

Leading on Leave

Companies With New or Expanded Paid Leave Policies (2015-2018)

More than 100 brand-name companies across a range of industries have announced new or expanded paid leave policies over the last three years. In doing so, many have said paid leave promotes gender equity, demonstrates respect for employees, improves employee health, increases retention and enhances the company's brand and reputation.

What companies say about why they provide paid leave.



New or expanded company paid leave policies span a range of industries.



The chart that follows includes many of the companies with new or expanded policies. All of the policies acknowledge the importance of paid parental leave for all employees, regardless of gender. Several standout policies also provide paid leave to employees dealing with a range of family caregiving needs, recognize an expanded set of family relationships, or cover all employees equally.

Despite these exciting advances, just 13 percent of the private sector workforce in the United States has access to employer-provided paid family leave, according to the U.S. Bureau of Labor Statistics. Recognizing that it is time for change, lawmakers, business leaders, researchers and community members are exploring solutions to help ensure all working people and employers have affordable paid family and medical leave, no matter where they live or work.

For more information, contact info@nationalpartnership.org.

1875 Connecticut Avenue, NW | Suite 650 | Washington, DC 20009
202.986.2600 | NationalPartnership.org



2015

[Accenture*](#)
[Adobe*](#)
[Airbnb](#)
[Amazon](#)
[Blackstone Group*](#)
[Bloomberg L.P.*](#)
[Children's National Health System](#)
[Credit Suisse Group*](#)
[eBay*](#)
[Facebook](#)
[Goldman Sachs*](#)
[Hilton Worldwide](#)
[The Honest Company*](#)
[Intel](#)
[Johnson & Johnson*](#)
[KEEN Footwear*](#)
[Kimberly-Clark](#)
[M&T Bank*](#)
[Microsoft*](#)
[The Nation*](#)
[Nestlé](#)
[Netflix](#)
[NVIDIA*](#)
[PayPal*](#)
[Spotify](#)
[Stonyfield Farm](#)
[Zillow*](#)

2016

[3M*](#)
[Activision Blizzard*](#)
[American Express*](#)
[Anheuser-Busch*](#)
[AXA*](#)
[Bank of America*](#)
[Barclays PLC*](#)
[BASF*](#)
[Blue Cross and Blue Shield of North Carolina*](#)
[Capital One*](#)
[Campbell Soup Company](#)
[Chobani](#)
[Choice Hotels International*](#)
[Citi*](#)
[Coca-Cola*](#)
[Deloitte*](#)
[Discovery Communications*](#)
[DOW Chemical*](#)
[Ernst & Young*](#)
[Etsy*](#)
[Exelon*](#)
[Fidelity Investments*](#)
[First Data](#)
[First Tennessee*](#)
[FMC Corporation*](#)
[Hasbro*](#)
[Ikea*](#)
[JPMorgan Chase*](#)
[Kering](#)
[Land O'Lakes*](#)
[Levi Strauss & Co.*](#)
[Marks Paneth*](#)
[Mastercard*](#)
[Nike*](#)
[Procter & Gamble*](#)
[RaceTrac](#)
[RB*](#)
[Sallie Mae*](#)
[Scripps Networks Interactive*](#)
[Twitter*](#)
[Union Square Hospitality Group](#)
[Vanguard*](#)
[Wells Fargo](#)
[WEX Inc.*](#)

2017

[APCO Worldwide*](#)
[Attain](#)
[Boston Consulting Group \(BCG\)*](#)
[BP America*](#)
[CA Technologies*](#)
[Cargill](#)
[Cisco*](#)
[Constellation Brands*](#)
[The Container Store](#)
[Crowley Maritime Corporation](#)
[Danone*](#)
[DocuSign*](#)
[Duke Energy](#)
[Eagle Mine](#)
[Ecolab*](#)
[Facebook*](#)
[Fifth Third Bank*](#)
[GoDaddy*](#)
[Hometeam](#)
[IBM*](#)
[Legg Mason*](#)
[LinkedIn*](#)
[L.L. Bean*](#)
[Microsoft*](#)
[Morgan Stanley*](#)
[Mozilla*](#)
[New York-Presbyterian Hospital*](#)
[Nordstrom*](#)
[Norton Healthcare](#)
[Pinterest*](#)
[Rio Tinto](#)
[Schneider Electric*](#)
[Shell](#)
[Starbucks*](#)
[State Street](#)
[Stryker](#)
[TD Bank](#)
[Transurban*](#)
[USAA*](#)
[Whirlpool*](#)
[XL Catlin*](#)
[Yum! Brands*](#)

2018

[Bristol-Myers Squibb*](#)
[Broadridge Financial Solutions*](#)
[CarMax](#)
[CVS](#)
[Dollar General](#)
[Gap Inc.](#)
[Klarna*](#)
[Lowe's*](#)
[Lyft*](#)
[New Seasons Market Noodles & Company*](#)
[OppenheimerFunds*](#)
[Protective Life](#)
[PwC*](#)
[Starbucks*](#)
[SurveyMonkey*](#)
[TIAA*](#)
[TJX Companies](#)
[Unum](#)
[Walmart*](#)

More to come...

*Company has noted that this new policy is an expansion of its previous paid leave policy, meaning more employees will be covered, more weeks of paid leave will be provided, and/or paid leave will cover a broader range of caregiving needs.

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>3M December 15, 2016 <i>Mechanical or Industrial Engineering</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 10 weeks paid parental leave (16-18 weeks paid leave in total)</p> <p>Parental Leave: 10 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take up to 10 additional weeks of unpaid parental leave following their paid parental leave</p>	<p>“We want our people to know that they can thrive at work and at home. Welcoming a child into a family is a special time for a parent. Our new policy provides parents with more time off for this important life event and contributes to building healthy families and better performance at work. This change is an investment in our people and our company’s success.”</p> <p>Marlene McGrath, Senior Vice President of Human Resources</p>
<p>Accenture March 12, 2015 <i>Information Technology and Services</i></p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees</p> <p>Provides 40 hours of back-up child care per year</p>	<p>“Providing our people with career opportunities that are unmatched in the industry means that we must help them navigate the choices and challenges of caring for a new child while they continue pursuing their careers. These expanded benefits will help us attract, retain and inspire the best people.”</p> <p>Steve Rohleder, Group Chief Executive for North America</p>
<p>Activision Blizzard October 4, 2016 <i>Entertainment</i></p>	<p>Parental Leave: 8 weeks paid leave</p> <p>“Compassionate” Leave: 8 weeks paid leave for family care, bereavement and other purposes</p>		<p>“I wanted to make sure that we could recognize and support people in other important events, such as the other end of life, when people pass away. If my spouse or my child were terminally ill, I would be gone. I would be taking months off from work — paid or not. So I know that’s important to people.”</p> <p>Milt Ezzard, Senior Director of Global Benefits</p>

This document relies on company news releases or documentation, except where alternative sources are cited.

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Adobe August 10, 2015¹ Computer Software</p>	<p>Maternity Leave: 10 weeks paid medical leave for birth mothers, plus 16 weeks paid parental leave (26 weeks paid leave in total)</p> <p>Primary Caregiver Leave: 16 weeks paid parental leave (includes adoptive and foster parents)</p> <p>Secondary Caregiver Leave: 4-6 weeks paid parental leave</p> <p>Medical Leave: 10 weeks paid leave</p> <p>Family Care Leave: 4 weeks paid leave</p>	<p>Provides up to 4 weeks of paid bereavement leave</p> <p>Provides up to 30 days of paid leave for elective organ donation</p> <p>Provides up to \$25,000 reimbursement for expenses related to adoption and surrogacy</p>	<p>“Caring for yourself and your family at home helps you be your best at work. But in the U.S., government mandates for paid leave are currently slim to nonexistent. That means companies must navigate the tough balance between supporting employees during major life events and meeting business goals.”</p> <p>Donna Morris, Executive Vice President, Customer and Employee Experience</p>
<p>Airbnb September 1, 2015² Internet</p>	<p>Pregnancy Leave: Up to 12 weeks paid leave for pregnant employees prior to childbirth</p> <p>Parental Leave: 10 weeks paid leave (includes adoptive parents)</p>	<p>Applies to regular and temporary employees</p> <p>Allows employees to transition back to work following paid leave, providing 8 weeks of full pay for a reduced work schedule</p> <p>Provides up to 4 weeks of paid bereavement leave, depending on the nature of the loss</p>	<p>“When employees have the freedom to make choices that are best for them, balancing family and work, they can become their best selves. When the employer plays a role in helping employees achieve that goal, their employee’s loyalty will increase, and the culture of the company will benefit immensely... For these reasons, I’m an advocate of providing more benefits to parents, including paid parental leave.”</p> <p>Nathan Blecharczyk, Co-Founder and CSO</p>
<p>Amazon November 2, 2015 Internet</p>	<p>Maternity Leave: 4 weeks paid prepartum medical leave, plus 10 weeks paid leave for birth mothers and 6 weeks paid</p>	<p>Applies to all full-time hourly and salaried employees, including customer service and fulfillment center workers</p>	

¹ Adobe (2018). Adobe Benefits. Retrieved 27 February 2018, from <https://benefits.adobe.com/us>

² Policy details confirmed by Carr, M. (2017, December 12). Personal Communication. (Public Affairs, Airbnb).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	parental leave (20 weeks paid leave in total) Paternity Leave: 6 weeks paid leave	Allows employees to share all or some of their 6 week paid parental leave with a partner or spouse who works at a company that does not provide paid leave Allows primary caregivers to work part time for up to 8 weeks following leave	
American Express December 12, 2016 <i>Financial Services</i>	Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 20 weeks paid parental leave (26-28 weeks paid leave in total) Parental Leave: 20 weeks paid leave (includes adoptive parents)	Applies to full- and part-time employees Provides employees 24-hour lactation consultant services Provides up to \$35,000 reimbursement for expenses related to adoption, surrogacy or infertility treatment	"American Express remains deeply committed to our working families and an inclusive culture that supports all of our employees. These significant enhancements to our benefits reflect a continued investment in the overall well-being of our employees and their families." Kevin Cox, Chief Human Resources Officer
Anheuser-Busch April 15, 2016 <i>Food and Beverages</i>	Maternity Leave: 8 weeks paid leave for birth mothers, plus 8 weeks paid primary caregiver leave (16 weeks paid leave in total) Primary Caregiver Leave: 8 weeks paid parental leave Secondary Caregiver Leave: 2 weeks paid parental leave		"We knew it was time for a change. We believe that introducing this new policy is the right thing to do and it was important to us that we heard, and responded to, feedback from our colleagues. Our previous policy was not focused enough on this important time in our colleagues' lives. The more we can listen to our people and respond, the better our workplace will be for us all." Sandro Bassili, Vice President, People

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>APCO Worldwide</u> July 24, 2017³ <i>Public Relations and Communications</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive parents, foster parents and legal guardians)</p>		<p>“To do the best work, you need the best people. To attract the best people, especially in a consulting environment where there are often intense pressures, it’s important to do what we can to help create a good quality of work-life balance. The response from our staff has been overwhelmingly positive, and we are so proud to offer this important benefit.”</p> <p>Agnieszka Yank, Chief Talent Officer</p>
<p><u>Attain</u> March 8, 2017 <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 4 weeks paid leave, plus qualifying medical leave for birth mothers</p> <p><u>Parental Leave:</u> 1 week paid leave (includes adoptive and foster parents)</p>	<p>Birth mothers who are full-time employees can return to work part-time with full benefits for three months</p>	<p>“Being successful at work and at home should not be a tradeoff. As a growing firm, it’s critically important that our people know we are committed to them. We expect our employees to be their best and achieve remarkable outcomes for our clients, so we promise our employees to do our best to support them, whether that’s through professional development best practices, or benefits that promote the fundamental wellbeing of each individual and their family.”</p> <p>Greg Baroni, Chairman and CEO</p>
<p><u>AXA</u> December 8, 2016 <i>Insurance</i></p>	<p><u>Maternity and Primary Caregiver Leave:</u> 16 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 4 weeks paid parental leave (includes adoptive parents)</p>		<p>“AXA believes in the benefits of having a diverse and inclusive workforce. A company where one can be both a parent and a professional, a company that trusts its employees and understands the importance of well-being in the workplace: that’s a company that drives innovation and fosters creativity.”</p> <p>Statement from Press Release</p>

³ Policy details confirmed by DeAngelo, A. (2018, January 10). Personal Communication. (Media Relations, APCO Worldwide).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Bank of America April 7, 2016 <i>Financial Services</i></p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees⁴</p> <p>Provides up to \$8,000 reimbursement for expenses related to adoption</p> <p>Provides limited reimbursement for monthly child care expenses</p>	<p>“From our perspective, happy associates translate into happy and healthy clients. Happy clients translate into a healthy company. For us it’s good solid business... We’re competitive and we’re toward the forefront. I’d hope other companies would follow.”⁵</p> <p>Chris Biotti, Managing Director and Market Leader, U.S. Trust Division</p>
<p>Barclays PLC June 15, 2016 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 16 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 6 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Allows primary caregivers to split their leave into two periods</p>	<p>“We recognize the importance of our people in the continued success of Barclays, and these enhancements support our culture of building a flexible work environment.”</p> <p>Joe McGrath, CEO of Barclays Americas</p>
<p>BASF December 14, 2016 <i>Chemicals</i></p>	<p>Maternity Leave: 6-8 weeks paid leave for birth mothers, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 1 week paid leave</p>	<p>Provides 2 weeks of paid bereavement leave</p>	<p>“We care about working families and we know that our employees are facing unique challenges. Many people have children at home or aging parents to care for, and it can be tough to meet the demands of work and personal life. We all have times when we need to be able to pause work and put family first. I’m happy to say that because of BASF’s approach to leave, our employees don’t have to choose between being there for the people they love and making a difference at work.”</p> <p>Judy Zagorski, Senior Vice President, Human Resources North America</p>
<p>Blackstone Group April 23, 2015 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave (includes adoptive parents)</p>		<p>“The financial services industry has historically struggled to recruit and retain women, but by instituting robust policies that support working mothers and all employees as they integrate their work and family</p>

⁴ Policy details confirmed by Aldridge, A. (2016, April 11). Personal communication. (Corporate Communications, Bank of America).

⁵ Bartlett, J. (2016, April 7). Bank of America says its expanded paid parental leave ‘is critical’. *Boston Business Journal*. Retrieved 26 April 2017, from <http://www.bizjournals.com/boston/blog/health-care/2016/04/bank-of-america-says-its-expanded-paid-parental.html>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	<p>Paternity Leave:⁶ 2 weeks paid leave</p>		<p>responsibilities, we hope to help make asset management a more attractive industry for women. Our hardworking employees balance incredibly active lives, and Blackstone is proud to support important priorities both in the workplace and at home.”</p> <p>Statement from Press Release</p>
<p><u>Bloomberg L.P.</u> April 1, 2015⁷ <i>Financial Services</i></p>	<p><u>Primary Caregiver Leave:</u> 18 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 4 weeks paid parental leave (includes adoptive parents)</p>	<p>Provides up to \$13,570 reimbursement for expenses related to adoption or surrogacy</p> <p>Provide 15 days annually of back-up child care per dependent</p>	<p>“We wanted to offer our employees a parental leave policy that was best in class and competitive with our peers in the technology, finance and media industries. It was also important for our new policy to be gender neutral and treat all parental leaves equally—including adoption—to better reflect the needs of modern families.”</p> <p>Anne Erni, former Head of Human Resources</p>
<p><u>Blue Cross and Blue Shield of North Carolina</u> December 14, 2016 <i>Insurance</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to transition back to full-time work following paid leave</p> <p>Provides financial assistance for adoption</p>	<p>“Investing in our employees and their families, allowing them to build a bond with their new additions, not only lowers health care costs to our employees and our customers, but it’s the right thing to do. Reports show there is a connection between paid leave, employee retention, and the health of parents and their children.”</p> <p>Fara Palumbo, Senior Vice President and Chief Human Resources Officer</p>
<p><u>The Boston Consulting Group (BCG)</u> September 26, 2017 <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for birth mothers</p> <p><u>Paternity Leave:</u>⁸ 8 weeks paid leave</p> <p><u>Adoptive Parental Leave:</u> 8 weeks paid leave</p>		<p>“We aim to attract and retain the world’s top talent and value a truly diverse and rich perspective from our employees. We are proud of the commitment we’ve made to offer innovative family leave programs, mentorship programs, and flexible working arrangements.”</p> <p>Alicia Pittman, Leader of Women@BCG for North America</p>

⁶ “Blackstone.” *Great Places to Work*. Retrieved 10 January 2018, from <http://reviews.greatplacetowork.com/blackstone>

⁷ Policy details confirmed by Trippet, T. (2017, December 18). Personal communication. (Global Corporate Media Relations, Bloomberg L.P.).

⁸ “The Boston Consulting Group, Inc.” *Great Places to Work*. Retrieved 10 January 2018, from <http://reviews.greatplacetowork.com/the-boston-consulting-group-inc>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>BP America</u> May 25, 2017 <i>Oil and Energy</i></p>	<p><u>Maternity Leave:</u> 8-10 weeks paid leave for birth mother, plus 2 weeks paid parental leave (10-12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 2 weeks paid leave</p> <p><u>Adoption and Surrogacy Leave:</u> 2 weeks paid adoption leave, plus 2 weeks paid parental leave (4 weeks paid leave in total)</p>	<p>Allows qualifying employees to take up to 26 weeks of unpaid leave (to run concurrently with paid leave policies)</p>	<p>“In the past few years, I’ve heard about the challenges many of you face when starting or expanding your family while also managing a career. Becoming a new parent is an exciting and life-changing experience. As a father I know how important it is to have as much time as possible with your new arrival. As part of our commitment to support you and your growing families, we’ve enhanced our parental leave offer at BP. It’s something that I’m super excited about.”</p> <p>John Mingé, President</p>
<p><u>Bristol-Myers Squibb</u> March 9, 2018⁹ <i>Pharmaceuticals</i></p>	<p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Family Care Leave:</u> 8 weeks paid leave</p>	<p>Applies to eligible full- and part-time hourly and salaried employees who have been at the company for at least one year</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p>	<p>“We realize that our employees can work best when they feel their responsibilities at home and at work are being supported. The benefits we’ve added provide additional flexibility when their families need them the most. At Bristol-Myers Squibb, we are committed to ensuring that we develop, empower and reward our employees so they can deliver on our mission of bringing innovative medicines to patients.”</p> <p>Ann Powell Judge, Chief Human Resources Officer</p>
<p><u>Broadridge Financial Solutions</u> February 7, 2018¹⁰ <i>Information Technology and Services</i></p>	<p><u>Maternity Leave:</u> 9 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (15 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to hourly and salaried employees</p> <p>Provides financial assistance for infertility treatments</p>	<p>“We are committed to the idea that engaged associates create great client service and are further investing in our associates to make us an even better employer of choice.”</p> <p>Rich Daly, Chief Executive Officer</p>

⁹ Policy details confirmed by Mantuano, J. (2018, March 30). Personal Communication. (HR Communications, Bristol-Myers Squibb).

¹⁰ Policy details confirmed by Namias, L. (2018, March 7). Personal Communication. (Corporate Communications, Broadridge).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>CA Technologies May 17, 2017¹¹ <i>Computer Software</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 12 weeks paid parental leave (18 weeks paid leave in total)</p> <p>Parental Leave: 12 weeks paid leave</p> <p>Family Care Leave: 12 weeks paid leave</p> <p>Medical Leave: 6 weeks paid leave</p>	<p>Provides onsite child care at several locations</p> <p>Allows parents to transition back to full-time work following paid leave</p> <p>Provides up to \$5,000 reimbursement per child for expenses related to adoption</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>	<p>“Our employees – specifically working parents – know that they have the support they need from CA for their families. That translates into a happy workplace and ultimately smart business.”</p> <p>Beth Conway, Vice President of Human Resources</p>
<p>Campbell Soup Company April 28, 2016 <i>Food and Beverages</i></p>	<p>Primary Caregiver Leave: 10 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 2 weeks paid parental leave (includes adoptive parents)</p>		<p>“We’ve been watching the market. We are all about millennial mothers, and this is really good for consumers. Putting those factors together, I just said it’s time.”</p> <p>Denise Morrison, President and CEO</p>
<p>Capital One June 1, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 18 weeks paid leave for birth mothers</p> <p>Paternity Leave: 8 weeks paid leave</p> <p>Adoptive and Foster Care Parental Leave: 8 weeks paid leave</p> <p>Family Care Leave: 3 days paid leave</p>	<p>Provides up to \$35,000 reimbursement for expenses related to adoption or surrogacy costs</p> <p>Provides 15 days annually of back-up child care</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>	

¹¹ Policy details confirmed by Hoffman, C. (2017, December 14). Personal communication. (Human Resources, CA Technologies).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Cargill January 1, 2017 <i>Food Production</i></p>	<p>Parental Leave: 2 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 2 weeks paid leave</p>	<p>Allows employees to take up to 6 additional weeks of unpaid parental leave following their paid parental leave (includes adoptive parents)</p> <p>Joined the Paradigm for Parity Coalition, pledging to achieve gender parity in leadership by 2030</p>	<p>"We believe inclusive teams deliver value, and we are committed to doing the important work to make gender parity a reality."</p> <p>David MacLennan, CEO and Chairman</p>
<p>CarMax March 1, 2018¹² <i>Retail</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 4 weeks paid parental leave (10-12 weeks paid leave in total)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p>	<p>Provides up to \$4,000 reimbursement per child for expenses related to adoption</p>	<p>"Our associates are our number one focus, and we want to have their backs during life's moments that matter most. That is why we are launching newly enhanced benefits this year that are a direct result of associate feedback on what benefits are most meaningful to them."</p> <p>Diane Cafritz, Chief Human Resources Officer¹³</p>
<p>Children's National Health System July 30, 2015 <i>Hospital and Health Care</i></p>	<p>Maternity Leave: 6-8 weeks paid leave (includes adoptive parents)</p> <p>Paternity Leave: 2 weeks paid leave (includes adoptive parents)</p>		
<p>Chobani October 5, 2016 <i>Food and Beverages</i></p>	<p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to hourly and salaried employees</p>	<p>"As a founder and a new father, my son opened my eyes to the fact that the vast majority of workers in this country don't have access to paid family leave when they have a new child. That's especially true when it comes to manufacturing and that needs to change in this country and Chobani needed to be part of that change."</p> <p>Hamdi Ulukaya, Founder, Chairman and CEO</p>

¹² Policy details confirmed by Slayton, D. (2018, March 12). Personal Communication. (Public Relations, CarMax).

¹³ Business Wire. (2018, February 15). CarMax Celebrates 14 Years as One of FORTUNE Magazine's 100 Best Companies to Work For. *Business Wire*. Retrieved 2 April 2018, from <https://www.businesswire.com/news/home/20180215005692/en/CarMax-Celebrates-14-Years-FORTUNE-Magazine%E2%80%99s-100>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Choice Hotels International September 29, 2016 <i>Hospitality</i></p>	<p>Maternity Leave: 12 weeks paid leave for birth mothers (includes medical leave)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 4 weeks paid leave (allows employees to use it nonconsecutively)</p>	<p>Allows primary caregivers to transition back to work following paid leave, providing 4 weeks of full pay for a reduced work schedule</p> <p>Provides financial assistance for adoption, surrogacy and infertility treatments</p>	<p>"At Choice, we know how difficult it can be to achieve work/life balance and we are committed to providing our valued employees with the support they need. The time we each have to spend with our loved ones is never enough, and I'm proud that our company plans to give us all a little more of it. By enhancing our benefits we hope to attract and retain the top talent in the industry."</p> <p>Steve Joyce, CEO</p>
<p>Cisco November 19, 2017 <i>Computer Networking</i></p>	<p>Primary Caregiver Leave: 13 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 4 weeks paid parental leave (includes adoptive parents)¹⁴</p> <p>Grandparental Leave: 3 days paid leave</p>	<p>Applies to full- and part-time employees</p> <p>Allows parents to take paid time off for necessary appointments</p> <p>Allows managers discretion in approving emergency time off for employees facing unexpected situations</p>	<p>"We're making sure that every employee can benefit from the most precious resource that Cisco can provide – time off to take care of the people who matter most."</p> <p>Shari Slate, Vice President and Chief Inclusion and Collaboration Officer¹⁵</p>
<p>Citi September 28, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Secondary Caregiver Leave: 8 weeks paid parental leave (includes adoptive parents)</p>	<p>Allows employees to take up to 10 additional weeks of unpaid leave following their paid leave</p>	<p>"We recognize that families and parental roles evolve and that our policies should evolve to support those changing needs. To that end, we are pleased to announce our enhanced parenting leave policies to support Citi parents, regardless of gender, in caring for and building a bond with their newborn and newly adopted children."</p> <p>Terry Hogan, Head of Global Diversity</p>

¹⁴ "Cisco." *Great Places to Work*. Retrieved 23 March 2018, from <http://reviews.greatplacetowork.com/cisco>

¹⁵ Slate, S. (2017, November 13). Moments that Matter. *Cisco Blogs*. Retrieved 23 March 2018, from <https://blogs.cisco.com/diversity/moments-that-matter>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Coca-Cola April 11, 2016 <i>Food and Beverages</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>		<p>“Fostering an inclusive workplace means valuing all parents – no matter their gender or sexual orientation. We think the most successful way to structure benefits to help working families is to make them gender-neutral and encourage both moms and dads to play an active role in their family lives.”</p> <p>Ceree Eberly, Chief People Officer</p>
<p>Constellation Brands March 13, 2017 <i>Wine and Spirits</i></p>	<p>Maternity Leave: 16 weeks paid leave for birth mothers</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive and foster parents)</p>		<p>“The expanded parental leave policy helps us attract and retain stellar talent across the organization and build an inclusive environment that supports both working moms and dads by removing gender from the equation. We’re confident that these enhanced benefits will allow the time needed to bond with their children so that when they return to work, new moms and dads will be more productive and successful. Ultimately, the expansion of our parental leave benefits make us a stronger company with a talented and dynamic workforce.”</p> <p>Tom Kane, Executive Vice President and Chief Human Resources Officer</p>
<p>The Container Store December 15, 2017¹⁶ <i>Retail</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 2 weeks paid parental leave (8 weeks paid leave in total)</p> <p>Parental Leave: 2 weeks paid leave (includes adoptive parents)</p>	<p>Provides \$5,000 reimbursement for expenses related to adoption or surrogacy per child (up to \$10,000 per family)</p>	<p>“We are committed to ensuring that our mothers can strike the perfect balance between work and family life. This belief exceeds that of many other companies that are much larger than ours, and is in keeping with our philosophy of providing outstanding benefits to our employees.”</p> <p>Company Website</p>

¹⁶ Policy details confirmed by Andreani, S. (2018, January 11). Personal communication. (Cultural Program, The Container Store).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Credit Suisse Group November 30, 2015 <i>Banking</i></p>	<p>Primary Caregiver Leave: 20 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 1 week paid parental leave (includes adoptive parents)</p>	<p>Applies to employees working at least 20 hours a week</p> <p>Allows Secondary Caregivers to take up to 19 additional weeks of unpaid parental leave following their paid parental leave</p>	<p>“We certainly see this as a competitive program, and I think one of the things we are recognizing is that our competition is not just financial services. When you look at talent coming out of the big schools they are looking at firms that offer flexibility.”</p> <p>Elizabeth Donnelly, Head of Benefits for the Americas</p>
<p>Crowley Maritime Corporation July 25, 2017 <i>Logistics and Supply Chain</i></p>	<p>Parental Leave: 12 weeks paid leave (includes adoptive and foster parents)</p>		<p>“We know that becoming a new parent is a watershed event in the lives of our employees. This policy demonstrates that our company is committed to supporting employees so they may develop their careers while supporting their health and families. Not only is a family-friendly environment valued by employees, it also makes our company better by increasing engagement, motivation and productivity.”</p> <p>Tom Crowley, Chairman and CEO</p>
<p>CVS February 8, 2018¹⁷ <i>Hospital & Health Care</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 4 weeks paid parental leave (10 weeks paid leave in total)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to all full-time hourly and salaried employees who have been at the company for at least one year</p> <p>Provides reimbursement for certain expenses related to adoption</p>	<p>“Today, we’re building on the investments we’ve been making in our employees, in their wages, benefits and career development. It’s our employees who drive our performance and we appreciate how hard they work every day to deliver on our purpose of helping people on their path to better health.”</p> <p>Larry Merlo, President and CEO¹⁸</p>
<p>Danone June 23, 2017 <i>Food and Beverages</i></p>	<p>Primary Caregiver Leave: 18 weeks paid parental leave for birth mothers; 14 weeks paid parental leave for adoptive parents who identify as the primary caregiver</p>	<p>Sets a global minimum paid leave standard by 2020 and applies to all permanent employees</p> <p>Provides 3 half days of pre-natal leave for both</p>	<p>“Starting a family brings many joys and challenges to those wanting to build successful careers. However, one should not need to come at the expense of the other. Our parental policy aims to give everyone the opportunity to achieve their personal, family and professional ambitions, irrespective of</p>

¹⁷ Policy details confirmed by Goode J. (2018, February 12). Personal communication. (Corporate Public Relations, CVS Health).

¹⁸ Hellmann, J. (2018, February 8). CVS boosts hourly starting pay to \$11 after tax cut. *The Hill*. Retrieved 2 April 2018, from <http://thehill.com/policy/healthcare/372915-cvs-health-to-increase-starting-pay-to-11-an-hour-after-getting-15-billion>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	<p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave (includes adoptive parents)</p>	<p>primary and secondary caregivers</p> <p>Allows Primary Caregivers to take up to 8 additional weeks of unpaid parental leave and Secondary Caregivers to take up to 4 additional weeks of unpaid parental leave following their paid parental leave</p>	<p>gender. This is one way Danone promotes equality worldwide.”</p> <p>Lorna Davis, Chief Manifesto Catalyst¹⁹</p>
<p><u>Deloitte</u> September 8, 2016 <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 24 weeks paid leave for birth mothers (includes medical leave)</p> <p><u>Parental Leave:</u> 16 weeks paid leave</p> <p><u>Family Care Leave:</u> 16 weeks paid leave</p>	<p>Provides up to \$25,000 reimbursement per child for expenses related to adoption or surrogacy</p> <p>Provides 30 days annually of back-up child care and elder care</p>	<p>“By adding support for eldercare, spousal care, and children beyond the birth stage, Deloitte’s family leave program provides our people with the time they need to focus on their families in important times of need.”</p> <p>Cathy Engelbert, CEO</p>
<p><u>Discovery Communications</u> September 15, 2016 <i>Entertainment</i></p>	<p><u>Maternity Leave:</u> 20-22 weeks paid leave for birth mothers (includes medical leave)</p> <p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Family Care Leave:</u> 12 weeks paid leave (includes military care leave as defined by the FMLA)</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows employees to use an additional 2 weeks of vacation to extend leave</p> <p>Allows employees to use paid leave nonconsecutively</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption or surrogacy</p>	<p>“This new policy marks a proud moment for Discovery and is something we hope will retain and attract great talent for many years to come. Ultimately, it’s about family. We are here for our Discovery family, so they can be there for theirs.”</p> <p>Adria Alpert Romm, Chief Human Resources and Global Diversity Officer</p>

¹⁹ Danone. (2017, March 8). Danone commits to launch first global 1,000-day Parental Policy. *Medium*. Retrieved 11 January 2018, from <https://medium.com/@Danone/danone-commits-to-launch-first-global-1-000-day-parental-policy-f5fe6a7c85f>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>DocuSign September 19, 2017 Computer Software</p>	<p>Primary Caregiver Leave: 24 weeks paid parental leave (includes adoptive and foster parents)</p> <p>Secondary Caregiver Leave: 8 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Provides paid bereavement leave</p>	<p>“As an executive who has taken time away from my career to raise my two teenage sons as a single father, I’ve seen first-hand the value of spending time with, bonding with and caring for one’s children – it’s personally enriching for both parent and child. One of my biggest passions in business is creating a culture and environment that is each and every employee’s best place they’ve ever worked. Extending our parental leave policy to give parents a full six months to spend with their new child advances the right example across the tech industry and helps further DocuSign as an employer of choice.”</p> <p>Dan Springer, CEO</p>
<p>Dollar General March 8, 2018 Retail</p>	<p>Maternity Leave: 6 weeks paid leave for birth mothers, plus 2 weeks paid parental leave (8 weeks paid leave in total)</p> <p>Parental Leave: 2 weeks paid leave</p>	<p>Applies to eligible full-time and part-time employees</p> <p>Provides \$4,000 reimbursement for expenses related to adoption</p>	<p>“Through these additional benefits, Dollar General is building on its mission of <i>Serving Others</i> and its operating priority to invest in its people as a competitive advantage. The paid parental leave and adoption assistance benefits will support our employees and their families with financial assistance during the exciting time of welcoming a child.”</p> <p>Todd Vasos, CEO</p>
<p>DOW Chemical January 20, 2016 Chemicals</p>	<p>Maternity Leave: 12 weeks paid leave for birth mothers</p> <p>Parental Leave: 2 weeks paid leave</p> <p>Adoptive Parental Leave: 4 weeks paid leave</p>	<p>Sets global minimum paid leave standard</p> <p>Allows employees to use paid leave nonconsecutively</p> <p>Allows new mothers to transition back to full-time work following paid leave</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>	<p>“A 12-week global minimum maternity leave policy supports Dow’s Health Strategy and the recommendations of global medical experts for a balanced family life and a focused, productive employee, as well as adequate time to ensure that a child’s wellbeing is properly provided for when the mother returns to work.”</p> <p>Catherine Baase, M.D., Chief Medical Officer</p>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Duke Energy January 26, 2017 <i>Utilities</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave</p>	<p>Provides \$5,000 reimbursement for expenses related to adoption</p>	<p>“Paid parental leave will give Duke Energy employees important quality time to bond with their new children without the financial pressure of having to immediately return to work. That’s good for our employees and their children.”</p> <p>Melissa Anderson, Executive Vice President and Chief Human Resources Officer</p>
<p>Eagle Mine March 8, 2017 <i>Mining and Metals</i></p>	<p>Maternity Leave: 12 weeks paid leave (includes adoptive parents)</p> <p>Paternity Leave: 2 weeks paid leave (includes adoptive parents)</p>		<p>“We don’t ever want our employees to be faced with the difficult choice of whether to stay home during those first few months with their child...Not only is paid leave a women’s issue, but it’s a global economic issue. We want to attract and retain the best talent to our company, and that requires us to be forward-thinking when it comes to parental leave.”</p> <p>Peter Richardson, General Manager</p>
<p>eBay December 4, 2015 <i>Internet</i></p>	<p>Maternity Leave: 24 weeks paid leave</p> <p>Paternity Leave: 12 weeks paid leave</p> <p>Family Care Leave: 12 weeks paid leave</p> <p>Medical Leave: 12 weeks paid leave</p>	<p>Applies to hourly and salaried employees working at least 20 hours a week</p>	<p>“These updates underscore our deep commitment to our community of employees and their ability to take the time they need with their families when it matters the most.”²⁰</p> <p>Kristin Yetto, Chief People Officer</p>
<p>Ecolab November 30, 2017 <i>Chemicals</i></p>	<p>Maternity Leave: 6-8 weeks paid leave for birth mother, plus 6 weeks paid parental leave (up to 14 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>		<p>“We want to attract and keep the world’s most capable talent at Ecolab so that we can achieve our purpose of making the world cleaner, safer and healthier. Offering paid parental leave for our U.S. associates is part of creating a workplace where employees feel supported in their quest for both fulfilling careers and a healthy family life.”</p> <p>Doug Baker, Chairman and CEO</p>

²⁰ Lee, W. (2015, December 4). eBay becomes latest tech firm to boost parental leave policy. *San Francisco Chronicle*. Retrieved 26 April 2017, from <http://www.sfchronicle.com/business/article/Ebay-becomes-latest-tech-firm-to-boost-parental-6674220.php>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>Ernst & Young</u> April 13, 2016 <i>Accounting</i></p>	<p><u>Parental Leave:</u> 16 weeks paid leave (includes adoptive and foster parents)</p>	<p>Provides up to \$25,000 reimbursement for expenses related to adoption or advanced reproductive technology procedures</p>	<p>“Creating a work environment where people have greater control over their work and life responsibilities is essential to their personal needs, critical to our business success and is another important way our purpose of building a better working world comes to life. Providing our people with equal benefits unmatched in professional services, not only demonstrates our commitment to helping our families succeed, but also empowers all of our parents – men and women – to take advantage of this special bonding time with their child before returning back to work.”</p> <p>Stephen R. Howe Jr., U.S. Chairman and Americas Managing Partner</p>
<p><u>Etsy</u> March 15, 2016 <i>Internet</i></p>	<p><u>Parental Leave:</u> 26 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to distribute their leave over the 2 years following the birth or adoption of a child</p>	<p>“A generous, fully-paid parental leave policy is a competitive necessity for a company like Etsy... Our goal was to position Etsy for the long-term, given the changes happening in family structures, roles and workplace culture globally. We also wanted to align our internal policies with the spirit of our marketplace, which offers a more fulfilling, flexible way to be a creative entrepreneur.”</p> <p>Juliet Gorman, Director of Culture and Engagement</p>
<p><u>Exelon</u> December 19, 2016 <i>Utilities</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for birth mothers</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 2 weeks paid leave for primary family caregivers</p>		<p>“Exelon’s updated leave policies reflect our position and values as an innovative, forward-thinking, people-focused organization. We believe our employees are the best in the business and we will continue to invest in programs and policies that enable them to be successful and that make Exelon their workplace of choice.”</p> <p>Chris Crane, President and CEO</p>
<p><u>Facebook</u></p>	<p><u>Parental Leave:</u> 16 weeks paid leave (includes adoptive parents)</p>	<p>Provides 4 weeks of paid bereavement leave for an immediate family member and 2 weeks for</p>	<p>“Companies that stand by the people who work for them do the right thing and the smart thing - it helps them serve their mission, live their values, and improve their</p>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
November 25, 2015 ²¹ Expanded February 7, 2017 <i>Internet</i>	<u>Family Care Leave:</u> 6 weeks paid leave	an extended family member Provides 3 paid sick days to care for an ill family member	bottom line by increasing the loyalty and performance of their workforce." Sheryl Sandberg, Chief Operating Officer
<u>Fidelity Investments</u> March 15, 2016 <i>Financial Services</i>	<u>Maternity Leave:</u> 16 weeks paid leave for birth mothers <u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)		"We recognized that parental leave is a compelling benefit to attract and retain employees, so we took the necessary steps to give parents the time off they need... Our goal is to attract and retain top talent and we believe this approach helps us do just that." Jennifer Hanson, Head of Associate Experience and Benefits
<u>Fifth Third Bank</u> May 4, 2017 <i>Financial Services</i>	<u>Maternity Leave:</u> 10 weeks paid leave <u>Paternity Leave:</u> 4 weeks paid leave		
<u>First Data</u> December 22, 2016 <i>Financial Services</i>	<u>Primary Caregiver Leave:</u> 12 weeks paid parental leave (includes adoptive and foster parents) <u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave	Applies to full- and part-time employees Sets a global minimum paid leave standard Allows some flexibility in how leave can be take	"As our global team of 24,000 people celebrates the holidays with their families this year, we are thrilled to announce our new gender-neutral paid parental leave policy that puts families first. At First Data, we believe that cultivating an environment where everyone can thrive professionally without sacrificing essential family obligations ultimately creates a more productive, long-serving and loyal workforce." Anthony S. Marino, Executive Vice President and Head of Human Resources
<u>First Tennessee</u> August 3, 2016 <i>Financial Services</i>	<u>Maternity Leave:</u> 8 weeks paid leave for birth mothers <u>Parental Leave:</u> 4 weeks paid leave (includes adoptive and foster parents)	Applies to full- and part-time employees Allows new fathers to take paternity leave nonconsecutively	"We noticed that other companies were offering more benefits than what we were. We still can't match everybody's—the military came out with 12 weeks off—but we've heard a lot about time-off and felt this was the right time." Linda Bacon, Manager of Employee Relations

²¹ Facebook previously expanded its parental leave policy in November 2015. See, Goler, L.M. (2015, November) Facebook. Retrieved 11 January 2018, from <https://www.facebook.com/lori/posts/10101025576188894?pnref=story>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>FMC Corporation October 12, 2016 <i>Chemicals</i></p>	<p>Maternity Leave: 12 weeks paid leave</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 4 days paid leave</p>	<p>Allows employees to take up to 14 additional weeks of unpaid leave following their paid leave</p>	<p>"It's important that FMC's benefits and HR policies reflect what matters most to our employees and their families. The ability to balance work while caring for loved ones or welcoming a new baby to the family has become increasingly important. FMC is proud to be at the forefront of employers that are introducing progressive parental and dependent care benefits that help employees lead successful careers and raise great families."</p> <p>Kyle Matthews, Vice President of Human Resources</p>
<p>Gap Inc. April 5, 2018 <i>Retail</i></p>	<p>Parental Leave: 12 weeks paid leave (includes adoptive parents)</p>	<p>Applies to hourly and salaried employees working at least 24 hours a week who have been at the company for at least one year</p>	<p>"Our parental bonding leave policy is a strong competitive move that demonstrates our support for working families. It builds on other important steps we've taken to invest in our people and positively impact our employees' well-being and experience at our company."</p> <p>Company Website</p>
<p>GoDaddy April 4, 2017²² <i>Internet</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 12 weeks paid parental leave (18 weeks paid leave in total)</p> <p>Parental Leave: <i>Full-time exempt employees:</i> 12 weeks paid leave (includes adoptive parents); <i>Part-time exempt employees:</i> 3 weeks paid leave after 3 years of service (includes adoptive parents)</p>	<p>Pays for employees on business travel to have breastmilk shipped home</p> <p>Provides up to \$5,000 reimbursement for expenses related to adoption</p>	

²² Policy details confirmed by Pfeffer, K. (2017, May 2). Personal Communication. (Public Relations, GoDaddy).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Goldman Sachs June 1, 2015 <i>Financial Services</i></p>	<p><u>Maternity and Primary Caregiver Leave:</u> 16 weeks paid leave (includes adoptive parents)</p> <p><u>Paternity and Secondary Caregiver Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>		<p>"We looked at increasing the paid parenting leave for a number of reasons. Mainly, we realized that we have a number of employees where both spouses or partners are working and in order to provide opportunities for them to balance both their work and personal lives, it was important to provide individuals the opportunities to spend more time with their families."</p> <p>Laura Young, Vice President of Human Capital Management</p>
<p>Hasbro April 26, 2016 <i>Consumer Goods</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for birth mothers, plus 10 weeks paid parental leave (16-18 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 10 weeks paid leave (includes adoptive parents)</p>	<p>Applies to benefits-eligible employees who have worked at the company for at least 60 days</p>	<p>"We want to ensure our policies, and the way we treat our employees, give our people the support and flexibility they need to do what's best for their families. We value the role that all parents play in raising children, so want to make sure mothers, fathers, same-sex partners and adoptive parents all have an opportunity to care for and bond with their newborn or adopted child."</p> <p>Dolph Johnson, Executive Vice President and Chief Human Resources Officer</p>
<p>Hilton Worldwide September 3, 2015 <i>Hospitality</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid leave for birth mothers, plus 2 weeks paid parental leave (10 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 2 weeks paid leave (includes adoptive parents)</p>	<p>Applies to salaried and hourly employees, including those in housekeeping and concierge roles²³</p>	<p>"This is part of a series of actions that we are planning to implement in order to continue to recruit and retain the best talent and be a great place to work."</p> <p>Matt Schuyler, Chief Human Resources Officer</p>

²³ Vasel, K. (2015, September 4). Hourly Workers Here Can Get 10 Weeks of Paid Maternity Leave. *CNN Money*. Retrieved 26 April 2017, from <http://money.cnn.com/2015/09/04/pf/jobs/hilton-expanded-parental-leave-policy/>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>Hometeam</u> March 31, 2017 <i>Health, Wellness and Fitness</i></p>	<p><u>Primary Caregiver Leave:</u>²⁴ 12 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave</p>		<p>“We believe that caregivers should have the same benefits as those in the corporate office. We felt like maternity leave should absolutely be included in that.”</p> <p>Ashish Prashar, Director of Communications and Policy</p>
<p><u>The Honest Company</u> September 17, 2015 <i>Consumer Goods</i></p>	<p><u>Parental Leave:</u> 16 weeks paid leave</p>		<p>“You need to take that time also to bond with your baby; it’s also important for men to bond with their babies.”</p> <p>Jessica Alba, Founder</p>
<p><u>IBM</u> October 25, 2017 <i>Information Technology and Services</i></p>	<p><u>Maternity Leave:</u> 20 weeks paid leave for birth mothers</p> <p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive parents)</p>	<p>Applies to hourly and salaried employees</p> <p>Provide up to \$20,000 for adoption or surrogacy reimbursement</p> <p>Pay for employees on business travel to have breastmilk shipped home</p>	<p>“There’s no one-size-fits–all approach for parents balancing family and work every day of their lives. That’s why our benefits have to reflect the diverse needs of IBM families. That’s why, today, we’re dramatically expanding our family support options to meet the increasingly diverse needs of 21st century parenting... It’s important for IBM to reinvent family-friendly programs to address the needs of today’s parents. It’s among the many reasons IBM attracts and retains top talent.”</p> <p>Barbara Brickmeier, Vice President for Employee Benefits</p>
<p><u>IKEA</u> December 6, 2016 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for birth mothers, plus 6-8 weeks fully paid leave and 6-8 weeks at 50 percent pay (18-24 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6-8 weeks fully paid leave and 6-8 weeks at 50 percent pay (12-16 weeks paid leave in total);</p>	<p>Applies to hourly and salaried employees</p> <p>Provides paid bereavement leave²⁶</p>	<p>“At IKEA, we believe time with family and friends is so important for a healthy work-life balance and a happy and productive workforce. This benefit, which applies to all parents, will give our co-workers the opportunity to spend more time with their families when welcoming a child. Our coworkers are our most important resource, which is why we continue to invest in helping them reach their dream.”</p> <p>Lars Petersson, IKEA U.S. President</p>

²⁴ Policy details confirmed by Prashar, A. (2017, May 4). Personal Communication. (Communications and Policy, Hometeam).

²⁶ Ikea (2016, January 1). Working At The IKEA Group: Our Total Rewards webpage. Retrieved 26 April 2017, from http://www.ikea.com/ms/en_US/img/this_is_ikea/benefits_at_IKEA.pdf

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	(includes adoptive and foster parents) ²⁵		
<p>Intel January 16, 2015 <i>Semiconductors</i></p>	<p>Maternity leave: Up to 13 weeks paid leave for birth mothers, plus 8 weeks paid parental leave (up to 21 weeks paid leave in total)</p> <p>Parental leave: 8 weeks paid leave (includes adoptive and foster parents)</p>	<p>Provides up to \$40,000 reimbursement for expenses related to fertility treatments, including in-vitro fertilization</p> <p>Provides up to \$15,000 reimbursement per child for expenses related to adoption</p> <p>Provides reimbursement for expenses related to freezing eggs, sperm, embryos or cord blood²⁷</p>	<p>"At the end of the day, it's about creating a work environment and culture that says you're balancing an intense work life with a great family life... The days where you had to choose one or the other, we want to put that behind us."</p> <p>Ogden Reid, Vice President of Human Resources</p>
<p>Johnson & Johnson April 29, 2015 <i>Hospital and Health Care</i></p>	<p>Maternity Leave: 9 weeks paid leave for birth mothers, plus 8 weeks parental leave (17 weeks paid leave in total)</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take paid leave nonconsecutively</p>	<p>"We are especially proud of the changes instituted today because they underscore our strong support for the modern-day family, no matter what shape that family takes. In addition to the obvious benefits for mothers, our new policy is also a great stride forward in terms of fathers' and adoption parents' leave."</p> <p>Peter M. Fasolo, Vice President, Worldwide Human Resources</p>
<p>JPMorgan Chase January 21, 2016 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 16 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 2 weeks paid parental leave</p>	<p>Applies to full-time hourly and salaried employees</p> <p>Provides 1 week of paid bereavement leave</p>	<p>"We wanted to be known as a company where health is really part of our overall culture... A lot of people in our demographic are having children, and this is something that just helps support them at these critical moments that take place in life."</p> <p>John Donnelly, Head of Human Resources</p>

²⁵ Employees with one year of tenure can take up to 12 weeks of paid leave, receiving fully paid leave for the first 6 weeks and 50 percent for the remaining 6 weeks. Employees with three or more years' tenure can take up to 16 weeks of paid leave, receiving fully paid leave for the first 8 weeks and 50 percent for the remaining 8 weeks.

²⁷ Ruiz, R. (2015, October 10). Intel overhauls fertility benefits, hopes to attract more women. *Mashable*. Retrieved 11 January 2018, from <http://mashable.com/2015/10/20/intel-benefits-package/#KzXBhtFC5Gq5>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>KEEN Footwear</u> December 21, 2015 <i>Apparel and Fashion</i></p>	<p><u>Maternity Leave:</u> 6 weeks medical leave for birth mothers, plus 4 weeks paid leave (10 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to employees working at least 30 hours a week</p>	
<p><u>Kering</u> December 14, 2016 <i>Luxury Goods and Jewelry</i></p>	<p><u>Maternity Leave:</u> 14 weeks paid leave (includes adoptive parents)</p> <p><u>Parental Leave:</u> 1 week paid leave (includes adoptive parents)</p>	<p>Sets a global minimum paid leave standard</p>	<p>“Since our employees are at the core of our business and are our inspiration, I am proud to launch a policy that represents a major step forward for parenthood in many parts of the world. This initiative, which is particularly close to my heart, reflects our enduring commitment to promoting equality between men and women throughout their careers, whatever their personal circumstances.”</p> <p>Francois-Henri Pinault, Chairman and CEO</p>
<p><u>Kimberly-Clark</u> October 15, 2015 <i>Consumer Goods</i></p>	<p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive and foster parents; additional paid medical leave provided to birth mothers)</p>	<p>Applies to salaried and hourly full- and part-time employees (regularly working 20 hours or more per week)</p>	<p>“We understand both the stresses and joys of family life and enthusiastically support workplace programs that make life easier for working parents.”</p> <p>Scott Boston, Senior Vice President and Chief Human Resources Officer²⁸</p>
<p><u>Klarna</u> February 12, 2018²⁹ <i>Financial Services</i></p>	<p><u>Parental Leave:</u> 20 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees</p> <p>Allows employees to transition back to full-time work following paid leave</p> <p>Provides limited reimbursement for monthly child care expenses</p>	<p>“We believe that parental bonding with newborns and adopted children is important for our employees’ well-being, and we want to equally support these mothers and fathers as they go through these life-changing events by extending the fully paid parental leave policy to 20 weeks from the previous 12-week policy.”</p> <p>Jim Lofgren, CEO, Klarna North America</p>

²⁸ PR Newswire (2017, September 26). Kimberly-Clark Named To 2017 Working Mother “100 Best Companies” For Leadership In Family Benefits. *Business Insider*. Retrieved 11 January 2018, from <http://markets.businessinsider.com/news/stocks/Kimberly-Clark-Named-To-2017-Working-Mother-100-Best-Companies-For-Leadership-In-Family-Benefits-1002576455>

²⁹ Policy details confirmed by Wright, D. (2018, March 26). Personal communication. (Strategic Relations for Klarna, Feintuch Communications).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>Land O'Lakes</u> April 19, 2016 <i>Food Production</i></p>	<p><u>Maternity Leave:</u> 10 weeks paid leave</p> <p><u>Parental Leave:</u> 2 weeks paid leave (includes adoptive parents)</p>		<p>"In 2015, we began offering moms and dads paid parenting leave that is available in addition to traditional paid leaves that are covered by short term disability benefit programs. Based on [benefits consultant] Aon Hewitt benchmarking information we reviewed in 2015, we were at the forefront of offering this type of benefit to parents in our community."</p> <p>Statement from Press Release</p>
<p><u>Legg Mason</u> December 19, 2017 <i>Financial Services</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive parents)</p>		<p>"It shouldn't matter if you are the mother or father. We felt it was important to equalize these policies. We needed to update our policies to look the way families look today."</p> <p>Patricia Lattin, Human Resources Chief</p>
<p><u>Levi Strauss & Co.</u> October 6, 2016 <i>Apparel and Fashion</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for birth mothers, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)³⁰</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to hourly and salaried employees</p>	<p>"We recognize that one of the biggest life events for any man or woman is welcoming a new child, and we decided that we wanted to build on our support to our employees during this important bonding time. We know, and research has proved, families do better when parents are able to have the support and flexibility to cherish these important moments."</p> <p>Chip Bergh, CEO</p>
<p><u>LinkedIn</u> August 1, 2017³¹ <i>Internet</i></p>	<p><u>Parental leave:</u> 12 weeks paid leave (includes adoptive and foster parents; additional paid medical leave provided to birth mothers)</p> <p><u>Family Care Leave:</u> 6 weeks paid leave³²</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows new moms to transition back to full-time work following leave</p> <p>Provides up to \$20,000 reimbursement for surrogacy; a \$5,000 reimbursement for expenses related to</p>	<p>"At LinkedIn we celebrate the fact that families today are formed in many different ways. And we want to provide resources and support for all of our employees and their families."</p> <p>Company Website</p>

³⁰ Policy details confirmed by company. (2016, October). Personal communication. (Levi Strauss & Co.).

³¹ Policy details confirmed by McCoy, M. (2017, December 19). Personal communication. (Corporate Communications, LinkedIn).

³² Ward, K. (2017, January 5). Three Companies Earning High Marks For Their Parental Leave Policies. *Fast Company*. Retrieved 11 January 2018, from <https://www.fastcompany.com/3066927/three-companies-earning-high-marks-for-their-parental-leave-policies>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
		<p>adoption; and financial assistance with cryopreservation for medical and non-medical reasons, infertility diagnosis and treatment, and doula services</p> <p>Provide new parents a \$2,000 child care expense credit³³</p>	
<p>L.L. Bean February 9, 2017³⁴ <i>Retail</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>	<p>Applies to salaried and hourly employees working at least 30 hours a week</p>	
<p>Lowe's February 1, 2018 <i>Retail</i></p>	<p>Maternity Leave: 10 weeks paid leave for birth mothers</p> <p>Parental Leave: 2 weeks paid leave (includes adoptive and foster parents)³⁵</p>	<p>Applies to full-time employees</p> <p>Provides up to \$5,000 reimbursement for expenses related to adoption</p>	<p>"We are investing in our employees who make a difference every day in the communities where we live and work. Our employees are the foundation of our business, and we are excited to enhance our benefits to better meet their needs and the needs of their families."</p> <p>Robert Niblock, Chairman, President and Chief Executive Officer</p>
<p>Lyft January 1, 2018³⁶ <i>Internet</i></p>	<p>Parental Leave: 18 weeks paid leave</p> <p>Family Care Leave: 12 weeks paid leave</p>	<p>Applies to full-time employees</p> <p>Provides 2 weeks of paid bereavement leave</p>	

³³ Fatherly. (2017, January 5). The 50 Best Places to Work for New Dads in 2017, Ranked. *Fatherly*. Retrieved 11 January 2018, from <https://www.fatherly.com/love-money/50-best-companies-new-dads-ranking-2017-parental-leave-childcare/>

³⁴ Policy details confirmed by Beem, C. (2018, March 23). Personal Communication. (Public Affairs, L.L. Bean).

³⁵ Cain Miller, C. (2018, February 1). Lowe's Joins Other Big Employers in Offering Paid Parental Leave. *The New York Times*. Retrieved 23 March 2018, from <https://www.nytimes.com/2018/02/01/upshot/lowes-joins-other-big-employers-in-offering-paid-parental-leave.html>

³⁶ Gale, R. (2018, January 23). How One Mom Changed Lyft's Paid Family Leave Policy. *Slate*. Retrieved 30 January 2018, from <https://slate.com/human-interest/2018/01/how-one-mom-changed-lyfts-paid-leave-policy.html>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>M&T Bank September 22, 2015 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 12 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 2 weeks paid parental leave (includes adoptive parents)</p>		<p>“We looked at this as a really good thing for the bank to do. It’s something we felt was so necessary in order to be family-friendly and to make sure our employees have the resources they need to balance family, finances and coming back to work.”</p> <p>Ann Marie Odrobina, Group Vice President of Employee Benefits</p>
<p>Marks Paneth December 8, 2016 <i>Accounting</i></p>	<p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>		<p>“We strive to empower our employees with an environment conducive to professional and personal fulfillment. We believe the addition of this parental leave program to our employee benefits package will better enable our professionals to actively participate in this very important part of their children’s lives.”</p> <p>Steven Sacks, Director of Human Resources</p>
<p>Mastercard January 1, 2016³⁷ <i>Information Technology and Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for birth mothers</p> <p>Parental Leave: 8 weeks (includes adoptive parents)</p>	<p>Provides 4 weeks of paid bereavement leave³⁸</p>	
<p>Microsoft August 5, 2015 Expanded June 27, 2017 <i>Computer Software</i></p>	<p>Pregnancy Leave: Up to 2 weeks paid medical leave for pregnant employees prior to childbirth</p> <p>Maternity Leave: 8 weeks paid medical leave for birth mothers, plus 12 weeks paid parental leave (20 weeks paid leave in total)</p>	<p>Allows employees to take leave at once or split into two periods</p> <p>Allows employees to transition back to work on a half-time basis following paid parental leave</p>	<p>“As we ask our employees to bring their ‘A’ game to work every day to achieve our mission, we believe it’s our responsibility to create an environment where people can do their best work. A key component of this is supporting our employees with benefits that matter most to them.”</p> <p>Kathleen Hogan, Executive Vice President, Human Resources</p>

³⁷ Policy details confirmed by Eisen, S. (2017, December 18). Personal communication. (Communications, MasterCard).

³⁸ Mayer, K. (2017, July 17). Mastercard extends bereavement leave. *Employee Benefit News*. Retrieved 11 January 2018, from <https://www.benefitnews.com/news/mastercard-extends-bereavement-leave>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	<p>Parental Leave: 12 weeks paid leave</p> <p>Family Care Leave: 4 weeks paid leave³⁹</p>		
<p>Morgan Stanley November 2, 2017 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 16 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 4 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Allows primary caregivers to take paid leave nonconsecutively</p>	
<p>Mozilla July 11, 2017 <i>Computer Software</i></p>	<p>Maternity Leave: 26 weeks of paid leave for birth mothers</p> <p>Parental Leave: 12 weeks paid leave (includes adoptive and foster parents)</p>	<p>Sets a global minimum paid leave standard</p>	<p>“This program helps us embrace and celebrate families of all kinds, whether its adoption and foster care, we expanded our support for both childbearing and non-childbearing parents, independent of gender or situation. We value our Mozilla employees, because juggling between work and family responsibilities is no easy feat.”</p> <p>Rachel Frazier, Senior Global Benefits Manager</p>
<p>The Nation December 16, 2015 <i>Publishing</i></p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take paid leave nonconsecutively</p>	<p>“Parental leave is a critical benefit for both women and men at our growing company, and will be offered on a gender-neutral basis.”</p> <p>Emily Douglas, Senior Editor</p>
<p>Nestlé June 26, 2015 <i>Food and Beverages</i></p>	<p>Maternity and Primary Caregiver Leave: 14 weeks paid parental leave (includes adoptive parents)</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows employees to take up to 12 additional weeks of unpaid leave following their paid leave</p>	<p>“This policy will help us better support mothers and their families in our sites across the world and reinforces our support for exclusive breastfeeding during the first six months of a child’s life.”</p> <p>Peter Vogt, Deputy Executive Vice President and Chief Human Resources Officer</p>

³⁹ Hogan, K (2017, June 27). Families matter – that’s why we’re announcing Family Caregiver Leave. *LinkedIn*. Retrieved 11 January 2018, from <https://www.linkedin.com/pulse/families-matter-thats-why-were-announcing-family-caregiver-hogan/>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
		Allows primary caregivers to return to work on a reduced schedule for the final eight weeks of leave	
<p>Netflix August 4, 2015⁴⁰ Expanded December 10, 2015 <i>Entertainment</i></p>	<p>Parental Leave: <i>Salaried streaming employees:</i> 1 year of unlimited paid leave; <i>Hourly streaming employees:</i> 16 weeks paid leave; <i>Customer-service employees:</i> 14 weeks paid leave; <i>DVD employees:</i> 12 weeks paid leave (all policies include adoptive parents)</p>	<p>Allows “streaming” employees to take paid leave nonconsecutively</p> <p>Allows “streaming” employees to transition back to work on a half-time basis following their parental leave</p>	<p>For streaming employees:</p> <p>“Experience shows people perform better at work when they’re not worrying about home. This new policy, combined with our unlimited time off, allows employees to be supported during the changes in their lives and return to work more focused and dedicated.”</p> <p>Tawni Craz, Chief Talent Officer</p>
<p>New Seasons Market January 9, 2018 <i>Food and Beverages</i></p>	<p>Parental Leave: 4 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to all benefits-eligible employees</p>	<p>“We consistently seek feedback from our staff, and they shared that paid parental leave is one of the areas of need so they can spend critical time at home when they have a child, adopt or become long-term foster parents. In response, we brought together a team and have been working over the past year to make paid parental leave a reality.”</p> <p>Wendy Collie, CEO</p>
<p>New York-Presbyterian Hospital May 4, 2017 <i>Hospital and Health Care</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p>Primary Caregiver Leave: 6 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave:</p>	<p>Allows employees to take up to 24 weeks of unpaid leave (to run concurrently with paid leave policies)</p> <p>Provides 15 days annually of back-up child care and elder care</p>	<p>“Our employees are the lifeblood of our organization. This new policy represents an investment in them and their families, but more than that, it’s simply the right thing to do.”</p> <p>Dr. Steven J. Corwin, President and CEO</p>

⁴⁰ Shaw, L., & Green, J. (2015, December 9). Netflix Expands Parental Leave Benefits for Hourly Employees. *Bloomberg Business*. Retrieved 26 April 2017, from <http://www.bloomberg.com/news/articles/2015-12-09/netflix-expands-parental-leave-benefits-for-hourly-employees>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	2 weeks paid parental leave (includes adoptive parents)		
<p><u>Nike</u> May 11, 2016 <i>Sporting Goods</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid leave for birth mothers, plus 8 weeks paid parental leave (14 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 8 weeks paid leave</p>		
<p><u>Noodles & Company</u> March 2, 2018⁴¹ <i>Restaurants</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for birth mothers</p> <p><u>Parental Leave:</u> 2 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Applies to assistant general managers, general managers and corporate employees</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>	<p>“We value and care for every one of our team members, and we aspire to make Noodles the most enjoyable and rewarding place to work in the industry. In keeping with this goal, we developed #LifeatNoodles to reward our hard-working team members and attract top talent.”</p> <p>Dave Boennighausen, CEO</p>
<p><u>Nordstrom</u> March 6, 2017 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid parental leave (includes adoptive and foster parents)</p>		<p>“[The new policies] will enable us to better support them [employees] and their families during a very special and important time in their lives.”</p> <p>Statement from Press Release</p>

⁴¹ Policy details confirmed by Moore, D. (2018, March 8). Personal communication. (Communications, Noodles & Company).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>Norton Healthcare</u> October 1, 2017⁴² <i>Hospital & Health Care</i></p>	<p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees</p> <p>Provides reimbursement for certain expenses related to adoption</p>	<p>“We want to be a leader in offering family-friendly benefits to our employees... We believe this benefit supports our goal of being the best place to receive care and the best place to provide care.”</p> <p>Russell F. Cox, President and CEO</p>
<p><u>NVIDIA</u> November 2, 2015 <i>Computer Hardware</i></p>	<p><u>Maternity Leave:</u> 22 weeks paid leave</p> <p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive and foster parents)</p>	<p>Provides all new parents 8 weeks of flex time to work from home or work alternative hours</p>	<p>“NVIDIA is committed to creating a culture and environment that allows us to focus on our most important responsibilities, both at work and at home. This new leave benefit is another step towards that goal.”</p> <p>Statement from Press Release</p>
<p><u>OppenheimerFunds</u> January 1, 2018⁴³ <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for birth mothers</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p>	<p>Provides up to \$5,000 reimbursement for expenses related to adoption</p> <p>Allows employees to use sick leave to care for an ill child or relative</p>	<p>“OppenheimerFunds recognizes the importance of work/life balance and offers rewarding career opportunities, while providing programs and benefits that recognize family and personal needs.”</p> <p>Company Website</p>
<p><u>PayPal</u> December 17, 2015 <i>Internet</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid leave for birth mothers, plus 8 weeks paid parental leave (16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 8 weeks paid leave</p>	<p>Allows employees to use sick leave to care for an ill family member</p>	<p>“Supporting our employees as they raise their families, care for their aging parents, or volunteer in their communities is one of the most important things we can do to build a work culture at PayPal that aligns how we work with what we aspire to achieve on behalf of our customers.”</p> <p>Marcia Morales-Jaffe, Senior Vice President, Chief People Officer</p>

⁴² Policy details confirmed by Roetker, M. (2018, March 28). Personal communication. (Public Relations, Norton Healthcare).

⁴³ Policy details confirmed by Marin, N. (2017, December 19). Personal communication. (Public Relations, OppenheimerFunds).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Pinterest June 12, 2017 <i>Internet</i></p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Provides up to \$5,000 reimbursement for expenses related to adoption and up to \$20,000 reimbursement for expenses related to fertility treatments or surrogacy</p>	<p>“At Pinterest, Diversity and Inclusion are woven into the fabric of our culture. As our company grows, so do the needs of each employee, including those starting families... We look forward to continuing to expand the benefits and growing our culture we offer so that all employees and their families feel represented and supported.”</p> <p>Candice Morgan, Head of Inclusion and Diversity</p>
<p>Procter & Gamble February 24, 2016 <i>Consumer Goods</i></p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Secondary Caregiver Leave: 4 weeks paid parental leave</p> <p>Adoptive Parental Leave: 16 weeks paid leave</p>	<p>Allows employees to use accrued paid time off and unpaid leave to extend their parental leave up to 52 weeks</p>	<p>“Our expanded benefits recognize the diversity of P&G families, the diverse needs of P&G families, and our commitment to full inclusion and support, both personally and professionally, during what is an undoubtedly special moment for our employees.”⁴⁴</p> <p>Katie Stahlheber, Corporate Media Relations</p>
<p>Protective Life March 21, 2018 <i>Insurance</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>		<p>“At Protective, we believe investing in our talent and culture is one of the smartest things we can do to reinforce our commitment to employees and ensure our continued success. We also understand that the birth or adoption of a child can be one of the most exciting and challenging times in our employees’ lives. As we strive to be a great place to work for our employees, we hope our new Paid Parental Leave benefit will provide valuable support through this time of transition.”</p> <p>Rich Bielen, President and CEO</p>
<p>PwC April 4, 2018⁴⁵ <i>Accounting</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)</p>	<p>Provides up to \$25,000 reimbursement per child for expenses related to adoption or surrogacy</p>	<p>“At PwC, we’re always looking for opportunities to support our people in innovative ways. When it comes to parents, we recognized that the transition back to work after a leave can be challenging. That is why we introduced a new option to phase</p>

⁴⁴ Policy details confirmed by Stahlheber, K. (2016, February). Personal communication. (Company Communications, Procter & Gamble).

⁴⁵ McCabe, S. (2018, April 4). PwC invests \$45M in 'wellness bonuses'. *Accounting Today*. Retrieved 20 April 2018, from <https://www.accountingtoday.com/news/pwc-invests-45m-in-wellness-bonuses>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	<p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive and foster parents), plus 2 additional weeks if the parent has more than one child at a time</p> <p><u>Family Care Leave:</u> 4 weeks paid time to care</p>	<p>Allows employees to transition back to work following paid leave, providing 4 weeks of full pay for a reduced work schedule</p> <p>Provides unlimited sick days to care for an ill family member</p> <p>Provides up to \$1000 reimbursement for back-up child care costs per year</p>	<p>back on a part-time schedule at full time pay. This benefit will give both mothers and fathers more flexibility to ease back into their careers after a new child joins the family.”</p> <p>Jennifer Allyn, Diversity Strategy Leader</p>
<p>RaceTrac May 16, 2016 <i>Retail</i></p>	<p><u>Primary Caregiver Leave:</u> 8 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave</p>	<p>Applies to Store Support Center employees</p> <p>Provides 1-3 days of paid bereavement leave for Store Support Center employees</p>	<p>“RaceTrac’s goal is to be an employer of choice that identifies, develops and retains strong, well-trained, servant leaders. These enhanced, unique benefits align with our mission of making people’s lives simpler and more enjoyable [...]”</p> <p>Whitney Woodward, Vice President of Human Resources</p>
<p>RB January 12, 2016 <i>Consumer Goods</i></p>	<p><u>Primary Caregiver Leave:</u> 16 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 1 week paid parental leave</p>	<p>Allows employees to take up to 36 additional weeks of unpaid parental leave following their paid leave</p>	<p>“The decision to expand our parental leave program was an important one, particularly for our employees residing in the U.S., to ensure we can continue to support our employees across all aspects of their lives. Our people are at the heart of what make RB and our culture so special. This new policy is simply one way we can remind them of that.”</p> <p>Alexander Lacik, President, RB North America</p>
<p>Rio Tinto September 21, 2017 <i>Mining and Metals</i></p>	<p><u>Primary Caregiver:</u> 18 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver:</u> 1 week paid leave (includes adoptive parents)</p>	<p>Applies to full time employees and qualified employees on fixed-term contracts</p> <p>Sets a global minimum paid leave standard</p>	<p>“This new approach reflects our values as a company, particularly our focus on the wellbeing of our people and improving the diversity of our workforce. To attract and retain the best people we need to provide a work environment that supports all families and offers new parents flexibility regarding early childcare choices.”</p> <p>Jean-Sébastien Jacques, CEO</p>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Sallie Mae October 17, 2016 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 12 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 4 weeks paid parental leave (includes adoptive parents)</p>	<p>Applies to employees working at least 24 hours a week</p>	<p>“We are also committed to supporting the members of our own Sallie Mae family with meaningful, competitive benefit plans. The bonds parents establish with their newborns or newly adopted children set the stage for a lifetime of wellbeing, and we believe our new parental leave policy makes it easier for Sallie Mae employees, regardless of gender, to build strong foundations as they start or grow their families.”</p> <p>Bonnie Beasley, Chief Human Resources Officer</p>
<p>Schneider Electric June 19, 2017 <i>Electrical/Electronic Manufacturing</i></p>	<p>Primary Caregiver Leave: 12 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 2 weeks paid parental leave (includes adoptive parents)</p> <p>Family Care Leave: 1 week paid time to care</p>	<p>Provides 1 week of paid bereavement leave</p>	<p>“We strongly believe being the best partner for our customers starts with being the best employer for our people. We’re committed to promoting a favorable work environment where our employees have more control over their work and personal life responsibilities. Our refined family-leave policy ensures our employees have more paid time off when they need it, allowing them to avoid having to make a choice between work and their family. The well-being of our staff is our highest priority and we’re proud to champion this issue as part of our goal to be best-in-class in every area of our organization.”</p> <p>Annette Clayton, President and CEO, North America Operations</p>
<p>Scripps Networks Interactive June 6, 2016 <i>Broadcast Media</i></p>	<p>Maternity Leave: 12 weeks paid leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 3 weeks paid parental leave (includes adoptive parents, foster parents and legal guardians)</p>	<p>Allows employees to transition back to full-time work following paid leave</p>	<p>“We realize becoming a parent happens in different ways for different people. In fact, families come in all different shapes and sizes, from becoming a new parent as a biological mother or father, through adoption or perhaps through foster care or legal guardianship, and we want to support and celebrate that diversity.”</p> <p>Kristin Alm, Corporate Communications</p>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Shell May 17, 2017 Oil & Energy</p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Parental Leave: 8 weeks paid leave⁴⁶</p>	<p>Sets a global minimum paid maternity leave standard</p>	<p>“For Shell, this is a very significant step in the right direction for equality. All women should receive the support they need as new mothers, regardless of where they are in the world. Having a global maternity standard at Shell is not only the right thing to do, but it also makes business sense. It makes us more attractive to women seeking jobs, and means they stay with us for longer.”</p> <p>Claire Punins, Exploration Geologist</p>
<p>Spotify November 19, 2015 Music</p>	<p>Parental Leave: 24 weeks paid leave</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows employees to distribute their leave over 3 years following the birth or adoption of a child</p> <p>Allows employees to transition back to full-time work following paid leave</p>	<p>“This policy best defines who we are as a company, born out of a Swedish culture that places an emphasis on a healthy work/family balance, gender equality and the ability for every parent to spend quality time with the people that matter most in their lives.”</p> <p>Katarina Berg, Chief Human Resources Officer</p>
<p>Starbucks January 19, 2017⁴⁷ Expanded January 24, 2018⁴⁸ Retail</p>	<p>Parental leave for store partners: 6 weeks paid leave (includes adoptive and foster parents)</p> <p>Maternity leave for non-store partners: Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 12 weeks paid parental leave (18 weeks paid leave in total)</p>	<p>Applies to employees working at least 20 hours a week</p> <p>Allows “store partners” to take up to 12 additional weeks of unpaid parental leave following their paid parental leave</p> <p>Allows eligible hourly employees to earn paid sick leave and provides the option of using it to care for an ill family member</p>	<p>“We are proud to announce additional investment in stock, wages and a new Partner and Family Sick Time benefit that will further enhance our industry-leading approach. Just as we have always felt strongly that our partners are key to our business success, we have also known offering a valuable, comprehensive benefits package helps us retain our valuable partners.”</p> <p>Kevin Johnson, Chief Executive Officer</p>

⁴⁶ Pink Petro Staff. (2017, May 19). Shell is a First Mover in Maternity and Paternity Benefits. *Pink Petro*. Retrieved 2 March 2018, from <https://community.pinkpetro.com/community/field-trips/blog/2017/05/19/shell-is-a-first-mover-in-maternity-and-paternity-benefits>

⁴⁷ Starbucks latest to expand parental leave benefits. (2017, January 19). AP News. Retrieved 26 April 2017, from <https://apnews.com/efe356758e78405a9c514278c89599be>

⁴⁸ Starbucks. (2018, January 24). Starbucks, a Leader in Industry Retail Benefits, Announces New Investments in Paid Leave, Wage. Retrieved 24 January 2018, from <https://news.starbucks.com/press-releases/starbucks-announces-new-investments-in-paid-leave-wage>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
	<p><u>Parental leave for non-store partners:</u> 12 weeks paid leave (includes adoptive and foster parents)</p>		
<p>State Street January 1, 2017⁴⁹ <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave for birth mother, plus 8 weeks paid parental leave (up to 16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave</p> <p><u>Adoptive Primary Caregiver Leave:</u> 4 weeks paid parental leave</p> <p><u>Family Care Leave:</u> 4 weeks paid leave</p>	<p>Provides up to \$5,000 reimbursement for expenses related to adoption or foster care</p>	<p>“Our people are State Street’s most valuable—and valued—resource and we can’t operate effectively as a company if our employees aren’t fully-supported and thus fully focused while at work. Offering them adequate time to attend to personal and family needs without financial stress is smart business.”</p> <p>Mike Scannell, Head of Corporate Citizenship, Talent Acquisition, and the company’s Global Inclusion initiative</p>
<p>Stonyfield Farm October 26, 2015 <i>Food Production</i></p>	<p><u>Maternity and Primary Caregiver Leave:</u> 24 weeks paid parental leave</p>		<p>“The U.S. is tragically behind the rest of the world when it comes to acknowledging all of the benefits that come along with having a caregiver home when a child is introduced to the family. It resonates throughout that child’s life... We’re doing it because America is not doing it for us.”</p> <p>Liza Dube, Communications and Public Relations Director</p>
<p>Stryker January 1, 2017 <i>Medical Devices</i></p>	<p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents); additional medical leave for birth mothers varies by state or employee status</p>	<p>Provides up to \$5,000 reimbursement for expenses related to adoption⁵⁰</p>	<p>“We understand that sometimes you need time to dedicate your full attention to your family, particularly when welcoming a new child. That’s why we are proud to offer parental leave to all U.S. employees.”</p> <p>Company Website</p>

⁴⁹ Policy details confirmed by Kane, J. (2017, December 18). Personal communication. (Company Communications, State Street).

⁵⁰ Stryker. (2015, January 1). Stryker Benefits Summary. Retrieved 12 January 2018, from <http://www.stryker.com/spd/str-spd-031715a.pdf>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>SurveyMonkey April 19, 2018⁵¹ <i>Internet</i></p>	<p><u>Parental Leave for Traditional Employees:</u> 16 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Parental Leave for Contractor Workers and Vendors:</u> 12 weeks paid leave</p>	<p>Provides 4 weeks of paid bereavement leave for an immediate family member and 2 weeks for an extended family member</p> <p>Provides health benefits and paid time off for contract workers and vendors</p>	<p>“Men and women have taken the time, and 100% of people who have taken the time have come back. It’s amazing the loyalty this builds with employees when they have permission to go and focus on the new baby. It’s important to them that they can come back and reintegrate into the workforce and be successful going forward.”</p> <p>Becky Cantieri, Senior Vice President of Human Resources</p> <p><i>Following the 2018 benefits expansion:</i> “We’re thrilled to work with our valued partners to bring a new standard of health benefits to support our family of contractors and on-site services, and hope it inspires others to do the same.”</p> <p>Becky Cantieri, Chief People Officer</p>
<p>TD Bank June 7, 2017⁵² <i>Banking</i></p>	<p><u>Parental Leave:</u> 16 weeks paid leave (includes adoptive parents)</p>	<p>Applies to employees who have been at the company for at least one year and work at least 20 hours a week</p> <p>Provides reimbursement for certain expenses related to adoption or surrogacy</p>	<p>“We believe providing paid leave to all eligible parents welcoming a new child is the right thing to do. And because welcoming a child into your life through birth or adoption is a truly precious occasion, we want our new parents to enjoy that special time with their growing family.”</p> <p>Beth Webster, Head of Human Resources</p>
<p>TIAA January 25, 2018 <i>Financial Services</i></p>	<p><u>Parental Leave:</u> 16 weeks paid leave (includes adoptive and foster parents)</p>		<p>“TIAA recognizes that in today’s times, there is such a prevalence of two working parents. By acknowledging that primary and secondary caregivers are important in the equation, we’re setting a new standard for ourselves and the industry.”</p> <p>Bob Weinman, Vice President of Benefits and HR Operations</p>

⁵¹ The HRT News Desk. (2018, April 19). SurveyMonkey Introduces New Benefits for Contractors & Vendors. *HR Technologist*. Retrieved 20 April 2018, from <https://www.hrtechnologist.com/news/employee-engagement/surveymonkey-introduces-new-benefits-for-contractors-amp-vendors/>

⁵² Policy details confirmed by Quaglieri, E. (2018, February 10). Personal communication. (Corporate Communications, TD Bank).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>TJX Companies</u> February 28, 2018⁵³ <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for birth mothers, plus 4 weeks paid parental leave (10-12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to all benefits-eligible employees who have been at the company for at least one year</p>	
<p><u>Transurban</u> March 10, 2017 <i>Transportation/Trucking/Railroad</i></p>	<p><u>Primary Caregiver Leave:</u> 16 weeks paid parental leave (includes adoptive parents)</p>	<p>Allows employees to take up to 36 additional weeks of unpaid leave following their paid leave</p>	<p>“I see it at Transurban in all of our HR policies and systems. We have to keep working on inclusion of women in this environment, but they have to move away from being viewed as women’s issues. For us to really harness the true available talent, we have to have policies truly embracing of flexibility and inclusion.”</p> <p>Sam Mostyn, Non-Executive Director</p>
<p><u>Twitter</u> April 5, 2016 <i>Internet</i></p>	<p><u>Parental Leave:</u> 20 weeks paid leave (includes adoptive parents)</p>	<p>Sets a global minimum paid leave standard</p>	<p>“The goal of this change [to do away with different leaves for primary and secondary caregiving] was to expand how we think about parental leave. Primary caregiving is something that’s hard to define [with family structures changing]...We want to lead by example and by doing so we can influence the decisions of others.”</p> <p>Jeffrey Siminoff, Vice President of Inclusion and Diversity</p>
<p><u>Union Square Hospitality Group</u> September 27, 2016 <i>Restaurants</i></p>	<p><u>Parental Leave:</u> 4 weeks fully paid leave and 4 weeks at 60 percent pay (8 weeks paid leave in total); (includes adoptive parents)</p>	<p>Applies to all full-time employees who have been at the company for more than one year, including front- and back-of-house staff</p>	<p>“At USHG, we are committed to being a company where hospitality professionals can build and advance their careers... We believe passionately that by offering this benefit – and expanding eligibility – USHG will retain even more of our talented people.”</p> <p>Company Website</p>

⁵³ Policy details confirmed by Mastrangelo, A. (2018, March 22). Personal communication. (Media Relations, TJX Companies).

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Unum February 1, 2018⁵⁴ <i>Insurance</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for birth mothers, plus 6 paid parental leave (12 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to qualifying employees working at least 20 hours per week</p> <p>Provides up to \$5,000 reimbursement per child for expenses related to adoption</p>	<p>“Paid parental leave allows parents to spend valuable time with children at a crucial point in their lives and can ease the transition back to work. Importantly, it aligns with the leave benefits that we provide for many of our customers.”</p> <p>-Rick McKenney, President and CEO</p>
<p>USAA April 11, 2017 <i>Financial Services</i></p>	<p>Parental Leave: 12 weeks paid leave (includes adoptive parents)</p>		<p>“It was really just doing the right thing for our employees and what they are looking for. We want to inspire the top performers here and across the country to come to USAA.”</p> <p>Mark Reid, Executive Vice President of Human Resources</p>
<p>Vanguard September 14, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for birth mothers</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 2 weeks paid leave</p>	<p>Allows employees to use paid leave nonconsecutively</p> <p>Provides reimbursement for certain expenses related to adoption or surrogacy</p>	<p>“Vanguard's crew members dedicate their workdays to serving our clients and giving them the best chance for investment success. We have long been proud of our excellent benefits program and long tenured crew, so it is vitally important that we continue to support them at every life stage they experience during the time they work at Vanguard.”</p> <p>Bill McNabb, CEO</p>
<p>Walmart January 11, 2018 <i>Retail</i></p>	<p>Maternity Leave: 10 weeks paid leave</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to full-time hourly and salaried employees⁵⁵</p> <p>Provides up to \$5,000 reimbursement per child for expenses related to adoption</p>	<p>“Today, we are building on investments we’ve been making in associates, in their wages and skills development. It’s our people who make the difference and we appreciate how they work hard to make every day easier for busy families.”</p> <p>Doug McMillon, CEO</p>

⁵⁴ Policy details confirmed by Spencer, K. (2018, February 12). Personal communication. (Corporate Communications, Unum).

⁵⁵ Walmart employs an estimated 600,000 part-time employees who are not covered by this policy: Tabuchi, H. (2014, October 7). Walmart to End Health Coverage for 30,000 Part-Time Workers. *The New York Times*. Retrieved 12 January 2018, from <https://www.nytimes.com/2014/10/08/business/30000-lose-health-care-coverage-at-walmart.html>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p>Wells Fargo April 6, 2016 <i>Financial Services</i></p>	<p>Primary Caregiver Leave: 16 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver Leave: 4 weeks paid parental leave (includes adoptive parents)</p> <p>Family Care Leave: 5 consecutive work days of paid "critical caregiving" leave</p>	<p>Applies to full- and part-time employees</p>	<p>"The availability of the new benefit programs will provide team members with additional flexibility and financial support to care for their families."</p> <p>Diana Rodriguez, Senior Vice President, Communications</p>
<p>WEX Inc. September 27, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for birth mothers, plus 6 paid parental leave (12-14 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>		<p>"At WEX, we recognize that our success is dependent on the success of our employees, and, as a result, we view paid parental leave as an integral part of our ongoing commitment to support employee health and wellbeing. Expanding our parental leave program allows us to continue to excel in the industry, while offering employees support and flexibility through this incredibly pivotal time."</p> <p>Jenifer Rinehart, Senior Vice President of Human Resources</p>
<p>Whirlpool November 16, 2017 <i>Consumer Goods</i></p>	<p>Maternity Leave: 12 weeks paid leave for birth mothers</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p>	<p>Pays for employees on business travel to have breastmilk shipped home</p>	<p>"At Whirlpool Corporation, we understand our employees' families come first. We know the needs of our employees are constantly changing and evolving, and that we need to change and evolve alongside them. This new policy is the result of intensive research by our benefits team that takes into account the most up-to-date trends and best practices for the workplace. It's simply the right thing to do."</p> <p>Carey Martin, Vice President of Global Human Resources</p>

Company Announcement	Paid Leave Policy	Additional Policy Details	Company Rationale
<p><u>XL Catlin</u> March 6, 2017 <i>Insurance</i></p>	<p><u>Maternity and Primary Caregiver Leave:</u> 16 weeks paid parental leave (includes adoptive parents)</p> <p><u>Paternity and Secondary Caregiver Leave:</u> 4 weeks paid parental leave (includes adoptive parents)</p>	<p>Provides additional leave time to care for extended family members (including siblings and parents)</p> <p>Provides reimbursement for certain expenses related to adoption or surrogacy</p> <p>Allows employees to use paid leave nonconsecutively</p>	<p>“An essential element to attracting and retaining the best talent in our industry is a strong commitment to diversity and an inclusive culture which provides support for all colleagues to manage the demands of work and family and embraces flexibility in the way we work and in the way we think. We believe our new and enhanced policies will further empower our people to achieve a healthy work/life balance, giving them greater flexibility in how they work and giving XL Catlin the continued benefit of their enormous contributions.”</p> <p>Eileen Whelley, Chief Human Resources Officer</p>
<p><u>Yum! Brands</u> February 27, 2017 <i>Restaurants</i></p>	<p><u>Maternity Leave:</u> 18 weeks paid leave for birth mothers</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to corporate employees</p> <p>Provides financial assistance for adoption and infertility treatments</p>	<p>“As we transform Yum! Brands into a more growth-focused brand builder and global franchisor, investing in our unrivaled culture while engaging and attracting talent is a top priority. This expanded parental time off and baby bonding benefit builds on our strong legacy of investing in our people and culture to fuel great results and continuously providing meaningful ways to help our employees be and contribute their best at work and at home.”</p> <p>Tracy Skeans, Chief Transformation and People Officer</p>
<p><u>Zillow</u> November 10, 2015 <i>Internet</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave</p> <p><u>Parental Leave:</u> 8 weeks paid leave</p>	<p>Provides all expecting parents \$1,000 in “baby bucks” to help buy essentials</p>	<p>“Our perks reflect what’s most important to our employees and their families, and our commitment is to providing them with a benefits program that is both competitive and comprehensive with a primary focus on encouraging work-life balance.”</p> <p>Camille Salama, Manager, Corporate Communications and Public Affairs</p>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at NationalPartnership.org.

© 2018 National Partnership for Women & Families. All rights reserved.