

Company	Industry	Sum of Paid Maternity Leave	Sum of Paid Paternity Leave	Sum of Unpaid Maternity Leave	Sum of Unpaid Paternity
Epsilon	Advertising	6.00	6	6	
The Walt Disney Company	Arts & Entertainment	5.00	4	4	
Guild Education	Business Services: Other	14.00	8	0	
WeWork	Business Services: Other	14.00	16	2	
Randstad USA	Business Services: Staffing & Outsourcing	5.00	0	7	
Bain & Company	Consulting Services	20.50	21	5	
World 50	Consulting Services	8.00	1	12	
ConAgra Foods, Inc.	Consumer Packaged Goods: Packaged Foods	6.00	2	6	
Anduril Industries	Defense & Space	16.00	16	0	
Northrop Grumman	Defense & Space	3.00	2	12	
The University of Vermont	Educational Services: College & Universities	0.00	0	12	
Belden	Electronics: Manufacturing	0.00	0	12	
Motorola Solutions	Electronics: Manufacturing	6.00	0	8	
MFS Investment Management	Finance: Asset Management	16.00	12	2	
PIMCO	Finance: Asset Management	12.00	3	12	
Sandia National Laboratories	Government: Contractor	6.00	6	6	
Los Angeles County	Government: County	0.00	0	12	
Federal Reserve Bank of Chicago	Government: Federal	12.00	6	0	
Southern Health Partners	Healthcare: Diversified	4.00	2	8	
Denver Health Medical Center	Healthcare: Hospitals & Clinics	2.50	0	10	
Kohler Co.	Industrial: Equipment Manufacturing	6.00	2	6	
UnitedHealth Group	Insurance: Health	4.00	5	8	
TEGNA	Media: Television	12.00	2	12	
BHP Billiton Ltd.	Natural Resources: Metals & Mining	18.00	2	34	
Roman Catholic Archdiocese of Philadelphia	Nonprofit: Religious	0.00	0	12	
Bristol Myers Squibb	Pharmaceutical	15.00	8	0	
Walgreens	Pharmacies & Drug Stores	6.00	8	3	
Invitation Homes	Real Estate	6.00	6	6	
Cushman & Wakefield	Real Estate: Development & Management	9.00	6	0	
L Brands, Inc.	Retail: Shoes, Accessories and Apparel	14.00	6	0	
Chronosphere	Technology: B2B Tech Services	16.00	16	8	
Dropbox	Technology: Consumer Internet	24.00	24	0	
Fairygodboss Inc.	Technology: Consumer Internet	12.00	21	0	
SiriusXM & Pandora	Technology: Consumer Internet	14.00	14	0	
Stack Overflow	Technology: Consumer Internet	16.00	16	0	
Total		408.50	295	306	

Data Analysis of Parental Leaves

Total Maternity and Paternity Leave

1.37K

31.19

Average Maternity and Paternity Leave

Company Industry	Sum of Paid Maternity Leave	Sum of Unpaid Maternity Leave
Advertising		
Arts & Entertainment		
Business Services: Other		
Business Services: Staffing & Outsourcing		
Consulting Services		
Consumer Packaged Goods: Packaged Foods		
Defense & Space		
Educational Services: College & Universities		
Electronics: Manufacturing		
Finance: Asset Management		
Government: Contractor		
Total	16.00	

Paid Paternity Leave and Unpaid Paternity Leave by Industry

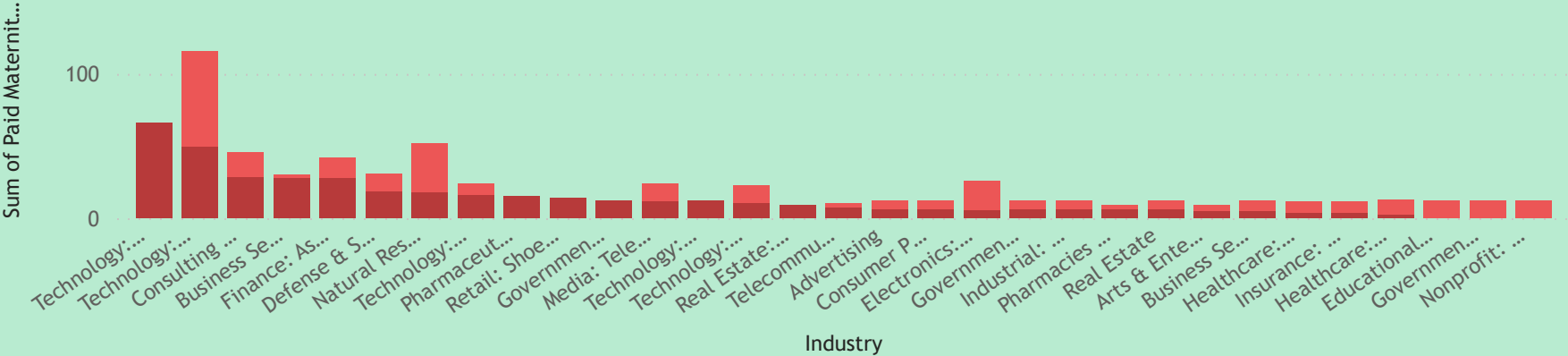
● Sum of Paid Paternity Leave ● Sum of Unpaid Paternity Leave



Industry Paid Maternity Leave and Unpaid Maternity Leave by Industry

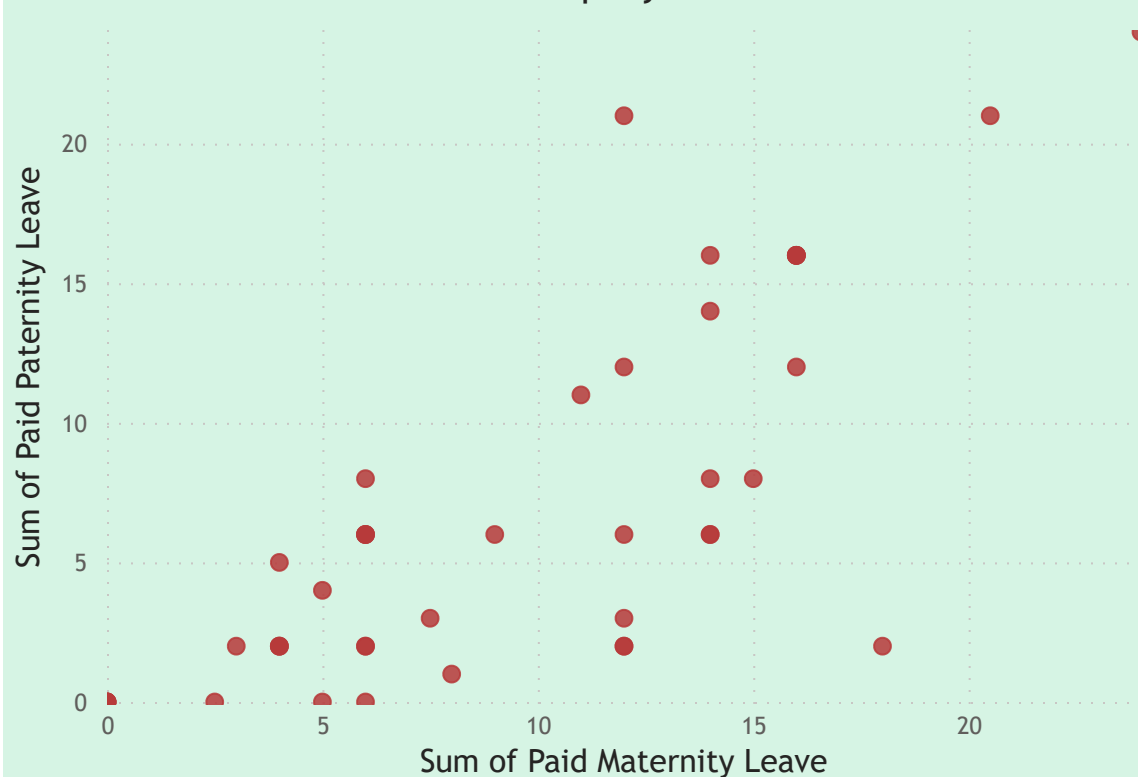
- Industry
- ☐ Advertising
 - ☐ Arts & Entertainment
 - ☐ Business Services: Other
 - ☐ Business Services: Staffing & Outsourcing
 - ☐ Consulting Services
 - ☐ Consumer Packaged Goods: Packaged Foods
 - ☐ Defense & Space
 - ☐ Educational Services: College & Universities

● Sum of Paid Maternity Leave ● Sum of Unpaid Maternity Leave



Data Analysis of Parental Leaves

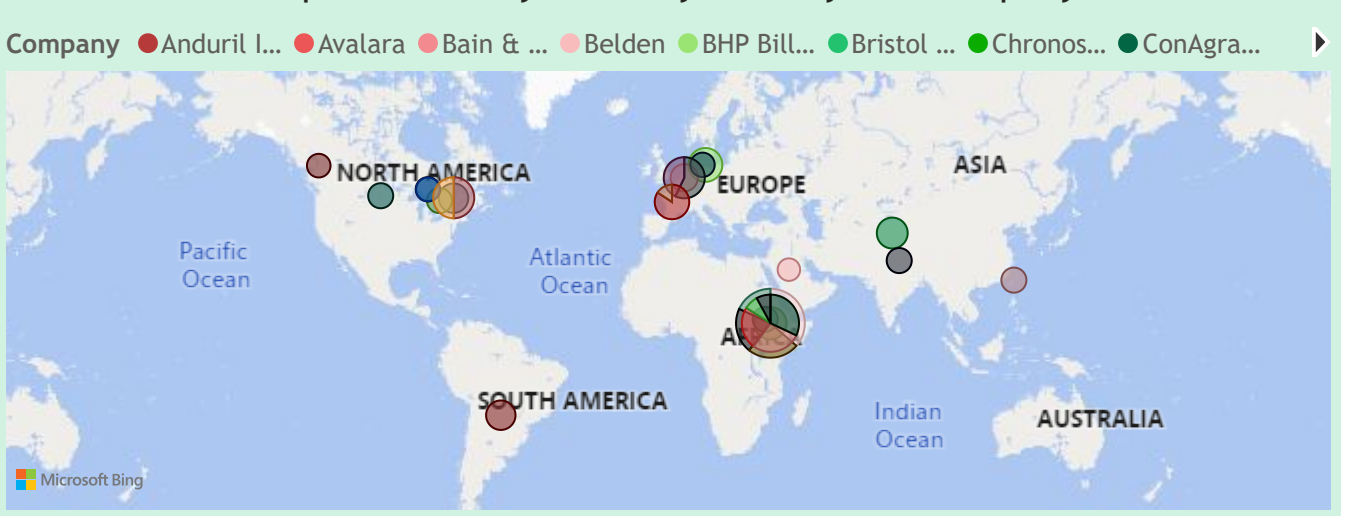
Scatterplot of Paid Maternity Leave and Paid Paternity Leave by Company



Paid Paternity Leave by Company



Paid Maternity Leave, Unpaid Maternity Leave, Paid Paternity Leave and Unpaid Paternity Leave by Industry and Company



Industry

- ☐ Advertising
- ☐ Arts & Entertainment
- ☐ Business Services: Other
- ☐ Business Services: Staffing & Outsourcing
- ☐ Consulting Services
- ☐ Consumer Packaged Goods: Packaged Foods
- ☐ Defense & Space

Data Analysis of Parental Leaves

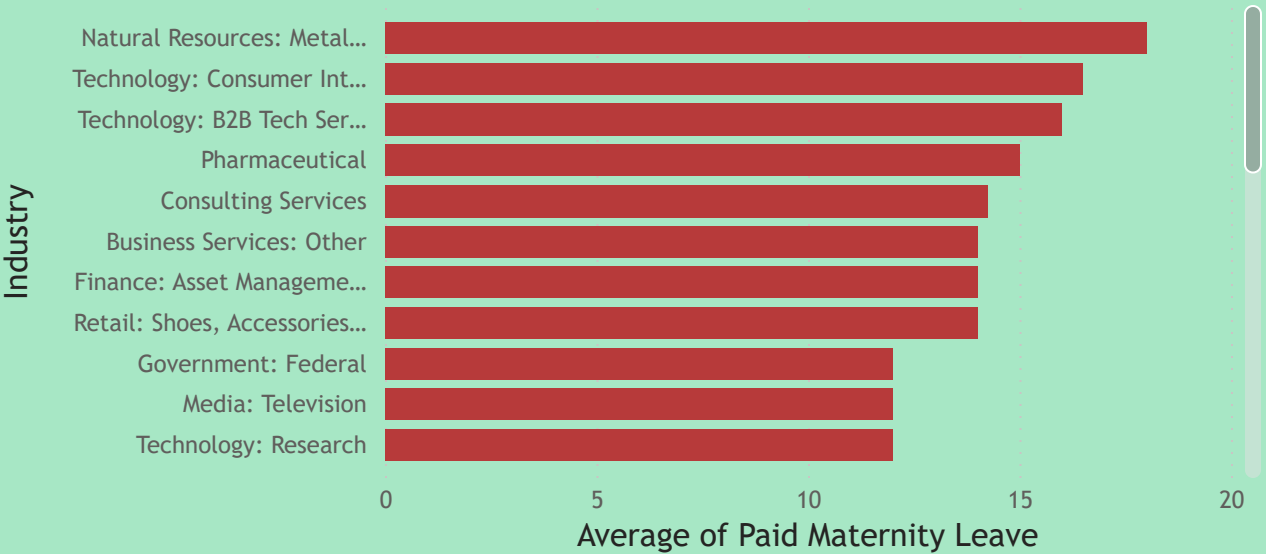
Company

Anduril Industries

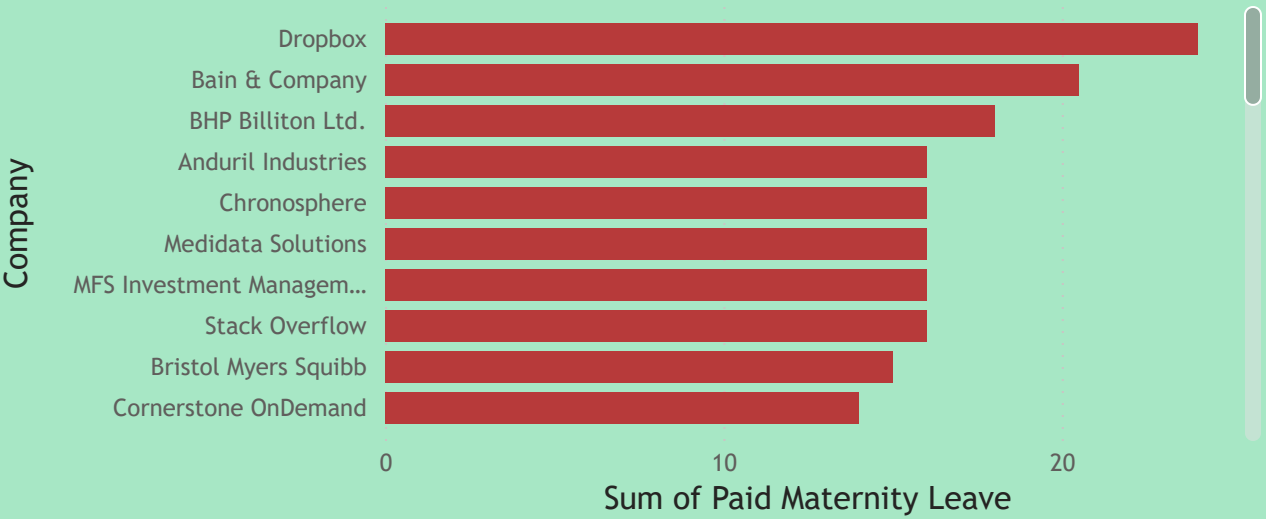
Avalara

Bain & Company

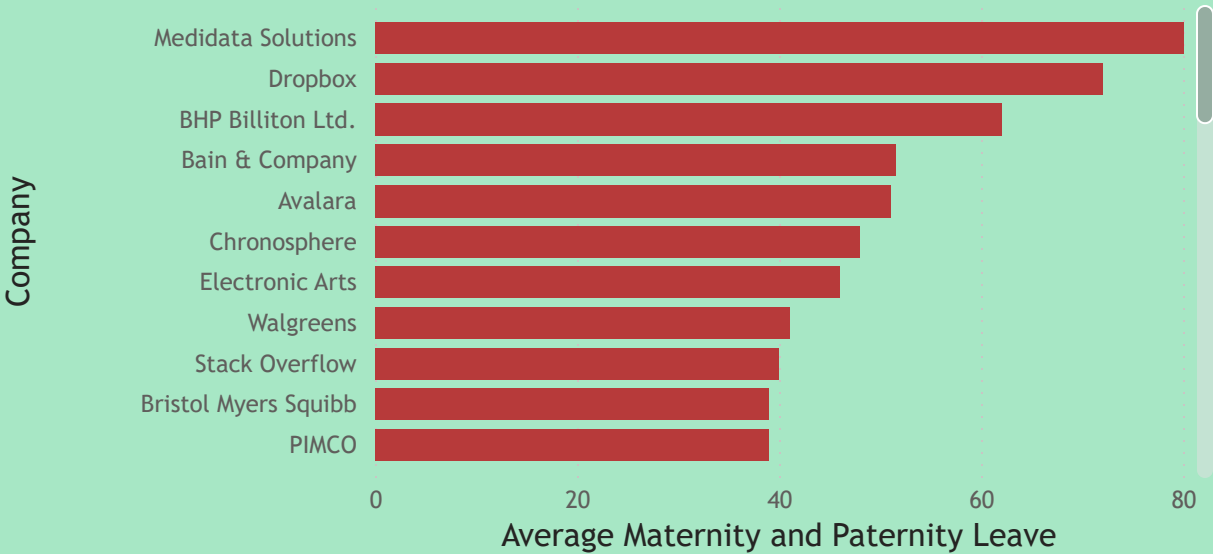
Average of Paid Maternity Leave by Industry



Paid Maternity Leave by Company



Average Maternity and Paternity Leave by Company



Unpaid Maternity Leave and Sum of Unpaid Paternity Leave

