



By the Numbers

Representing more than 2 million U.S. employees, this year's winners are focusing on inclusive benefits for families, including gender-neutral leave, gradual phase-back after parental leave, and accessible, affordable childcare.

Organization	U.S. employees	Minimum number of weeks of fully paid gender-neutral leave	Minimum number of weeks of reduced-hour program to new moms returning to work	Offers phase-back or phase-back for new moms	Average weeks of Offers backup childcare	Offers care for sick children	
Abbott ★	25,723	N/A	5	No	N/A	✓	No
AbbVie TOP 10	14,497	N/A	14	✓	52	✓	✓
Accenture ★	50,377	8	8*	✓	52	✓	✓
Adobe	9,795	16	10*	✓	16	✓	✓
ADP	32,094	4	6*	No	N/A	✓	No
Allianz Life Insurance Company of North America	2,256	6	4*	No	N/A	✓	No
American Express ★ 25	20,600	20	6*	No	N/A	✓	✓
Arnold & Porter ★	1,736	N/A	18	✓	4	✓	No
Astellas Pharma US TOP 10	2,646	N/A	12	✓	2	✓	✓
A.T. Kearney	867	N/A	10	✓	21	✓	✓
Bain & Company TOP 10	3,444	8	8*	✓	12	✓	✓
Bank of America ★ 25	169,708	N/A	16	✓	2	✓	✓
Baptist Health South Florida ★ 25	19,483	N/A	1	No	N/A	✓	✓
Barclays	10,595	N/A	16	✓	16	✓	✓
Baxter Healthcare Corporation	11,195	2	2*	✓	5	✓	✓
BDO USA	6,854	N/A	9	✓	20	✓	✓
Blue Cross Blue Shield of Massachusetts	3,819	4	10*	No	N/A	✓	✓

25 Quarter-Century Club ★ Hall of Fame (at least 15 years on the list) *Extra maternity leave in addition to gender-neutral leave



By the Numbers

	U.S. employees	Minimum number of weeks of fully paid gender-neutral leave	Minimum number of weeks of reduced-hour program for moms returning to work	Offers phase-back or phase-back for new moms	Average weeks of fully paid maternity leave	Offers backup childcare	Offers care for sick children
Blue Cross NC	4,683	12	N/A	✓	—	✓	✓
Boehringer Ingelheim	8,045	N/A	10	No	N/A	✓	✓
Bon Secours Mercy Richmond Health System ★	9,290	N/A	1	✓	52	✓	✓
Booz Allen Hamilton ★	25,134	2	6*	✓	12	✓	No
Boston Consulting Group	5,425	8	8*	✓	—	✓	✓
Boston Scientific	15,367	N/A	12	✓	3	✓	✓
Bristol-Myers Squibb ★	11,735	8	6*	✓	8	✓	✓
Broad Institute	1,629	12	N/A	No	N/A	✓	✓
Capital One Financial	40,663	8	10*	✓	4	✓	✓
Ceridian	1,949	N/A	14	✓	4	✓	✓
Children's Healthcare of Atlanta ★	11,158	1	4*	✓	2	✓	✓
Colgate-Palmolive Company ★	4,413	3	6*	✓	8	✓	✓
Dechert	1,231	12	8*	✓	16	✓	✓
Deloitte TOP 10 ★ 25	64,459	16	6*	✓	26	✓	✓
Diageo North America	1,953	N/A	14	✓	2	✓	✓
Digitas	1,667	6	6*	✓	12	—	—
Discovery Inc. ★	3,550	N/A	12	No	N/A	✓	No
Dow Jones & Company	2,927	20	N/A	✓	—	✓	✓
Edelman	2,605	6	6*	✓	4	No	No
Eli Lilly and Company ★ 25	14,611	10	8*	✓	10	✓	✓
Ernst & Young LLP TOP 10 ★	47,805	16	2*	✓	4	✓	✓
The Estée Lauder Companies ★	14,625	20	N/A	✓	6	✓	No
Federal Reserve Bank of San Francisco	1,720	12	12*	✓	16	✓	✓
Financial Industry Regulatory Authority	3,447	N/A	13	✓	—	✓	✓
Finnegan, Henderson, Farabow, Garrett & Dunner	691	N/A	7	✓	—	✓	✓
General Mills ★	13,227	N/A	18	✓	8	✓	✓
General Motors	93,114	2	6*	✓	8	No	No
Goldman Sachs ★	17,838	4	N/A	✓	4	✓	✓

25 Quarter-Century Club ★ Hall of Fame (at least 15 years on the list) ★ First-Timer — Not answered *Extra maternity leave in addition to gender-neutral leave



By the Numbers

	Minimum number of fully paid gender-neutral leave U.S. employees	Minimum number of weeks of fully paid maternity leave	reduced-hour program of moms returning to work	Offers phase-back or phase-back for new moms	Average weeks of offers backup for new moms	Offers backup childcare	Offers care for sick children
Grant Thornton	7,682	N/A	12	✓	6	✓	✓
Hasbro ★	2,252	N/A	10	✓	—	✓	✓
Herman Miller	4,690	N/A	8	✓	4	✓	✓
Horizon Blue Cross Blue Shield of New Jersey	5,507	N/A	6	✓	4	✓	No
IBM TOP 10 ★ 25	350,000***	12	8*	✓	N/A	✓	✓
Intel Corporation ★	51,873	8	8*	✓	38	✓	✓
JLL	26,767	2	N/A	✓	—	✓	✓
#1 Johnson & Johnson TOP 10 ★ 25	42,512	8	6*	✓	12	✓	✓
JPMorgan Chase & Co. ★	164,000	16 and 6**	N/A	No	N/A	✓	✓
Katten	1,423	N/A	8	✓	12	✓	✓
Kimberly-Clark Corporation	11,324	4	6*	✓	—	No	No
Korn Ferry ★	2,720	12	8*	No	N/A	✓	No
KPMG TOP 10 ★	32,588	6	10*	✓	12	✓	✓
LEGO Systems Inc. ★	2,127	N/A	13	✓	4	✓	No
L.E.K. Consulting	640	N/A	16	✓	26	✓	✓
Leo Burnett Group	989	6	6*	✓	8	✓	✓
Lexmark International	1,930	6	6*	✓	—	✓	✓
L'Oréal USA	10,931	5	10*	✓	10	✓	✓
Marriott International ★ 25	135,619	N/A	2	✓	4	✓	No
McKinsey & Company	8,832	8	8*	✓	26	✓	✓
Merck ★ 25	24,335	N/A	12	No	N/A	✓	✓
MetLife ★	18,166	8	6*	✓	2	✓	No
Microsoft Corporation	73,120	12	8*	✓	4	✓	✓
Moody's	3,670	N/A	16	✓	50	✓	✓
Morgan Stanley ★	41,763	16	N/A	✓	—	✓	✓
Moss Adams	3,076	2	N/A	✓	14	✓	✓
New York Life ★	8,187	N/A	10	✓	24	✓	No
NewYork-Presbyterian ★	39,383	N/A	6	No	N/A	✓	✓

25 Quarter-Century Club ★ Hall of Fame (at least 15 years on the list) ★ First-Timer — Not answered *Extra maternity leave in addition to gender-neutral leave
 Primary and Secondary *Global number



By the Numbers

	Minimum number of fully paid gender-neutral leave U.S. employees	Minimum number of weeks of fully paid maternity leave	reduced-hour program of moms returning to work	Offers phase-back to new phase-back for new moms	Average weeks of Offers backup for new moms	Offers backup childcare	Offers care for sick children
Novo Nordisk Inc.	4,172	N/A	6	✓	12	✓	✓
NYU Langone Health ⚡	28,568	3	6*	—	—	✓	No
Pillsbury Winthrop Shaw Pittman	1,323	12	6*	✓	12	✓	✓
Principal ⭐	10,489	4	6*	✓	2	✓	No
Procter & Gamble ⭐ 25	23,119	N/A	16	✓	40	No	No
Protiviti	2,700	N/A	4	No	N/A	✓	✓
Prudential Financial ⭐ 25	18,549	10	6*	✓	—	✓	✓
Publicis Sapient	3,973	N/A	12	✓	4	✓	✓
PwC ⭐ 25	43,322	8	9*	✓	4	✓	✓
RSM U.S.	10,484	N/A	11	✓	7	✓	✓
Sanofi U.S.	12,626	8	6*	✓	12	✓	✓
SC Johnson ⭐ 25	2,817	6	2*	✓	N/A	✓	✓
Sony Electronics Inc.	1,440	N/A	6	✓	12	✓	✓
Starcom USA	1,271	6	6*	✓	12	✓	No
State Street	15,515	N/A	14	✓	24	✓	No
Synchrony	10,140	6	6*	✓	—	✓	✓
Takeda TOP 10	4,953	N/A	8	✓	12	✓	✓
Texas Instruments ⭐	11,314	N/A	9	✓	4	No	No
TIAA	9,756	16	N/A	✓	2	✓	✓
Transamerica ⚡	7,699	N/A	7	✓	4	✓	✓
UBS	20,727	20	N/A	✓	2	✓	No
Unilever TOP 10	7,944	8	8*	✓	4	✓	✓
Verizon ⭐	129,757	N/A	16	✓	22	✓	✓
Viacom	6,007	N/A	10	✓	4	✓	✓
Voya Financial ⚡	5,897	N/A	6	No	N/A	✓	✓
WellStar Health System	19,521	4	4*	✓	36	✓	✓
Zoetis	4,562	1	9*	✓	6	✓	✓
Averages	20,080	8	11	84%	13	94%	75%

25 Quarter-Century Club ⭐ Hall of Fame (at least 15 years on the list) ⚡ First-Timer — Not answered *Extra maternity leave in addition to gender-neutral leave