

Leading on Leave

Companies With New or Expanded Paid Leave Policies (2015-2020)

Almost 200 brand-name companies across a range of industries have announced new or expanded paid leave policies over the last five years. In doing so, many have said paid leave promotes gender equity, demonstrates respect for employees and improves employee health. These changes also promote the success of the companies themselves, as paid leave policies improve recruitment and retention, which leads to lower turnover costs 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 these policies acknowledge the importance of paid parental leave for all employees, regardless of gender — though there are notable differences in the duration and coverage provided between companies. Several standout policies also provide paid leave to employees for family caregiving needs, recognize an expanded set of family relationships, or cover all types of employees equally.

Despite these exciting advances, just 19 percent of the private sector workforce in the United States has access to employer-provided paid family leave. Recognizing that it is time for change, lawmakers, business leaders, researchers and working people are advocating for improvements to employer practices and public policies to ensure that 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.

[3M \(2016\)*](#)
[AbbVie \(2017\)](#)
[Accenture \(2015\)*](#)
[Activision Blizzard \(2016\)*](#)
[Adobe \(2015\)*](#)
[Advance Financial \(2019\)](#)
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[Blackstone Group \(2015\)*](#)
[Bloomberg LP \(2019\)*](#)
[Blue Cross and Blue Shield of North Carolina \(2016\)*](#)
[BNP Paribas \(2018\)](#)
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[Boston Consulting Group \(BCG\) \(2017\)*](#)
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[Bristol-Myers Squibb \(2018\)*](#)
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[CarMax \(2018\)](#)
[Children's National Health System \(2015\)](#)
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[Choice Hotels International \(2016\)*](#)
[Christiana Care \(2019\)](#)
[Cisco \(2017\)*](#)
[Citi \(2016\)*](#)
[Cleveland Clinic \(2019\)](#)
[Coca-Cola \(2016\)*](#)
[Constellation Brands \(2017\)*](#)
[The Container Store \(2017\)](#)
[Credit Suisse Group \(2015\)*](#)
[Crowley Maritime Corporation \(2017\)](#)
[CVS \(2018\)*](#)
[Danone \(2017\)*](#)
[Deloitte \(2016\)*](#)
[Diageo \(2019\)](#)
[Discovery Communications \(2016\)*](#)
[DNB \(2019\)](#)
[DocuSign \(2017\)*](#)
[Dollar General \(2018\)](#)
[Dollar Shave Club \(2019\)](#)
[DOW Chemical \(2016\)*](#)
[Dow Jones & Co. \(2018\)*](#)
[DTE Energy \(2018\)](#)
[Duke Energy \(2017\)](#)
[Eagle Mine \(2017\)](#)
[Eataly \(2018\)](#)
[eBay \(2015\)*](#)
[Ecolab \(2017\)*](#)
[Eli Lilly and Company \(2018\)](#)
[Emerson \(2018\)](#)
[Ernst & Young \(2016\)*](#)
[Estée Lauder \(2018\)*](#)
[Etsy \(2018\)*](#)
[Exelon \(2016\)*](#)
[Facebook \(2017\)*](#)
[Farmers Insurance \(2019\)](#)
[Fidelity Investments \(2016\)*](#)
[Fifth Third Bank \(2017\)*](#)
[First Data \(2016\)](#)
[First Tennessee \(2016\)*](#)
[FMC Corporation \(2016\)*](#)
[Food Lion \(2019\)](#)
[Ford Motor Co. \(2018\)*](#)
[Gap Inc. \(2018\)](#)
[Gates Foundation \(2019\)](#)
[General Mills \(2018\)*](#)
[Giant \(2019\)](#)
[GoDaddy \(2017\)*](#)
[Goldman Sachs \(2019\)*](#)
[H&M \(2017\)*](#)
[Hannaford Supermarkets \(2019\)](#)
[Harris Corporation \(2018\)](#)
[Hasbro \(2016\)*](#)
[Hewlett Packard Enterprises \(2019\)](#)
[Hilton Worldwide \(2019\)*](#)
[The Home Depot \(2018\)](#)
[Hometeam \(2017\)](#)
[The Honest Company \(2019\)*](#)
[IBM \(2017\)*](#)
[Ikea \(2016\)*](#)
[Intel \(2019\)*](#)

*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.

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

[J.M. Smucker Company](#) (2019)
[Johnson & Johnson](#) (2017)*
[JPMorgan Chase](#) (2019)*
[KEEN Footwear](#) (2015)*
[Kering](#) (2019)
[Kimberly-Clark](#) (2015)
[Klarna](#) (2018)*
[L.L. Bean](#) (2017)*
[L'Occitane](#) (2019)
[Land O'Lakes](#) (2016)*
[Legg Mason](#) (2017)*
[Levi Strauss & Co.](#) (2020)*
[LinkedIn](#) (2017)*
[Lowe's](#) (2018)*
[Lululemon](#) (2019)
[Lyft](#) (2018)*
[M&T Bank](#) (2015)*
[Marks Paneth](#) (2016)*
[MassMutual](#) (2018)
[MasterCard](#) (2016)*
[Medtronic](#) (2018)*
[Merck](#) (2017)*
[Microsoft](#) (2017)*
[Morgan Stanley](#) (2017)*
[Mozilla](#) (2017)*
[The Nation](#) (2015)*
[National Football League](#) (2019)
[Nestlé](#) (2019)*
[Netflix](#) (2015)
[New Seasons Market](#) (2018)
[New York-Presbyterian Hospital](#) (2017)*
[Nike](#) (2016)*
[Noodles & Company](#) (2018)*
[Nordstrom](#) (2017)*
[Norton Healthcare](#) (2017)
[NVIDIA](#) (2015)*
[OppenheimerFunds](#) (2018)*
[PayPal](#) (2015)*
[Pilot Flying J](#) (2019)
[Pinterest](#) (2017)*
[PNC](#) (2016)*
[Procter & Gamble](#) (2018)*
[Protective Life](#) (2018)
[Prudential](#) (2018)*
[Public Consulting Group](#) (2019)
[PwC](#) (2018)*
[RaceTrac](#) (2016)
[RB](#) (2016)*
[Regions Financial Group](#) (2019)
[Rio Tinto](#) (2017)
[Rolls-Royce](#) (2018)
[S&P Global](#) (2020)
[Sallie Mae](#) (2016)*
[Schneider Electric](#) (2017)*
[Scripps Networks Interactive](#) (2016)*
[Shell](#) (2017)
[Spotify](#) (2015)
[The Standard](#) (2019)
[Starbucks](#) (2018)*
[State Street](#) (2018)
[Stonyfield Farm](#) (2015)
[Stop & Shop](#) (2019)
[Sun Life](#) (2019)
[SurveyMonkey](#) (2018)*
[Sweetgreen](#) (2019)
[Target](#) (2019)
[TD Bank](#) (2017)
[Teleflex](#) (2018)
[TIAA](#) (2018)*
[Tiffany & Co.](#) (2018)
[TJX Companies](#) (2018)
[Transurban](#) (2017)*
[Twitter](#) (2016)*
[Union Square Hospitality Group](#) (2016)
[United States Steel Corporation](#) (2019)
[United Technologies](#) (2015)
[Unity Technologies](#) (2016)
[Unum](#) (2018)
[UPMC](#) (2019)
[USAA](#) (2017)*
[Vanguard](#) (2016)*
[VF Corporation](#) (2019)
[Vodafone](#) (2019)
[Walgreens](#) (2018)
[Walmart](#) (2018)*
[The Washington Post](#) (2019)
[Wells Fargo](#) (2016)
[Western Union](#) (2017)
[WEX Inc.](#) (2016)*
[Whirlpool](#) (2017)*
[XL Catlin](#) (2017)*
[Yum! Brands](#) (2017)*
[Zillow](#) (2015)*

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>3M December 15, 2016 <i>Mechanical or Industrial Engineering</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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>AbbVie June 15, 2017¹ <i>Pharmaceuticals</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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>Applies to employees who are scheduled to work 20 or more hours a week</p> <p>Allows employees to take up to 10 additional weeks of unpaid leave following their paid leave</p> <p>Allows employees to use paid leave nonconsecutively</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Provides on-site child care at their Illinois headquarters</p>
<p>Accenture August 26, 2015 <i>Information Technology and Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees</p> <p>Provides financial assistance for up to 80 hours per year of emergency care for children or family members, with an additional 40 hours in the first year after a birth or adoption</p> <p>Provides opportunities for employees to ship breastmilk home while traveling on business</p> <p>Provides financial assistance for fees associated with adoption and surrogacy²</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>Provides full time employees with up to \$5,000 reimbursement for adoption related expenses³</p>

¹ Policy details provided by Lloyd, E. (2019, January 11). Personal communication. (Corporate Enterprise Communications, AbbVie)

² Accenture (2020). *Accenture Rewards and Benefits*. Retrieved 20 April 2020, from <https://www.accenture.com/us-en/careers/your-future-rewards-benefits>

³ Activision Blizzard (2020) *Benefits for Every World*. Retrieved 20 April 2020, from <https://hub.activisionblizzard.com/s/us-benefits?tabset-f46e0=9de36>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Adobe August 10, 2015⁴ <i>Computer Software</i></p>	<p>Maternity Leave: 10 weeks paid medical leave for parents who give birth, 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>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>Advance Financial January 1, 2019 <i>Financial Services</i></p>	<p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to employees who have been at the company for at least 12 months and worked at least 1,250 hours</p>
<p>Airbnb September 1, 2015⁵ <i>Internet</i></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>Aimco December 20, 2019 <i>Real Estate</i></p>	<p>Parental Leave: 16 weeks paid leave</p>	<p>Provides opportunities to ship breastmilk home when traveling for business</p> <p>Pays for costs associated with business travel for new parents including travel costs for an infant and a caregiver</p>
<p>Amazon November 2, 2015 <i>Internet</i></p>	<p>Maternity Leave: 4 weeks paid prepartum medical leave, plus 10 weeks paid leave for parents who give birth and 6 weeks paid parental leave (20 weeks paid leave in total)</p> <p>Paternity Leave: 6 weeks paid leave</p>	<p>Applies to all full-time hourly and salaried employees, including customer service and fulfillment center workers</p> <p>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</p> <p>Allows primary caregivers to work part time for up to 8 weeks following leave</p>

⁴ Adobe (2018). *Adobe Benefits*. Retrieved 27 February 2018, from <https://benefits.adobe.com/us>

⁵ Policy details confirmed by Carr, M. (2017, December 12). Personal Communication. (Public Affairs, Airbnb).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>American Express</u> December 12, 2016 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 20 weeks paid parental leave (26-28 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 20 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees</p> <p>Provides employees 24-hour lactation consultant services</p> <p>Provides up to \$35,000 reimbursement for expenses related to adoption, surrogacy or fertility treatment</p>
<p><u>Anheuser-Busch InBev</u> April 14, 2016 Expanded May 23, 2018⁶ <i>Food and Beverages</i></p>	<p><u>Primary Caregiver Leave:</u> 16 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave (includes adoptive parents)</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows for in-vitro fertilization leave and return-to-work transition programs, depending on location</p>
<p><u>APCO Worldwide</u> July 24, 2017⁷ <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><u>Apple</u> November 6, 2019 <i>Consumer Electronics</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 6 weeks paid leave for non-birth parents</p> <p><u>Family Care Leave:</u> 4 weeks paid leave (can be used to extend parental leave for adoptive parents)</p>	<p>Applies to corporate and retail employees</p> <p>Provides 4 weeks for parents to work part time at full pay following paid leave</p> <p>Provides up to \$14,000 reimbursement for expenses related to adoption</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 parents who give birth</p> <p><u>Parental Leave:</u> 1 week paid leave (includes adoptive and foster parents)</p>	<p>Full-time employees who give birth can return to work part-time with full benefits for 3 months</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>	

⁶ Anheuser-Busch InBev. (2018, May 23). *Parental Leave Policy* [Press release]. Retrieved 17 December 2018, from <https://www.ab-inbev.com/news-media/news-stories/parental-leave-policy.html>

⁷ Policy details confirmed by DeAngelo, A. (2018, January 10). Personal Communication. (Media Relations, APCO Worldwide).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Bain & Company</u> January 2016⁸ <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 8 weeks paid parental leave (includes adoptive parents)</p>	<p>Applies to full-time and benefits-eligible part-time employees</p> <p>Provides multiple weeks of paid leave for foster care parents every 12 months</p>
<p><u>Bank of America</u> April 7, 2016 <i>Financial Services</i></p>	<p><u>Parental Leave:</u> 16 weeks paid leave (includes adoptive parents)</p>	<p>Applies to full- and part-time employees⁹</p> <p>Provides up to \$20,000 reimbursement for expenses related to adoption, fertility and/or surrogacy¹⁰</p> <p>Provides limited reimbursement for monthly child care expenses</p>
<p><u>Barclays PLC</u> June 15, 2016 <i>Financial Services</i></p>	<p><u>Primary Caregiver Leave:</u> 16 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 6 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Allows primary caregivers to split their leave into two periods</p> <p>Provides 5 days of paid bereavement leave¹¹</p>
<p><u>BASF</u> December 14, 2016 <i>Chemicals</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave for parents who give birth, plus 8 weeks paid parental leave (14-16 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> 1 week paid leave</p>	<p>Provides 2 weeks of paid bereavement leave</p>
<p><u>Beam Suntory</u> December 18, 2019 <i>Wine & Spirits</i></p>	<p><u>Primary Caregiver Leave:</u> 26 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 4 weeks paid parental leave</p>	

⁸ Policy details confirmed by Lantigua, L. (2019, January 10). Personal communication. (Bain & Company).

⁹ Policy details confirmed by Aldridge, A. (2016, April 11). Personal communication. (Corporate Communications, Bank of America).

¹⁰ Bank of America. (2019). *Resources for You and Your Family*. Retrieved 20 April 20, 2020, from <https://www.bankofamerica.com/content/documents/employees/resources-guide-for-parents.pdf>

¹¹ Barclays. (n.d.) *Support for Families and Carers*. Retrieved 20 April 2020, from <https://home.barclays/careers/working-at-barclays/family-policy/>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Blackstone Group</u> April 23, 2015 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave (includes adoptive parents)</p> <p><u>Paternity Leave:</u>¹² 2 weeks paid leave</p>	
<p><u>Bloomberg LP</u> April 1, 2015¹³ Expanded May 15, 2019 <i>Financial Services</i></p>	<p><u>Primary Caregiver Leave:</u> 24 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 4 weeks paid parental leave (includes adoptive parents)</p>	<p>Allows employee to transition back to full-time work with 10 "transition days"</p> <p>Provides up to \$13,570 reimbursement for expenses related to adoption or surrogacy</p> <p>Provides 15 days annually of back-up child care per dependent</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><u>BNP Paribas</u> September 18, 2018 <i>Banking</i></p>	<p><u>Maternity Leave:</u> 14 weeks paid leave for parents who give birth</p> <p><u>Paternity Leave:</u> 6 days paid leave</p>	<p>Sets a global minimum paid leave standard</p>
<p><u>Boeing</u> January 1, 2017 <i>Aviation & Aerospace</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive and foster parents)</p>	<p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Provides back-up child and elder care</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 parents who give birth</p> <p><u>Paternity Leave:</u>¹⁴ 8 weeks paid leave</p> <p><u>Adoptive Parental Leave:</u> 8 weeks paid leave</p>	

¹² "Blackstone." *Great Places to Work*. Retrieved 10 January 2018, from <http://reviews.greatplacetowork.com/blackstone>

¹³ Policy details confirmed by Trippet, T. (2017, December 18). Personal communication. (Global Corporate Media Relations, Bloomberg L.P.).

¹⁴ "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
<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 parents who give birth, 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><u>Bristol-Myers Squibb</u> March 9, 2018¹⁵ <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 1 year</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p>
<p><u>Broadridge Financial Solutions</u> February 7, 2018¹⁶ <i>Information Technology and Services</i></p>	<p><u>Maternity Leave:</u> 9 weeks paid medical leave for parents who give birth, 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 fertility treatment</p>
<p><u>BuzzFeed</u> 2018 <i>Internet</i></p>	<p><u>Primary Caregiver Leave:</u> 18 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 6 weeks paid parental leave</p>	<p>Provides employees with access to postpartum specialists, pediatricians, and career coaching</p>
<p><u>Campbell Soup Company</u> April 28, 2016 <i>Food and Beverages</i></p>	<p><u>Primary Caregiver Leave:</u> 10 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave (includes adoptive parents)</p>	

¹⁵ Policy details confirmed by Mantuano, J. (2018, March 30). Personal Communication. (HR Communications, Bristol-Myers Squibb).

¹⁶ Policy details confirmed by Namias, L. (2018, March 7). Personal Communication. (Corporate Communications, Broadridge).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Capital One</u> June 1, 2016 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 18 weeks paid leave for parents who give birth</p> <p><u>Paternity Leave:</u> 8 weeks paid leave</p> <p><u>Adoptive and Foster Care Parental Leave:</u> 8 weeks paid leave</p> <p><u>Family Care Leave:</u> 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>
<p><u>Cargill</u> Updated since January 1, 2017¹⁷ <i>Food Production</i></p>	<p><u>Maternity Leave:</u> Paid medical leave for parents who give birth, plus 4 weeks paid parental leave¹⁸</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 4 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>Pays for employees on business travel to have breastmilk shipped home</p> <p>Provides limited reimbursement for expenses related to adoption¹⁹</p> <p>Reduced medical leave policy for those employed <1 year</p>
<p><u>CarMax</u> March 1, 2018²⁰ <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, 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>Provides up to \$4,000 reimbursement per child for expenses related to adoption</p>
<p><u>Children's National Health System</u> July 30, 2015 <i>Hospital and Health Care</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave (includes adoptive parents)</p> <p><u>Paternity Leave:</u> 2 weeks paid leave (includes adoptive parents)</p>	

¹⁷ Cargill. (2020). *Paid Family Leave*. Retrieved 20 April 2020, from <https://www.cargill.com/page/mh-paid-family-leave>

¹⁸ Cargill. (2020) Short-term Disability. Retrieved 23 July 2020, from <https://www.cargill.com/page/my-health/mh-salary-continuation>

¹⁹ Cargill. (2020) *Adoption Assistance*. Retrieved 20 April 20, 2020, from <https://www.cargill.com/page/my-health/mh-adoption-assistance>

²⁰ Policy details confirmed by Slayton, D. (2018, March 12). Personal Communication. (Public Relations, CarMax).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Chipotle June 2019²¹ Expanded March 5, 2020²² <i>Restaurants</i></p>	<p>Maternity Leave: 12 weeks paid leave for parents who give birth</p> <p>Paternity Leave: 4 weeks paid leave</p> <p>Adoptive Parental Leave: 4 weeks paid leave</p>	<p>Applies to Restaurant Support Center and eligible field employees</p> <p>Provides up to \$7,500 reimbursement for expenses related to adoption</p> <p>Pays for employees on business travel to have breastmilk shipped home</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>Choice Hotels September 29, 2016 <i>Hospitality</i></p>	<p>Maternity Leave: 12 weeks paid leave for parents who give birth (includes medical leave)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 4 weeks paid leave</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 fertility treatment</p> <p>Allows employees to use paid family care leave nonconsecutively</p>
<p>Christiana Care Health System September 18, 2019 <i>Hospital & Health Care</i></p>	<p>Parental Leave: 12 weeks paid leave (includes adoptive and foster parents)</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)²³</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>

²¹ Klein, D. (June, 2019) Chipotle Employees Can Now Earn an Extra Month of Pay. *QSR Magazine*. Retrieved 20 April 20, 2020, from <https://www.qsrmagazine.com/employee-management/chipotle-employees-can-now-earn-extra-month-pay>

²² Chipotle. (March, 2020). Chipotle Enhances Paid Parental Leave and Tests Unlimited PTO. Retrieved 14 July 2020, from <https://newsroom.chipotle.com/2020-03-05-Chipotle-Enhances-Paid-Parental-Leave-And-Tests-Unlimited-PTO>.

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

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Citi September 28, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</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>Cleveland Clinic December 18, 2019 <i>Hospital and Healthcare</i></p>	<p>Maternity Leave: 8 weeks paid maternity leave, plus 4 weeks paid parental leave (12 weeks paid leave in total)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive and surrogate parents)</p>	
<p>Coca-Cola April 11, 2016 <i>Food and Beverages</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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>Constellation Brands March 13, 2017 <i>Wine and Spirits</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive and foster parents)</p>	
<p>The Container Store December 15, 2017²⁴ <i>Retail</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for parents who give birth, 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>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>

²⁴ Policy details confirmed by Andreani, S. (2018, January 11). Personal communication. (Cultural Program, The Container Store).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Crowley Maritime Corporation</u> July 25, 2017 <i>Logistics and Supply Chain</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive and foster parents)</p>	
<p><u>CVS</u> February 8, 2018²⁵ <i>Hospital & Health Care</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth, plus 4 weeks paid parental leave (10 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 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 1 year</p> <p>Provides reimbursement for certain expenses related to adoption</p>
<p><u>Danone</u> June 23, 2017 <i>Food and Beverages</i></p>	<p><u>Primary Caregiver Leave:</u> 18 weeks paid parental leave for parents who give birth; 14 weeks paid parental leave for adoptive parents who identify as the primary caregiver</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave (includes adoptive parents)</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 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><u>Deloitte</u> September 8, 2016 <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 24 weeks paid leave for parents who give birth (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><u>Diageo</u> May 22, 2019 <i>Wine & Spirits</i></p>	<p><u>Parental Leave:</u> 26 weeks paid leave</p>	<p>Sets a global minimum paid leave standard of at least 4 weeks</p>

²⁵ Policy details confirmed by Goode J. (2018, February 12). Personal communication. (Corporate Public Relations, CVS Health).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Discovery Communications</u> September 15, 2016 <i>Entertainment</i></p>	<p><u>Maternity Leave:</u> 20-22 weeks paid leave for parents who give birth (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><u>DNB</u> January 1, 2019 <i>Financial Services</i></p>	<p><u>Parental Leave:</u> 20 weeks paid leave</p>	<p>Sets a global minimum paid leave standard</p>
<p><u>DocuSign</u> February 1, 2018 <i>Computer Software</i></p>	<p><u>Primary Caregiver Leave:</u> 24 weeks paid parental leave (includes adoptive and foster parents)</p> <p><u>Secondary Caregiver Leave:</u> 8 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Applies to employees who have been at the company for at least 6 months</p> <p>Provides paid bereavement leave</p>
<p><u>Dollar General</u> March 8, 2018 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid leave for parents who give birth, plus 2 weeks paid parental leave (8 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 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><u>Dollar Shave Club</u> January 15, 2020 <i>Consumer Goods</i></p>	<p><u>Parental Leave:</u> 4 months paid leave</p>	<p>Applies to salaried and hourly employees regardless of tenure</p>
<p><u>DOW Chemical</u> January 20, 2016 <i>Chemicals</i></p>	<p><u>Maternity Leave:</u> 12 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 2 weeks paid leave</p> <p><u>Adoptive Parental Leave:</u> 4 weeks paid leave</p>	<p>Sets global minimum paid leave standard</p> <p>Allows employees to use paid leave nonconsecutively</p> <p>Allows parents who give birth to transition back to full-time work following paid leave</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Dow Jones & Co.</u> January 1, 2018²⁶ <i>Online Media</i></p>	<p><u>Primary Caregiver Leave:</u> 20 weeks paid parental leave for primary caregivers (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 3 weeks paid parental leave</p>	<p>Applies to employees who have worked at Dow Jones for 6 months</p> <p>Provides up to 20 days of backup child care per year</p> <p>Provides a "Returnship" program to help employees return to the workforce after a health or family emergency</p>
<p><u>DTE Energy</u> June 14, 2018 <i>Utilities</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, 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 and foster parents)</p>	<p>Applies to non-union, salaried employees</p>
<p><u>Duke Energy</u> January 26, 2017 <i>Utilities</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave</p>	<p>Provides \$5,000 reimbursement for expenses related to adoption</p>
<p><u>Eagle Mine</u> March 8, 2017 <i>Mining and Metals</i></p>	<p><u>Maternity Leave:</u> 12 weeks paid leave (includes adoptive parents)</p> <p><u>Paternity Leave:</u> 2 weeks paid leave (includes adoptive parents)</p>	
<p><u>Eataly</u> September 10, 2018 <i>Food and Beverages</i></p>	<p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p>	<p>Applies to hourly and salaried employees</p>
<p><u>eBay</u> December 4, 2015 <i>Internet</i></p>	<p><u>Maternity Leave:</u> 24 weeks paid leave for parents who give birth</p> <p><u>Paternity Leave:</u> 12 weeks paid leave</p> <p><u>Family Care Leave:</u> 12 weeks paid leave</p>	<p>Applies to hourly and salaried employees working at least 20 hours a week</p>

²⁶ Faterly. (2018, June 17). The 50 Best Places to Work For New Dads 2018: Dow Jones & Company. *Faterly*. Retrieved 1 August 2019, from <https://www.faterly.com/love-money/dow-jones-best-places-work-new-dads/>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Ecolab</u> November 30, 2017 <i>Chemicals</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave for parents who give birth, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p>	
<p><u>Eli Lilly and Company</u> November 28, 2018²⁷ <i>Pharmaceuticals</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid medical leave for parents who give birth, plus 10 weeks paid parental leave (18 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 10 weeks paid leave (includes adoptive and foster parents)</p>	<p>Allows employees to take up to 10 additional weeks of unpaid leave following their paid leave</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Provides back-up child care</p>
<p><u>Emerson</u> May 8, 2018²⁸ <i>Mechanical/Industrial Engineering</i></p>	<p><u>Primary Caregiver Leave:</u> 12 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave</p>	<p>Provides short-term and long-term disability benefits that can be accessed after the paid leave period</p>
<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><u>Estée Lauder</u> April 25, 2018 <i>Cosmetics</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 20 weeks paid parental leave (26-28 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 20 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to hourly and salaried employees who work at least 30 hours per week and have been at the company at least 3 months</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Provides back-up in-home and care center child care and elder care</p> <p>Allows employees to transition back to work following paid leave, providing 6 weeks of flexibility on when and where they work</p>

²⁷ Policy details confirmed by Otolski, K. M. (2018, December 18). Personal communication. (Communications, Diversity & Inclusion and HR, Eli Lilly and Company)

²⁸ Policy details confirmed by Baldrige, D. (2019, January 11). Personal communication. (Public Relations, Emerson)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Etsy March 15, 2016 Expanded November 12, 2018²⁹ <i>Internet</i></p>	<p>Parental Leave: 26 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 12 weeks paid leave (includes military leave)</p>	<p>Sets a global minimum paid leave standard</p> <p>Allows parents to trade in up to 14 weeks of parental leave in exchange for a cash payment</p> <p>Provides back-up child care services</p>
<p>Exelon December 19, 2016 <i>Utilities</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 2 weeks paid leave for primary family caregivers</p>	
<p>Facebook November 25, 2015³⁰ Expanded February 7, 2017 <i>Internet</i></p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 6 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 3 paid sick days to care for an ill family member</p>
<p>Farmers Insurance October 29, 2019 <i>Insurance</i></p>	<p>Parental Leave: 10 weeks paid leave (includes adoptive parents)</p>	
<p>Fidelity Investments March 15, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>	
<p>Fifth Third Bank May 4, 2017 <i>Financial Services</i></p>	<p>Maternity Leave: 10 weeks paid leave for parents who give birth</p> <p>Paternity Leave: 4 weeks paid leave</p>	

²⁹ Spencer, E. (2018, November 12). Etsy Announces New Benefit Offerings Aimed At Addressing Growing Global Footprint. *Forbes*. Retrieved 17 December 2018, from <https://www.forbes.com/sites/erinspencer1/2018/11/12/etsy-announces-new-year-employee-benefits-offerings/#752cd2071316>

³⁰ 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
<p><u>First Data</u> December 22, 2016 <i>Financial Services</i></p>	<p><u>Primary Caregiver Leave:</u> 12 weeks paid parental leave (includes adoptive and foster parents)</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave</p>	<p>Applies to full- and part-time employees</p> <p>Sets a global minimum paid leave standard</p> <p>Allows some flexibility in how leave can be taken</p>
<p><u>First Tennessee</u> August 3, 2016 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to full- and part-time employees</p> <p>Allows new fathers to take paternity leave nonconsecutively</p>
<p><u>FMC Corporation</u> October 12, 2016 <i>Chemicals</i></p>	<p><u>Maternity Leave:</u> 12 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 4 days paid leave</p>	<p>Allows employees to take up to 14 additional weeks of unpaid leave following their paid leave</p>
<p><u>Food Lion</u> September 11, 2019 <i>Retail</i></p>	<p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to full-time employees who have been working at the company for at least one year</p>
<p><u>Ford Motor Company</u> September 29, 2017 Expanded November 1, 2018³¹ <i>Automotive</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave for parents who give birth, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p> <p><u>Foster Parental Leave:</u> 2 weeks paid leave for foster parents</p>	<p>Applies to salaried employees</p> <p>Allows parents to transition back to work following leave, providing 1 month of full pay for a reduced work schedule</p>
<p><u>Gates Foundation</u> January 2019³² <i>Philanthropy</i></p>	<p><u>Primary Caregiver Leave:</u> 24 weeks paid parental leave (includes adoptive and foster parents)</p>	<p>Provides a \$20,000 stipend for new parents to spend on child care costs and family needs</p> <p>Provides \$20,000 reimbursement for expenses related to adoption, and up to \$40,000 reimbursement for fertility treatment</p>

³¹ Griffin, K. (2018, November 21). Ford Parental Leave Greatly Expanded In Time, Pay And Gender. *Ford Authority*. Retrieved 18 December 2018, from <http://fordauthority.com/2018/11/ford-parental-leave-greatly-expanded-in-time-pay-and-gender/>

³² Bill and Melinda Gates Foundation. (n.d.) *Benefits*. Retrieved 1 August 2019, from <https://www.gatesfoundation.org/careers/benefits>

Company Announcement	Paid Leave Policy	Additional Policy Details
<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>General Mills August 29, 2018³³ <i>Consumer Goods</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, plus 12 weeks paid parental leave (18-20 weeks paid leave in total)</p> <p>Parental Leave: 12 weeks paid leave (includes adoptive parents)</p> <p>Family Care Leave: 2 weeks paid leave</p>	<p>Applies to salaried and non-union production workers</p> <p>Provides 4 weeks of paid bereavement leave</p>
<p>Giant December 29, 2019 <i>Food and Beverage</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for parents who give birth, plus 4 weeks paid parental leave (10 weeks paid leave in total)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to qualifying full-time and part-time employees</p>
<p>GoDaddy April 4, 2017³⁴ <i>Internet</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for parents who give birth, 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>
<p>Goldman Sachs June 1, 2015 Expanded November 4, 2019³⁵ <i>Financial Services</i></p>	<p>Parental Leave: 20 weeks paid leave (includes adoptive parents)</p>	<p>Pays for employees on business travel to have breastmilk shipped home³⁶</p>

³³ Policy details confirmed by Knutson, L. (2018, December 18). Personal communication. (Corporate Communications Associate, General Mills)

³⁴ Policy details confirmed by Pfeffer, K. (2017, May 2). Personal Communication. (Public Relations, GoDaddy).

³⁵ La Roche, J. (2019, November 4). Goldman Sachs to give all new parents 20 weeks paid leave. *Yahoo Finance*. Retrieved 15 November 2019, from <https://finance.yahoo.com/news/goldman-sachs-to-give-all-new-parents-20-weeks-paid-leave-152722590.html>

³⁶ Menza, K. (2018, August 29). Goldman Sachs is the latest company to offer breast milk shipping for its female employees. *Mic*. Retrieved 24 October 2018, from <https://mic.com/articles/190984/goldman-sachs-is-the-latest-company-to-offer-breast-milk-shipping-for-its-female-employees#.Z7hbzafX>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Hannaford Supermarkets</u> September 1, 2019 <i>Supermarkets</i></p>	<p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to employees who work an average of 30 or more hours per week and have worked at the company for at least one year</p>
<p><u>Harris Corporation</u> May 9, 2018³⁷ <i>Defense & Space</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid medical leave for parents who give birth, plus 4 weeks paid parental leave (12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	
<p><u>Hasbro</u> April 26, 2016 <i>Consumer Goods</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, 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><u>Hewlett Packard Enterprises</u> April 30, 2019 <i>Information Technology and Services</i></p>	<p><u>Parental Leave:</u> 6 months paid leave (includes adoptive parents)</p>	<p>Allows new parents to apply to work part-time at full pay for up to 36 months following the birth or adoption of a child</p>
<p><u>Hilton</u> September 4, 2015 Expanded September 16, 2019³⁸ <i>Hospitality</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid leave for parents who give birth, plus 4 weeks paid parental leave (12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to salaried and hourly employees who work full time, including those in housekeeping and concierge roles³⁹</p> <p>Does not apply to employees at Hilton franchises</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p>

³⁷ Policy details confirmed by Fischer, C. (2019, January 11). Personal communication. (Engagement and Inclusion, Harris Corporation)

³⁸ Gibson, K. (2019, September 16). Hilton hotels expands paid leave for new parents. *CBS News*. Retrieved 19 September 2019, from <https://www.cbsnews.com/news/hilton-expands-paid-leave-for-new-parents/>

³⁹ 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
<p><u>H&M</u> November 27, 2018⁴⁰ <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-10 weeks paid medical leave for parents who give birth, plus 6 weeks of parental leave (12-16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 7 days paid leave</p>	<p>Applies to full- and part-time employees who have been at the company for at least 1 year (and have worked for at least 1,250 hours over the previous year)</p> <p>Allows employees to take up to 3 additional months of unpaid leave following their paid leave, in addition to FMLA unpaid, job-protected leave</p> <p>Provides up to \$5,000 in adoption assistance to adoptive parents</p>
<p><u>The Home Depot</u> July 1, 2018 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to salaried and hourly employees who have worked at the company for at least one year</p>
<p><u>Hometeam</u> March 31, 2017 <i>Health, Wellness and Fitness</i></p>	<p><u>Primary Caregiver Leave:</u>⁴¹ 12 weeks paid parental leave</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave</p>	
<p><u>The Honest Company</u> October 1, 2015 <i>Consumer Goods</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Paternity Leave:</u> 8 weeks paid leave</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 parents who give birth</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>

⁴⁰ Policy details confirmed by H&M Media Relations. (2019, January 18). Personal communication.

⁴¹ Policy details confirmed by Prashar, A. (2017, May 4). Personal Communication. (Communications and Policy, Hometeam).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>IKEA</u> December 6, 2016 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, 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); (includes adoptive and foster parents)⁴²</p>	<p>Applies to eligible full- and part-time hourly and salaried employees</p> <p>Provides 12 weeks of paid leave to employees who have been with the company for over 1 year</p> <p>Provides 16 weeks of paid leave to employees who have been with the company for over 3 years</p> <p>Provides paid bereavement leave⁴³</p>
<p><u>Intel</u> January 16, 2015⁴⁴ Expanded January 1, 2020 <i>Semiconductors</i></p>	<p><u>Maternity leave:</u> Paid medical leave for parents who give birth, plus 12 weeks paid parental leave</p> <p><u>Parental leave:</u> 12 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Family Care Leave:</u> 8 weeks paid leave</p>	<p>Provides up to \$15,000 reimbursement per child for expenses related to adoption and up to \$40,000 reimbursement for expenses related to fertility treatments, including in-vitro fertilization</p> <p>Provides reimbursement for expenses related to freezing eggs, sperm, embryos or cord blood⁴⁵</p> <p>Provides 2 weeks of bereavement leave</p> <p>Pays for employees to have breastmilk shipped home</p> <p>Allows new parents to transition back to work following leave by providing up to 4 weeks of full pay for a reduced work schedule</p>
<p><u>The J.M. Smucker Company</u> September 26, 2019 <i>Consumer Goods</i></p>	<p><u>Maternity Leave:</u> 12 weeks paid leave for parents who give birth, plus 12 weeks paid parental leave (24 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 12 weeks paid leave</p>	
<p><u>Johnson & Johnson</u> June 13, 2017 <i>Hospital and Health Care</i></p>	<p><u>Maternity Leave:</u> 9 weeks paid leave for parents who give birth, plus 8 weeks parental leave (17 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take paid leave nonconsecutively</p> <p>Provides up to \$25,000 for expenses related to adoption or surrogacy and up to \$35,000 for fertility assistance</p>

⁴² 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.

⁴³ 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

⁴⁴ Shot, C. (January, 2015). Intel Announces New Paid Bonding Leave for Parents. *Intel Newsroom*. Retrieved 14 July 2020, from <https://newsroom.intel.com/chip-shots/chip-shot-intel-announces-new-paid-bonding-leave-program-for-parents/#gs.a7ypzq>

⁴⁵ 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/#KzXBhtfCSGq5>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>JPMorgan Chase January 21, 2016 Expanded 2019⁴⁶ <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>Applies to full-time hourly and salaried employees</p> <p>Provides 5 days of paid bereavement leave</p>
<p>KEEN Footwear December 21, 2015 <i>Apparel and Fashion</i></p>	<p>Maternity Leave: 6 weeks medical leave for parents who give birth, plus 4 weeks paid leave (10 weeks paid leave in total)</p> <p>Parental Leave: 4 weeks paid leave (includes adoptive parents)</p>	<p>Applies to employees working at least 30 hours a week</p>
<p>Kering December 14, 2016⁴⁷ Expanded September 10, 2019 <i>Luxury Goods and Jewelry</i></p>	<p>Parental Leave: 14 weeks paid leave (includes adoptive parents)</p>	<p>Sets a global minimum paid leave standard</p>
<p>Kimberly-Clark October 15, 2015 <i>Consumer Goods</i></p>	<p>Parental Leave: 4 weeks paid leave (includes adoptive and foster parents; additional paid medical leave provided to parents who give birth)</p>	<p>Applies to salaried and hourly full- and part-time employees (regularly working 20 hours or more per week)</p>
<p>Klarna February 12, 2018⁴⁸ <i>Financial Services</i></p>	<p>Parental Leave: 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>The Kroger Co. January 1, 2018⁴⁹ <i>Retail</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, plus 2 weeks paid parental leave (8-10 weeks paid leave in total)</p> <p>Parental Leave: 2 weeks paid leave (includes adoptive parents)</p>	<p>Applies to management and administrative associates (some store associates receive paid leave through collectively-bargained plans)</p> <p>Provides up to \$6,000 reimbursement for expenses related to adoption</p>

⁴⁶ Scheiber, N. (2019, May 30). Victory for Fathers in a Parental Leave Case That Could Be a Harbinger. *The New York Times*. Retrieved 1 August 2019, from <https://www.nytimes.com/2019/05/30/business/fathers-parental-leave-jpmorgan-chase.html>

⁴⁷ Kering. (December, 2016). *Kering Introduces a Minimum Length of Time for Maternity, Adoption, and Paternity Leave for all Employees Globally* [Press Release]. Retrieved 20 April 2020, from <https://www.kering.com/en/news/introduces-minimum-length-time-maternity-adoption-paternity-leave-all-employees-globally>

⁴⁸ Policy details confirmed by Wright, D. (2018, March 26). Personal communication. (Strategic Relations for Klarna, Feintuch Communications).

⁴⁹ Policy details confirmed by Howard, K. (2019, January 28). Personal communication. (Corporate Communications and Media Relations, The Kroger Co.)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Land O'Lakes</u> April 19, 2016 <i>Food Production</i></p>	<p><u>Maternity Leave:</u> 10 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 2 weeks paid leave (includes adoptive parents)</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><u>Levi Strauss & Co.</u> October 6, 2016⁵⁰ Expanded February 27, 2020 <i>Apparel and Fashion</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)⁵¹</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 hourly and salaried employees</p>
<p><u>LinkedIn</u> August 1, 2017⁵² <i>Internet</i></p>	<p><u>Parental leave:</u> 12 weeks paid leave (includes adoptive and foster parents; additional paid medical leave provided to parents who give birth)</p> <p><u>Family Care Leave:</u> 6 weeks paid leave⁵³</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 adoption; and financial assistance with cryopreservation for medical and non-medical reasons, fertility diagnosis and treatment, and doula services</p> <p>Provide new parents a \$2,000 child care expense credit⁵⁴</p>

⁵⁰ Levi Strauss & Co. (2016, December 12). *Levi Strauss & Co. Expands Parental Leave for U.S. Employees* [Press Release]. Retrieved 20 April 2020, from <https://www.levistrauss.com/2016/12/12/levi-strauss-co-expands-parental-leave-for-u-s-employees/>

⁵¹ Policy details confirmed by company. (2016, October). Personal communication. (Levi Strauss & Co.).

⁵² Policy details confirmed by McCoy, M. (2017, December 19). Personal communication. (Corporate Communications, LinkedIn).

⁵³ 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>

⁵⁴ 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/>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>L.L. Bean</u> February 9, 2017⁵⁵ <i>Retail</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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><u>L'Occitane</u> March 5, 2020 <i>Cosmetics</i></p>	<p>Primary Caregiver Leave: 20 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 12 weeks paid parental leave</p>	<p>Applies to all corporate, factory, and retail employees</p>
<p><u>Lowe's</u> February 1, 2018 <i>Retail</i></p>	<p>Maternity Leave: 10 weeks paid leave for parents who give birth</p> <p>Parental Leave: 2 weeks paid leave (includes adoptive and foster parents)⁵⁶</p>	<p>Applies to full-time employees</p> <p>Provides up to \$5,000 reimbursement for expenses related to adoption</p>
<p><u>Lululemon</u> February 13, 2019 <i>Retail</i></p>	<p>Parental Leave: 12-24 weeks of paid leave</p>	<p>Applies to employees who work at least 24 hours per week</p> <p>Provides 3 months of paid leave to full-time employees who have been with the company for 2 years</p> <p>Provides 6 months paid leave to employees who have been with the company for 5 years</p>
<p><u>Lyft</u> January 1, 2018⁵⁷ <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>
<p><u>M&T Bank</u> 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>	

⁵⁵ Policy details confirmed by Beem, C. (2018, March 23). Personal Communication. (Public Affairs, L.L. Bean).

⁵⁶ 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>

⁵⁷ 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
<p><u>Marks Paneth</u> December 8, 2016 <i>Accounting</i></p>	<p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p>	
<p><u>MassMutual</u> January 1, 2019⁵⁸ <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 10 weeks paid medical leave for parents who give birth, plus 8 weeks paid parental leave (18 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> 2 weeks paid leave to care for a loved one (employees have discretion on how to define "loved one")</p>	<p>Applies to all full- and part-time employees</p> <p>Provides 15 days of paid bereavement leave</p> <p>Provides subsidized child care</p>
<p><u>Mastercard</u> January 1, 2016⁵⁹ <i>Information Technology and Services</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive parents)</p>	<p>Provides 4 weeks of paid bereavement leave⁶⁰</p>
<p><u>Medtronic</u> May 1, 2018⁶¹ <i>Medical Devices</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p> <p><u>Family Care Leave:</u> 6 weeks paid leave (includes care after a family member is called to active military duty)</p>	<p>Applies to full- and part-time employees</p> <p>Provides reimbursement for expenses related to adoption or surrogacy</p> <p>Pays for employees on business travel to have breastmilk shipped home</p>

⁵⁸ Policy details confirmed by Tremblay, P. (2019, January 10). Personal communication. (Media Relations, MassMutual)

⁵⁹ Policy details confirmed by Eisen, S. (2017, December 18). Personal communication. (Communications, MasterCard).

⁶⁰ 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>

⁶¹ Policy details confirmed by Traurig, J. (2019, January 7). Personal communication. (Corporate Communications, Medtronic)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Merck April 2017 Pharmaceuticals</p>	<p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Allows employees to take up to 20 weeks of unpaid leave following their paid parental leave</p> <p>Provides up to \$25,000 reimbursement for expenses related to adoption and surrogacy⁶²</p> <p>Allows employees to take leave at once, as phased time off or a combination of both</p>
<p>Microsoft August 5, 2015 Expanded June 27, 2017 Computer Software</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 parents who give birth, plus 12 weeks paid parental leave (20 weeks paid leave in total)</p> <p>Parental Leave: 12 weeks paid leave</p> <p>Family Care Leave: 4 weeks paid leave⁶³</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>Morgan Stanley November 2, 2017 Financial Services</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 Computer Software</p>	<p>Maternity Leave: 26 weeks of paid leave for parents who give birth</p> <p>Parental Leave: 12 weeks paid leave (includes adoptive and foster parents)</p>	<p>Sets a global minimum paid leave standard</p>
<p>The Nation December 16, 2015 Publishing</p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take paid leave nonconsecutively</p>

⁶² Merck. (2018). *Fostering Work-Life Balance at Merck*. Retrieved 20 April, 2020, from <https://www.merck.com/about/featured-stories/work-life.html>

⁶³ 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
<p><u>The National Football League</u> August 26, 2019 <i>Sports</i></p>	<p><u>Parental Leave:</u> 16 weeks paid parental leave (includes adoptive and foster parents)</p> <p><u>Family Care Leave:</u> 2 weeks paid leave</p>	
<p><u>Nestlé</u> June 26, 2015 Expanded December 4, 2019⁶⁴ <i>Food and Beverages</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</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>Allows primary caregivers to return to work on a reduced schedule for the final 8 weeks of leave</p>
<p><u>Netflix</u> August 4, 2015⁶⁵ Expanded December 10, 2015 <i>Entertainment</i></p>	<p><u>Parental Leave:</u> <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><u>New Seasons Market</u> January 9, 2018 <i>Food and Beverages</i></p>	<p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to all benefits-eligible employees</p>
<p><u>New York-Presbyterian Hospital</u> May 4, 2017 <i>Hospital and Health Care</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p><u>Primary Caregiver Leave:</u> 6 weeks paid parental leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 2 weeks paid parental leave (includes adoptive parents)</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>Provides up to \$5,000 reimbursement for adoption related expenses⁶⁶</p>

⁶⁴ Nestlé supports families with new parental leave policy. (2019, December 4). Retrieved 5 December 2019, from <https://businessmirror.com.ph/2019/12/04/nestle-supports-families-with-new-parental-leave-policy/>

⁶⁵ 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>

⁶⁶ New York Presbyterian Hospital. (2018). *New Hire Guide*. Retrieved 20 April 2020, from <https://www.nyp.org/pdf/hr/NYP-NewHireGuide.pdf>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Nike</u> May 11, 2016 <i>Sporting Goods</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid leave for parents who give birth, 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, 2018⁶⁷ Expanded September 18, 2018⁶⁸ <i>Restaurants</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth</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>Allows parents who give birth to phase-in and phase-out their leave, providing 4 weeks before and 4 weeks after leave of full pay for a reduced work schedule</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><u>Nordstrom</u> March 6, 2017 <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth, 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><u>Norton Healthcare</u> October 1, 2017⁶⁹ <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><u>NVIDIA</u> November 2, 2015 <i>Computer Hardware</i></p>	<p><u>Maternity Leave:</u> 22 weeks paid leave for parents who give birth</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>

⁶⁷ Policy details confirmed by Moore, D. (2018, March 8). Personal communication. (Communications, Noodles & Company).

⁶⁸ Noodles World Kitchen. (2018, September 18). Noodles & Company adds groundbreaking maternity leave transition program to parental benefits package [Press Release]. Retrieved 25 October 2018, from <https://investor.noodles.com/news-releases/news-release-details/noodles-company-adds-groundbreaking-maternity-leave-transition>

⁶⁹ Policy details confirmed by Roetker, M. (2018, March 28). Personal communication. (Public Relations, Norton Healthcare).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>OppenheimerFunds</u> January 1, 2018⁷⁰ Financial Services</p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</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><u>Pilot Flying J</u> September 1, 2019 Retail</p>	<p><u>Parental Leave:</u> 6 weeks paid leave</p>	<p>Applies to all employees who have at least one year of service and have worked at least 1,250 hours in the past 12 months</p>
<p><u>PayPal</u> December 17, 2015 Internet</p>	<p><u>Maternity Leave:</u> 8 weeks paid leave for parents who give birth, 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><u>Pinterest</u> June 12, 2017 Internet</p>	<p><u>Parental Leave:</u> 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><u>PNC</u> January 1, 2016⁷¹ Financial Services</p>	<p><u>Maternity Leave:</u> 10 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p>	<p>Applies to employees who have been at the company at least 1 year</p> <p>Provides up to \$5,000 reimbursement for expenses related to adoption</p> <p>Provides subsidized back-up child, adult and elder care</p>
<p><u>Procter & Gamble</u> December 20, 2018 Consumer Goods</p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Secondary Caregiver Leave:</u> 4 weeks paid parental leave</p> <p><u>Adoptive Parental Leave:</u> 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>Provides up to \$5,000 reimbursement for expenses related to adoption, embryo adoption or surrogate parenting arrangement</p>

⁷⁰ Policy details confirmed by Marin, N. (2017, December 19). Personal communication. (Public Relations, OppenheimerFunds).

⁷¹ Policy details confirmed by Krull, E. (2019, January 10). Personal communication. (Corporate Social Responsibility, PNC)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Protective Life</u> March 21, 2018 <i>Insurance</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive parents)</p>	
<p><u>Prudential</u> April 13, 2018 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 6 weeks paid medical leave for parents who give birth, plus 10 weeks paid parental leave (16 weeks paid leave in total)</p> <p><u>Paternity Leave:</u> 10 weeks paid leave (includes adoptive parents)</p>	<p>Allows employees to take up to 16 weeks of unpaid leave following their paid parental leave</p> <p>Provides personal coaching to transition to and from a parental leave</p>
<p><u>Public Consulting Group</u> January 16, 2019 <i>Management Consulting</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 12 weeks paid parental (18-20 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 2 weeks paid leave at full pay, followed by 10 weeks at two-thirds weekly salary up to \$850 (includes adoptive parents)</p>	
<p><u>PwC</u> April 4, 2018⁷² <i>Accounting</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)</p> <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 leave</p>	<p>Provides up to \$25,000 reimbursement per child for expenses related to adoption or surrogacy</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 \$1,000 reimbursement for back-up child care costs per year</p>
<p><u>RaceTrac</u> 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>

⁷² 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
<p>RB January 12, 2016 <i>Consumer Goods</i></p>	<p>Primary Caregiver Leave: 16 weeks paid parental leave</p> <p>Secondary Caregiver Leave: 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>Regions Financial Corp. January 1, 2019⁷³ <i>Financial Services</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for parents who give birth, plus 6 weeks paid parental leave (12 weeks paid leave in total)</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive parents)</p>	<p>Applies to benefits-eligible associates who have worked for the company for 1 year</p>
<p>Rio Tinto September 21, 2017 <i>Mining and Metals</i></p>	<p>Primary Caregiver: 18 weeks paid parental leave (includes adoptive parents)</p> <p>Secondary Caregiver: 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>Rolls-Royce May 3, 2018 <i>Aviation & Aerospace</i></p>	<p>Parental Leave: 6 weeks paid parental leave</p> <p>Family Care Leave: 2 weeks paid leave</p>	
<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>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 leave</p>	<p>Provides 1 week of paid bereavement leave</p>

⁷³ Regions. (n.d.). *Parental Leave*. Retrieved 1 August 2019, from https://www.regions.com/benefits/parental_leave.rf

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Scripps Networks Interactive</u> June 7, 2016 Broadcast Media</p>	<p><u>Maternity Leave:</u> 12 weeks paid leave (includes adoptive parents)</p> <p><u>Secondary Caregiver Leave:</u> 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><u>Shell</u> May 17, 2017 Oil & Energy</p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 8 weeks paid leave⁷⁴</p>	<p>Sets a global minimum paid maternity leave standard</p>
<p><u>Spotify</u> November 19, 2015 Music</p>	<p><u>Parental Leave:</u> 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><u>Standard Insurance Company</u> September 1, 2019 Insurance</p>	<p><u>Parental Leave:</u> 8 weeks paid leave (includes adoptive and foster parents)</p>	
<p><u>Starbucks</u> January 19, 2017⁷⁵ Expanded January 24, 2018⁷⁶ Expanded October 9, 2018⁷⁷ Retail</p>	<p><u>Parental leave for store partners:</u> 6 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Maternity leave for non-store partners:</u> 6 weeks paid medical leave for parents who give birth, plus 12 weeks paid parental leave (18 weeks paid leave in total)</p> <p><u>Parental leave for non-store partners:</u> 12 weeks paid leave (includes adoptive and foster parents)</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>Provides 10 days of subsidized backup child care</p>

⁷⁴ 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>

⁷⁵ Starbucks latest to expand parental leave benefits. (2017, January 19). AP News. Retrieved 26 April 2017, from <https://apnews.com/efe356758e78405a9c514278c89599be>

⁷⁶ Starbucks. (2018, January 24). Starbucks, a Leader in Industry Retail Benefits, Announces New Investments in Paid Leave, Wage [Press release]. Retrieved 24 January 2018, from <https://news.starbucks.com/press-releases/starbucks-announces-new-investments-in-paid-leave-wage>

⁷⁷ Starbucks. (2018, October 9). New Starbucks benefit offers backup child and adult care [Press release]. Retrieved 25 October 2018, from <https://news.starbucks.com/news/new-starbucks-benefit-offers-backup-child-and-adult-care>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>State Street January 1, 2017⁷⁸ Expanded January 1, 2018 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid leave for parents who give birth, 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 and Surrogacy 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 \$20,000 reimbursement for expenses related to adoption, foster care, or fertility</p>
<p>Stonyfield Farm October 6, 2015 <i>Food Production</i></p>	<p><u>Maternity and Primary Caregiver Leave:</u> 24 weeks paid parental leave</p>	
<p>Stop & Shop January 1, 2020 <i>Retail</i></p>	<p><u>Parental Leave:</u> 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to eligible full-time associates</p>
<p>Sun Life January 1, 2020 <i>Financial Services</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid medical leave for parents who give birth, plus 16 weeks paid parental leave (24 weeks paid leave in total)</p> <p><u>Family Leave:</u> 16 weeks paid leave (includes adoptive and foster parents)</p> <p><u>Medical Leave:</u> 16 weeks paid leave at full pay, followed by 10 weeks at reduced pay (6+ months in total)</p>	<p>Allows employees paid leave if they or a family member experiences domestic violence or sexual assault, when becoming a bone marrow or organ donor, to care for a family member injured on active duty, or to address matters arising from a family member called to military duty</p> <p>For employees with less than one year of employment, the first 2 weeks of medical leave are at full pay, with the remainder at 60%</p>
<p>SurveyMonkey April 19, 2018⁷⁹ <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>

⁷⁸ Policy details confirmed by Kane, J. (2017, December 18). Personal communication. (Company Communications, State Street).

⁷⁹ 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/>

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Sweetgreen May 21, 2019 Restaurants</p>	<p>Parental Leave: 20 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to employees who have been at the company for at least 6 months⁸⁰</p>
<p>S&P Global May 12, 2020 Information Services</p>	<p>Parental Leave: 20 weeks paid leave (includes adoptive, foster and surrogate parents)</p> <p>Family Care Leave: 2 weeks paid leave</p>	<p>Provides adoption and fertility assistance, programs for healthy prenatal care and parental resource groups</p> <p>Provides backup child care</p>
<p>Target June 30, 2019 Retail</p>	<p>Parental Leave: 4 weeks paid leave (includes adoptive and foster parents)</p> <p>Family Care Leave: 4 weeks paid leave⁸¹</p>	<p>Applies to hourly and salaried employees</p> <p>Provides up to \$10,000 reimbursements for adoption/surrogacy fees⁸²</p> <p>Provides up to 20 days of backup care for children and elderly family members</p>
<p>TD Bank June 7, 2017⁸³ Banking</p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Applies to employees who have been at the company for at least 1 year and work at least 20 hours a week</p> <p>Provides reimbursement for certain expenses related to adoption or surrogacy</p>
<p>Teleflex December 10, 2018 Medical Devices</p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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>Applies to salaried and hourly employees</p> <p>Allows employees to take up to 6 additional weeks of unpaid leave following their paid parental leave</p> <p>Provides up to \$5,000 reimbursement for expenses related to adoption</p>
<p>TIAA January 25, 2018 Financial Services</p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive and foster parents)</p>	

⁸⁰ Sidman, J. (22, May 2019). Sweetgreen Employees Now Get Five Months of Paid Parental Leave. *Washingtonian*. Retrieved 1 August 2019, from <https://www.washingtonian.com/2019/05/22/sweetgreen-employees-now-get-five-months-of-paid-parental-leave/>

⁸¹ Cheng, M. (2019, June 10). Target is expanding parental leave, including for hourly and part-time workers. *Quartz*. Retrieved 1 August 2019, from <https://qz.com/work/1640142/target-expands-parental-leave-and-other-benefits-for-hourly-and-part-time-workers/>

⁸² Roeder, J. (2019, June 10). Target Sweetens Its Parental Benefits in Tight Labor Market. *Bloomberg*. Retrieved 1 August 2019, from <https://www.bloomberg.com/news/articles/2019-06-10/target-sweetens-its-parental-benefits-amid-tight-labor-market>

⁸³ Policy details confirmed by Quaglieri, E. (2018, February 10). Personal communication. (Corporate Communications, TD Bank).

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Tiffany & Co.</u> May 18, 2018 <i>Luxury Goods & Jewelry</i></p>	<p><u>Maternity Leave:</u> 14 weeks paid leave for parents who give birth</p> <p><u>Paternity Leave:</u> 8 weeks paid leave</p> <p><u>Family Care Leave:</u> 2 weeks paid leave</p>	<p>Applies to full- and part-time employees who have been at the company for at least 1 year</p>
<p><u>TJX Companies</u> February 28, 2018⁸⁴ <i>Retail</i></p>	<p><u>Maternity Leave:</u> 6-8 weeks paid medical leave for parents who give birth, 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 1 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><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><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 1 year, including front- and back-of-house staff</p>
<p><u>United Technologies</u> December 2015⁸⁵ <i>Aviation & Aerospace</i></p>	<p><u>Maternity Leave:</u> 8 weeks paid medical leave for parents who give birth, plus 4 weeks paid parental leave (12 weeks paid leave in total; includes adoptive and foster parents)</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to salaried employees and hourly employees working at least 20 hours per week</p> <p>Provides flexible work arrangements</p>
<p><u>Unity Technologies</u> January 21, 2016 <i>Computer Software</i></p>	<p><u>Parental Leave:</u> 12 weeks paid leave (includes adoptive parents)</p>	<p>Allows parents to transition back to work following leave, providing 8 weeks of full pay for a reduced work schedule</p>

⁸⁴ Policy details confirmed by Mastrangelo, A. (2018, March 22). Personal communication. (Media Relations, TJX Companies).

⁸⁵ Policy details confirmed by Akubuiro, B. (2019, January 4). Personal communication. (Corporate Communications & Public Affairs, United Technologies)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Unum February 1, 2018⁸⁶ <i>Insurance</i></p>	<p>Maternity Leave: 6 weeks paid medical leave for parents who give birth, plus 6 weeks 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 \$25,000 reimbursement for expenses related to adoption and fertility treatment⁸⁷</p>
<p>USAA April 11, 2017 <i>Financial Services</i></p>	<p>Parental Leave: 12 weeks paid leave (includes adoptive parents)</p>	
<p>United States Steel Corporation March 21, 2019 <i>Manufacturing</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth</p> <p>Parental Leave: 8 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to employees not covered by a collective bargaining agreement</p> <p>Provides 15 days of bereavement leave</p> <p>Provides up to \$4,000 reimbursement for expenses related to adoption</p>
<p>Vanguard September 14, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 16 weeks paid leave for parents who give birth</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>VF Corporation March 13, 2019 <i>Apparel & Fashion</i></p>	<p>Primary Caregiver Leave: 8 weeks paid parental leave (includes adoptive parents)</p>	<p>Applies to full-time salaried and hourly employees who work a minimum of 30 hours per week after working at the company for 1 year</p>
<p>Vodafone October 31, 2019 <i>Telecommunications</i></p>	<p>Parental Leave: 16 weeks paid leave (includes adoptive parents)</p>	<p>Provides a transition period of 6 months following leave when parents can work 30 hours per week at full pay</p>
<p>Walgreens October 11, 2018⁸⁸ <i>Retail</i></p>	<p>Parental Leave: 8 weeks paid leave (includes adoptive parents)</p>	<p>Applies to salaried and hourly employees who work an average of 30 or more hours per week</p>

⁸⁶ Policy details confirmed by Spencer, K. (2018, February 12). Personal communication. (Corporate Communications, Unum); Business Wire. (2018, February 1). Unum Boosts Parental Leave, Employee Pay, adds \$1 Million to Community Giving. Retrieved 20 April 2020, from <https://www.businesswire.com/news/home/20180201006472/en/Unum-boosts-parental-leave-employee-pay-adds>

⁸⁷ Unum. (2020, January 23). "Unum boosts adoption assistance for employees." Retrieved 15 July 2020, from <https://www.unum.com/about/newsroom/2020/january/unum-boosts-adoption-assistance-for-employees>

⁸⁸ Policy details confirmed by Anderson, K. (2018, December 20). Personal communication. (Benefits and Well-Being Programs, Walgreens)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p>Walmart January 11, 2018 <i>Retail</i></p>	<p>Maternity Leave: 10 weeks paid leave for parents who give birth</p> <p>Parental Leave: 6 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to full-time hourly and salaried employees⁸⁹</p> <p>Provides up to \$5,000 reimbursement per child for expenses related to adoption</p>
<p>The Washington Post October 17, 2019 <i>Media Production</i></p>	<p>Parental Leave: 20 weeks paid leave</p>	
<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>Western Union February 9, 2017⁹⁰ <i>Financial Services</i></p>	<p>Maternity Leave: 12 weeks paid medical leave for parents who give birth, plus 2 weeks paid parental leave (14 weeks paid leave in total)</p> <p>Parental Leave: 2 weeks paid leave (includes adoptive and foster parents)</p>	<p>Applies to all benefit-eligible full- and part-time employees</p> <p>Provides up to \$10,000 reimbursement for expenses related to adoption</p> <p>Provides 3 days of paid bereavement leave</p>
<p>WEX Inc. September 27, 2016 <i>Financial Services</i></p>	<p>Maternity Leave: 6-8 weeks paid medical leave for parents who give birth, 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>	

⁸⁹ 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>

⁹⁰ Policy details confirmed by Rogala, R. (2019, January 4). Personal communication. (Global Executive Communications, Western Union)

Company Announcement	Paid Leave Policy	Additional Policy Details
<p><u>Whirlpool</u> November 16, 2017 <i>Consumer Goods</i></p>	<p><u>Maternity Leave:</u> 12 weeks paid leave for parents who give birth</p> <p><u>Parental Leave:</u> 4 weeks paid leave (includes adoptive parents)</p>	<p>Pays for employees on business travel to have breastmilk shipped home</p>
<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><u>Yum! Brands</u> February 27, 2017 <i>Restaurants</i></p>	<p><u>Maternity Leave:</u> 18 weeks paid leave for parents who give birth</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 fertility treatments</p>
<p><u>Zillow</u> November 10, 2015 <i>Internet</i></p>	<p><u>Maternity Leave:</u> 16 weeks paid leave for parents who give birth</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>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to improving the lives of women and families by achieving equality for all women. More information is available at NationalPartnership.org.

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