

New and Expanded Employer Paid Family Leave Policies (2015-2017)

CLASP and the National Partnership relied on company news releases or documentation for information about the duration or parameters of companies' leave policies except where alternative sources are cited.

Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
Vodafone March 6, 2015	Maternity Leave: 16 weeks paid leave	Full pay for a 30-hour week for up to 6 months after an employee's return Introduces a minimum maternity leave standard that will be implemented at Vodafone worldwide	"Too many talented women leave working life because they face a difficult choice between either caring for a newborn baby or maintaining their careers. Our new mandatory minimum global maternity policy will support over 1,000 Vodafone women employees every year in countries with little or no statutory maternity care." Vittorio Colao, Vodafone Group Chief Executive
Accenture* March 12, 2015	Maternity Leave: 16 weeks paid leave Parental and Adoption Leave: 8 weeks paid leave	Includes 40 hours of back-up child care per year, extensive library of community-based programs and resources Covers full- and part-time employees	"Providing our people with career opportunities that are unmatched in the industry means that we must help them navigate the choices and challenges of caring for a new child while they continue pursuing their careers. These expanded benefits will help us attract, retain and inspire the best people." Steve Rohleder, Group Chief Executive – North America
Blackstone Group* April 22, 2015	Maternity Leave: 16 weeks paid leave		"By having strong policies in place that support working mothers...we hope to help make asset management a more attractive industry for women." Stephen Schwarzman, Chairman, CEO and Co-Founder

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<p><u>Johnson & Johnson*</u> April 29, 2015</p>	<p><u>Maternity Leave:</u> 9 weeks paid leave, plus 8 weeks parental leave (17 weeks paid leave in total)</p> <p><u>Parental and Adoption Leave:</u> 8 weeks paid leave</p>	<p>Leave does not need to be taken consecutively</p>	<p>“We are especially proud of the changes instituted today because they underscore our strong support for the modern-day family, no matter what shape that family takes. In addition to the obvious benefits for mothers, our new policy is also a great stride forward in terms of fathers’ and adoption parents’ leave.”</p> <p>Peter M. Fasolo, Vice President, Worldwide Human Resources</p> <p>Lisa Blair Davis, Vice President, International Total Reward and Global Benefits</p>
<p><u>Nestlé</u> June 26, 2015</p>	<p><u>Primary Caregiver and Maternity Leave:</u> 14 weeks paid leave and the right to extend leave for a total of 24 weeks; includes adoption</p>	<p>Establishes minimum standards to be implemented worldwide by 2018</p>	<p>“This policy will help us better support mothers and their families in our sites across the world and reinforces our support for exclusive breastfeeding during the first six months of a child’s life.”</p> <p>Peter Vogt, Deputy Executive Vice President and Chief Human Resources Officer</p>
<p><u>Children's National Health System</u> July 30, 2015</p>	<p><u>Maternity Leave:</u> 6 to 8 weeks paid leave</p> <p><u>Paternity and Adoption Leave:</u> 2 weeks paid leave</p>		<p>“Retention and productivity. It’s been proven that employees stay longer, and perform their jobs more efficiently, when they are supported by their place of work. We see this update as a great way to keep our employees happy!”¹</p> <p>Carol Ann Parker, Director of Compensation and Benefits</p>

¹ Parker, C. A. (2015, September 30). “CLASP Interview with Children’s National Health System.” Retrieved 24 January 2017, from <http://www.clasp.org/issues/work-life-and-job-quality/pages/clasp-interview-with-carol-ann-parker>

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<p>Netflix August 4, 2015 <i>Revised December 10, 2015</i></p>	<p>Parental Leave: Salaried streaming employees receive “unlimited” paid leave during the first year after a child’s birth or adoption; hourly streaming employees receive 16 weeks, customer-service employees receive 14 weeks, and DVD employees receive 12 weeks paid leave;² includes adoption</p>	<p>Streaming employees can return full time or part time</p> <p>Streaming employees do not have to take leave consecutively</p>	<p>For streaming employees:</p> <p>“Experience shows people perform better at work when they’re not worrying about home. This new policy, combined with our unlimited time off, allows employees to be supported during the changes in their lives and return to work more focused and dedicated.”</p> <p>Tawni Cranz, Chief Talent Officer</p>
<p>Microsoft* August 5, 2015</p>	<p>Maternity Leave: 8 weeks paid disability leave for birth mother, plus 12 weeks paid parental leave (20 weeks paid leave in total)</p> <p>Parental Leave: 12 weeks paid leave</p>	<p>Leave can be taken in one continuous 12-week period or split into two periods</p> <p>Birth mothers can use short-term disability 2 weeks before baby is due</p> <p>Parents have the option of phasing into work on a half-time basis</p>	<p>“As we ask our employees to bring their ‘A’ game to work every day to achieve our mission, we believe it’s our responsibility to create an environment where people can do their best work. A key component of this is supporting our employees with benefits that matter most to them.”</p> <p>Kathleen Hogan, Executive Vice President, Human Resources</p>
<p>Adobe* August 10, 2015</p>	<p>Maternity Leave: 10 weeks paid medical leave for childbirth, plus 16 weeks paid parental leave (26 weeks paid leave in total)</p> <p>Parental Leave: 16 weeks paid leave for primary caregivers; includes leave for</p>		<p>“Caring for yourself and your family at home helps you be your best at work. But in the U.S., government mandates for paid leave are currently slim to nonexistent. That means companies must navigate the tough balance between supporting employees during major life events and meeting business goals.”</p> <p>Donna Morris, Senior Vice President, Customer and Employee Experience</p>

² Shaw, L., & Green, J. (2015, December 9). “Netflix Expands Parental Leave Benefits for Hourly Employees.” *Bloomberg Business*. Retrieved 24 January 2017, from <http://www.bloomberg.com/news/articles/2015-12-09/netflix-expands-parental-leave-benefits-for-hourly-employees>

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	<p>surrogacy, adoption and foster care</p> <p>Medical Leave: 10 weeks paid leave</p> <p>Family Care Leave: 4 weeks paid leave</p>		
<p>Hilton Worldwide* September 3, 2015</p>	<p>Maternity Leave: 8 weeks paid leave for birth mothers, plus 2 weeks paid parental leave (10 weeks paid leave in total)</p> <p>Parental and Adoption Leave: 2 weeks paid leave</p>	<p>Covers salaried and hourly employees, including those in housekeeping and concierge roles³</p>	<p>“This is part of a series of actions that we are planning to implement in order to continue to recruit and retain the best talent and be a great place to work.”</p> <p>Matt Schuyler, Chief Human Resources Officer</p>
<p>M&T Bank* September 10, 2015</p>	<p>Primary Caregiver Leave: 12 weeks paid leave, includes adoption</p> <p>Secondary Caregiver Leave: 2 weeks paid leave, includes adoption</p>		<p>“We looked at this as a really good thing for the bank to do. It’s something we felt was so necessary in order to be family-friendly and to make sure our employees have the resources they need to balance family, finances and coming back to work.”</p> <p>Ann Marie Odrobina, Group Vice President of Employee Benefits</p>

³ Vassel, K. (2015, September 4). “Hourly Workers Here Can Get 10 Weeks of Paid Maternity Leave.” *CNN Money*. Retrieved 24 January 2017, from <http://money.cnn.com/2015/09/04/pf/jobs/hilton-expanded-parental-leave-policy/>

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<u>The Honest Company*</u> September 17, 2015	<u>Parental Leave:</u> 16 weeks paid leave		“You need to take that time also to bond with your baby; it’s also important for men to bond with their babies.” Jessica Alba, Founder
<u>Stonyfield Farm</u> October 11, 2015	<u>Primary Caregiver and Maternity Leave:</u> 24 weeks paid leave		“The U.S. is tragically behind the rest of the world when it comes to acknowledging all of the benefits that come along with having a caregiver home when a child is introduced to the family. It resonates throughout that child’s life... We’re doing it because America is not doing it for us.” Liza Dube, Communications and Public Relations Director
<u>Amazon</u> November 2, 2015	<u>Maternity Leave:</u> 10 weeks paid leave for birth mothers, plus 4 weeks paid medical leave and 6 weeks paid parental leave (20 weeks paid leave in total) <u>Paternity Leave:</u> 6 weeks paid leave	Applies to all full-time hourly and salaried employees, including customer service and fulfillment center workers Includes a “leave-share” program Primary caregivers can work part time for up to 8 weeks after returning	
<u>NVIDIA*</u> November 2, 2015	<u>Maternity Leave:</u> 22 weeks paid leave <u>Paternity, Adoption and Foster Care Leave:</u> 12 weeks paid leave	Provides all new parents 8 weeks of flex time to work from home or work alternative hours	“NVIDIA is committed to creating a culture and environment that allows us to focus on our most important responsibilities, both at work and at home. This new leave benefit is another step towards that goal.” NVIDIA Statement
<u>Zillow*</u> November 10, 2015	<u>Maternity Leave:</u> 16 weeks paid leave	Provides all expecting parents \$1,000 in “baby bucks” to help buy essentials	“Our perks reflect what’s most important to our employees and their families, and our commitment is to providing them with a benefits program that is both competitive and

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	Parental Leave: 8 weeks paid leave		comprehensive with a primary focus on encouraging work-life balance.” Camille Salama, Manager, Corporate Communications and Public Affairs
Spotify November 19, 2015	Parental Leave: 24 weeks paid leave	Applies to all full-time employees worldwide Leave can be used up to the child’s third birthday "Welcome back" program to allow employees to transition back to work more easily Employees can split their leave into separate periods	“This policy best defines who we are as a company, born out of a Swedish culture that places an emphasis on a healthy work/family balance, gender equality and the ability for every parent to spend quality time with the people that matter most in their lives.” Katarina Berg, Chief Human Resources Officer
Facebook* November 25, 2015	Parental Leave: 16 weeks paid leave, includes adoption		“In reviewing our parental leave policies, we have decided to make this change because it’s the right thing to do for our people and their families... For too long, paid baby leave has been granted only to a mother who is giving birth. We believe that fathers and mothers alike deserve the same level of support when they are starting and growing a family, regardless of how they define family.” Lori Matloff Goler, Head of Human Resources
Credit Suisse Group* November 30, 2015	Primary Caregiver Leave: 20 weeks paid leave for birth or adoption of a child Secondary Caregiver Leave: 1 week paid leave, plus	Covers employees working at least 20 hours a week Credit Suisse will be studying whether the new policies reduce the rate of new mothers who leave the company among its 8,500 U.S. staff, and	“We certainly see this as a competitive program, and I think one of the things we are recognizing is that our competition is not just financial services. When you look at talent coming out of the big schools they are looking at firms that offer flexibility.” Elizabeth Donnelly, Head of Benefits for the Americas

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	19 weeks of unpaid leave for birth or adoption of a child	whether it is able to attract more women hires	
eBay* December 4, 2015	<u>Maternity Leave:</u> 24 weeks paid leave <u>Paternity Leave:</u> 12 weeks paid leave <u>Disability Leave:</u> 12 weeks paid leave	Covers hourly and salaried employees working at least 20 hours a week	“These updates underscore our deep commitment to our community of employees and their ability to take the time they need with their families when it matters the most.” ⁴ Kristin Yetto, Chief People Officer
The Nation* December 16, 2015	<u>Parental Leave:</u> 16 weeks paid leave, includes adoption	Leave does not need to be taken consecutively throughout the first year after birth or adoption of a child	“Parental leave is a critical benefit for both women and men at our growing company, and will be offered on a gender-neutral basis.” Emily Douglas, Senior Editor
PayPal* December 17, 2015	<u>Maternity Leave:</u> 8 weeks paid leave for birth mother, plus 8 weeks paid parental leave (16 weeks paid leave in total) <u>Parental and Adoption Leave:</u> 8 weeks paid leave <u>Family Care Leave:</u> 8 weeks paid leave	Includes 40 hours of paid sick time	“Supporting our employees as they raise their families, care for their aging parents, or volunteer in their communities is one of the most important things we can do to build a work culture at PayPal that aligns how we work with what we aspire to achieve on behalf of our customers.” Marcia Morales-Jaffe, Senior Vice President, Chief People Officer

⁴ Lee, W. (2015, December 4). “EBay becomes latest tech firm to boost parental leave policy.” *San Francisco Chronicle*. Retrieved 24 January 2017, from <http://www.sfchronicle.com/business/article/EBay-becomes-latest-tech-firm-to-boost-parental-6674220.php>

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<u>KEEN Footwear*</u> December 21, 2015	<u>Parental Leave:</u> 4 weeks paid leave, includes adoption		
<u>RB*</u> January 12, 2016	<u>Primary Caregiver Leave:</u> 16 weeks paid leave <u>Secondary Caregiver Leave:</u> 1 week paid leave	Employees may take up to 36 additional unpaid weeks of leave	“The decision to expand our parental leave program was an important one, particularly for our employees residing in the U.S., to ensure we can continue to support our employees across all aspects of their lives. Our people are at the heart of what make RB and our culture so special. This new policy is simply one way we can remind them of that.” Alexander Lacik, President, RB North America
<u>DOW Chemical*</u> January 20, 2016	<u>Maternity Leave:</u> 12 weeks paid leave for birth mothers <u>Secondary Caregiver Leave:</u> 2 weeks paid leave <u>Adoption Leave:</u> 4 weeks paid leave	Leave can be taken in weeks/periods through the first year after the child’s birth Allows mothers to transition back to full time and support breastfeeding	“A 12-week global minimum maternity leave policy supports Dow’s Health Strategy and the recommendations of global medical experts for a balanced family life and a focused, productive employee, as well as adequate time to ensure that a child’s wellbeing is properly provided for when the mother returns to work.” Catherine Baase, M.D., Chief Medical Officer
<u>JPMorgan Chase*</u> January 21, 2016	<u>Primary Caregiver Leave:</u> 16 weeks paid leave <u>Secondary Caregiver Leave:</u> 2 weeks paid leave	Increases bereavement leave to 5 days	“We wanted to be known as a company where health is really part of our overall culture... A lot of people in our demographic are having children, and this is something that just helps support them at these critical moments that take place in life.” John Donnelly, Head of Human Resources
<u>Western Union*</u> January 22, 2016	<u>Maternity Leave:</u> 12 weeks paid leave	Testing parental leave for spouses and partners in San Francisco office	“We want to attract, but we also want to retain people in our organization, and we want to attract and retain the best, with the skill sets we need to drive the future... We’re

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			<p>moving to be a fin-tech [financial technology] company. We've got to compete with them."</p> <p>Richard Williams, Chief Human Resources Officer</p>
<p>Procter & Gamble* February 24, 2016</p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Secondary Caregiver Leave: 4 weeks paid leave</p> <p>Adoption Leave: 16 weeks paid leave</p>	<p>Employees can combine paid and unpaid leave to take up to a full year of leave</p>	<p>"Our expanded benefits recognize the diversity of P&G families, the diverse needs of P&G families, and our commitment to full inclusion and support, both personally and professionally, during what is an undoubtedly special moment for our employees."⁵</p> <p>Katie Stahlheber, Corporate Media Relations</p>
<p>Etsy* March 15, 2016</p>	<p>Parental Leave: 26 weeks paid leave, includes adoption</p>	<p>Leave can be taken over the 2 years after the birth or adoption of a child</p>	<p>"A generous, fully-paid parental leave policy is a competitive necessity for a company like Etsy... Our goal was to position Etsy for the long-term, given the changes happening in family structures, roles and workplace culture globally. We also wanted to align our internal policies with the spirit of our marketplace, which offers a more fulfilling, flexible way to be a creative entrepreneur."</p> <p>Juliet Gorman, Director of Culture and Engagement</p>
<p>Fidelity Investments* March 15, 2016</p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Parental and Adoption Leave: 6 weeks paid leave</p>	<p>Policy was paired with a student loan repayment program</p>	<p>"We recognized that parental leave is a compelling benefit to attract and retain employees, so we took the necessary steps to give parents the time off they need... Our goal is to attract and retain top talent and we believe this approach helps us do just that."</p> <p>Jennifer Hanson, Head of Associate Experience and Benefits</p>

⁵ Stahlheber, K. (2016, February). Personal communication. (P&G Company Communications)

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Twitter* April 5, 2016	Parental Leave: 20 weeks paid leave, includes adoption		“The goal of this change [to do away with different leaves for primary and secondary caregiving] was to expand how we think about parental leave. Primary caregiving is something that’s hard to define [with family structures changing]...We want to lead by example and by doing so we can influence the decisions of others.” Jeffrey Siminoff, Vice President of Inclusion and Diversity
Wells Fargo* April 6, 2016	Primary Caregiver Leave: 16 weeks paid leave, includes adoption Secondary Caregiver Leave: 4 weeks paid leave, includes adoption Family Care Leave: 5 consecutive work days of paid “critical caregiving” leave	Covers full- and part-time employees	“The availability of the new benefit programs will provide team members with additional flexibility and financial support to care for their families.” Diana Rodriguez, Senior Vice President, Communications
Bank of America* April 7, 2016	Parental Leave: 16 weeks paid leave, includes adoption	Covers full- and part-time employees ⁶	“From our perspective, happy associates translate into happy and healthy clients. Happy clients translate into a healthy company. For us it’s good solid business... We’re competitive and we’re toward the forefront. I’d hope other companies would follow.” ⁷ Chris Biotti, Managing Director and Market Leader, U.S. Trust Division

⁶ Aldridge, A. (2016, April 11). Personal communication. (Senior Vice President, Corporate Communications, Bank of America)

⁷ Bartlett, J. (2016, April 7). “Bank of America says its expanded paid parental leave ‘is critical’.” *Boston Business Journal*. Retrieved 24 January 2017, from <http://www.bizjournals.com/boston/blog/health-care/2016/04/bank-of-america-says-its-expanded-paid-parental.html>

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<p>Coca-Cola* April 11, 2016</p>	<p>Maternity Leave: 6-8 weeks paid disability leave for birth mother, plus 6 weeks paid parental leave (12-14 weeks paid leave in total)</p> <p>Parental, Foster Care and Adoption Leave: 6 weeks paid leave</p>		<p>“Fostering an inclusive workplace means valuing all parents – no matter their gender or sexual orientation. We think the most successful way to structure benefits to help working families is to make them gender-neutral and encourage both moms and dads to play an active role in their family lives.”</p> <p>Ceree Eberly, Chief People Officer</p>
<p>Ernst & Young* April 13, 2016</p>	<p>Parental Leave: 16 weeks paid leave, includes adoption, surrogacy, foster care or legal guardianship</p>	<p>Offers of up to \$25,000 of financial assistance for adoption, advanced reproductive technology procedures</p>	<p>“Creating a work environment where people have greater control over their work and life responsibilities is essential to their personal needs, critical to our business success and is another important way our purpose of building a better working world comes to life. Providing our people with equal benefits unmatched in professional services, not only demonstrates our commitment to helping our families succeed, but also empowers all of our parents – men and women – to take advantage of this special bonding time with their child before returning back to work.”</p> <p>Stephen R. Howe Jr., U.S. Chairman and Americas Managing Partner</p>
<p>Anheuser-Busch* April 14, 2016</p>	<p>Maternity Leave: 8 weeks paid leave, plus 8 weeks paid parental leave (16 weeks paid leave in total)</p> <p>Primary Caregiver Leave: 8 weeks paid leave</p> <p>Secondary Caregiver Leave: 2 weeks paid leave</p>		<p>“We knew it was time for a change. We believe that introducing this new policy is the right thing to do and it was important to us that we heard, and responded to, feedback from our colleagues. Our previous policy was not focused enough on this important time in our colleagues’ lives. The more we can listen to our people and respond, the better our workplace will be for us all.”</p> <p>Sandro Bassili, Vice President, People</p>

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<p><u>Land O'Lakes*</u> April 19, 2016</p>	<p><u>Maternity Leave:</u> 10 weeks paid leave</p> <p><u>Parental and Adoption Leave:</u> 2 weeks paid leave</p>		<p>"In 2015, we began offering moms and dads paid parenting leave that is available in addition to traditional paid leaves that are covered by short term disability benefit programs. Based on [benefits consultant] Aon Hewitt benchmarking information we reviewed in 2015, we were at the forefront of offering this type of benefit to parents in our community."</p> <p>Land O'Lakes Statement</p>
<p><u>Hasbro*</u> April 26, 2016</p>	<p><u>Maternity Leave:</u> 6-8 weeks paid disability leave for birth mother, plus 10 weeks paid parental leave (16-18 weeks paid leave in total)</p> <p><u>Parental and Adoption Leave:</u> 10 weeks paid leave</p>	<p>Paid parental leave can be taken by benefits-eligible employees who have worked at the company for at least 60 days</p>	<p>"We want to ensure our policies, and the way we treat our employees, give our people the support and flexibility they need to do what's best for their families. We value the role that all parents play in raising children, so want to make sure mothers, fathers, same-sex partners and adoptive parents all have an opportunity to care for and bond with their newborn or adopted child."</p> <p>Dolph Johnson, Executive Vice President and Chief Human Resource Officer</p>
<p><u>Campbell Soup Company*</u> April 28, 2016</p>	<p><u>Primary Caregiver Leave:</u> 10 weeks paid leave</p> <p><u>Secondary Caregiver and Adoption Leave:</u> 2 weeks paid leave</p>		<p>"We've been watching the market. We are all about millennial mothers, and this is really good for consumers. Putting those factors together, I just said it's time."</p> <p>Denise Morrison, President and CEO</p>
<p><u>Nike*</u> May 11, 2016</p>	<p><u>Maternity Leave:</u> 6 weeks paid leave for birth mother, plus 8 weeks paid parental leave (14 weeks paid leave in total)</p> <p><u>Parental and Adoption Leave:</u> 8 weeks paid leave</p>		

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	Family Care Leave: 8 weeks paid leave		
RaceTrac* May 16, 2016	Primary and Secondary Caregiver Leave: Store Support Center employees receive 8 weeks paid leave for primary caregivers and 2 weeks paid leave for secondary caregivers	Store Support Center employees will receive 1 to 3 days of paid bereavement leave, while a bereavement leave policy for retail employees will be implemented later this year	“RaceTrac’s goal is to be an employer of choice that identifies, develops and retains strong, well-trained, servant leaders. These enhanced, unique benefits align with our mission of making people’s lives simpler and more enjoyable [...]” Whitney Woodward, Vice President of Human Resources
Scripps Networks Interactive* June 6, 2016	Maternity and Adoption Leave: 12 weeks paid leave Secondary Caregiver, Foster Care and Legal Guardian Leave: 3 weeks paid leave	Includes phased return-to-work option for employees taking maternity and adoption leave	“We realize becoming a parent happens in different ways for different people. In fact, families come in all different shapes and sizes, from becoming a new parent as a biological mother or father, through adoption or perhaps through foster care or legal guardianship, and we want to support and celebrate that diversity.” Kristin Alm, Corporate Communications
Barclays PLC* June 15, 2016	Primary Caregiver Leave: 16 weeks paid leave Secondary Caregiver Leave: 6 weeks paid leave, includes adoption and foster care	Provides primary caregivers the option of splitting their leave into two periods of leave taking	“We recognize the importance of our people in the continued success of Barclays, and these enhancements support our culture of building a flexible work environment.” Joe McGrath, CEO of Barclays in the Americas
First Tennessee* August 3, 2016	Maternity Leave: 8 weeks paid leave Paternity, Foster Care, Adoption and Surrogate Leave: 4 weeks paid leave	Applies to full- and part-time employees Paternity leave can be taken intermittently	“We noticed that other companies were offering more benefits than what we were. We still can’t match everybody’s—the military came out with 12 weeks off—but we’ve heard a lot about time-off and felt this was the right time.” Linda Bacon, Manager of Employee Relations

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<p>Deloitte* September 8, 2016</p>	<p>Maternity Leave: 24 weeks paid leave, including short-term disability leave for childbirth</p> <p>Parental Leave: 16 weeks paid leave</p> <p>Family Care Leave: 16 weeks paid leave</p>	<p>Treats caregiving for sick elders and other family members and parental leave equally</p>	<p>“By adding support for eldercare, spousal care, and children beyond the birth stage, Deloitte’s family leave program provides our people with the time they need to focus on their families in important times of need.”</p> <p>Cathy Engelbert, CEO</p>
<p>Vanguard* September 14, 2016</p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Parental and Adoption Leave: 6 weeks paid leave</p> <p>Family Care Leave: 2 weeks paid leave</p>		<p>“Vanguard’s crew members dedicate their workdays to serving our clients and giving them the best chance for investment success. We have long been proud of our excellent benefits program and long tenured crew, so it is vitally important that we continue to support them at every life stage they experience during the time they work at Vanguard.”</p> <p>Bill McNabb, CEO</p>
<p>Discovery Communications* September 15, 2016</p>	<p>Maternity Leave: 20-22 weeks paid leave, including short-term disability leave for birth mother</p> <p>Parental, Adoption and Foster Care Leave: 12 weeks paid leave</p> <p>Family Care Leave: 12 weeks paid leave</p>	<p>Treats caregiving for sick elders and other family members, parental leave and foster care leave equally</p> <p>May use an additional 2 weeks of vacation to extend leave</p>	<p>“This new policy marks a proud moment for Discovery and is something we hope will retain and attract great talent for many years to come. Ultimately, it’s about family. We are here for our Discovery family, so they can be there for theirs.”</p> <p>Adria Alpert Romm, Chief Human Resources and Global Diversity Officer</p>
<p>WEX Inc.* September 27, 2016</p>	<p>Maternity Leave: 6-8 weeks paid disability leave for birth mother, plus 6 paid</p>		<p>“At WEX, we recognize that our success is dependent on the success of our employees, and, as a result, we view paid parental leave as an integral part of our ongoing</p>

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	parental leave (12-14 weeks paid leave in total) Parental and Adoption Leave: 6 weeks paid leave		commitment to support employee health and wellbeing. Expanding our parental leave program allows us to continue to excel in the industry, while offering employees support and flexibility through this incredibly pivotal time." Jenifer Rinehart, Senior Vice President of Human Resources
<u>Union Square Hospitality Group</u> September 27, 2016	Parental Leave: 4 weeks fully paid leave and 4 weeks at 60 percent pay (8 weeks of paid leave in total); includes adoption	Applies to all full-time employees who have been at the company for more than one year—including front- and back-of-house staff; mothers, fathers, and domestic partners	
<u>Choice Hotels International*</u> September 29, 2016	Maternity Leave: 12 weeks paid leave (includes disability leave) Parental and Adoption Leave: 4 weeks paid leave Family Care Leave: 4 weeks paid leave	Primary caregivers may take 4 weeks transition time, receiving full pay for a reduced work schedule	"At Choice, we know how difficult it can be to achieve work/life balance and we are committed to providing our valued employees with the support they need. The time we each have to spend with our loved ones is never enough, and I'm proud that our company plans to give us all a little more of it. By enhancing our benefits we hope to attract and retain the top talent in the industry." Steve Joyce, CEO
<u>Chobani</u> October 5, 2016	Parental Leave: 6 weeks paid leave, includes adoption and foster care	Covers hourly and salaried employees	"As a founder and a new father, my son opened my eyes to the fact that the vast majority of workers in this country don't have access to paid family leave when they have a new child. That's especially true when it comes to manufacturing and that needs to change in this country and Chobani needed to be part of that change." Hamdi Ulukaya, Founder, Chairman and CEO
<u>Levi Strauss & Co.*</u> October 6, 2016	Maternity Leave:	Covers hourly and salaried employees	"We recognize that one of the biggest life events for any man or woman is welcoming a new child, and we decided

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	<p>8 weeks paid parental leave, plus 6 to 8 weeks short-term disability leave⁸ (14 to 16 weeks in total)</p> <p><u>Parental, Foster Care and Adoption Leave:</u> 8 weeks paid leave</p>		<p>that we wanted to build on our support to our employees during this important bonding time. We know, and research has proved, families do better when parents are able to have the support and flexibility to cherish these important moments.”</p> <p>Chip Bergh, CEO</p>
<p><u>FMC Corporation*</u> October 12, 2016</p>	<p><u>Maternity Leave:</u> 12 weeks paid leave</p> <p><u>Parental and Adoption Leave:</u> 6 weeks paid leave</p> <p><u>Family Care Leave:</u> 4 days paid leave for immediate family members</p>	<p>Employees may take up to 14 additional unpaid weeks of leave</p>	<p>"It's important that FMC's benefits and HR policies reflect what matters most to our employees and their families. The ability to balance work while caring for loved ones or welcoming a new baby to the family has become increasingly important. FMC is proud to be at the forefront of employers that are introducing progressive parental and dependent care benefits that help employees lead successful careers and raise great families."</p> <p>Kyle Matthews, Vice President of Human Resources</p>
<p><u>Sallie Mae*</u> October 17, 2016</p>	<p><u>Primary Caregiver Leave:</u> 12 weeks paid leave, includes adoption</p> <p><u>Secondary Caregiver:</u> 4 weeks paid leave</p>		<p>"Just as we work hard every day to help millions of families save, plan, and pay for college, we are also committed to supporting the members of our own Sallie Mae family with meaningful, competitive benefit plans. The bonds parents establish with their newborns or newly adopted children set the stage for a lifetime of wellbeing, and we believe our new parental leave policy makes it easier for Sallie Mae employees, regardless of gender, to build strong foundations as they start or grow their families."</p> <p>Bonnie Beasley, Chief Human Resources Officer</p>
<p><u>IKEA*</u> December 6, 2016</p>	<p><u>Maternity Leave:</u></p>	<p>Covers hourly and salaried employees</p>	<p>"At IKEA, we believe time with family and friends is so important for a healthy work-life balance and a happy and</p>

⁸ (2016, October). Personal communication. (Levi Strauss & Co.)

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Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
	<p>6-8 weeks paid disability leave for birth mother, 6-8 weeks fully paid leave, and 6-8 weeks at 50 percent pay (18-24 weeks of paid leave in total)</p> <p>Parental Leave: 6-8 weeks fully paid leave and 6-8 weeks at 50 percent pay (12-16 weeks of paid leave in total); includes adoption and foster care leave⁹</p>	<p>Policy was paired with a sabbatical program for employees</p>	<p>productive workforce. This benefit, which applies to all parents, will give our co-workers the opportunity to spend more time with their families when welcoming a child. Our coworkers are our most important resource, which is why we continue to invest in helping them reach their dream.”</p> <p>Lars Petersson, IKEA U.S. President</p>
<p>Cargill* December 7, 2016</p>	<p>Parental Leave: 2 weeks paid leave, plus 6 weeks of unpaid leave; includes adoption</p> <p>Family Care Leave: 2 weeks paid leave</p>	<p>Policy was paired with announcement of joining the Paradigm for Parity Coalition</p>	
<p>Marks Paneth* December 8, 2016</p>	<p>Parental Leave: 6 weeks of paid leave; includes adoption</p>		<p>“We strive to empower our employees with an environment conducive to professional and personal fulfillment. We believe the addition of this parental leave program to our employee benefits package will better enable our professionals to actively participate in this very important part of their children’s lives.”</p> <p>Steven Sacks, Director of Human Resources</p>

⁹ 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.

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Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
<p>AXA* December 8, 2016</p>	<p><u>Maternity and Primary Caregiver Leave:</u> 16 weeks paid leave</p> <p><u>Paternity and Secondary Caregiver Leave:</u> 4 weeks paid leave</p>		<p>“AXA believes in the benefits of having a diverse and inclusive workforce. A company where one can be both a parent and a professional, a company that trusts its employees and understands the importance of well-being in the workplace: that’s a company that drives innovation and fosters creativity.”</p> <p>Statement from Press Release</p>
<p>American Express* December 12, 2016</p>	<p><u>Maternity Leave:</u> 6-8 weeks paid disability leave for birth mother, plus 20 weeks paid parental leave (26-28 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 20 weeks paid leave; includes adoption and surrogacy</p>	Covers full- and part-time employees	<p>“American Express remains deeply committed to our working families and an inclusive culture that supports all of our employees. These significant enhancements to our benefits reflect a continued investment in the overall well-being of our employees and their families.”</p> <p>Kevin Cox, Chief Human Resources Officer</p>
<p>BASF* December 14, 2016</p>	<p><u>Maternity Leave:</u> 6-8 weeks paid maternity leave, plus 8 weeks paid parental leave (14-16 weeks paid leave in total)</p> <p><u>Parental Leave:</u> 8 weeks paid leave; includes adoption</p> <p><u>Family Care Leave:</u> 1 week paid leave</p>	Provides 2 weeks of paid bereavement leave	<p>“We care about working families and we know that our employees are facing unique challenges. Many people have children at home or aging parents to care for, and it can be tough to meet the demands of work and personal life. We all have times when we need to be able to pause work and put family first. I’m happy to say that because of BASF’s approach to leave, our employees don’t have to choose between being there for the people they love and making a difference at work.”</p> <p>Judy Zagorski, Senior Vice President, Human Resources North America</p>

New and Expanded Employer Paid Family Leave Policies (2015-2017)

Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
<p>Kering December 14, 2016</p>	<p><u>Maternity and Adoption Leave:</u> 14 weeks paid leave</p> <p><u>Paternity and Parental Leave:</u> 1 week paid leave</p>		<p>“Since our employees are at the core of our business and are our inspiration, I am proud to launch a policy that represents a major step forward for parenthood in many parts of the world. This initiative, which is particularly close to my heart, reflects our enduring commitment to promoting equality between men and women throughout their careers, whatever their personal circumstances.”</p> <p>Francois-Henri Pinault, Chairman and CEO</p>
<p><u>Blue Cross and Blue Shield of North Carolina*</u> December 14, 2016</p>	<p><u>Parental Leave:</u> 12 weeks paid leave; includes adoption</p>		<p>“Investing in our employees and their families, allowing them to build a bond with their new additions, not only lowers health care costs to our employees and our customers, but it’s the right thing to do. Reports show there is a connection between paid leave, employee retention, and the health of parents and their children.”</p> <p>Fara Palumbo, Senior Vice President and Chief Human Resources Officer</p>
<p>3M* December 15, 2016</p>	<p><u>Maternity Leave:</u> 6-8 weeks paid disability leave for birth mother, 10 weeks paid parental leave and 10 weeks unpaid parental leave (26-28 weeks leave in total)</p> <p><u>Parental and Adoption Leave:</u> 10 weeks paid leave, plus 10 weeks unpaid leave</p>		<p>“We want our people to know that they can thrive at work and at home. Welcoming a child into a family is a special time for a parent. Our new policy provides parents with more time off for this important life event and contributes to building healthy families and better performance at work. This change is an investment in our people and our company’s success.”</p> <p>Marlene McGrath, Senior Vice President of Human Resources</p>

New and Expanded Employer Paid Family Leave Policies (2015-2017)

Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
<p>Exelon* December 19, 2016</p>	<p>Maternity Leave: 16 weeks paid leave</p> <p>Paternity and Adoption Leave: 8 weeks paid leave</p> <p>Family Care Leave: 2 weeks paid leave for primary caregiver</p>		<p>“Exelon’s updated leave policies reflect our position and values as an innovative, forward-thinking, people-focused organization. We believe our employees are the best in the business and we will continue to invest in programs and policies that enable them to be successful and that make Exelon their workplace of choice.”</p> <p>Chris Crane, President and CEO</p>
<p>First Data December 22, 2016</p>	<p>Primary Caregiver Leave: 12 weeks paid leave; includes adoption, foster care, and surrogacy</p> <p>Secondary Caregiver Leave: 2 weeks paid leave</p>	Covers full- and part-time employees	<p>“As our global team of 24,000 people celebrates the holidays with their families this year, we are thrilled to announce our new gender-neutral paid parental leave policy that puts families first. At First Data, we believe that cultivating an environment where everyone can thrive professionally without sacrificing essential family obligations ultimately creates a more productive, long-serving and loyal workforce.”</p> <p>Anthony S. Marino, Executive Vice President and Head of Human Resources</p>
<p>Starbucks* January 19, 2017</p>	<p>Maternity Leave: Store partners receive 6 weeks paid leave for birth mother and 12 weeks unpaid leave; Non-store partners receive up to 18 weeks paid leave for birth mother</p> <p>Parental Leave: Store partners receive 12 weeks unpaid leave; Non-store partners</p>	Covers employees working at least 20 hours a week ¹⁰	<p>“While we have made substantial investments in our partners, we want to continue to do more. This is one of many steps we are actively taking to evolve our benefits and create a Partner Experience that lives up to our aspirations.”</p> <p>Kevin Johnson, President and COO</p>

¹⁰ Starbucks latest to expand parental leave benefits. (2017, January 19). AP News. Retrieved January 24, 2017, from <https://apnews.com/efe356758e78405a9c514278c89599be>

New and Expanded Employer Paid Family Leave Policies (2015-2017)

Company Announcement	Paid Leave Policy	Noteworthy Aspects of Policy	Company Rationale
	receive up to 12 weeks paid leave		

*Company has indicated 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 the pay for leave taken will be a greater percentage of the employee's salary.

Note: This chart has been updated since its original release on December 11, 2015.