

# THE LIST

This year's winners, representing 1.8 million employees, demonstrate what makes an organization great for working moms through expanded parental leave, fertility benefits, flexible workplaces, employee-resource groups for parents/caregivers, and formal mentoring.

ORGANIZATION	REPRESENTATION			PARENTAL LEAVE			FAMILY SUPPORT			ADVANCEMENT			FLEXIBILITY						
	Total number of U.S. employees	Percentage of employees who are women	Percentage of managers who are women	Minimum number of weeks of fully paid maternity leave after one year of service	Minimum number of weeks of fully paid paternity leave after one year of service	Minimum number of weeks of fully paid adoption leave offered after one year of service	In vitro fertilization	Surrogacy expenses	Eggs freezing	Other fertility procedures	Offers backup childcare, used occasionally when regular childcare isn't available	Has employee-resource groups for:	Percentage of women in formal mentoring work arrangements	Percentage of workforce telecommuting	Has policies to let employees move on and off management or leadership tracks	Leaves of absence/sabbaticals	Part-year programs		
<b>Abbott Laboratories</b> ★	18	24,637	45%	44%	22%	6	2	2	✓	✓	✓	✓	✓	✓	40%	70%	✓	✓	✓
<b>AbbVie</b> TOP 10	5	14,367	53%	57%	30%	14	8	10	✓	✓	✓	✓	✓	✓	43%	94%	✓	✓	✓
<b>Accenture</b> ★	16	49,901	37%			16	2	8	✓	✓	✓	✓	✓	✓	100%	85%	✓	✓	✓
<b>Adobe Systems</b>	2	8,510	35%	33%	20%	26	4	4	✓	✓	✓	✓	✓	✓		60%	✓	✓	
<b>ADP</b>	2	33,889	57%	48%	18%	6	2	4	✓		✓	✓	✓	✓	1%	95%	✓	✓	
<b>Allianz Life Insurance Company of North America</b>	5	2,213	49%	38%	44%	8	4	4	✓		✓	✓	✓	✓	30%	42%	✓	✓	
<b>American Express</b> 25 ★	27	19,777	55%	47%	29%	24	20	20		✓		✓	✓	✓	Do not track	48%	✓	✓	
<b>Arnold &amp; Porter</b> ★	19	1,749	52%	61%	26%	18	6	18	✓		✓	✓	✓	✓	40%	64%	✓	✓	
<b>Astellas</b>	4	2,589	55%	56%	21%	6	2	2	✓	✓	✓		✓	✓	—	—	✓	✓	
<b>A.T. Kearney</b>	6	833	36%	36%	12%	10	2	2	✓	✓		✓	✓	✓	100%	95%	✓	✓	
<b>Bain &amp; Company</b>	11	3,056	49%	53%	21%	16	8	8	✓	✓		✓	✓	✓	66%	87%	✓	✓	✓
<b>Bank of America</b> 25 ★	30	175,176	54%	49%	24%	16	16	16	✓	✓	✓	✓	✓	✓	5%	73%	✓	✓	✓
<b>Baptist Health South Florida</b> 25 ★	26	16,695	73%	70%	43%	1	1	1				✓	✓	✓	4%	30%	✓	✓	
<b>BASF</b> ★	1	16,715	25%	33%	27%	14	8	8	✓		✓	✓	✓	✓	—	—	✓	✓	✓
<b>Baxter Healthcare</b>	5	11,299	46%	41%	32%	4	2	2	✓	✓	✓	✓	✓	✓	24%	36%	✓	✓	✓
<b>BDO USA</b>	8	6,361	47%	56%	20%	9	2	9				✓	✓	✓	100%	85%	✓	✓	✓
<b>Blue Cross Blue Shield of Massachusetts</b>	6	3,763	71%	58%	53%	10	4	4				✓	✓	✓		85%	✓	✓	
<b>Blue Cross Blue Shield of North Carolina</b>	12	4,734	75%	63%	37%	12	12	12				✓	✓	✓	—	14%	✓	✓	
<b>Boehringer Ingelheim USA</b>	7	7,897	51%	51%	32%	10	2	2			✓	✓	✓	✓	1%	100%	✓	✓	✓
<b>Bon Secours Virginia Health System</b> ★	20	13,804	82%	82%	55%	1	1	1			✓	✓	✓	✓	15%	—	✓	✓	
<b>Booz Allen Hamilton</b> ★	20	24,237	37%	34%	29%	8	2	6	✓	✓	✓	✓	✓	✓	80%	80%	✓	✓	✓
<b>The Boston Consulting Group</b>	12	4,611	50%	59%	16%	16	8	8	✓		✓	✓	✓	✓	—	—	✓	✓	✓
<b>Boston Scientific</b>	2	14,101	43%	38%	23%	12	4	8	✓		✓	✓	✓	✓	3%	50%	—	✓	✓

ORGANIZATION	REPRESENTATION		PARENTAL LEAVE			FAMILY SUPPORT			ADVANCEMENT				FLEXIBILITY						
	Rank	Total number of U.S. employees	Percentage of employees who are women	Percentage of executives who are women	Minimum number of weeks of fully paid maternity leave after one year of service	Minimum number of weeks of fully paid paternity leave after one year of service	Minimum number of weeks of fully paid leave offered after one year of service	Reimburses employees or partners (including same-sex partners) for:	Has employee-resource groups for:	Offers backup childcare when regular childcare isn't available	Other fertility procedures	Surrogacy expenses	Egg freezing	Percentage of women in formal mentoring work arrangements	Percentage of women in flexible work arrangements	Has policies to let employees move on and off management or leadership tracks	Percentage of workforce telecommuting	Leaves of absence/sabbaticals	Part-year programs
<b>Bristol-Myers Squibb</b> ⭐	21	10,896	52%	49%	36%	6	1	5	✓			✓	✓			7.3%	75%		✓
<b>Broad Institute</b>	2	1,441	49%	41%	57%	12	12	12	✓	✓			✓	✓		10%	50%		✓
<b>CA Technologies</b>	11	5,601	32%	33%	19%	18	12	12	✓	✓				✓		—	60%	✓	✓
<b>CareFirst BlueCross BlueShield</b> ⭐	1	5,415	71%	62%	57%	2	2	2	✓							0.7%	31%		
<b>Ceridian</b> ⭐	1	1,933	58%	59%	27%	14	2	14	✓							11%	75%	✓	✓
<b>Children's Healthcare of Atlanta</b>	14	11,069	83%	81%	48%	1	1	1	✓							6%	29%		✓
<b>Colgate-Palmolive Co.</b> ⭐	19	4,682	41%	44%	36%	9	3	3	✓	✓	✓	✓					40%		✓
<b>Dechert</b> ⭐	1	1,177	49%	62%	44%	2	4	4	✓							100%	85%	✓	✓
<b>Deloitte</b> TOP 10 Ⓐ ⭐	25	59,104	43%	43%	26%	22	16	16	✓	✓	✓	✓				—	95%	✓	✓
<b>Diageo North America</b>	10	1,689	40%	49%	33%	10	4	4	✓	✓	✓	✓				10%	100%		✓
<b>Digitas</b>	3	1,770	58%	53%	41%	12	6	6			✓					50%	—	✓	✓
<b>Discovery Communications (now Discovery Inc.)</b> ⭐	19	2,731	54%	55%	47%	20	12	12			✓					12%	85%		✓
<b>Dow Jones &amp; Company</b>	4	2,919	44%	44%	50%	12	12	12					✓			—	5%	✓	✓
<b>Edelman</b> ⭐	1	2,661	69%	71%	40%	6	3	6	✓							13%	—		✓
<b>Eli Lilly and Company</b> ⭐	24	18,336	48%	45%	43%	10	1	4								30%	50%		✓
<b>Ernst &amp; Young LLP</b> TOP 10 Ⓐ ⭐	22	45,184	45%	47%	35%	16	16	16	✓	✓	✓	✓				100%	95%	✓	✓
<b>Federal Reserve Bank of Chicago</b> ⭐	1	1,540	46%	45%	57%	12	6	6	✓	✓						3%	61%		✓
<b>Federal Reserve Bank of San Francisco</b> ⭐	1	1,687	41%	46%	36%	14	8	8	✓		✓	✓				15%	80%		✓
<b>Finnegan, Henderson, Farabow, Garrett &amp; Dunner</b>	7	726	55%	51%	31%	12	5	4					✓			26%	63%	✓	✓
<b>General Mills</b> ⭐	23	13,513	40%	50%	36%	3	2	2	✓	✓	✓	✓				37%	100%	✓	✓
<b>Goldman Sachs</b> ⭐	16	16,458	38%	32%	18%	16	4	16	✓	✓	✓	✓				63%	44%	✓	
<b>Grant Thornton</b>	13	7,688	44%	47%	21%	12	2	12					✓			100%	95%	✓	✓
<b>H. Lee Moffitt Cancer Center &amp; Research Institute</b>	10	6,700	74%	74%	13%	4	4	4					✓			1.59%	2%		✓
<b>Horizon Blue Cross Blue Shield of New Jersey</b>	9	5,609	77%	67%	18%	6	6	6	✓		✓	✓				2%	45%	✓	✓
<b>HP</b> Ⓐ ⭐	28	13,347	31%	30%	30%	11	4	8	✓							—	70%	✓	✓
<b>IBM</b> TOP 10 Ⓐ Ⓐ ⭐	33	366,000*				up to 20	12	12	✓	✓	✓	✓				92%		✓	✓

Ⓐ Quarter-Century Club ⭐ Hall of Fame (at least 15 years on the list) ⚡ First-Timer — Not answered \* Total global workforce

ORGANIZATION	REPRESENTATION		PARENTAL LEAVE			FAMILY SUPPORT			ADVANCEMENT				FLEXIBILITY						
	Percentage of U.S. employees	Total number of U.S. employees	Percentage of managers who are women	Percentage of executives who are women	Percentage of employees who are women	Minimum number of weeks of fully paid maternity leave after one year of service	Minimum number of weeks of fully paid paternity leave after one year of service	Minimum number of weeks of fully paid adoption leave after one year of service**	Reimburses employees or partners (including same-sex partners) for:	Has employee-resource groups for:	Offers backup childcare when regular childcare isn't available	Working parents used occasionally	Percentage of women in formal mentoring	Percentage of employees using flexible work arrangements	Has policies to let employees move on and off management or leadership tracks	Offers these flexible work options:			
									In vitro fertilization	Other fertility procedures	Surrogacy expenses	None	Percentage of women in formal mentoring	Percentage of employees using flexible work arrangements	Leaves of absence/sabbaticals	Part-year programs			
Intel ★	16	50,682	26%	21%	25%	8	8	8	✓	✓	✓	✓	✓	✓	1%	80%	✓	✓	✓
JLL	2	23,809	33%	34%	27%	2	2	2	✓	✓	✓	✓	✓	✓	1%	50%	✓	✓	✓
Johnson & Johnson TOP 10 25 ★	33	40,153	45%	46%	36%	15	8	8	✓	✓	✓	✓	✓	✓	61%	75%	✓	✓	✓
JPMorgan Chase & Co. ★	22	164,653	53%	41%	36%	16/2**	16/2**	16/2**	✓	✓	✓	✓	✓	✓	2%	14%	✓	✓	✓
Katten Muchin Rosenman	12	1,300	53%	59%	21%	8	1	8	✓				✓		100%	70%	✓	✓	
Kimberly-Clark Corporation	2	12,186	29%	35%	31%	10	4	4	✓				✓		3%	100%	✓	✓	
KPMG ★	22	31,262	45%	46%	21%	12	2	12		✓	✓		✓	✓	100%	99%	✓	✓	✓
LEGO Systems ★	15	1,989	45%	51%	40%	13	2	6	✓			✓	✓	✓	40%	75%	✓	✓	✓
L.E.K. Consulting	2	580	44%	43%	15%	16	8	16	✓	✓		✓	✓	✓	100%	95%	✓	✓	✓
Lenovo	2	4,338	27%	25%	18%	18	7	7	✓	✓	✓	✓	✓	✓	25%	71%	✓	✓	
Leo Burnett Group USA	13	1,140	56%	50%	56%	8	2	4		✓			✓	✓	50%	100%		✓	
Lexmark International	3	2,220	24%	28%	38%	12	6	6	✓				✓	✓	—	90%	—	✓	
L'Oréal USA	4	11,016	69%	61%	46%	14	2	2	✓			✓	✓	✓	7%	13%	✓	✓	
Marriott International 25 ★	25	137,300	54%	58%	35%	2	2	2	✓			✓	✓	✓	45%	7%	✓	✓	✓
McKinsey & Company TOP 10	12	8,175	46%	45%	19%	16	8	12	✓		✓	✓	✓	✓	43%	100%	✓	✓	✓
Merck & Co. 25 ★	32	23,766	50%	41%	28%	12	6	6	✓		✓	✓	✓	✓	—	91%		✓	
MetLife ★	20	18,273	59%	53%	31%	14	2	2	✓			✓	✓	✓	4.7%	20%	✓	✓	
Monsanto	6	10,192	32%	28%	26%	10	4	4	✓			✓	✓	✓	—	80%	✓	✓	
Moody's TOP 10	3	3,543	40%	38%	30%	16	10	10	✓	✓		✓	✓	✓	14%	95%	✓	✓	
Morgan Stanley ★	17	40,268	39%	27%	20%	16	4	16	✓			✓	✓	✓	—	98%	✓	✓	
Moss Adams	8	2,882	53%	50%	30%	9	2	2			✓		✓	✓	100%	90%	✓	✓	✓
New York Life ★	15	7,852	54%	48%	33%	10	4	4				✓	✓	✓	11%	85%	✓	✓	✓
Northwestern Memorial HealthCare ★	19	23,208	82%	73%	41%	1			✓			✓	✓	✓	6%	26%	✓	✓	✓
Novo Nordisk Inc.	4	4,468	57%	51%	43%	6	4	4	✓			✓	✓	✓	77%	✓	✓	✓	
Oliver Wyman	3	2,006	43%	38%	19%	14	8	8		✓			✓	✓	89%	67%	✓	✓	✓
OppenheimerFunds	2	2,004	40%	42%	20%	16	8	8	✓	✓		✓	✓	✓	5%	80%		✓	✓

25 Quarter-Century Club ★ Hall of Fame (at least 15 years on the list) ⚡ First-Timer — Not answered \*\*Gender-neutral primary/non-primary parental-leave policy

ORGANIZATION	REPRESENTATION		PARENTAL LEAVE			FAMILY SUPPORT			ADVANCEMENT				FLEXIBILITY								
	Total number of U.S. employees	Years on the 100 Best list	Percentage of employees who are women	Percentage of managers who are women	Percentage of executives who are women	Minimum number of weeks of fully paid maternity leave after one year of service	Minimum number of weeks of fully paid paternity leave after one year of service	Minimum number of weeks of fully paid leave offered after one year of service	Reimburses employees or partners (including same-sex partners) for:	Has employee-resource groups for:	Offers backup childcare when regular childcare isn't available	Other fertility procedures	Surrogacy expenses	Working parents/caregivers used occasionally	None	Percentage of women in formal mentoring	Percentage of employees using flexible work arrangements	Has policies to let employees move on and off management or leadership tracks	Offers these flexible work options:	Leaves of absence/sabbaticals	Part-year programs
<b>PNC Financial Services</b> ★	17	52,898	60%	56%	21%	16	6	6					✓	✓				2%	55%	✓	✓
<b>Principal</b> ★	16	10,291	60%	52%	43%	10	4	4	✓	✓		✓	✓	✓				2%	88%	✓	✓
<b>Procter &amp; Gamble</b> TOP 10 25 ★	30	23,212	36%	42%	35%	16	4	16	✓		✓	✓			✓	✓		100%	80%	✓	✓
<b>Protiviti</b> ★	1	2,509	41%	37%	29%	4	1	1							✓	✓		—	100%	✓	✓
<b>Prudential Financial</b> 25 ★	29	17,935	53%	52%	27%	8	4	4	✓		✓	✓			✓	✓		31%	69%		✓
<b>PwC</b> ★	20	45,224	45%	46%	23%	15	6	12	✓	✓		✓			✓	✓		100%	95%	✓	✓
<b>Roche Diagnostics</b>	5	4,381	44%	41%	30%	14	8	8	✓	✓	✓	✓						15%	25%	✓	
<b>RSM</b>	7	9,766	45%	45%	17%	11	7	7	✓			✓			✓	✓		38%	95%	✓	✓
<b>Sanofi US</b>	5	12,893	50%	49%	29%	14	8	8	✓		✓	✓			✓	✓		—	65%		
<b>SapientRazorfish (now Publicis.Sapient)</b>	2	2,637	41%	37%	22%	12	6	6	✓						✓	✓		35%	95%	✓	✓
<b>SC Johnson</b> 25 ★	30	2,949	41%	42%	31%	2	2	2	✓		✓	✓			✓	✓			17%	✓	✓
<b>Sony Electronics</b> ★	1	1,304	33%	35%	33%	6	3	3	✓				✓		✓	✓	✓	7%	90%	✓	✓
<b>Starcom USA</b> ★	1	1,235	67%	66%	63%	8	2	2			✓				✓	✓			3%		✓
<b>State Street</b>	6	15,526	42%	38%	20%	14	8	8	✓	✓	✓	✓			✓	✓	✓	23%	27%	✓	
<b>Synchrony</b>	2	10,391	63%	46%	18%	6	6	6	✓	✓		✓			✓	✓	✓	7%	45%	✓	✓
<b>Takeda</b>	6	4,905	53%	46%	24%	8	2	2	✓			✓			✓	✓		13%	90%	✓	✓
<b>Texas Instruments</b> ★	21	11,344	22%	20%	24%	8	2	4					✓		✓	✓		31%	60%	✓	✓
<b>TIAA</b>	12	9,399	42%	41%	31%	16	16	16					✓		✓	✓	✓	7%	70%		✓
<b>Turner</b> ★	16	9,126	46%	49%	31%	12	6	6	✓	✓	✓	✓			✓	✓		6%	35%		✓
<b>Unilever</b> ★	6	7,891	44%	52%	36%	16	8	8	✓	✓	✓	✓			✓	✓		100%	49%	✓	✓
<b>Verizon</b> ★	18	139,388	35%	31%	30%	4	2	2	✓	✓		✓			✓	✓		6.8%	60%	✓	✓
<b>Viacom</b>	8	6,364	56%	52%	40%	10	4	6	✓	✓	✓	✓			✓	✓		56%	85%		✓
<b>Visa Inc.</b> ★	1	8,420	40%	37%	40%	16	10	10	✓			✓			✓	✓		19%	41%	✓	✓
<b>WellStar Health System</b> TOP 10	11	177,90	81%	76%	47%	3	3	2	✓			✓			✓	✓	✓	78%	15%	✓	✓
<b>Zoetis</b>	5	3,924	42%	44%	44%	7	1	6	✓	✓		✓			✓	✓		5%	75%	✓	✓
<b>Averages</b>	12	18,414	47%	43%	29%	11	5	7	75%	38%	34%	70%	13%	91%	66%	26%	30%	61%	68%	92%	42%

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