
2018

WORKING
MOTHER

100

Best Companies

DATA SNAPSHOT

Congratulations

TO THE 2018 WORKING MOTHER 100 BEST COMPANIES

Winning Companies (red = top 10)

Abbott ★
AbbVie TOP10
Accenture ★
Adobe Systems
ADP
Allianz Life Insurance Company of North America
American Express ★ 25
Arnold & Porter ★
Astellas
A.T. Kearney
Bain & Company
Bank of America ★ 25
Baptist Health South Florida ★ 25
BASF ★
Baxter Healthcare
BDO USA
Blue Cross Blue Shield of Massachusetts
Blue Cross 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
CareFirst BlueCross BlueShield ★
CA Technologies
Ceridian ★
Children's HealthCare of Atlanta
Colgate-Palmolive Co. ★
Dechert ★
Deloitte TOP10 ★ 25

Diageo North America
Digitas
Discovery Communications ★
Dow Jones & Company
Edelman ★
Eli Lilly and Company ★
Ernst & Young LLP TOP10 ★
Federal Reserve Bank of Chicago ★
Federal Reserve Bank of San Francisco ★
Finnegan, Henderson, Farabow, Garrett & Dunner
General Mills ★
Goldman Sachs ★
Grant Thornton
H. Lee Moffitt Cancer Center & Research Institute
Horizon Blue Cross Blue Shield of New Jersey
HP ★ 25
IBM TOP10 ★ 25
Intel ★
JLL
Johnson & Johnson TOP10 ★ 25
JPMorgan Chase & Co. ★
Katten Muchin Rosenman
Kimberly-Clark Corporation
KPMG ★
LEGO Systems ★
L.E.K. Consulting
Lenovo
Leo Burnett Group USA
Lexmark International
L'Oreal USA
Marriott International ★ 25
McKinsey & Co. TOP10
Merck & Co. ★ 25

MetLife ★
Monsanto
Moody's TOP10
Morgan Stanley ★
Moss Adams
New York Life ★
Northwestern Memorial Healthcare ★
Novo Nordisk Inc.
Oliver Wyman
OppenheimerFunds
PNC Financial Services ★
Principal ★
Procter & Gamble TOP10 ★ 25
Protiviti ★
Prudential Financial ★ 25
PwC ★
Roche Diagnostics
RSM
Sanofi US
SapientRazorfish (now Publicis, Sapient)
SC Johnson ★ 25
Sony Electronics ★
Starcom USA ★
State Street
Synchrony
Takeda
Texas Instruments ★
TIAA
Turner ★
Unilever ★
Verizon ★
Viacom
Visa Inc. ★
WellStar Health System TOP10
Zoetis

OVERVIEW

1.8 million people

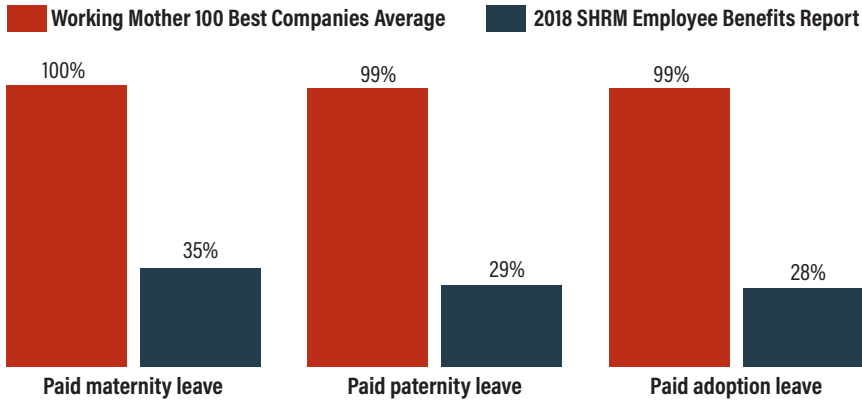
15 industries

Chemical
Consumer Products (including Cosmetics, Food and Beverages)
Financial Services
Hospitality
Hospitals/Healthcare
Insurance
Legal
Manufacturing
Media, Internet and Advertising
Nonprofit
Pharmaceutical
Professional Services, Management, Consulting, Accounting
Retail and Apparel
Science, Technology, Engineering, Aerospace, Medical Devices
Telecommunications

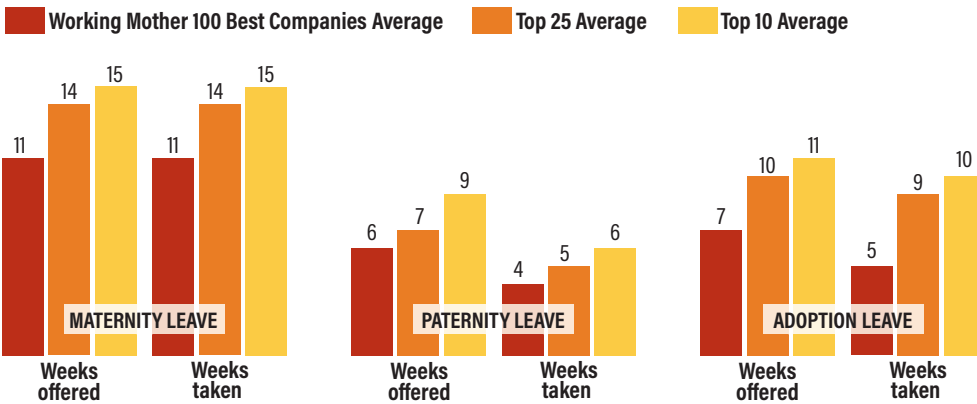
~ 25,000 worksites

Paid Leave

The Best Vs. The Rest - Offer fully paid leave

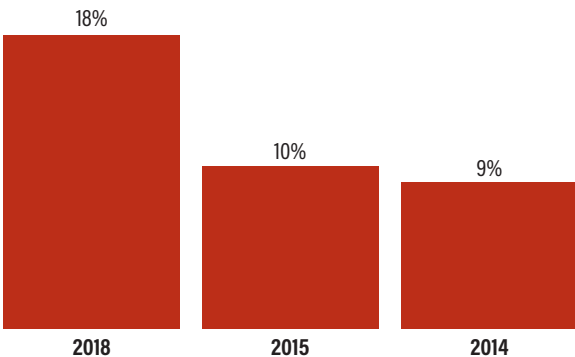


Parental Leave



Moving Toward Gender-Neutral Leave

Percentage of Working Mother 100 Best Companies with same number of weeks for maternity and paternity

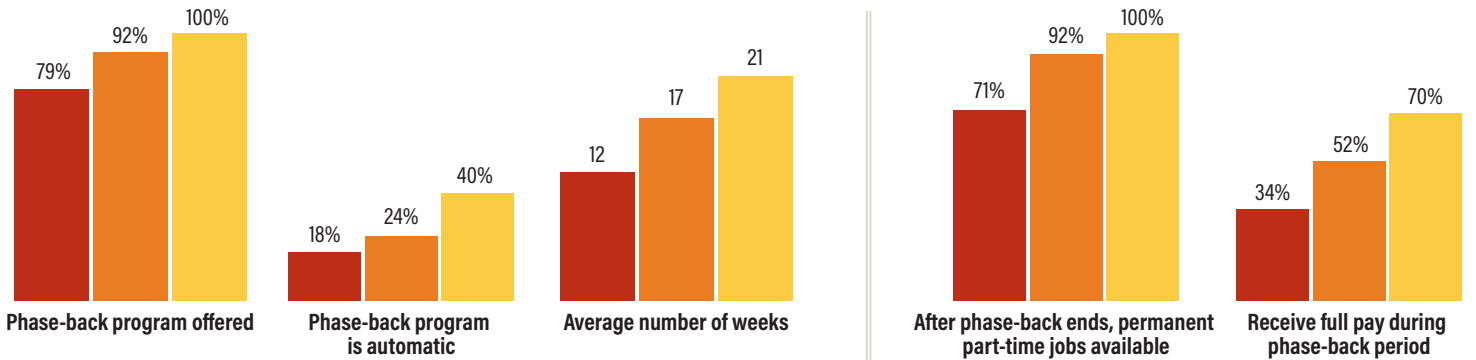


Paid Leave

Phase-Back Programs

Most of the 100 Best Companies offer phase-back programs for new moms (and sometimes dads) to return to work after leave on a part-time schedule

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average

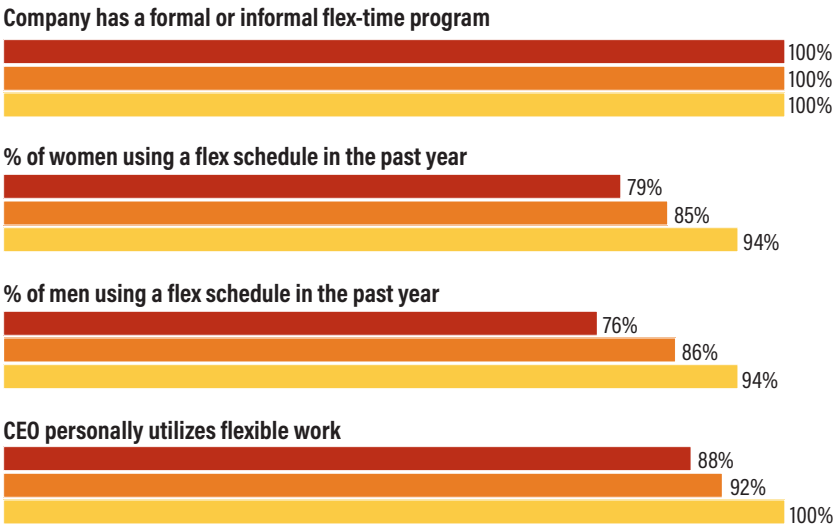


Flexible Work

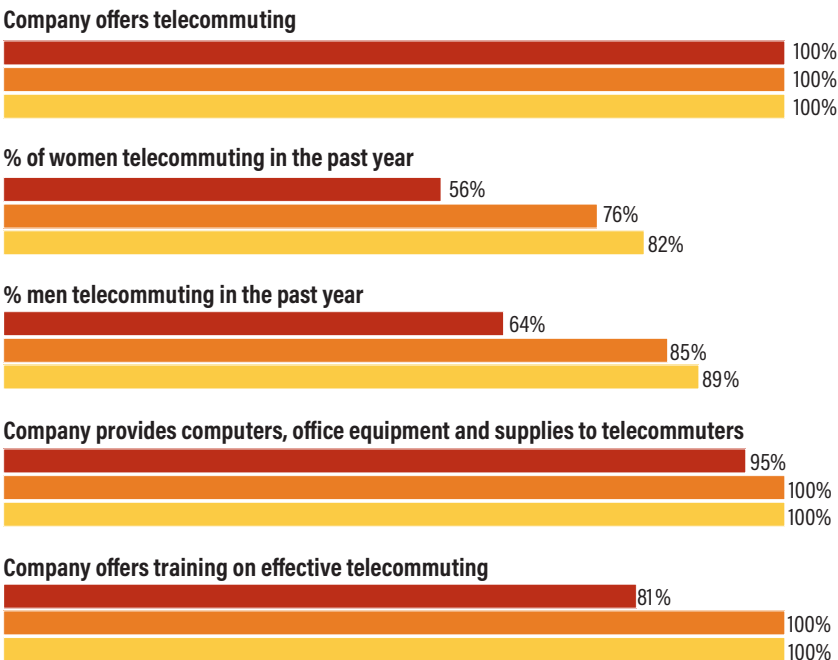
At Working Mother 100 Best Companies, men and women use flexible work equally

■ Working Mother 100 Best Companies Average
 ■ Top 25 Average
 ■ Top 10 Average

Flex-Time Schedule

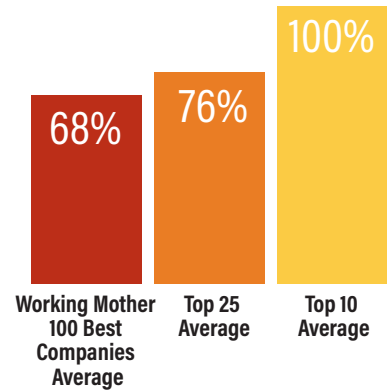


Telecommuting

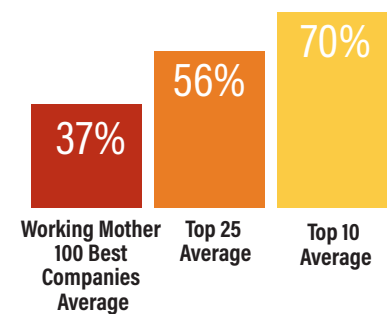


Career Flexibility

Company has formal policies that allow employees who are on a management or leadership track to move off that track and back on when they are ready



Company has a program to identify and rehire re-entry moms (women who have left at least three years ago and want to return to work)



Benefits

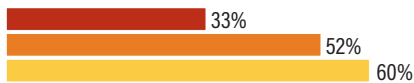
■ Working Mother 100 Best Companies Average
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 ■ Top 10 Average

Education

Tuition re-imbusement



Assistance with student loans

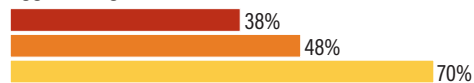


Fertility

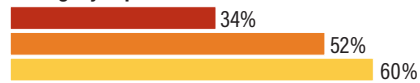
In-vitro fertilization



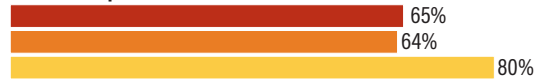
Egg freezing



Surrogacy expenses



Lifetime cap



Wellness Programs – The Best vs. The Rest

HEALTH	Working Mother 100 Best Average	SHRM
Health screening programs	98%	30%
Nutrition counseling	94%	18%
Weight-loss programs	94%	30%
Smoking-cessation programs	93%	40%
Health and lifestyle coaching	94%	27%
Preventive programs specifically geared towards employees with chronic medical conditions	88%	25%
On-site medical clinic	48%	8%
On-site blood pressure monitoring	72%	16%
On-site vaccinations	64%	NA
On-site seasonal flu vaccinations	94%	60%
CPR/first aid training	80%	54%
24-hour nurse line	94%	48%
Health fairs	89%	30%
Financial incentives for achieving health and wellness goals or for participation in programs*	77%	40%
Wellness newsletter/column**	81%	73%

FITNESS	Working Mother 100 Best Average	SHRM
On-site fitness classes	88%	17%
On-site fitness centers	86%	25%
Fitness equipment subsidy/reimbursement	34%	5%
Fitness center discounts/subsidies	91%	29%
EMOTIONAL HEALTH		
Grief counseling	99%	NA
Marital/relationship counseling	97%	NA
Parenting resources and assistance	98%	NA
Stress management or stress reduction programs	98%	12%
Benefits or programs for mental health	95%	86%
Benefits or programs for employees who show signs of depression	86%	NA
Massage therapy services at work	68%	10%
Sleep health education	74%	NA
Screening for sleep disorders	38%	NA

* Rewards/bonuses for achieving

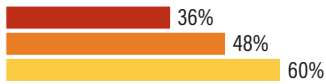
** Wellness resources and information

Caring for Others

■ Working Mother 100 Best Companies Average
 ■ Top 25 Average
 ■ Top 10 Average

Childcare

On-site



Back-up

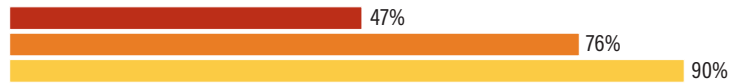


Sick Child



Working Mother 100 Best Companies offer childcare options

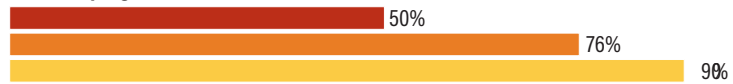
Before/after school childcare



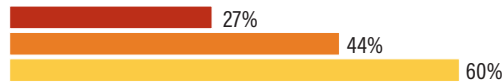
School-holiday childcare



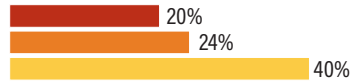
Summer-program childcare



Business-travel childcare reimbursement



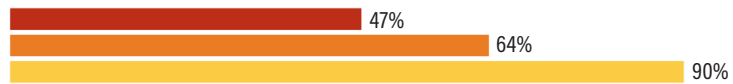
Overtime-work childcare reimbursement



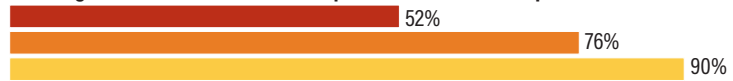
Childcare resource and referral service



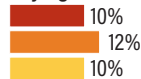
Before/after hours care



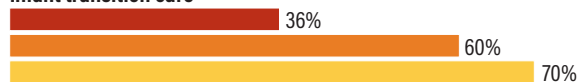
Allowing children to travel with their parents on business trips



Paying for child caregivers to travel with parents on business trips



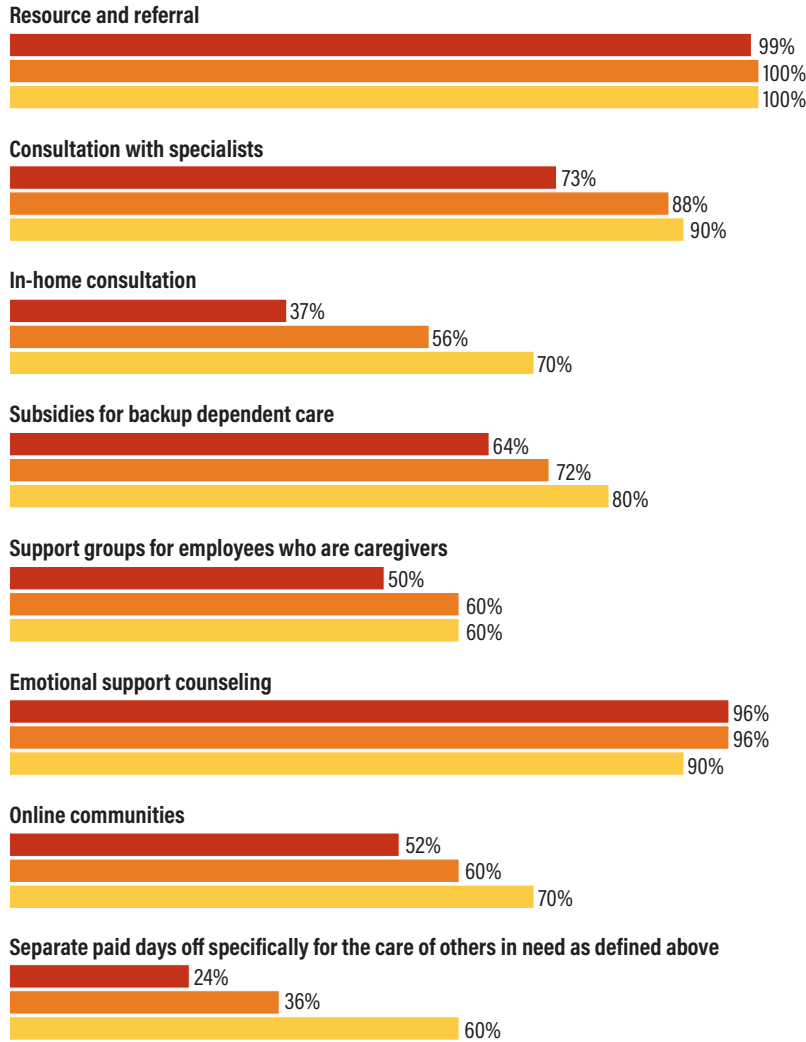
Infant transition care



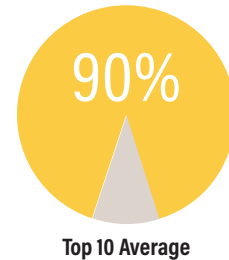
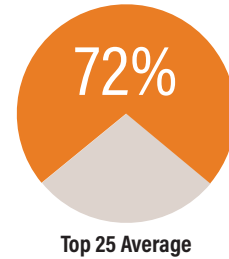
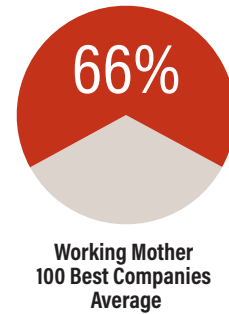
Caring for Others

■ Working Mother 100 Best Companies Average
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 ■ Top 10 Average

Caregivers



Working Mother 100 Best Companies have Employee Resource Groups dedicated to working parents/caregivers



Nursing Moms

Working Mother 100 Best Companies support nursing moms to ease their transition back to the workplace

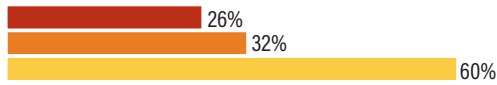
Working Mother 100 Best Companies Average Top 25 Average Top 10 Average

Nursing Moms

Locks for privacy in pumping rooms



Biohazard bags



Breast pumps



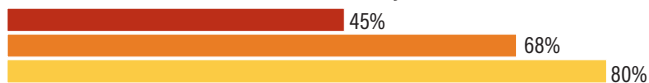
Comfortable furniture in pumping rooms



Educational materials



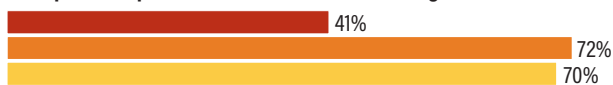
Lactation consultant available 24 hours a day



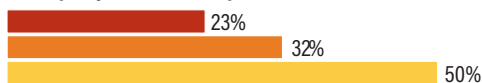
Encouraged breaks so nursing mothers may pump



Transport of expressed milk for mothers traveling on business



Third-party transition-to-parenthood service

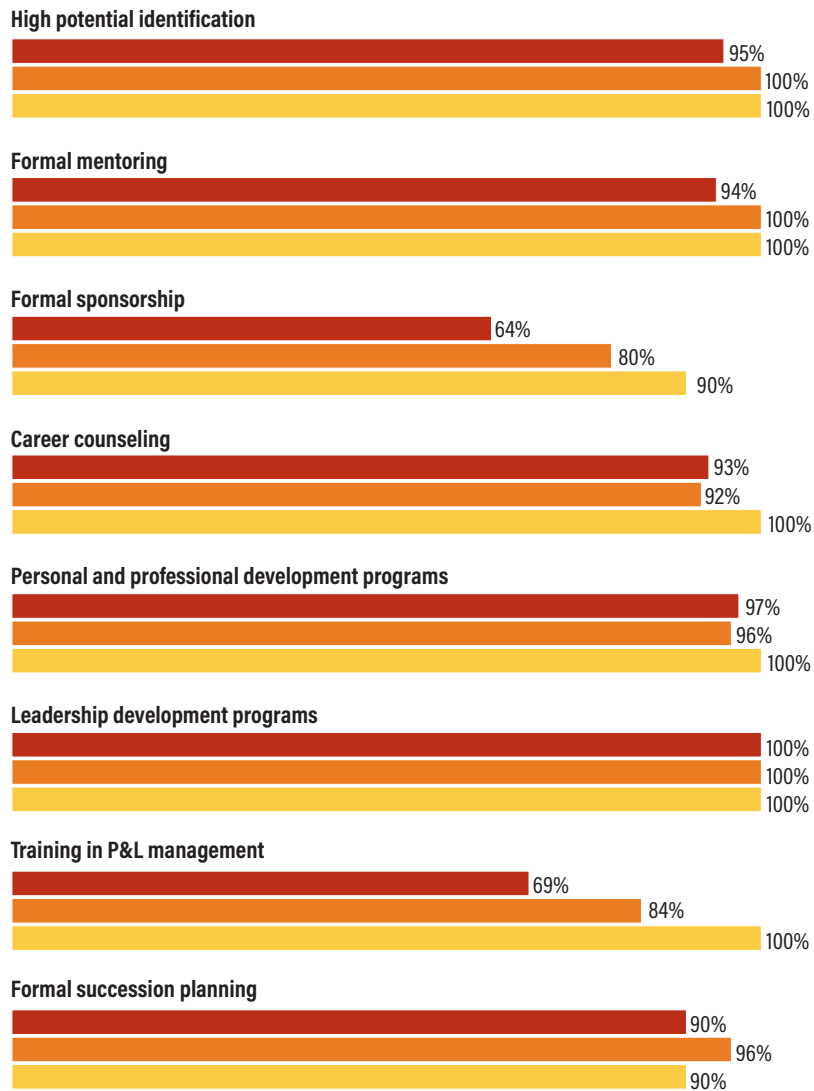


Advancement Programs

Working Mother 100 Best Company advancement programs help women rise to the top

Working Mother 100 Best Companies Average Top 25 Average Top 10 Average

Company Culture - Advancement



Advancement for Women

At Working Mother 100 Best Companies, managers are rewarded for helping women advance

Base pay increase



Bonus compensation



Promotion



Performance review



Award or public recognition



At Working Mother 100 Best Companies, the CEO supports women's advancement

Meets regularly with executive responsible for women's advancement to review metrics and goals



Makes CEO women's advancement statement available on corporate website and in other corporate materials



Oversees or approves management compensation plans that are tied to women's advancement



Includes an update on women's advancement during annual updates with employees



Provides annual update on women's advancement to board of directors



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 [Barbara Frankel at barbara.frankel@workingmother.com](mailto:barbara.frankel@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.

Meet our team



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Participation is free and confidential.