

100 BEST COMPANIES 2005

WORKING MOTHER

KEY: S = available to all or almost all salaried employees
 H = all or almost all hourly employees
 ✓ = all or almost all salaried and hourly employees
 ** For employees with one year of service

COMPANY	Years on the list	LEAVE FOR NEW PARENTS				CHILD CARE				WORK/LIFE		ADVANCING WOMEN				Total number of employees	% of employees who are women	% of executives who are women	% of top earners who are women	Manager pay tied to women's advancement					
		Access to compressed work schedule*	Access to flextime*	Access to job-sharing*	Job-guaranteed weeks off for new moms**	Partially paid weeks off for new moms**	Fully paid weeks off for new moms**	Fully paid weeks off for new moms**	Average adoption reimbursement	Company-sponsored full-time centers on/near site	Number of children enrolled	Before/after school care*	Private lactation rooms for nursing mothers*	On-site consultations with elder-care specialists*	Sick-child care*						Take-home meals*				
Abbott	5	S	S	S	✓	20	0	6	6	2	\$9,645	0	1	724	-	-	-	✓	-	-	29,896	47	22	32	Y
Accenture	3	✓	✓	✓	✓	-	0	8	0	1	\$4,520	1	-	-	-	✓	✓	-	-	-	23,945	40	27	25	Y
Allstate Insurance Company	15	✓	-	-	-	20	26	2	0	0	\$4,340	0	4	170	-	-	-	✓	✓	-	37,236	60	28	37	Y
American Express Company	16	✓	✓	✓	✓	20	0	4	8	0	\$2,000	0	-	-	-	-	-	✓	-	✓	42,807	62	34	43	Y
Ameritas Acacia Companies	3	✓	-	-	-	20	0	0	5	0	-	2	-	-	-	-	-	✓	✓	✓	1,533	65	24	34	Y
Arnold & Porter LLP	6	✓	✓	S	✓	30	4	12	0	6	\$5,000	6	1	43	-	✓	-	✓	-	✓	1,396	57	18	46	N
AstraZeneca	4	✓	-	✓	✓	19	14	8	0	1	\$5,000	1	1	425	-	✓	✓	-	-	-	12,765	54	31	35	Y
Avon Products, Inc.	9	-	-	-	-	20	0	8	0	2	\$10,000	2	1	33	-	-	-	✓	-	-	7,123	73	52	56	N
Bank of America	17	✓	✓	✓	✓	20	0	6	0	2	\$4,353	2	3	820	-	-	-	-	-	✓	183,632	68	31	42	Y
Baptist Health South Florida	13	-	-	-	-	20	0	0	4	0	\$4,000	0	3	293	✓	H	-	✓	✓	✓	10,525	75	37	78	N
Bayer Corporation	3	S	S	S	S	20	8	8	0	1	\$5,000	0	2	245	-	-	-	-	-	✓	19,803	34	19	22	N
Bayfront Health System	9	✓	✓	✓	✓	20	0	0	8	0	\$1,500	0	1	128	✓	✓	✓	✓	-	✓	2,489	74	52	74	N
Bon Secours Richmond Health	7	✓	✓	-	✓	16	12	0.6	6	0.6	\$2,500	0.6	2	321	✓	✓	✓	✓	✓	✓	5,240	83	39	65	Y
Booz Allen Hamilton	7	✓	-	✓	-	20	12	8	0	2	\$5,000	2	3	195	-	✓	-	✓	-	-	14,441	38	20	19	Y
BP America Inc.	10	S	✓	S	-	20	14	6	-	-	\$3,000	0	2	240	-	-	-	-	-	-	37,203	34	23	16	Y
Bristol-Myers Squibb Company	8	✓	✓	✓	✓	14	12	8	0	1	\$5,000	1	4	2,430	-	-	-	-	✓	-	17,453	49	24	30	Y
Bronson Healthcare Group	3	S	H	S	✓	24	16	0	6	2	\$3,500	4	-	-	-	✓	-	✓	✓	✓	3,931	84	44	77	Y

Top 10 companies

Children's Healthcare of Atlanta	1	✓	✓	-	-	20	0	6	0	0	\$5,000	0	3	58	-	-	-	✓	✓	✓	5,648	82	61	71	N
Children's Memorial Hospital	1	✓	✓	-	✓	20	0	0	6	0	\$5,500	0	-	-	-	✓	✓	✓	-	-	4,433	81	61	77	N
Cinergy Corp.	9	S	-	-	-	20	0	6	0	1	\$2,500	1	1	8	-	-	-	-	-	-	7,642	23	14	14	N
Cisco Systems, Inc.	5	✓	-	S	-	-	12	0	8	0	\$3,000	0	1	550	-	✓	-	✓	✓	✓	25,160	24	17	16	N
Citigroup	15	-	-	-	-	20	1	13	0	0	\$2,836	0	7	2,494	-	-	-	-	✓	-	142,680	56	25	30	Y
Cleveland Clinic Foundation	1	✓	-	-	-	36	0	0	6	0	\$5,000	6	1	113	-	✓	-	✓	✓	✓	18,409	71	25	49	N
Colgate-Palmolive Co.	6	S	S	-	S	18	9	9	0	3	\$5,000	3	2	43	-	S	✓	S	-	-	5,862	38	29	31	Y
Credit Suisse First Boston, LLC	3	✓	✓	✓	✓	20	8	12	0	1	\$4,000	1	-	-	-	✓	✓	✓	✓	-	9,492	33	12	13	Y
Deloitte & Touche USA LLP	12	✓	✓	✓	✓	20	12	8	0	2	\$5,000	2	-	-	-	✓	-	✓	-	-	31,802	46	27	29	Y
Deutsche Bank	7	✓	✓	-	✓	20	0	12	0	1	\$5,000	1	-	-	-	✓	✓	✓	-	-	12,433	40	14	18	N
Discovery Communications, Inc.	6	✓	✓	✓	✓	20	5	9	4	3	\$5,000	3	-	-	-	✓	✓	✓	-	✓	3,149	59	45	47	N
Dow Corning Corporation	1	✓	✓	-	S	20	8	8	0	0	\$3,368	0	-	-	-	✓	✓	✓	-	S	4,111	27	19	17	Y
DuPont	17	✓	✓	-	✓	20	14	8	0	0	\$2,800	0	1	44	-	-	-	S	-	-	28,607	27	23	28	N
Eli Lilly and Company	11	✓	-	✓	✓	20	56	10	0	1	\$9,042	1	2	374	-	✓	-	✓	-	✓	22,637	45	19	28	Y
Ernst & Young, LLP	9	✓	✓	✓	✓	-	6	6	0	2	\$5,000	2	-	-	-	-	✓	✓	-	-	23,454	49	28	31	N
Fannie Mae	12	✓	✓	✓	✓	20	4	6	0	4	\$10,000	4	-	-	✓	✓	-	✓	✓	-	5,491	50	38	37	N
First Horizon National Corp.	11	✓	✓	✓	✓	20	4	2	4	0	\$3,692	0	-	-	-	-	-	✓	-	-	12,568	63	31	37	Y
First National Bank	4	✓	H	S	-	20	0	0	5	0	-	-	1	185	-	✓	✓	✓	-	-	4,138	63	31	34	N
Ford Motor Company	9	S	S	S	S	16	40	0	0	0	-	-	18	1,560	S	S	S	✓	-	✓	140,412	25	19	20	N
Freddie Mac	4	✓	-	✓	✓	20	0	6	0	0	\$8,300	0	2	42	-	✓	-	✓	✓	✓	5,245	52	25	32	N
Genentech	13	✓	-	S	✓	20	12	10	0	0	\$5,000	6	1	254	-	✓	-	✓	-	✓	7,659	50	41	41	N
General Electric Company	3	S	-	S	S	20	0	0	8	0	\$3,384	0	5	410	-	-	-	-	✓	-	175,600	33	21	21	Y
General Mills	10	S	-	-	✓	19	0	3	3	2	\$4,795	2	1	80	-	-	-	-	✓	-	18,546	40	32	35	Y
General Motors	13	S	✓	S	✓	20	18	6	0	0	\$5,000	0	5	414	-	-	-	✓	-	-	162,729	21	20	15	Y
GlaxoSmithKline	14	S	-	S	✓	20	0	6	0	0	\$5,000	0	12	838	-	✓	-	H	-	-	26,892	52	23	33	Y
Harvard University	3	-	-	-	-	18	1	0	12	4	\$5,000	4	6	227	-	✓	✓	✓	✓	-	16,834	54	45	33	N
Hewlett-Packard Company	15	✓	✓	✓	✓	20	0.6	8	0	0.6	\$3,000	0.6	-	-	-	-	-	✓	✓	-	88,954	32	23	23	N
HSBC-North America	1	✓	✓	✓	✓	20	6	6	0	0	\$2,000	0	3	389	-	-	-	✓	-	-	45,214	59	21	33	N
IBM Corporation	20	✓	S	✓	✓	20	144	6	0	2	\$2,500	2	66	937	-	-	-	✓	✓	-	139,899	31	23	21	Y
IKEA	3	✓	✓	-	✓	1	1	6	0	0	-	1	-	-	-	-	-	✓	✓	-	8,590	51	45	47	Y
Inova Health System	4	✓	-	-	-	20	0	4	2	2	\$7,500	2	3	418	✓	✓	-	✓	-	✓	13,209	80	58	78	N
Intel Corporation	4	S	-	-	-	20	8	0	8	0	-	-	7	2,053	-	✓	S	✓	-	-	49,094	24	15	14	Y

FLEXIBILITY

LEAVE FOR NEW PARENTS

CHILD CARE

WORK/LIFE

ADVANCING WOMEN

***KEY:** S = available to all or almost all salaried employees
 H = all or almost all hourly employees
 ✓ = all or almost all salaried and hourly employees
 ** For employees with one year of service

Top 10 companies

COMPANY

	Access to work at home/telework*	Access to compressed workweeks*	Access to flextime*	Years on our list	Job-share hours required per week for job-sharing*	Job-guaranteed (beyond the federally legislated 12 weeks)**	Partially paid weeks off for child/birth	Fully paid weeks off for new moms**	Fully paid weeks off for new moms**	Average adoption reimbursement	Company-sponsored weeks off for new moms**	Number of children enrolled in full-time centers on/near site	Before/after school care*	On-site consultations with elder-care specialists*	Private lactation rooms for nursing mothers*	Backup care*	Sick-child care*	Total number of employees	% of employees who are women	% of executives who are women	% of top earners who are women	Manager pay tied to women's advancement			
JFK Medical Center	7	✓	✓	✓	✓	20	12	8	0	2	\$3,500	2	139	✓	✓	✓	✓	✓	✓	✓	2,023	79	67	84	N
Johnson & Johnson	20	✓	✓	-	-	19	40	3	3	1	\$5,000	1	6,912	-	-	-	✓	✓	-	44,447	48	34	32	N	
JPMorgan Chase	11	✓	✓	✓	✓	20	0	12	0	1	\$10,000	1	1,105	-	✓	✓	✓	✓	-	135,645	61	24	32	Y	
King's Daughters Medical Center	3	S	H	-	-	20	0	0	0	0	\$1,172	0	1,101	-	-	-	✓	✓	✓	2,606	80	44	82	N	
KPMG LLP	9	✓	✓	✓	✓	20	14	2	10	2	\$2,899	2	-	✓	✓	-	-	-	-	19,853	47	27	32	N	
LEGO Systems Inc.	3	S	S	S	-	20	4	6	6	0	\$3,000	6	1,29	✓	✓	-	✓	-	✓	1,197	55	0	39	Y	
Lehman Brothers	1	✓	✓	✓	✓	20	0	12	0	1	\$5,000	1	-	-	✓	-	✓	-	-	12,149	41	17	15	Y	
Lincoln Financial Group	19	✓	✓	✓	✓	20	0	6	0	3	\$5,000	3	-	-	-	-	✓	-	-	5,263	62	32	33	Y	
Marriott International, Inc.	15	✓	-	-	-	30	0	0	6	0	-	-	2,114	✓	-	-	-	-	-	125,779	54	34	44	Y	
Massachusetts Mutual Life	7	✓	✓	✓	✓	20	0	3	3	0	\$2,500	0	1,147	✓	✓	-	✓	-	-	5,269	59	32	31	N	
MBNA America Bank, N.A.	14	✓	-	-	-	24	0	7	5	6	\$14,953	6	8,1367	-	-	-	✓	-	✓	21,070	56	23	34	N	
McGraw-Hill Companies	1	✓	✓	✓	✓	20	0	4	6	1	\$5,000	1	-	✓	✓	✓	✓	-	-	13,536	55	25	28	N	
Merck & Co., Inc.	19	✓	✓	S	✓	-	12	6	0	0	\$5,000	0	4,847	-	-	-	-	-	-	30,349	51	28	34	Y	
MetLife, Inc.	7	✓	✓	✓	✓	20	0	0	6	0	\$5,000	0	-	-	✓	-	✓	-	-	31,232	54	31	37	N	
Microsoft Corporation	3	✓	✓	✓	✓	30	8	12	0	4	\$4,350	4	1,84	✓	-	-	✓	-	✓	37,839	25	11	14	N	
Morgan Stanley	5	✓	✓	✓	✓	20	0	12	0	1	\$5,000	1	-	-	✓	✓	✓	-	-	44,797	47	14	32	Y	
Motorola Inc.	9	✓	✓	✓	✓	20	1	0	5	0	\$7,000	0	5,510	-	✓	-	✓	-	-	30,287	26	17	14	Y	
Northern Trust Corporation	14	✓	✓	S	✓	20	7	1.6	5.4	1	\$5,000	1	1,76	-	-	-	✓	✓	-	7,326	57	30	33	Y	
Northwestern Memorial H.C.	6	✓	-	-	-	24	0	0	6	0	-	-	1,242	✓	✓	✓	✓	-	✓	5,806	78	33	72	Y	

Novartis Pharmaceuticals Corp.	7	✓	-	-	✓	20	10	10	0	0.6	\$3,000	6	-	-	✓	-	-	-	-	-	11,647	50	34	36	N
Patagonia, Inc.	15	S	S	S	S	20	4	8	6	8	\$5,000	8	1	70	-	-	-	✓	-	-	908	56	33	0	N
Pearson Education	6	✓	✓	S	-	20	0	8	0	2	\$3,000	2	-	-	-	✓	-	✓	✓	-	7,361	63	40	49	N
Pfizer Inc.	7	✓	-	S	✓	14	23	9	0	0	\$8,611	0	4	727	-	-	-	-	✓	✓	48,431	44	23	46	Y
Phoenix Companies, Inc.	14	✓	-	✓	✓	19	1	2	4	0	\$5,500	1	1	22	-	-	✓	✓	✓	✓	1,407	55	29	23	N
Pitt County Memorial Hospital	3	-	-	-	-	20	0	0	0	0	\$0,000	0	1	192	✓	-	-	✓	✓	✓	5,661	77	38	76	N
PNC Financial Services Group	4	✓	✓	S	-	24	1	2	1	0	\$3,000	0	3	193	S	S	-	✓	✓	-	23,097	60	28	30	Y
PricewaterhouseCoopers LLP	11	✓	✓	✓	-	19	0	11	0	3	\$5,000	3	-	-	-	✓	✓	✓	✓	-	26,153	48	15	32	Y
Principal Financial Group	4	✓	✓	-	H	20	0	2	3	0	\$2,500	0	2	13	-	-	-	✓	-	-	12,475	70	23	38	Y
Procter & Gamble Company	18	-	-	✓	-	-	40	8	0	0	\$3,806	0	2	272	-	-	-	✓	-	-	29,704	38	24	28	Y
Providence Alaska Medical Ctr.	1	-	-	S	-	20	0	0	0	0	-	-	1	161	✓	-	-	✓	✓	✓	2,591	78	50	80	N
Prudential Financial	16	✓	✓	✓	✓	20	24	4	8	2	\$5,000	2	2	101	-	✓	✓	-	✓	✓	22,974	51	29	35	Y
Republic Bancorp, Inc.	5	✓	✓	S	✓	20	0	0	12	6	\$1,000	6	-	-	✓	✓	✓	✓	✓	-	1,164	75	46	43	Y
S. C. Johnson & Son, Inc.	17	S	S	S	S	20	14	2	12	6	\$3,000	6	1	353	✓	✓	✓	✓	✓	-	3,378	38	26	25	Y
St. Mary's Medical Center	3	✓	✓	-	-	20	0	0	0	0	\$2,000	0	1	23	✓	✓	-	✓	✓	✓	2,012	87	71	79	Y
Schering-Plough	9	✓	H	✓	H	20	16	10	0	0	\$3,000	0	2	190	✓	✓	✓	✓	-	✓	13,011	47	28	29	N
Scripps Health	1	✓	H	-	-	18	4	6	10	0	\$2,000	0	2	42	-	-	-	✓	-	-	9,970	77	51	77	Y
Shawnee Mission Medical Ctr.	1	-	✓	-	H	16	0	0	6	0	\$1,500	0	1	476	✓	✓	-	✓	✓	-	2,330	83	43	57	N
Texas Instruments Incorporated	10	S	✓	S	✓	20	0	8	0	0	\$3,615	0	-	-	✓	-	-	✓	✓	-	18,042	26	15	11	N
Timberland Company	2	H	✓	-	✓	16	0	6	2	2	\$10,000	2	1	93	-	S	-	S	-	-	2,716	49	30	42	N
TriHealth	2	✓	H	✓	✓	16	0	2	0	0	\$3,000	0	1	90	-	✓	✓	✓	✓	✓	7,665	83	52	70	Y
Turner Broadcasting System, Inc.	3	✓	✓	✓	✓	24	0	8	0	2	\$5,000	2	1	106	-	-	-	✓	-	-	11,078	41	36	34	Y
UBS	2	✓	✓	✓	✓	20	0	12	0	1	\$5,000	1	1	45	✓	✓	-	✓	-	-	25,781	38	12	12	N
Union Pacific Railroad	4	✓	-	S	-	20	12	8	4	0	\$3,000	0	3	79	S	-	✓	S	-	✓	52,975	6	10	16	Y
USAA	8	✓	-	-	-	-	0	5	0	0	\$5,000	0	6	780	-	✓	-	✓	-	✓	21,288	62	34	40	N
Verizon Wireless	5	✓	-	-	-	20	0	4	2	0	\$3,000	0	2	95	✓	✓	✓	-	-	-	50,774	50	26	34	Y
VCU Health System	2	✓	H	-	-	20	12	6	0	0	\$1,500	0	3	252	✓	✓	-	✓	✓	-	7,397	75	41	81	N
Wachovia Corporation	10	✓	✓	✓	✓	20	4	6	0	2	\$3,000	4	6	619	-	✓	✓	✓	✓	✓	93,808	63	20	36	Y
West Virginia Univ. Hospitals	1	S	-	-	-	20	0	0	4	0	-	6	1	127	✓	✓	-	✓	-	✓	3,746	77	17	72	N
Wyeth	8	✓	✓	✓	✓	20	0	2	8	1	\$5,000	1	2	331	-	-	-	✓	✓	-	27,511	49	27	30	N
Yale-New Haven Hospital	3	-	-	-	-	24	4	0	6	0	\$2,000	0	1	68	-	-	-	✓	✓	✓	6,324	76	30	80	Y
Zurich in North America	4	✓	-	-	-	20	0	6	0	0	\$3,000	2	1	83	-	✓	-	-	-	-	9,180	59	18	25	N