

Background on the Initiative

For 28 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 workforce profile, benefits, advancement, child care, flexible work arrangements, parental leave and company culture for working mothers.
- 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.

Congratulations!

The 2013 Working Mother 100 Best Companies

A.T. Kearney	Colgate-Palmolive	Intel	Pillsbury Winthrop Shaw Pittman
Abbott	Cooley	Johnson & Johnson	PNC Financial Services Group
Accenture	Credit Suisse	JPMorgan Chase & Co.	Principal Financial Group
Allstate Insurance	Dell	Katten Muchin Rosenman	Procter & Gamble
American Express	Deloitte	Kellogg	Prudential Financial
AOL	Deutsche Bank	KPMG	PwC
Arnold & Porter	Diageo North America	Kraft Foods Group	Qualcomm
AstraZeneca	Discovery Communications	LEGO Systems	Rothstein Kass
Bain & Co.	Dow Corning	March of Dimes Foundation	Ryan
Bank of America	DuPont	Marriott International	SC Johnson
Baptist Health South Florida	Eli Lilly and Company	MassMutual Financial Group	Scripps Health
Bayer	EY	MasterCard Worldwide	State Street
BDO USA	Finnegan, Henderson, Farabow, Garrett & Dunner	McGladrey	Takeda
Blue Cross Blue Shield of North Carolina	FINRA	McGraw-Hill Financial	Teach for America
Bon Secours Virginia	First Horizon National	McKinsey & Co.	Texas Instruments
Booz Allen Hamilton	Freddie Mac	Merck	TIAA-CREF
The Boston Consulting Group	GE	MetLife	TriHealth
Bristol-Myers Squibb	Genentech	Morgan Stanley	Turner Broadcasting System
CA Technologies	General Mills	Moss Adams	Unilever
Capital One	Goldman Sachs	Northern Trust	University of Wisconsin Hospital and Clinics
Cardinal Health	Grant Thornton	Northwestern Memorial HealthCare	Valassis
Children's Healthcare of Atlanta	Herman Miller	Novartis Pharmaceuticals	Verizon Communications
Chrysler Group	Horizon Healthcare Services	Patagonia	Viacom
Cisco Systems	HP	Pfizer	WellStar Health System
Citi	IBM	The Phoenix Companies	Yale University

Summary of 2013 Findings

- The Working Mother Research Institute continued its focus on **paid maternity leave** by upping its Working Mother 100 Best Companies threshold. Now companies must offer (or have firm immediate plans to begin offering in 2013) at least one week of fully paid maternity leave to full-time employees. This year, the average number of weeks of fully paid maternity leave offered increased to 8 across the 100 Best Companies, up from 7 last year.
- The past three years have seen a steady increase in the number of Best Companies offering **paid adoption leave** and **paid paternity leave** even as nationwide, the number of employers offering these benefits has declined slightly.
- Women make up 46% of all employees at the Best Companies — and received 46% of all **promotions to manager** as well.
- At the Best Companies, men and women use **flexible work arrangements** essentially equally.
- **Health and wellness programs** are gaining increased support at both the Best Companies and employers nationwide.
- One of the biggest growth areas at the Best Companies is in their support for **sponsorship programs**. Currently, 58% of Best Companies offer sponsorship, up from 52% last year and 46% the year before.
- A majority of the Best Companies offer child care resource and referral services, adoption assistance, lactation support services and backup child care, while most of the nation's employers don't.

Overview of the 100 Best Companies

The 2013 Working Mother
100 Best Companies
employ almost

2.4 million people

in

16 industries

at more than

36,000 worksites

nationwide.

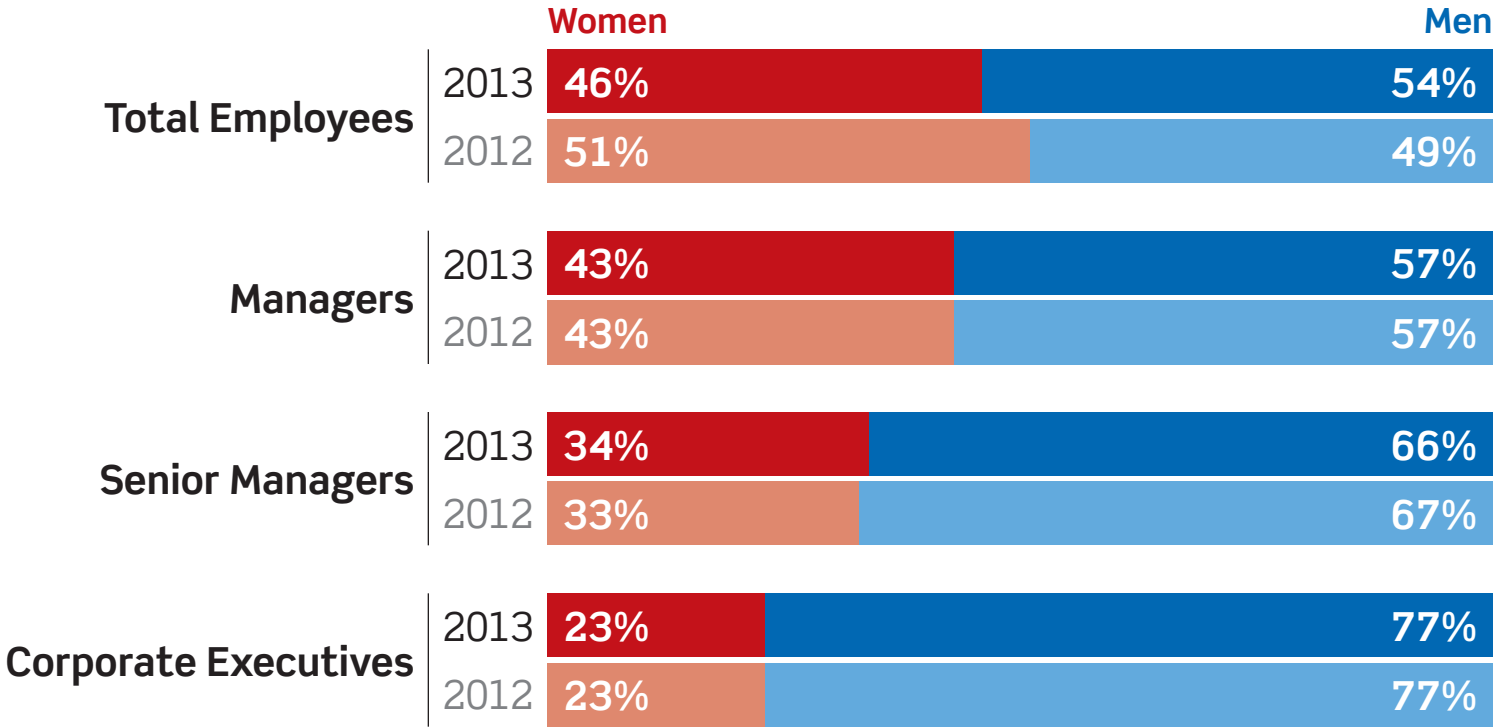
Of these employees, 1.1 million —
46% — are women.

- Automotive
- Chemical
- Consumer Products
- Education
- Financial Services
- Hospitality
- Hospitals/Health Care
- Insurance
- Legal
- Manufacturing
- Media, Internet and Advertising
- Pharmaceutical
- Professional Services,
Management Consulting,
Accounting
- Retail and Apparel
- Technology, Engineering,
Aerospace
- Telecommunications

Female Representation

This year, women made up **46% of all employees** at the Best Companies, down from 51% the year before.

At the higher levels, representation of women stayed the same at the manager and corporate executive ranks, year over year, and increased slightly at the senior manager level.

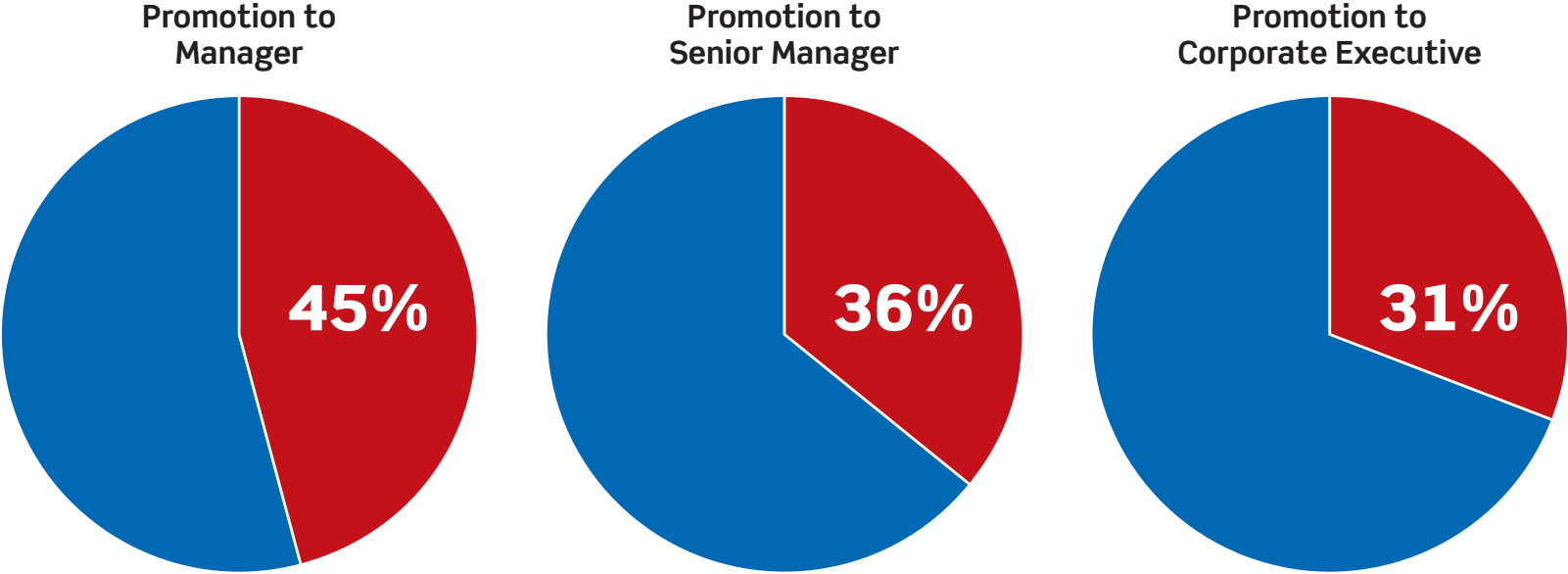


Promotion Rates for Women

The percentage of promotions to manager, senior manager and corporate executive positions going to women declined this year versus the 2012 100 Best Companies.

Still, women earned almost half (**45%**) of all promotions to **manager**. They received slightly less than a third (**31%**) of all promotions to **corporate executive positions**.

Percentage of Promotions Received by Women



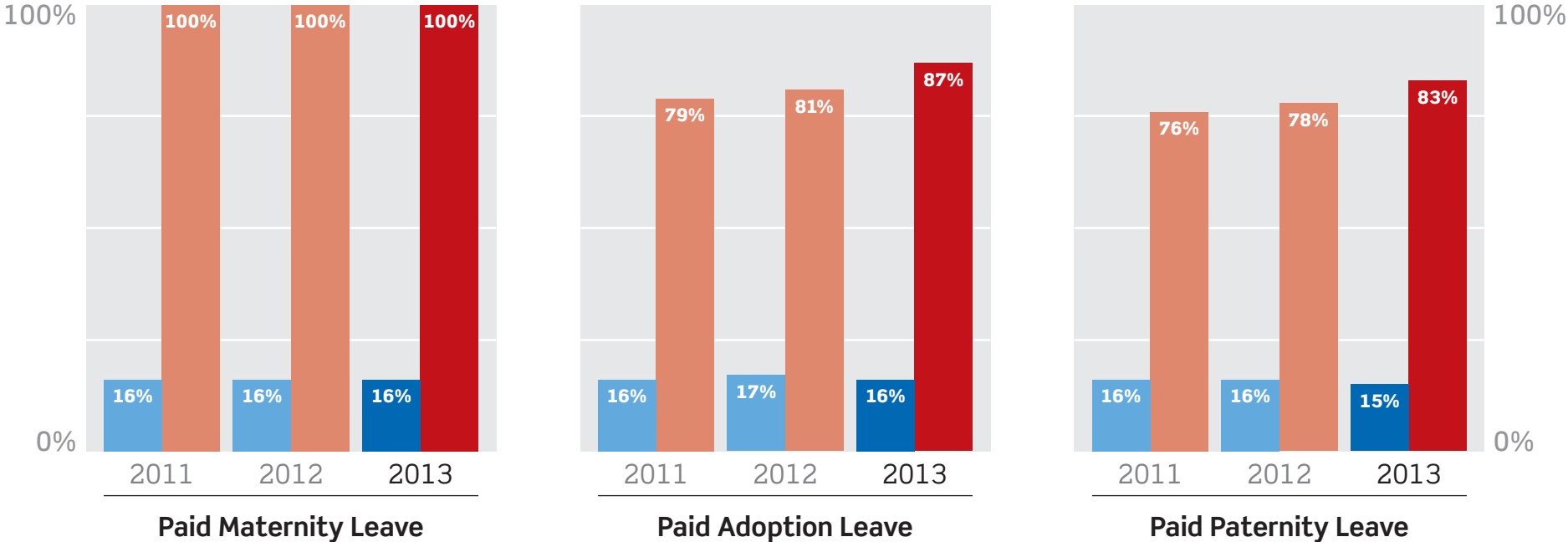
Best vs. Rest: Paid Parental Leave

100% of the 2013 Working Mother 100 Best Companies offer **paid maternity leave**.

In the past three years, there has been a steady increase in the number of Best Companies offering paid adoption leave and paid paternity leave. Nationwide, these figures decreased one percentage point each in the past year.

Parental Leave Offerings

- Nationwide
- 100 Best Companies

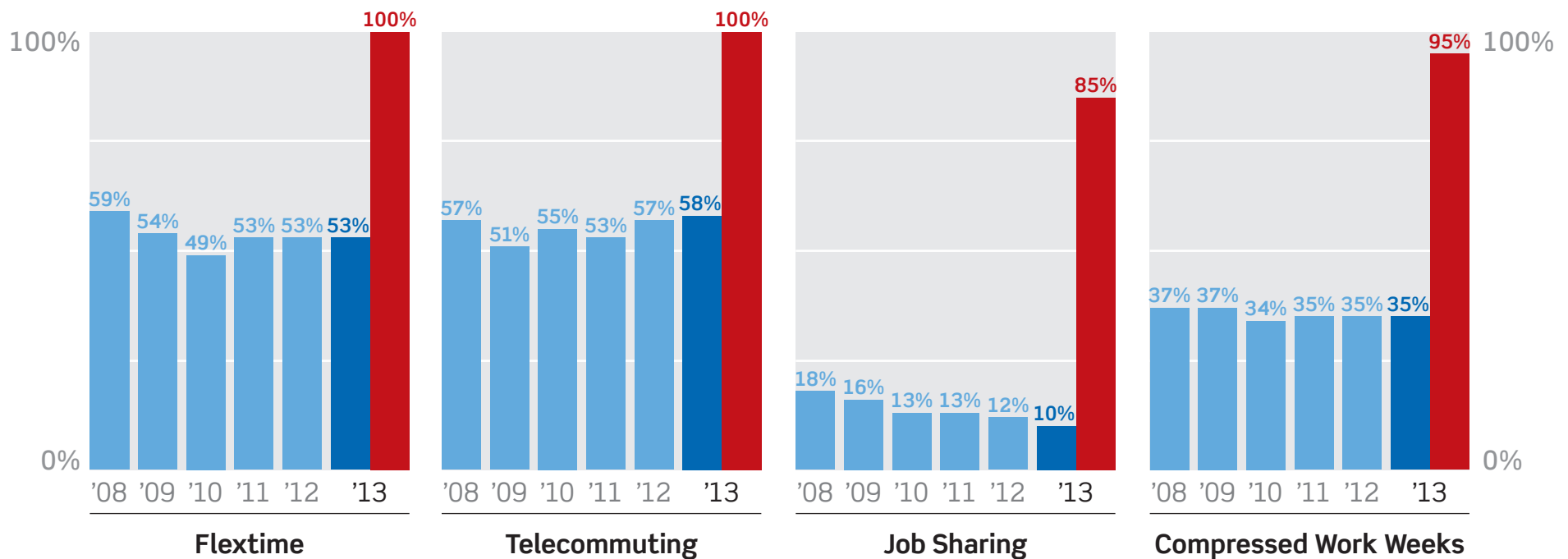


Best vs. Rest: Flexible Work Arrangements

Access to flextime, telecommuting and compressed workweeks nationwide rose slightly or stayed constant in the past year, while the share of companies offering job sharing across the nation continued to decline. By contrast, **100%** of the Best Companies offer **flextime** and **telecommuting**.

Access to Flexible Work Arrangements

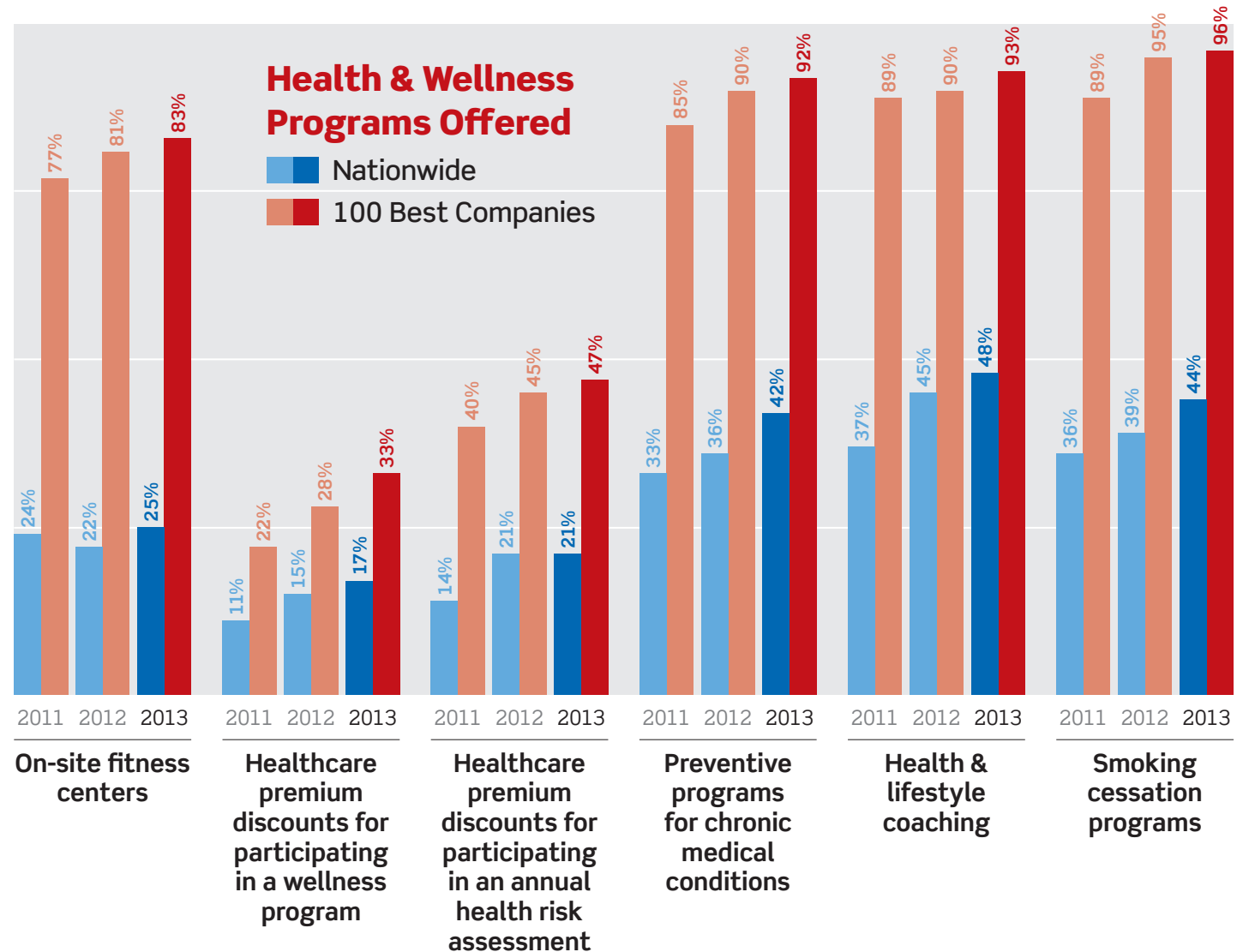
■ Nationwide
■ 100 Best Companies



Source: 2013 Working Mother 100 Best Companies; Nationwide data based on Society for Human Resource Management Benefits Survey Report (2013, 2012, 2011, 2010, 2009 and 2008 report); Telecommuting is defined as some form of telecommuting (not necessarily full-time or on an ad-hoc basis).

Best vs. Rest: Health & Wellness Programs

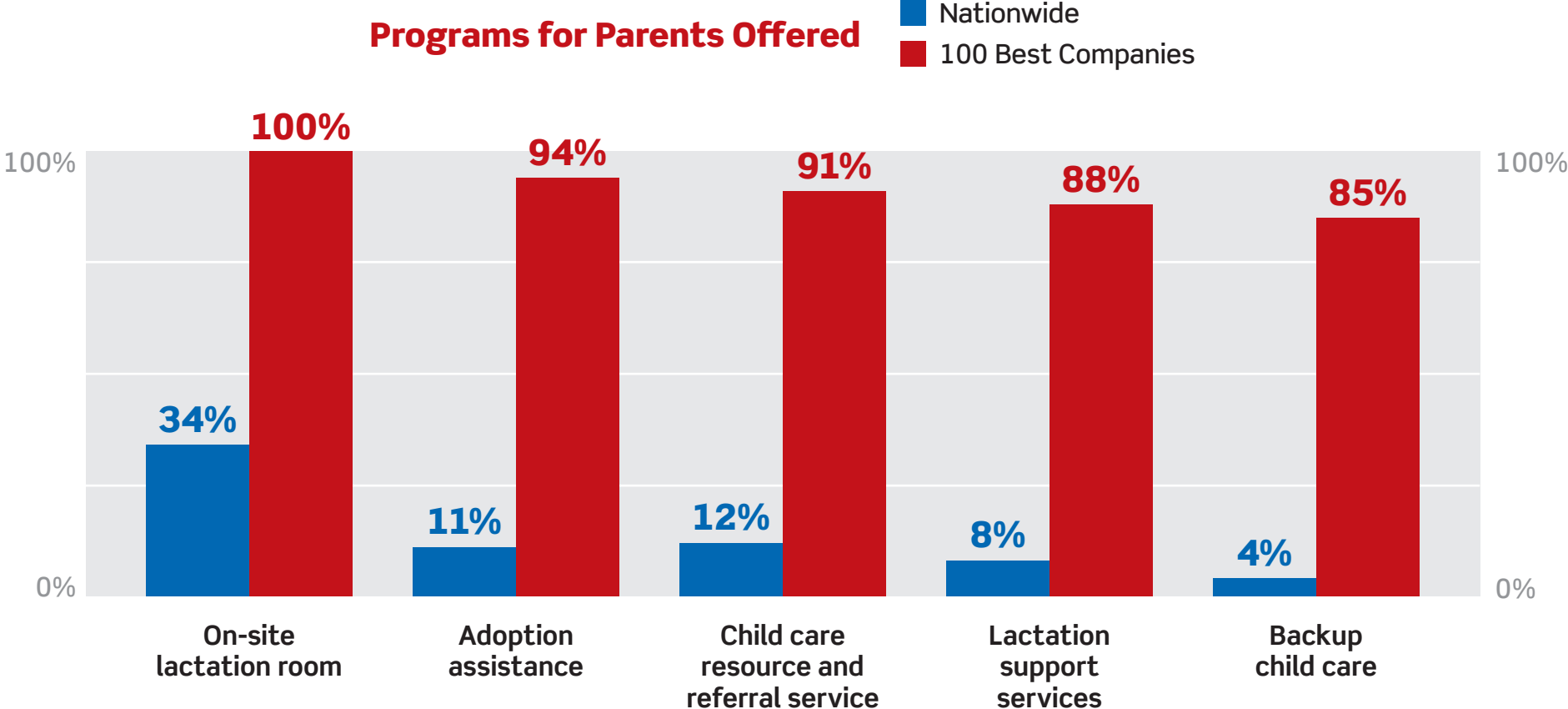
Health and wellness programs have steadily gained support, both at the Best Companies and employers nationwide.



Source: 2013, 2012 and 2011 Working Mother 100 Best Companies; Nationwide data based on 2013, 2012 and 2011 Society for Human Resource Management Benefits Survey Report

Best vs. Rest: Programs for Parents

Few companies nationwide offer employees child care resource and referral services (12%), adoption assistance (11%), lactation support services (8%) or backup child care (4%). However, a majority of the Best Companies support these programs for their employee parents.

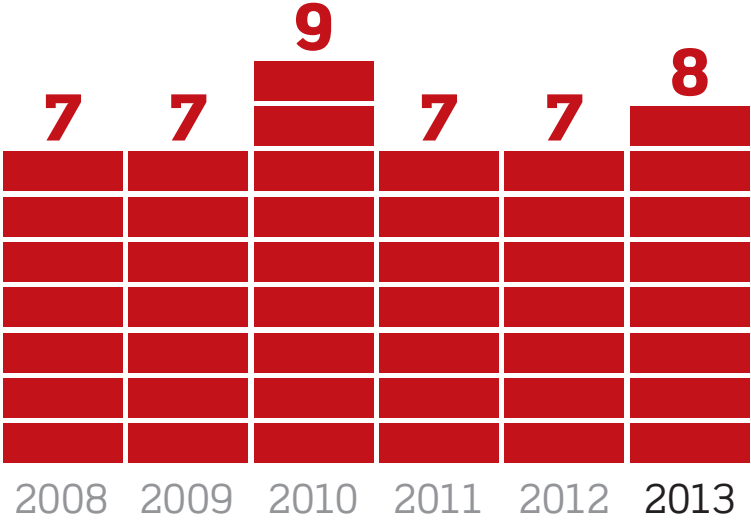


Year Over Year: Maternity Leave

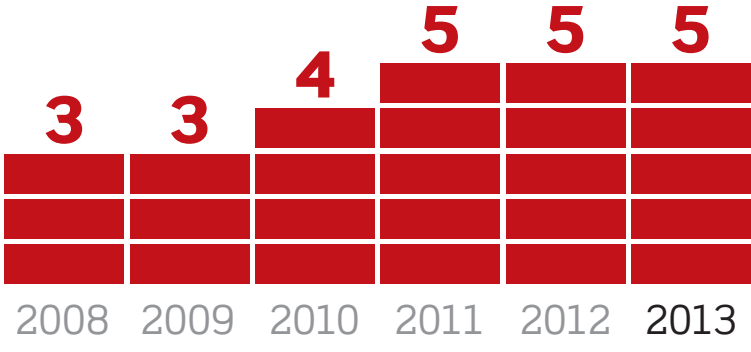
This year, we instituted a new requirement that only companies offering at least one fully paid week—or those with immediate plans to begin making such an offering—would be able to apply to become one of the 100 Best Companies.

On average, the Best Companies offer **8 weeks** of **fully paid maternity leave**, which is an increase since 2008 and one additional week over the average offered in 2012.

Access to Paid Maternity Leave



Average weeks of fully paid maternity leave



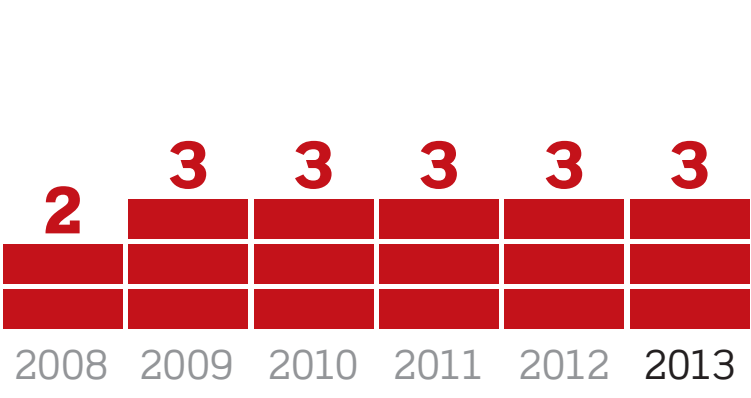
Average weeks of partially paid maternity leave

Year Over Year: Paternity and Adoption Leave

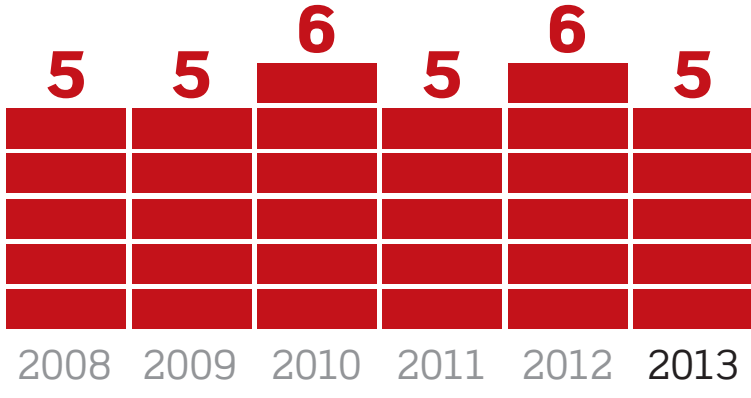
Best Companies, on average, continue to offer **3 weeks** of **paid paternity leave**.

In 2013, on average, the Best Companies continue to offer **5 weeks** of **paid adoption leave** for caregivers.

Access to Paid Parental Leave



Average weeks of fully* paid paternity leave



Average weeks of fully* paid adoption leave

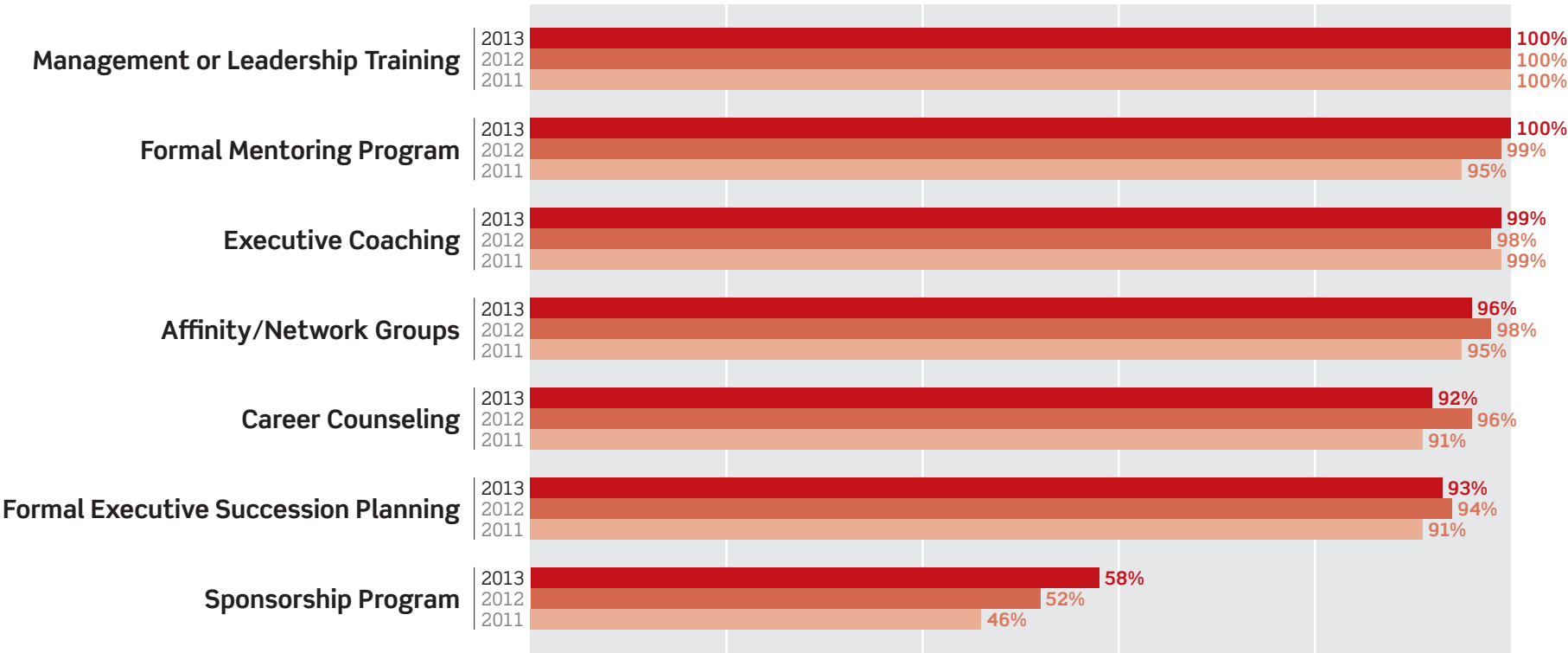
*2013 paid data represents fully paid weeks
Source: 2013, and 2008 Working Mother 100 Best Companies

Year Over Year: Women's Issues & Advancement

All Best Companies offer mentoring as well as management or leadership training.

There has been a significant increase in the percentage of Best Companies supporting **sponsorship programs** over the past two years.

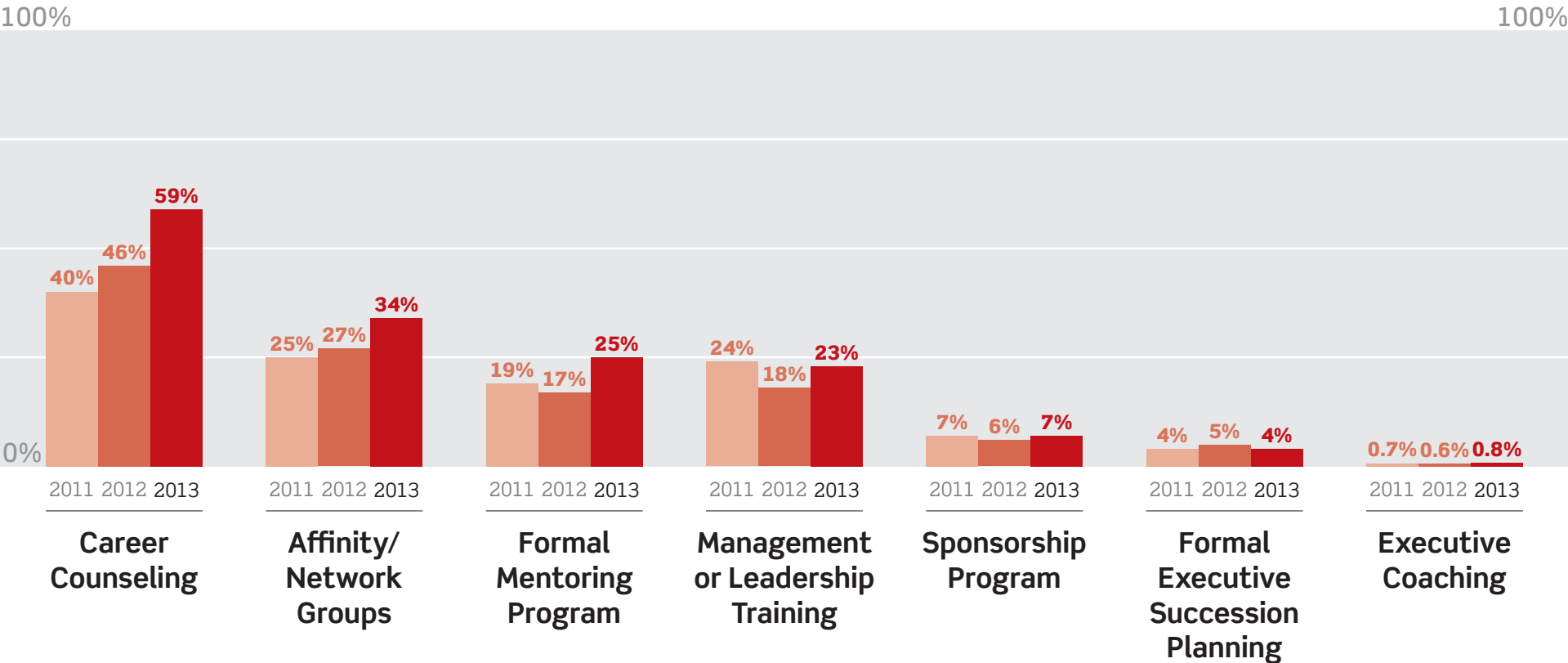
Best Companies that Support Women's Issues and Advancement Programs



Year Over Year: Usage of Women's Issues & Advancement Programs

While slightly fewer Best Companies are offering career counseling and affinity/network groups, a higher percentage of the women at these companies are participating in these programs.

Percentage of Women Participating in Women's Issues & Advancement Programs

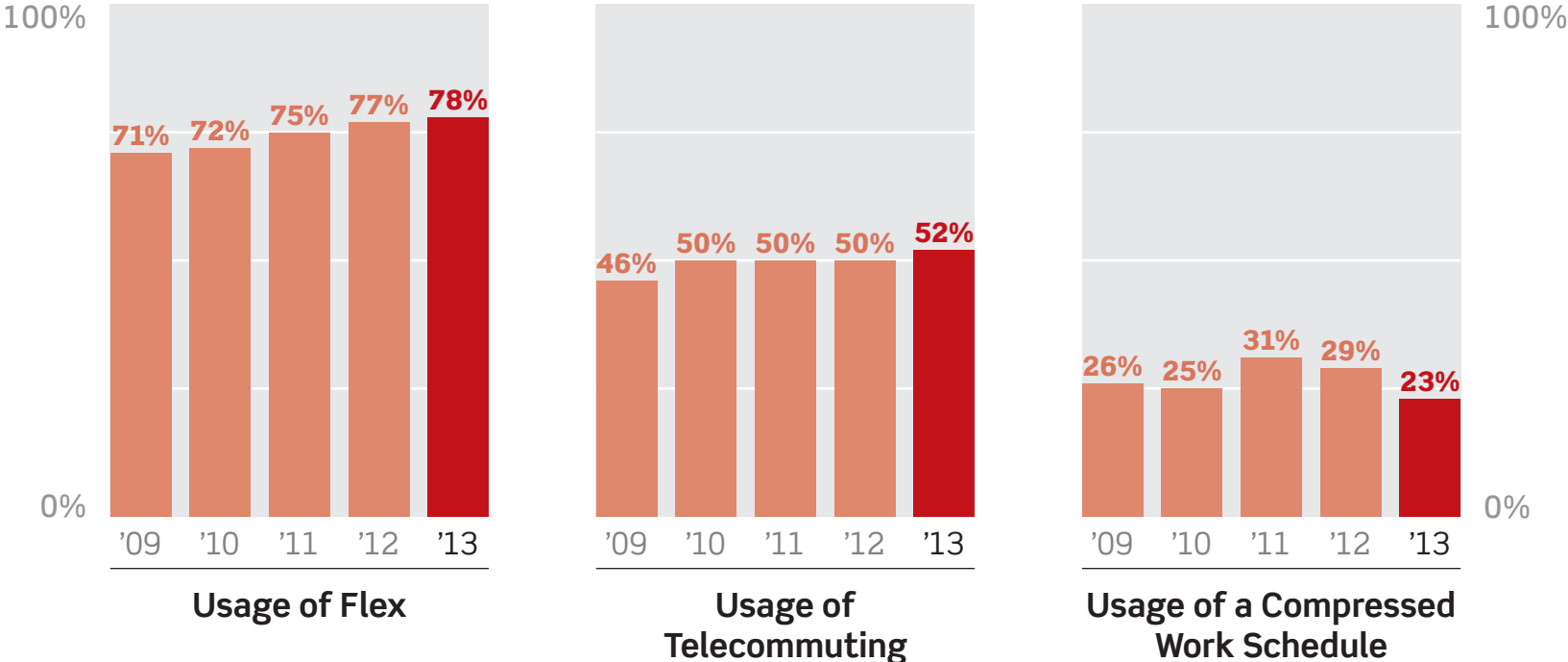


Source: 2011 and 2012 Working Mother 100 Best Companies NOTE: Percentage of Working Mother 100 Best Companies

Year Over Year: Usage of Flexible Work Arrangements

While usage of **flextime** and **telecommuting** continued to increase this year, compressed work schedules seemed to become less popular for another consecutive year.

Usage of Flexible Work Arrangements

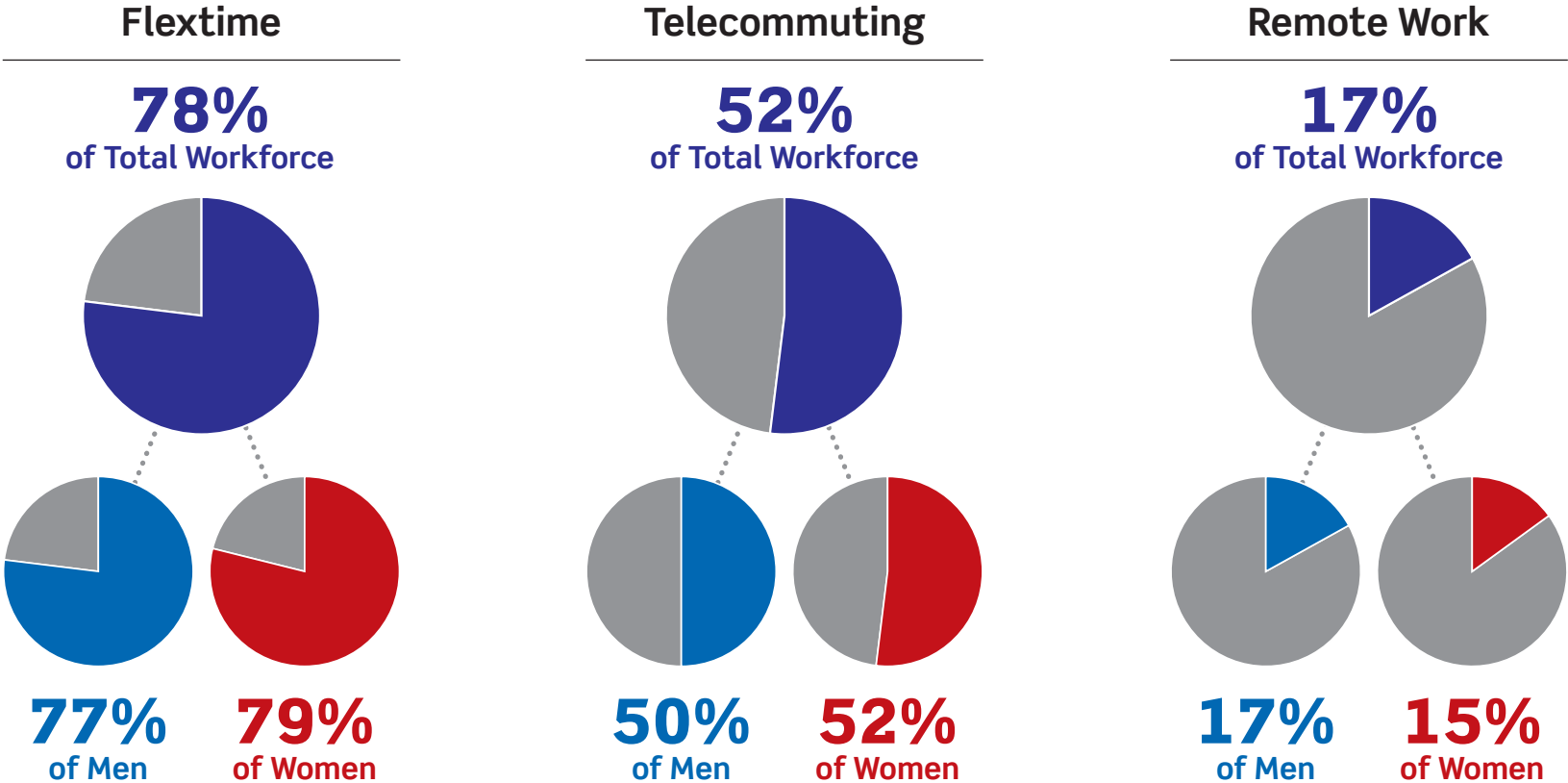


Source: 2013, 2012, 2011, 2010, 2009 Working Mother 100 Best Companies; *Usage based on total workforce.

Usage of Flexible Work Arrangements

The percentages of **men using flexible work arrangements** nearly mirror those of women at the Best Companies. All Best Companies review requests for flexibility through an equitable process and grant them on a reason-neutral basis.

Usage of Flexible Work Arrangements at 2013 Best Companies

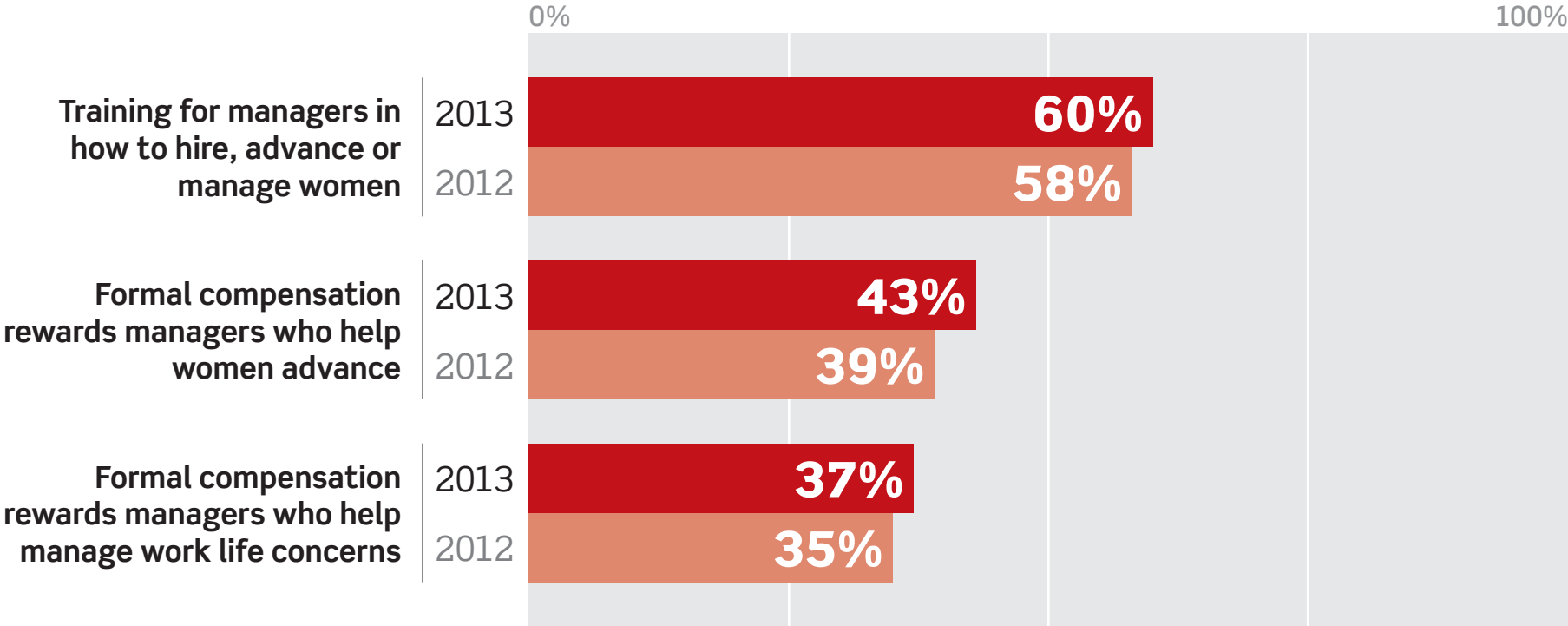


Source: 2013, 2012, 2011, 2010, 2009 Working Mother 100 Best Companies; *Usage based on total workforce.

Year Over Year: Manager Training & Accountability

More Best Companies are **training managers** to hire, advance and manage women. At many Best Companies, the compensation of managers is affected by how they help women advance as well as by how they help employees manage work life concerns.

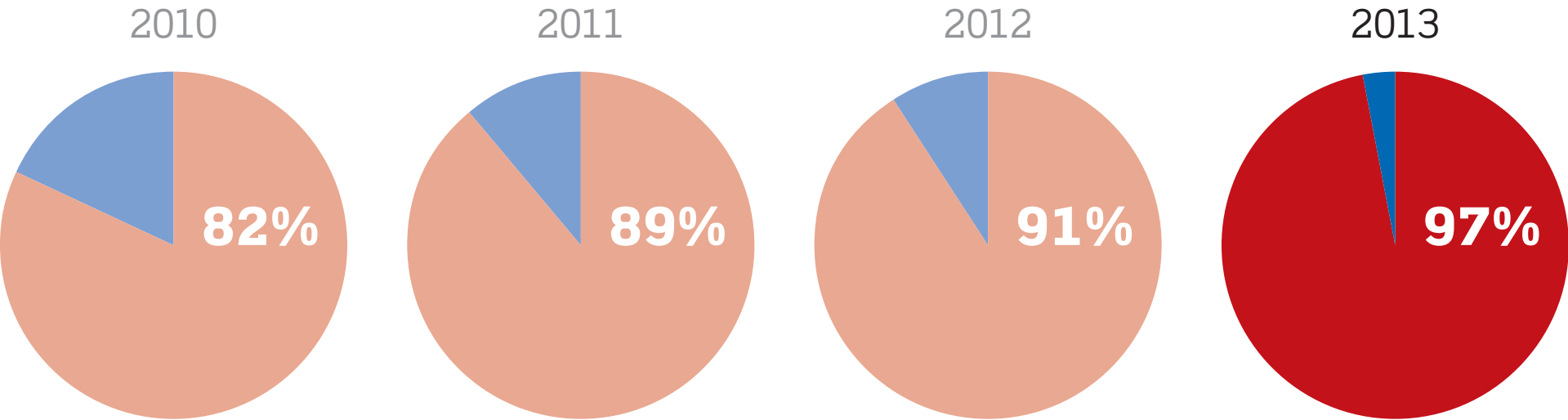
Manager Training & Accountability at the Best Companies



Year Over Year: Spending Trends on Work Life Benefits

Among Best Companies that increased spending on work life benefits this year, 97% reported enacting new or improved programs for employees (up from 91% last year, and 82% in 2010); the other 3% spent more because of inflation.

Percentage of Best Companies that enacted new or improved programs or benefits as a result of increased spending



Research Methodology

- Each organization completed a detailed application covering programs and activities that benefit working mothers. The 2013 application included more than 500 questions in the following clusters:
 - Company Profile
 - Workforce Profile
 - Benefits
 - Women's Issues & Advancement
 - Child Care
 - Flexible Work
 - Paid Time Off and Leaves
 - Company Culture and Work Life Programs
 - Best Practices: Tell Us Your Story
- Completed applications for the 2013 Working Mother 100 Best Companies initiative were collected online from December 7, 2012, to March 8, 2013.
- 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 were announced in the October 2013 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 today!

Celebrate National Flex Day



For nearly 30 years, the Working Mother 100 Best Companies have 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 declared October 15, 2013, to be the first annual National Flex Day! Join us 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 – because Flex Works.

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.

Scorecards

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.

Custom Assessments

Let our researchers do the assessment for you. Our experienced team will turn your benchmarking data into a turnkey presentation showing where your company leads and lags compared with the Best Companies.

Interested in learning more? Contact Kristen Willoughby at kristen.willoughby@workingmother.com for more information today!



WORKING MOTHER



Research Institute

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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