



THE LIST

The 2017 Working Mother 100 Best Companies give their parent employees schedule flexibility, advancement programs and family support to help them stay productive and satisfied. Here's a rundown of what each winner has to offer.

Company	REPRESENTATION		PARENTAL LEAVE		FAMILY SUPPORT		ADVANCEMENT		FLEXIBILITY						
	Years on the 100 Best list	Total number of U.S. employees	Percentage of employees who are women	Percentage of new hires who are women	Fully paid weeks off for new moms (average)	Fully paid weeks off for new dads (average)	Fully paid weeks off for adoptive parents (average)	Company offers backup childcare	Company subsidizes backup childcare	Participate in management/leadership training who participate in career counseling	Percentage of female employees who participate in mentoring	Percentage of female employees who participate in telecommute flexibility concerns of employees	Managers trained to manage work-life and flexibility concerns of employees		
Abbott ★	17	15,884	46%	47%	45%	6	0	2	✓	✓	100%	37%	48%	70%	✓
AbbVie	4	12,924	52%	49%	53%	8	2	4	✓	✓	100%	50%	56%	80%	✓
Accenture ★	15	47,756	36%	31%	43%	16	2	8	✓	✓	100%	—	100%	85%	✓
Adobe Systems ★	1	7,346	32%	35%	38%	26	4	16	✓	✓	6%	40%	—	60%	—
The Advisory Board Company	4	3,475	56%	50%	57%	4	2	4	✓	—	—	94%	—	80%	✓
Allianz Life Insurance Company of North America	4	2,213	49%	38%	48%	8	4	4	✓	—	82%	19%	10%	42%	✓
American Express ★ 25	26	20,930	57%	48%	50%	10	2	6	✓	✓	100%	—	—	48%	✓
Arnold & Porter Kaye Scholer ★	18	1,859	53%	40%	57%	18	6	18	✓	—	16%	10%	20%	—	—
Astellas	3	3,164	53%	51%	55%	10	2	2	✓	✓	—	—	—	88%	✓
A.T. Kearney	5	1,040	39%	26%	41%	10	2	2	✓	✓	12%	49%	37%	95%	✓
Bain & Co.	10	2,717	48%	43%	48%	16	8	8	✓	✓	68%	32%	68%	87%	✓
Bank of America TOP 10 ★ 25	29	175,368	55%	46%	51%	16	16	16	✓	✓	100%	34%	—	39%	✓
Baptist Health South Florida ★ 25	25	14,564	72%	68%	71%	1	1	1	—	—	100%	13%	0%	30%	✓
BDO USA	7	6,469	47%	41%	46%	9	2	9	✓	✓	100%	100%	100%	85%	✓
Blue Cross and Blue Shield of North Carolina	11	4,914	76%	62%	71%	8	2	4	✓	✓	—	31%	2%	13%	✓
Boehringer Ingelheim USA	6	10,536	51%	48%	49%	8	2	2	✓	—	12%	22%	1%	100%	✓
Bon Secours Virginia Health System ★	19	16,111	82%	76%	83%	1	1	1	✓	✓	100%	13%	8%	3%	✓
Booz Allen Hamilton ★	19	22,618	37%	34%	34%	8	2	6	✓	—	100%	13%	80%	80%	✓
The Boston Consulting Group	11	4,497	46%	40%	45%	16	8	8	✓	✓	6%	42%	—	—	✓
Boston Scientific ★	1	13,471	42%	34%	39%	6	2	6	—	✓	—	—	—	50%	✓
Bristol-Myers Squibb ★	20	12,535	50%	46%	51%	6	1	5	✓	—	—	24%	10%	75%	✓
Broad Institute ★	1	1,242	49%	43%	52%	12	12	12	✓	✓	4%	7%	11%	25%	✓
Capital One	12	49,430	54%	39%	50%	18	8	8	✓	✓	11%	28%	—	60%	✓



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			Percentage of employees who are women	Percentage of new hires who are women	Percentage of managers and executives who are women	Fully paid weeks off for new moms (average)	Fully paid weeks off for new moms (average)	Fully paid weeks off for new moms (average)	Fully paid weeks off for new moms (average)	Fully paid weeks off for new moms (average)	Fully paid weeks off for new moms (average)	Company offers backup childcare	Company subsidizes backup childcare	Participate in management/leadership training	Percentage of female employees who participate in career counseling	Percentage of female employees who participate in mentoring	Percentage of employees who telecommute	
CA Technologies	10	5,429	31%	28%	33%	18	12	12					54%	26%	10%	60%	✓	
Children's Healthcare of Atlanta	13	10,280	83%	78%	82%	1	1	1	✓	✓			26%	26%	10%	18%	✓	
Colgate-Palmolive ★	18	4,787	41%	40%	34%	9	3	7	✓	✓			70%	97%	—	38%	✓	
Deloitte TOP 10 ★	24	53,470	43%	40%	44%	22	16	16	✓	✓			91%	87%	85%	95%	✓	
Diageo North America	9	2,244	39%	75%	34%	10	4	4	✓	✓			—	—	7%	50%	✓	
DigitasLBi	2	1,798	57%	49%	60%	8	6	8	✓	✓			—	—	10%	100%		
Discovery Communications ★	18	3,114	54%	55%	60%	10	4	4	✓	✓			—	17%	9%	85%		
Dow Jones & Co.	3	3,457	44%	42%	48%	12	12	12	✓	✓			—	52%	21%	4%	✓	
DuPont ★ 25	28	20,869	28%	25%	27%	6	1	4	✓	✓			60%	9%	10%	40%	✓	
Eli Lilly and Company ★	23	19,417	48%	35%	53%	10	1	4	✓	✓			41%	—	43%	45%	✓	
Ernst & Young LLP TOP 10 ★	21	41,583	45%	41%	45%	16	16	16	✓	✓			100%	18%	100%	95%	✓	
Finnegan, Henderson, Farabow, Garrett & Dunner	6	760	57%	40%	49%	12	9	9	✓	✓			51%	45%	28%	54%	✓	
FINRA	9	3,565	44%	38%	40%	13	13	13	✓	✓			—	8%	5%	15%	✓	
First Horizon National ★	23	4,317	60%	53%	59%	8	4	4		✓			100%	100%	9%	75%	✓	
Freddie Mac	13	5,915	46%	42%	41%	9	3	6	✓	✓			100%	11%	8%	80%		
GE ★	15	103,489	23%	22%	26%	15	6	6	✓	✓			100%	81%	16%	55%	✓	
Genentech ★	24	14,987	53%	47%	60%	8	8	8	✓	✓			15%	40%	6%	50%	✓	
General Mills ★	22	14,734	39%	47%	38%	2	2	2	✓				66%	5%	34%	—	✓	
Goldman Sachs ★	15	15,653	37%	30%	39%	16	4	16	✓	✓			66%	69%	45%	44%	✓	
Grant Thornton	12	7,833	45%	39%	44%	12	2	12	✓	✓			100%	31%	100%	95%	✓	
Herman Miller	7	4,621	39%	32%	45%	2	2	2	✓	✓			—	10%	—	45%	✓	
Horizon Blue Cross Blue Shield of NJ	8	5,401	77%	61%	74%	6	2	2	✓				4%	3%	3%	20%	✓	
HP ★ 25	27	12,926	31%	29%	30%	10	4	8	✓	✓			80%	18%	—	70%	✓	
IBM TOP 10 ★ 25	32	380,000*	31%	30%	31%	12	6	6	✓	✓			100%	50%	89%	—	✓	
Intel ★	15	5,2701	26%	16%	33%	8	8	8	✓				39%	—	27%	80%	✓	
JLL ★	1	25,879	33%	31%	35%	2	2	2	✓	✓			100%	20%	2%	68%	✓	

★ Hall of Fame (at least 15 years on the list) 25 Quarter Century Club ★ First Timer * Total global workforce — Not answered



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Johnson & Johnson TOP 10 ★ 25	32	39,372	45%	44%	47%	15	8	8	✓	✓	98%	46%	34%	75%	✓
JPMorgan Chase & Co. ★	21	161,804	54%	44%	55%	16	2	16	✓	✓	93%	7%	51%	20%	✓
Katten Muchin Rosenman	11	1,355	52%	31%	52%	7	0	6	✓	✓	75%	6%	75%	68%	✓
Kimberly-Clark ★	1	12,263	29%	35%	49%	7	4	4	✓	✓	47%	18%	13%	50%	✓
KPMG ★	21	30,662	45%	38%	43%	16	6	6	✓	✓	100%	96%	100%	—	✓
LEGO Systems	14	2,267	46%	49%	45%	13	2	6	✓	✓	40%	9%	—	75%	✓
L.E.K. Consulting ★	1	528	40%	29%	25%	16	8	16	✓	✓	100%	20%	100%	—	✓
Lenovo ★	1	6,288	19%	19%	20%	22	7	7	✓	✓	—	3%	12%	78%	✓
Leo Burnett	12	1,309	55%	52%	51%	10	2	4	✓	✓	75%	—	7%	75%	✓
Lexmark International	2	3,821	25%	25%	28%	12	6	6	✓	✓	100%	2%	38%	90%	✓
L'Oréal USA	3	10,306	68%	61%	74%	14	2	2	✓	✓	34%	4%	5%	14%	✓
Marriott International ★	24	102,562	55%	55%	59%	2	2	2	✓	✓	90%	22%	45%	7%	✓
MassMutual Financial Group ★	17	7,397	55%	46%	53%	5	3	3	✓	✓	—	6%	15%	—	✓
McKinsey & Co. TOP 10	11	7,115	44%	37%	43%	16	8	12	✓	✓	100%	100%	—	100%	✓
Merck ★ 25	31	23,254	50%	41%	54%	6	1	1	✓	✓	7%	11%	—	45%	✓
MetLife ★	19	19,403	58%	45%	55%	14	2	2	✓	✓	98%	13%	7%	11%	✓
Moffitt Cancer Center	9	6,237	74%	64%	74%	4	1	4	✓	✓	—	9%	—	—	✓
Monsanto	5	10,293	32%	39%	35%	10	4	4	✓	✓	95%	—	24%	80%	✓
Moody's	2	3,402	39%	33%	33%	10	4	4	✓	✓	70%	81%	23%	89%	✓
Morgan Stanley ★	16	39,382	38%	22%	40%	16	1	16	✓	✓	45%	3%	3%	98%	✓
Moss Adams	7	2,590	53%	45%	57%	9	2	2	✓	✓	100%	28%	100%	20%	✓
New York Life Insurance	14	8,074	54%	43%	53%	10	4	4	✓	✓	8%	30%	12%	87%	✓
Northwestern Memorial HealthCare ★	18	18,327	80%	67%	78%	1	0	0	✓	✓	100%	49%	7%	26%	✓
Novo Nordisk, Inc.	3	4,807	56%	49%	59%	6	1	1	✓	✓	5%	22%	5%	14%	✓
OppenheimerFunds ★	1	2,289	42%	34%	36%	13	5	5	✓	✓	28%	14%	6%	80%	✓
Pillsbury Winthrop Shaw Pittman	12	1,428	51%	46%	54%	18	12	12	✓	✓	—	—	18%	75%	✓



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PNC Financial Services Group ★	16	52,051	60%	49%	61%	16	6	6	✓	✓	100%	19%	—	55%	✓
Principal ★	15	9,978	59%	51%	60%	2	4	4	✓	✓	—	96%	2%	88%	✓
Procter & Gamble ★ 25	29	24,264	38%	43%	32%	16	4	16	✓	✓	100%	55%	50%	80%	✓
Prudential Financial TOP 10 ★ 25	28	20,314	49%	48%	40%	8	4	4	✓	✓	72%	83%	89%	75%	✓
PwC TOP 10 ★	19	44,792	45%	42%	44%	15	6	12	✓	✓	100%	16%	100%	70%	✓
Roche Diagnostics	4	4,502	45%	41%	46%	10	8	8			5%	4%	18%	25%	✓
RSM	6	9,775	45%	37%	47%	7	3	3		✓	31%	17%	49%	95%	✓
S&P Global	12	5,058	38%	33%	34%	9	3	3	✓	✓	—	3%	5%	60%	
SapientRazorfish ★	1	1,443	36%	29%	52%	12	2	12	✓	✓	10%	4%	19%	95%	✓
SC Johnson ★ 25	29	2,858	41%	37%	43%	2	2	2	✓		52%	35%	—	17%	
Scripps Health	13	14,496	76%	66%	75%	6	4	4	✓	✓	0%	4%	1%	5%	✓
State Street	5	15,879	42%	40%	40%	14	8	8	✓		—	—	25%	26%	✓
Synchrony Financial ★	1	11,649	64%	43%	66%	6	6	6	✓	✓	—	—	—	18%	✓
Takeda	5	5,295	55%	42%	54%	8	2	2	✓	✓	100%	22%	12%	82%	✓
Texas Instruments ★	20	11,673	23%	20%	23%	8	2	4	✓		20%	20%	31%	58%	✓
TIAA	11	10,639	42%	39%	37%	10	4	4	✓	✓	56%	2%	18%	70%	✓
TriHealth	13	1,380	79%	77%	81%	12	0	0	✓	✓	—	44%	—	20%	✓
Turner ★	15	8,622	45%	45%	47%	12	6	6	✓	✓	—	20%	8%	35%	✓
UBS	10	20149	38%	30%	44%	16	2	16	✓		—	—	—	68%	
Unilever TOP 10	5	10,152	44%	49%	43%	12	4	4	✓	✓	95%	50%	52%	49%	✓
Verizon ★	17	140,946	36%	43%	36%	2	2	2	✓	✓	80%	7%	—	33%	✓
Viacom	7	6,668	55%	52%	60%	10	4	6	✓	✓	13%	58%	—	85%	✓
WellStar Health System	10	19,988	81%	69%	81%	3	3	3	✓	✓	—	29%	—	—	✓
Zoetis TOP 10	4	3,964	41%	36%	46%	13	1	6	✓	✓	30%	21%	24%	80%	✓
Zurich North America	8	9,290	50%	42%	42%	6	0	2	✓	✓	—	43%	—	10%	✓
Totals/Averages		2,262,652	46%	40%	49%	10	4	6	✓=92%	✓=70%	73%	29%	35%	58%	✓=89%