

2017

WORKING  
MOTHER

1000  
BEST  
COMPANIES

DATA SNAPSHOT

# CONGRATULATIONS

## to the 2017 Working Mother **100 Best Companies**

A.T. Kearney

Abbott ★

AbbVie

Accenture ★

Adobe Systems ★

The Advisory Board Company

Allianz Life Insurance Company of North America

American Express ★ 25

Arnold & Porter Kaye Scholer ★

Astellas

Bain & Co.

Bank of America ★ 25 10

Baptist Health South Florida ★ 25

BDO USA

Blue Cross and Blue Shield of North Carolina

Boehringer Ingelheim USA

Bon Secours Virginia Health System ★

Booz Allen Hamilton ★

The Boston Consulting Group

Boston Scientific ★

Bristol-Myers Squibb ★

Broad Institute ★

CA Technologies

Capital One

Children's Healthcare of Atlanta

Colgate-Palmolive ★

Deloitte ★ 10

Diageo North America

DigitasLBI

Discovery Communications ★

Dow Jones & Co.

DuPont ★ 25

Eli Lilly and Company ★

Ernst & Young LLP ★ 10

Finnegan, Henderson, Farabow, Garrett & Dunner

FINRA

First Horizon National ★

Freddie Mac

GE ★

Genentech ★

General Mills ★

Goldman Sachs ★

Grant Thornton

Herman Miller

Horizon Blue Cross Blue Shield of NJ

HP ★ 25

IBM ★ 25 10

Intel ★

JLL ★

Johnson & Johnson

★ 25 10

JPMorgan Chase & Co. ★

Katten Muchin Rosenman

Kimberly-Clark ★

KPMG ★

L.E.K. Consulting ★

L'Oréal USA

LEGO Systems

Lenovo ★

Leo Burnett

Lexmark International

Marriott International ★

MassMutual Financial Group ★

McKinsey & Co. 10

Merck ★ 25

MetLife ★

Monsanto

Moffitt Cancer Center

Moody's

Morgan Stanley ★

Moss Adams

New York Life Insurance

Northwestern Memorial HealthCare ★

Novo Nordisk, Inc.

OppenheimerFunds ★

Pillsbury Winthrop Shaw Pittman

PNC Financial Services Group ★

Principal ★

Procter & Gamble ★ 25

Prudential Financial ★ 25 10

PwC ★ 10

Roche Diagnostics

RSM

S&P Global

SapientRazorfish ★

SC Johnson ★ 25

Scripps Health

State Street

Synchrony Financial ★

Takeda

Texas Instruments ★

TIAA

TriHealth

Turner ★

UBS

Unilever 10

Verizon ★

Viacom

WellStar Health System

Zoetis 10

Zurich North America

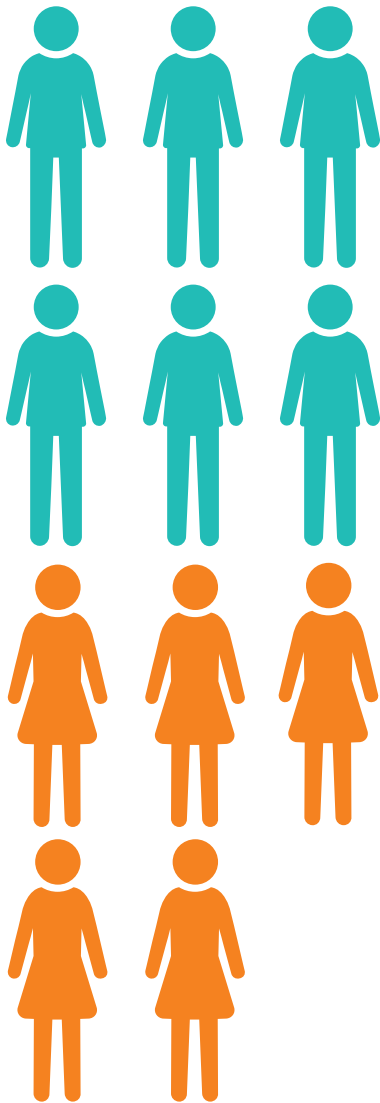
### METHODOLOGY

#### The Application

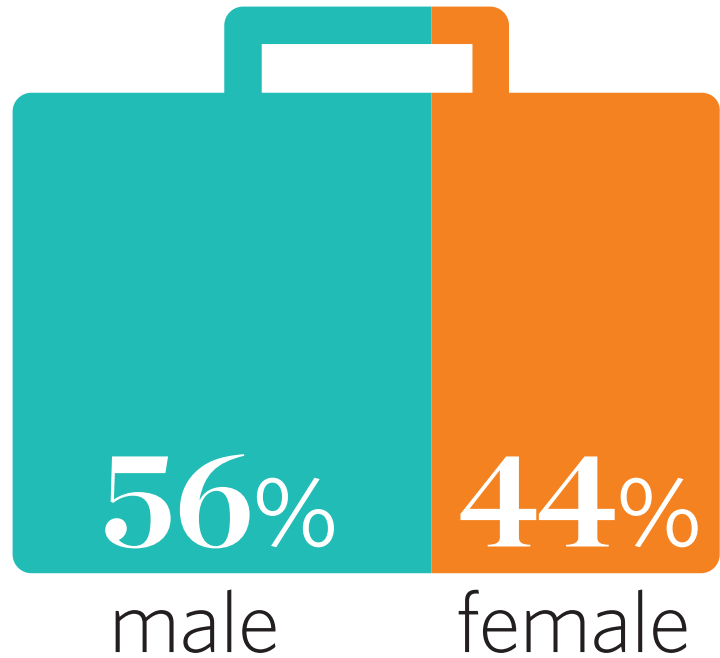
The 2017 Working Mother 100 Best Companies application includes more than 400 questions on leave policies, workforce representation, benefits, childcare, advancement programs, flexibility policies and more. It surveys the availability and usage of these programs, as well as the accountability of the many managers who oversee them. Company profiles and data come from submitted applications and reflect 2016 data.

# WOMEN at the 100 Best Companies

**TOTAL** 54% male  
46% female



**MANAGERS**



**SR. MANAGERS**



**CORPORATE EXECS**



35% female

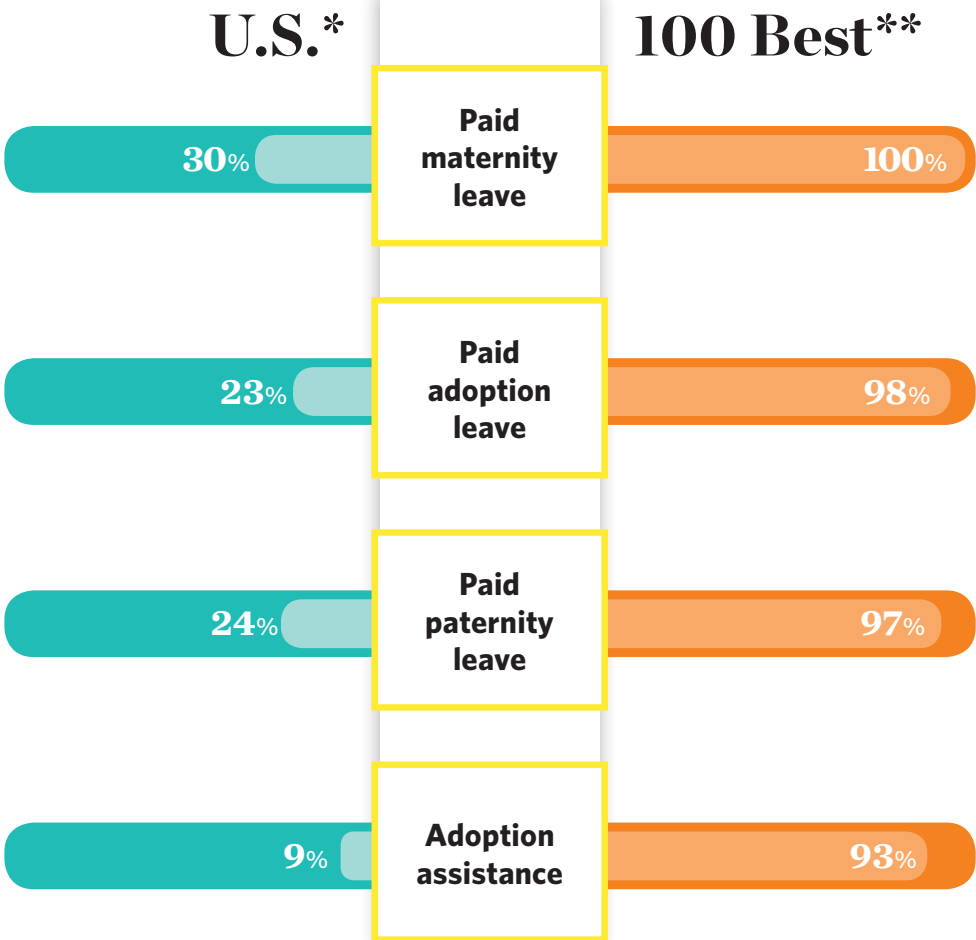
28% female

# PAID LEAVE

THE BEST VS. THE REST



## SUPPORT FOR PARENTS



\*National numbers are based on the Society for Human Resource Management (SHRM) report 2017 Employee Benefits.

\*\*The Working Mother 100 Best Companies figure represents companies offering fully paid maternity leave; in contrast, the SHRM figure includes member companies surveyed that offer either fully or partially paid maternity leave, excluding short-term disability or leave covered by state law.

# PAID LEAVE

What the **100 Best Companies** offer their employees, on average:



## MATERNITY LEAVE



## PATERNITY LEAVE



## ADOPTION LEAVE

And here are the numbers of weeks of paid leave employees **actually used** at the 100 Best, on average:

### FULLY PAID MATERNITY LEAVE

9 weeks

### FULLY PAID PATERNITY LEAVE

3 weeks

### FULLY PAID ADOPTION LEAVE

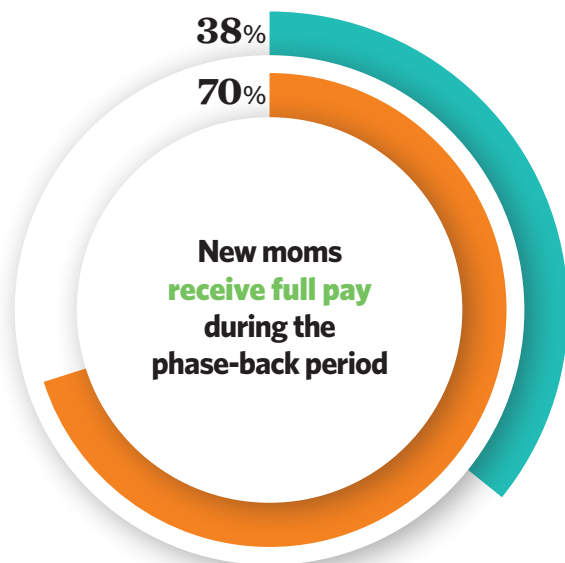
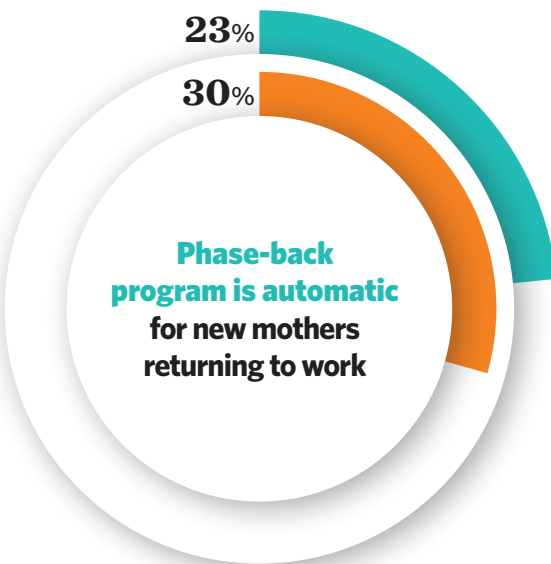
5 weeks

\*Companies with the highest scores in the paid leave section of the application

# PAID LEAVE



**Phase-back programs** allow mom employees to ease back into work with a less-than-full-time schedule after maternity leave. Most of the 100 Best Companies offer phase-back.



100 Best 

Top 10 

# PAID LEAVE

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**Paid days off** (for full-time exempt employees) include vacation, PTO, and personal days, and the high usage rate shows that employees have confidence they can take time off without repercussions.

## PAID DAYS OFF OFFERED

100 Best

27

Top 10

25

Top 25 in Paid Leave\*

27

\*Companies with the highest scores in the paid leave section of the application

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# 21

The number of days **actually taken** by workers in the 100 Best, Top 10 *and* Top 25 in Paid Leave groups.

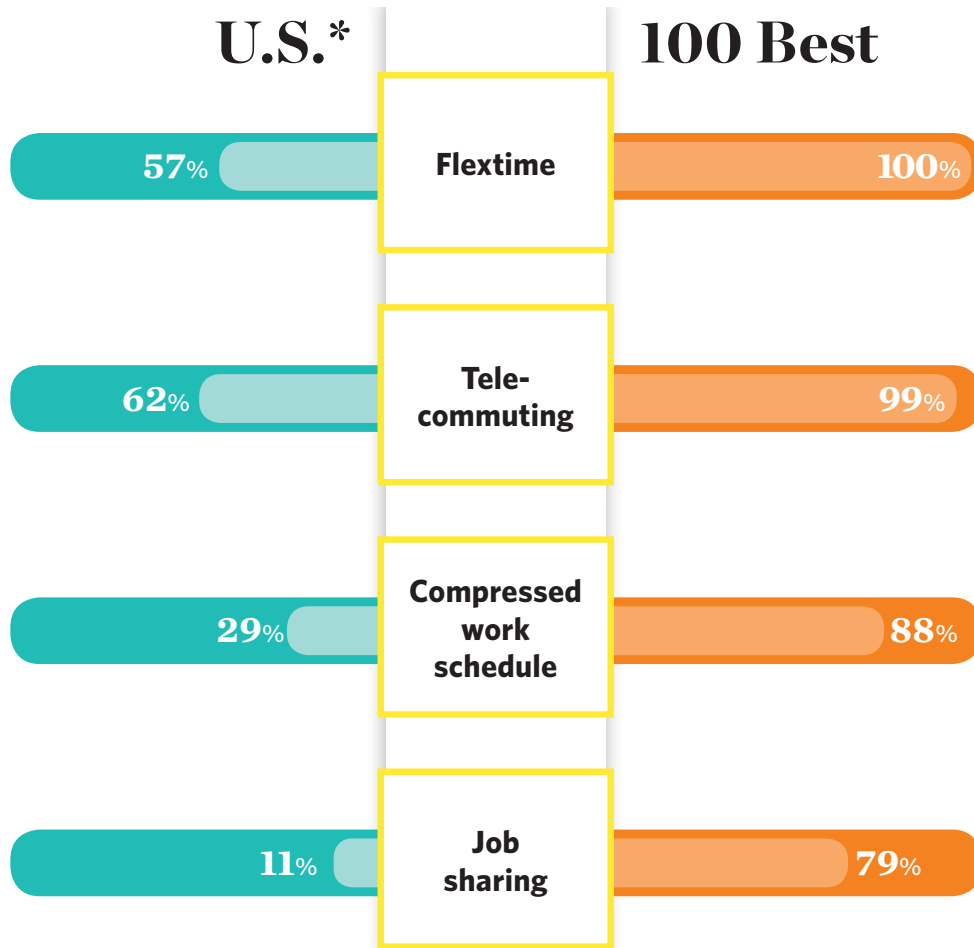
# FLEXIBILITY

THE BEST VS. THE REST



## FLEXIBLE WORK

Companies that offer each benefit:



\*National numbers are based on the Society for Human Resource Management (SHRM) report 2017 Employee Benefits.



# FLEXIBILITY

**Flextime and telecommuting** aren't just for moms at the 100 Best Companies.



Females



Males

**98%** of the 100 Best companies **provide equipment** and supplies to support telecommuting, and

**86%** provide specialized **training** for employees working from home.



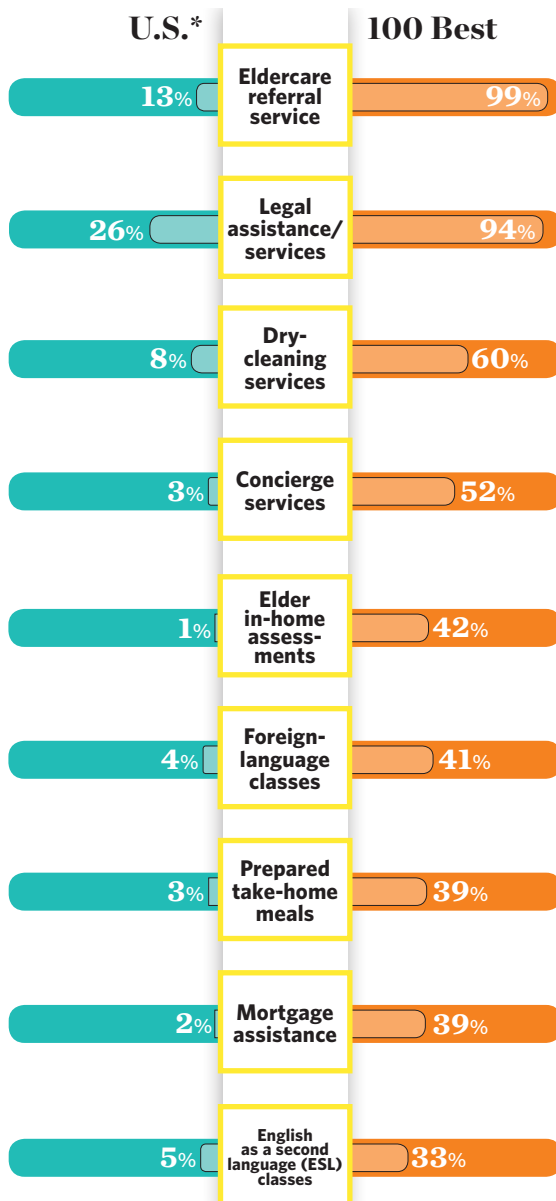
# BENEFITS

THE BEST VS. THE REST



## BONUS SERVICES

Companies that offer each benefit:

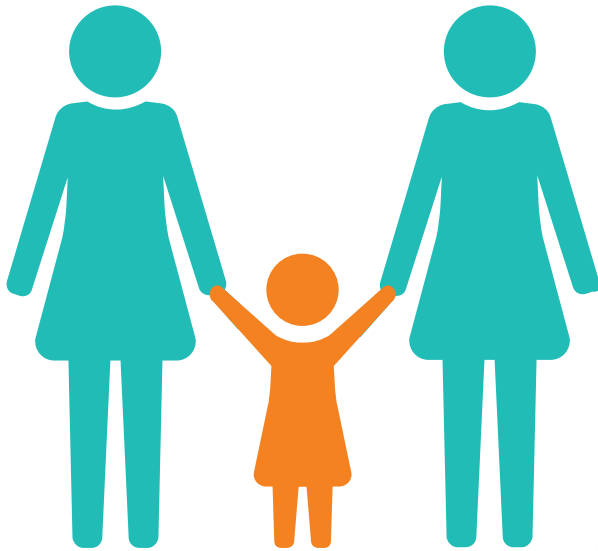


**98%**  
of the 100 Best  
Companies (and  
**100%**  
of the Top 10)  
offer **tuition  
reimbursement**  
to employees.

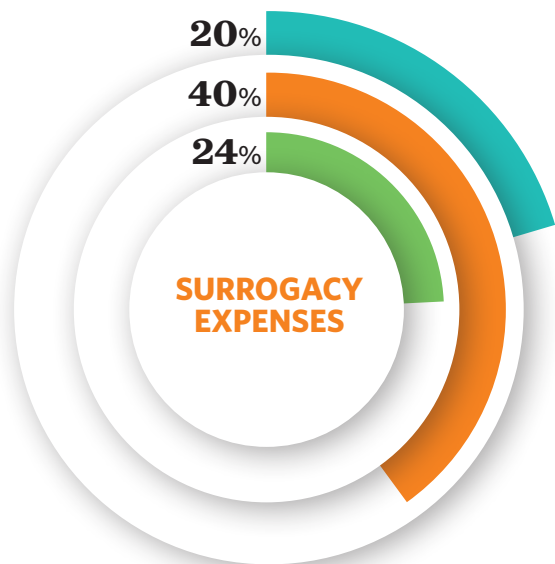
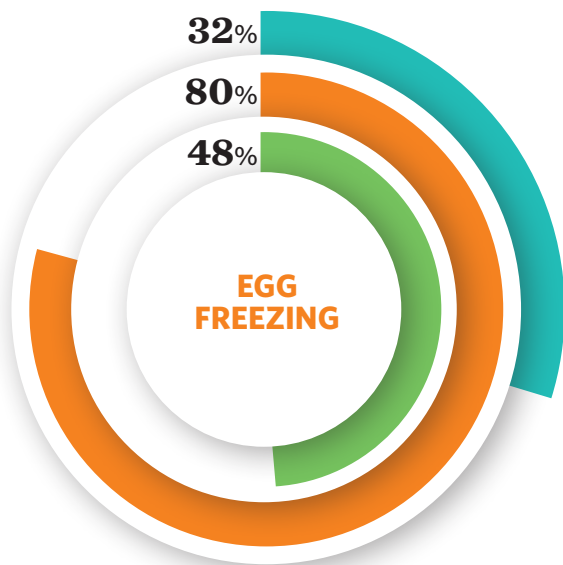
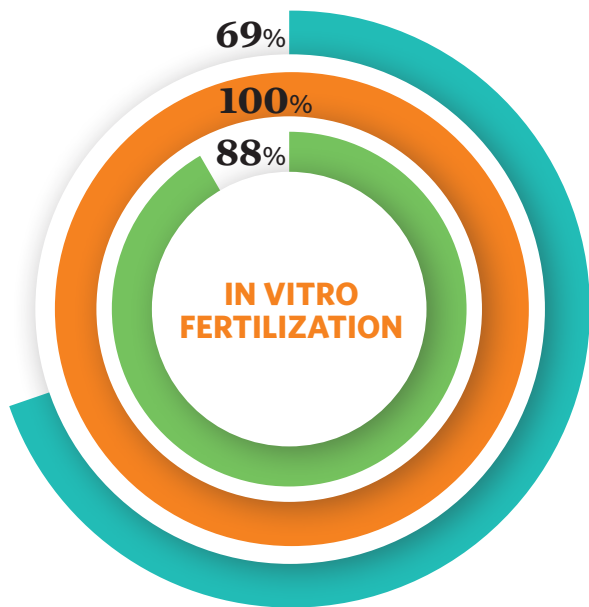
**Student loan  
refinancing** and/or  
forgiveness is becoming  
a more common  
benefit among the most  
competitive companies—  
**almost a quarter  
of the 100 Best  
Companies (23%)** offer it,  
as do **40% of those  
in the Top 10.**

\*National numbers are based on the Society for Human Resource Management (SHRM) report 2017 Employee Benefits.

# BENEFITS



The 100 Best Companies offer benefits that **help employee families grow.**



100 Best 

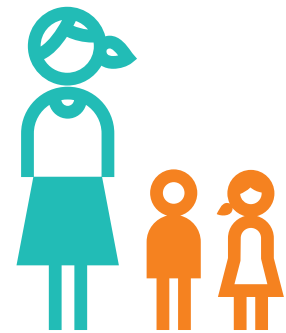
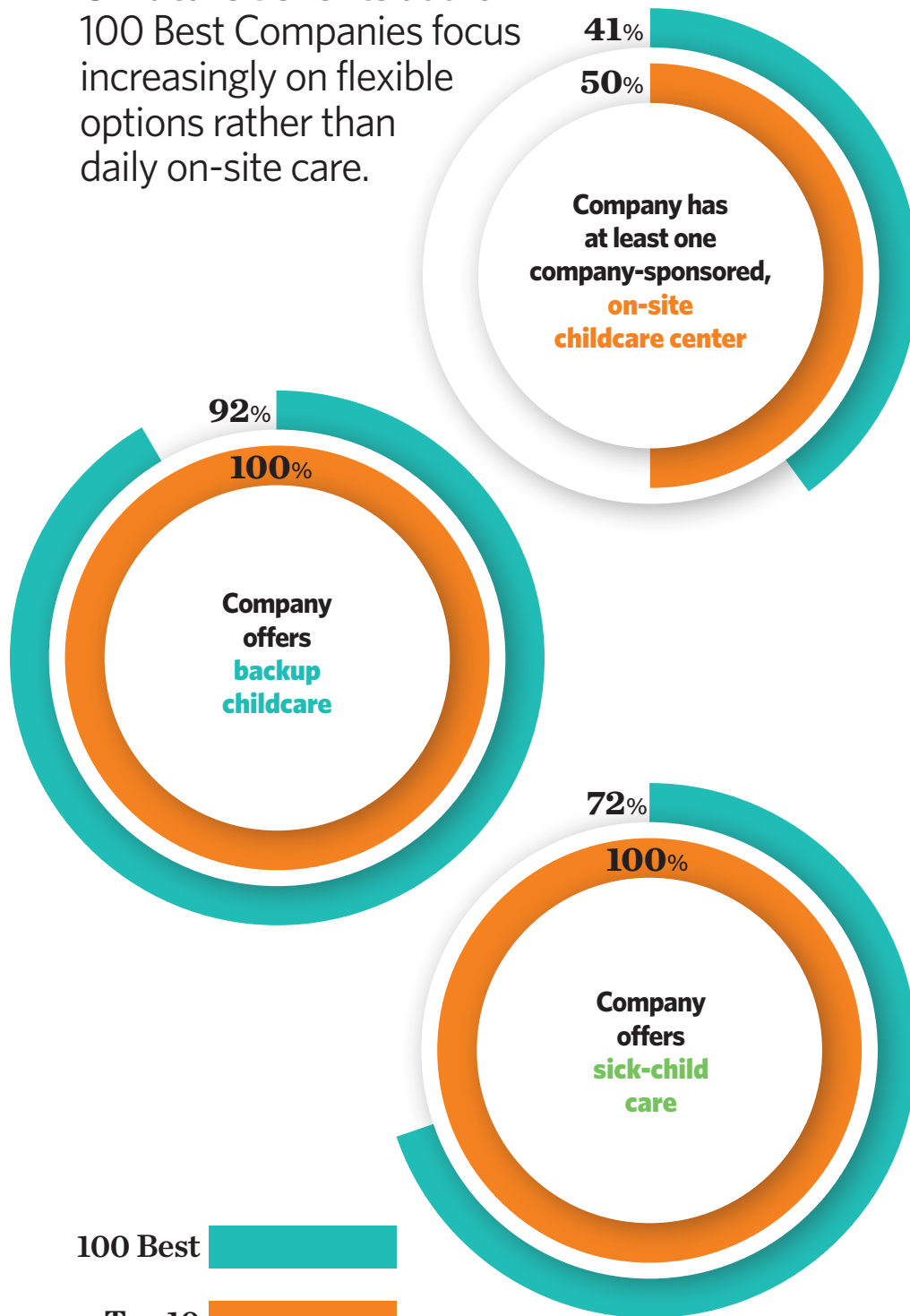
Top 10 

Top 25 in Benefits\* 

\*Companies with the highest scores in the benefits section of the application

# BENEFITS

**Childcare benefits** at the 100 Best Companies focus increasingly on flexible options rather than daily on-site care.



Many of the 100 Best Companies also offer a **variety of other childcare options:**

Childcare referral services: **91%**

School-holiday childcare: **71%**

Summer-program childcare: **57%**

Before- and after-school childcare: **47%**

Before- and after-hours childcare: **43%**

Travel childcare reimbursement: **33%**

Subsidies at near-site childcare centers: **19%**

Paying for a child's caregivers to travel with parents on business trips: **9%**

100 Best   
 Top 10 

# COMPANY CULTURE

The Best Companies conduct surveys to **find out what their employees need.**

## SURVEYS ON WOMEN'S ISSUES



## SURVEYS ON WORK-LIFE ISSUES



\*Companies with the highest scores in the culture section of the application

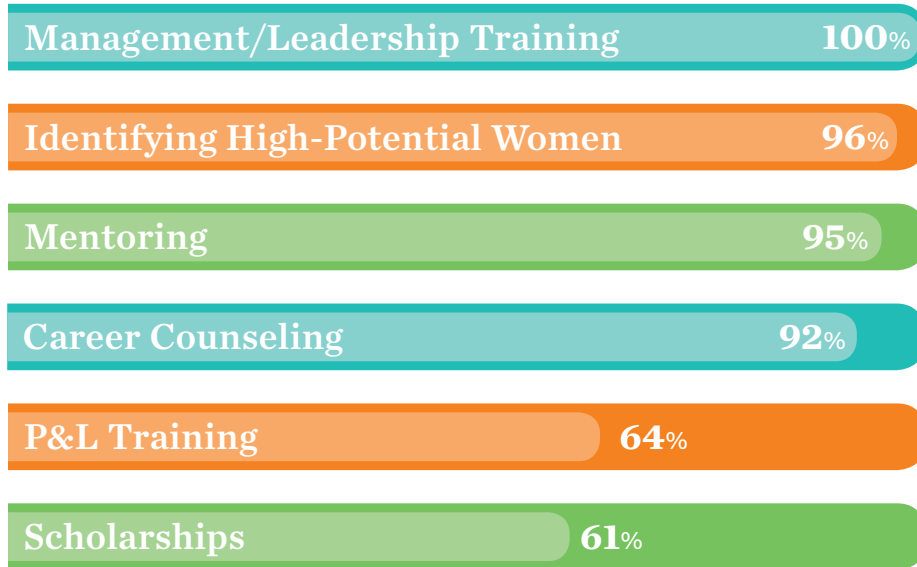
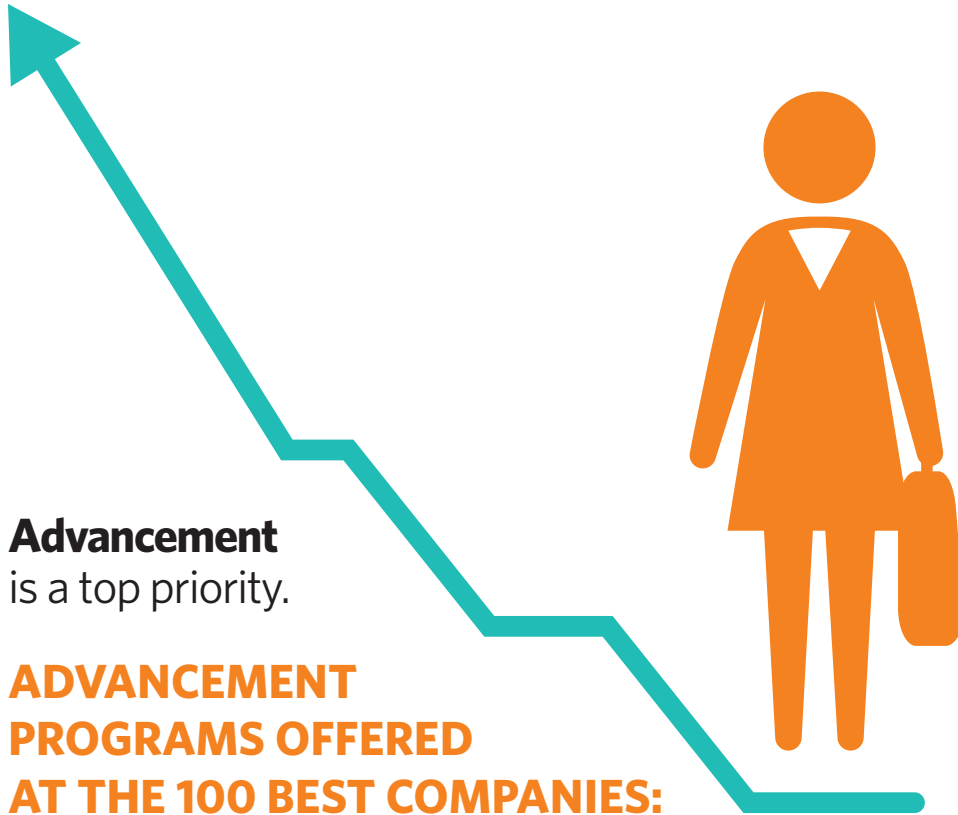


**72%** of the 100 Best Companies train managers on how to **hire, advance or manage women;** and **89%** offer training on **managing work-life** and flexibility concerns of employees.

When it comes to accountability, great companies use performance reviews and compensation to **reward managers** who are successful in advancing women.



# COMPANY CULTURE



## CEO COMMITMENT AT THE 100 BEST

CEOs at the 100 Best Companies show how committed they are to work-life programs in the following ways:

**Meets regularly with work-life executive to review metrics and goals**

**74%**

**Personally uses flexible work**

**70%**

**Oversees or approves management compensation plans that are tied to work life**

**37%**

## Want to Dive Deeper?

Explore WMRI's benchmarking opportunities and learn more about your company's strengths and weaknesses through a custom assessment of your results, trend analyses and even have a Working Mother representative come to you and work with your team to create an impactful presentation that highlights your Best Companies story. For more information, please contact Suzanne Richards at [suzanne.richards@contractor.workingmother.com](mailto:suzanne.richards@contractor.workingmother.com).

# How do you rate

in key areas like diversity and 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.

From flexibility and childcare 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.

To find out how your company rates, register today for our initiatives at **WORKINGMOTHER.COM/SURVEYS**

*Participation is free and confidential.*

## MEET OUR TEAM



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