011–2015 Working Mother 100 Best Companies
At the Best Companies, women make up about a third (34%) of the top fifth of earners and almost a quarter (24%) of board of director members.
Women made up 22% of the corporate executives hired into the 2015 Best Companies, down slightly from 23% last year.
PAID FAMILY LEAVE: THEN & NOW

THEN: Only 5 of 30 Best Companies offer fully paid maternity leave, ranging from 1 week to 8 weeks. None report offering paid leave for new dads or adoptive parents.

NOW: All Best Companies offer fully paid maternity leave to full-time employees, while a majority offer paid paternity and paid adoption leave.
On average, the Best Companies offer 8 weeks of fully paid maternity leave—up one week from last year.

The average number of weeks of partially paid maternity leave at the Best Companies holds steady at 6 weeks.
Best Companies, on average, continue to offer 3 weeks of paid paternity leave and 5 weeks of paid adoption leave for caregivers.

**Source:** 2008–2015 Working Mother 100 Best Companies
Full-time exempt mothers at the 2015 100 Best Companies took an average of 9 weeks of fully-paid maternity leave, up from an average of 8 weeks since 2011.

Full-time exempt fathers continue to take an average of 2 weeks of fully-paid paternity leave, while full-time exempt adoptive parents take an average of 5 weeks—up from 4 weeks since 2013.
BEST VS. REST: PAID PARENTAL LEAVE

All Best Companies offer fully paid maternity leave to full-time employees.

The past three years have seen a steady increase in the number of Best Companies offering paid adoption leave and paid paternity leave, while nationwide these figures have held steady or increased only slightly.

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2014/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully Paid Maternity Leave</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Paid Adoption Leave</td>
<td>81%</td>
<td>93%</td>
</tr>
<tr>
<td>Paid Paternity Leave</td>
<td>78%</td>
<td>90%</td>
</tr>
</tbody>
</table>

Nationwide, the percentage of employers offering child care resource and referral services (9%), adoption assistance (7%), and lactation support services (5%), has shrunk since 2012. However, nearly all Best Companies support these programs for employee parents.

### PERCENTAGE OF EMPLOYERS OFFERING PROGRAMS FOR PARENTS

<table>
<thead>
<tr>
<th>Program</th>
<th>Nationwide 2012</th>
<th>Nationwide 2015</th>
<th>100 Best Companies 2012</th>
<th>100 Best Companies 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-site lactation room</td>
<td>100%</td>
<td>100%</td>
<td>30%</td>
<td>35%</td>
</tr>
<tr>
<td>Child care resource and referral services</td>
<td>93%</td>
<td>96%</td>
<td>17%</td>
<td>20%</td>
</tr>
<tr>
<td>Adoption assistance</td>
<td>93%</td>
<td>93%</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Lactation support services</td>
<td>92%</td>
<td>91%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>Backup child care</td>
<td>86%</td>
<td>89%</td>
<td>3%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Source: 2012, 2015 Working Mother 100 Best Companies; national numbers are based on the 2012 and 2015 benefits surveys of Society for Human Resource Management members.
THEN: In 1986, seven of 30 Best Companies offer flextime, the ability to shift hours slightly to start earlier or later in the day. Only two allow employees to work from home.

NOW: All 100 Best Companies offer flextime and telecommuting, while a majority offer job sharing and compressed workweeks.
Nationwide, access to flextime, telecommuting, job sharing and compressed work weeks increased slightly in the past year. By contrast, every Best Company offers flextime and telecommuting.

### BEST VS. REST: FLEXIBLE WORK ARRANGEMENTS

<table>
<thead>
<tr>
<th></th>
<th>'08</th>
<th>'09</th>
<th>'10</th>
<th>'11</th>
<th>'12</th>
<th>'13</th>
<th>'14</th>
<th>'15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flextime</td>
<td>59%</td>
<td>54%</td>
<td>49%</td>
<td>53%</td>
<td>53%</td>
<td>53%</td>
<td>52%</td>
<td>54%</td>
</tr>
<tr>
<td>Telecommuting</td>
<td>57%</td>
<td>51%</td>
<td>55%</td>
<td>53%</td>
<td>57%</td>
<td>58%</td>
<td>59%</td>
<td>60%</td>
</tr>
<tr>
<td>Compressed Work Weeks</td>
<td>37%</td>
<td>37%</td>
<td>34%</td>
<td>35%</td>
<td>35%</td>
<td>35%</td>
<td>29%</td>
<td>31%</td>
</tr>
<tr>
<td>Job Sharing</td>
<td>18%</td>
<td>16%</td>
<td>13%</td>
<td>13%</td>
<td>12%</td>
<td>10%</td>
<td>9%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Source: 2015 Working Mother 100 Best Companies; national numbers are based on the 2008-2015 benefits surveys of Society for Human Resource Management members.
The percentage of employees at Best Companies using flex, telecommuting and compressed work schedules declined slightly year-over-year.

The average percentage of employees using a compressed work schedule is at its lowest rate (19%) in the past six years.

### YEAR OVER YEAR: USAGE OF FLEXIBLE WORK ARRANGEMENTS

<table>
<thead>
<tr>
<th></th>
<th>'09</th>
<th>'10</th>
<th>'11</th>
<th>'12</th>
<th>'13</th>
<th>'14</th>
<th>'15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Usage of Flex</td>
<td>71%</td>
<td>72%</td>
<td>75%</td>
<td>77%</td>
<td>78%</td>
<td>77%</td>
<td>74%</td>
</tr>
<tr>
<td>Usage of Telecommuting</td>
<td>46%</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
<td>52%</td>
<td>55%</td>
<td>53%</td>
</tr>
<tr>
<td>Usage of a Compressed Work Schedule</td>
<td>26%</td>
<td>25%</td>
<td>31%</td>
<td>29%</td>
<td>23%</td>
<td>20%</td>
<td>19%</td>
</tr>
</tbody>
</table>

Source: 2009–2015 Working Mother 100 Best Companies; usage based on total workforce
Women at the Best Companies use flextime and remote work at a slightly higher rate than men do, while men telecommute at the same rate. Ninety-nine percent of the Best Companies review requests for flexibility through an equitable process.

**Usage of Flexible Work Arrangements at 2015 Best Companies**

<table>
<thead>
<tr>
<th>Flextime</th>
<th>Telecommuting</th>
<th>Remote Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>74% of Total Workforce</td>
<td>53% of Total Workforce</td>
<td>17% of Total Workforce</td>
</tr>
<tr>
<td>72% of Men</td>
<td>53% of Men</td>
<td>16% of Men</td>
</tr>
<tr>
<td>74% of Women</td>
<td>53% of Women</td>
<td>17% of Women</td>
</tr>
</tbody>
</table>

Source: 2015 Working Mother 100 Best Companies
All 2015 Best Companies offer management or leadership training. The percentage of Best Companies offering sponsorship grew to 69% last year from 62%.

### PERCENTAGE OF BEST COMPANIES THAT SUPPORT WOMEN’S ISSUES AND ADVANCEMENT PROGRAMS

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management or Leadership Training</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Executive Coaching</td>
<td>99%</td>
<td>99%</td>
</tr>
<tr>
<td>Affinity/Network Groups</td>
<td>97%</td>
<td>99%</td>
</tr>
<tr>
<td>Formal Mentoring Program</td>
<td>98%</td>
<td>97%</td>
</tr>
<tr>
<td>Career Counseling</td>
<td>95%</td>
<td>95%</td>
</tr>
<tr>
<td>Formal Executive Succession Planning</td>
<td>94%</td>
<td>94%</td>
</tr>
<tr>
<td>Sponsorship Program</td>
<td>62%</td>
<td>69%</td>
</tr>
</tbody>
</table>

Source: 2014, 2015 Working Mother 100 Best Companies
Support for sponsorship continues to grow. The percentage of 2015 Best Companies that offer sponsorship has increased 23 percentage points from 2011.

**YEAR OVER YEAR: SPONSORSHIP**

**PERCENTAGE OF BEST COMPANIES THAT SUPPORT SPONSORSHIP PROGRAMS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>46%</td>
</tr>
<tr>
<td>2012</td>
<td>52%</td>
</tr>
<tr>
<td>2013</td>
<td>58%</td>
</tr>
<tr>
<td>2014</td>
<td>62%</td>
</tr>
<tr>
<td>2015</td>
<td>69%</td>
</tr>
</tbody>
</table>
More women at the 2015 Best Companies participate in affinity/network groups, management/leadership training, and sponsorship than did so last year. In particular, female participation in affinity/network groups has increased steadily since 2011, up to 38% this year.

By contrast, female participation in career counseling continues to decline this year (to 43% from 52% last year) and female participation in mentoring posted a slight decrease.

<table>
<thead>
<tr>
<th>Year</th>
<th>Career Counseling</th>
<th>Affinity/Network Groups</th>
<th>Formal Mentoring Program</th>
<th>Management or Leadership Training</th>
<th>Sponsorship Program</th>
<th>Formal Executive Succession Planning</th>
<th>Executive Coaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>'11</td>
<td>40%</td>
<td>19%</td>
<td>24%</td>
<td>22%</td>
<td>7%</td>
<td>4%</td>
<td>0.7%</td>
</tr>
<tr>
<td>'12</td>
<td>46%</td>
<td>25%</td>
<td>25%</td>
<td>24%</td>
<td>6%</td>
<td>5%</td>
<td>0.6%</td>
</tr>
<tr>
<td>'13</td>
<td>59%</td>
<td>34%</td>
<td>25%</td>
<td>24%</td>
<td>7%</td>
<td>4%</td>
<td>0.8%</td>
</tr>
<tr>
<td>'14</td>
<td>52%</td>
<td>36%</td>
<td>24%</td>
<td>23%</td>
<td>5%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>'15</td>
<td>52%</td>
<td>38%</td>
<td>25%</td>
<td>20%</td>
<td>5%</td>
<td>5%</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

Source: 2011–2015 Working Mother 100 Best Companies *Usage based on total female workforce
Thirty-eight percent of women at the Best Companies participate in affinity/network groups, compared with 17% of men. However, rates of women participating in career counseling, mentoring, management/leadership training, succession planning, and sponsorship all lag behind the average percentage of men participating in these programs.

**FEMALE VS. MALE PROGRAM USAGE RATES**

- Percentage of women participating
- Percentage of men participating

Source: 2015 Working Mother 100 Best Companies
More Best Companies are training managers to hire, advance and manage women than in the past three years. In addition, more 2015 Best Companies are rewarding managers who help women advance through formal compensation policies than in years prior. The percentage of Best Companies that train managers in handling employee flexible work arrangements has returned to 91% after declining between 2012 and 2014.

### YEAR OVER YEAR: MANAGER TRAINING & ACCOUNTABILITY

#### PERCENTAGE OF BEST COMPANIES UTILIZING MANAGER TRAINING & ACCOUNTABILITY METHODS

<table>
<thead>
<tr>
<th>Training for managers in managing employee flexible work arrangements</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>91%</td>
<td>87%</td>
<td>89%</td>
<td>91%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Training for managers in how to hire, advance or manage women</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>72%</td>
<td>65%</td>
<td>60%</td>
<td>58%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Formal compensation rewards managers who help women advance</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>46%</td>
<td>45%</td>
<td>43%</td>
<td>39%</td>
</tr>
</tbody>
</table>

Source: 2012–2015 Working Mother 100 Best Companies
Eighty-nine percent of Best Companies conduct employee opinion surveys on women’s issues, compared with 86% in 2014. Of these, 68% use results to improve programs and/or policies.

**EMPLOYEE SURVEYS ON WOMEN’S ISSUES**

<table>
<thead>
<tr>
<th>How Did Your Company Utilize Findings from Your Last Employee Opinion Survey That Included Women's Issues?</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gained a better understanding of women's opinions about the company culture</td>
<td>83%</td>
<td>77%</td>
</tr>
<tr>
<td>Communicated the results to employees</td>
<td>80%</td>
<td>69%</td>
</tr>
<tr>
<td>Made decisions about programs for women</td>
<td>77%</td>
<td>73%</td>
</tr>
<tr>
<td>Developed a business strategy for new or improved women's initiatives or programs</td>
<td>75%</td>
<td>71%</td>
</tr>
<tr>
<td>Evaluated effectiveness of programs for women</td>
<td>72%</td>
<td>75%</td>
</tr>
<tr>
<td>Evaluated usage rates of programs for women</td>
<td>53%</td>
<td>46%</td>
</tr>
<tr>
<td>Conducted a needs assessment</td>
<td>49%</td>
<td>45%</td>
</tr>
</tbody>
</table>

Source: 2014, 2015 Working Mother 100 Best Companies
Nationwide, support for health and wellness programs has either held steady or slightly decreased.

At the Best Companies, support behind health care premium discounts for weight-loss program participation, health care premium discounts for not using tobacco products, on-site sick rooms and on-site nap rooms continues to grow.

<table>
<thead>
<tr>
<th>Health and Lifestyle Coaching</th>
<th>On-site sick room</th>
<th>Healthcare premium discounts for not using tobacco products</th>
<th>On-site nap room</th>
<th>Healthcare premium discounts for participation in a weight-loss program</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>88%</td>
<td>12%</td>
<td>6%</td>
<td>71%</td>
</tr>
<tr>
<td>2012</td>
<td>90%</td>
<td>12%</td>
<td>6%</td>
<td>62%</td>
</tr>
<tr>
<td>2013</td>
<td>93%</td>
<td>9%</td>
<td>9%</td>
<td>62%</td>
</tr>
<tr>
<td>2014</td>
<td>92%</td>
<td>9%</td>
<td>9%</td>
<td>62%</td>
</tr>
<tr>
<td>2015</td>
<td>94%</td>
<td>7%</td>
<td>6%</td>
<td>62%</td>
</tr>
</tbody>
</table>

Each organization completed a detailed application covering programs and activities that benefit working mothers. The 2015 application included 500 questions in the following clusters:

- Paid Time Off and Leaves
- Workforce Profile
- Benefits
- Women’s Issues and Advancement
- Flexible Work
- Company Culture and Work Life Programs

Completed applications for the 2015 Working Mother 100 Best Companies initiative were collected online from December 12, 2014, to March 13, 2015.

Winning companies were ranked on the data they provided in their applications.

Statistics in this report are based on the data from the 100 winning companies.

Winners are announced in the October/November 2015 issue of Working Mother magazine and online at www.workingmother.com/wmri.
How do you rate in key areas like diversity & inclusion, women’s advancement and work life programs? The Working Mother Research Institute has the answer. With one of the most comprehensive databases available to corporate America, WMRI has the data you need to make the right decisions for both your employees and your bottom line.

To find out how your company rates, register today for one of our initiatives:

- **Working Mother 100 Best Companies**
- **Working Mother Best Companies for Multicultural Women**
- **Working Mother & Flex-Time Lawyers Best Law Firms for Women**
- **NAFE Top Companies for Executive Women**
- **Diversity Best Practices Benchmarking Tool**

Participation is free and confidential.

Interested in learning more? Visit [wmmsurveys.com](http://wmmsurveys.com) today!
For 30 years, the Working Mother 100 Best Companies has served as the vanguard of flexible work. What was once cutting edge is now essential not only for working parents, but for all employees — from fitness buffs and community volunteers to pet owners and anyone else who has obligations and interests outside the workplace.

That’s why Working Mother has created National Flex Day. Join us on October 20, 2015, as we celebrate all forms of flex, from flextime and remote work to off-ramping and phased retirement.

Flex is a powerful benefit that serves all employees and their employers.

Visit workingmother.com/flex to read more about National Flex Day and to learn how to participate.
**BENCHMARKING**
Our benchmarking reports offer the most detailed data available, showing how your company rates, question-by-question, against all of the Best Companies. Custom comparisons are also available.

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Each participating company receives a free top-line summary of how it compares with all applicants across essential clusters of the initiative’s extensive application.

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Contact Kristen Willoughby at kristen.willoughby@workingmother.com for more information today!
From flexibility and child care to the recruitment, retention and advancement of women, the Working Mother Research Institute is dedicated to tracking and promoting the best practices of today while creating strategies for tomorrow. WMRI's goal is to give both working mothers and their employers the information they need to make workplaces truly family friendly.

Learn more at workingmother.com/wmri
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