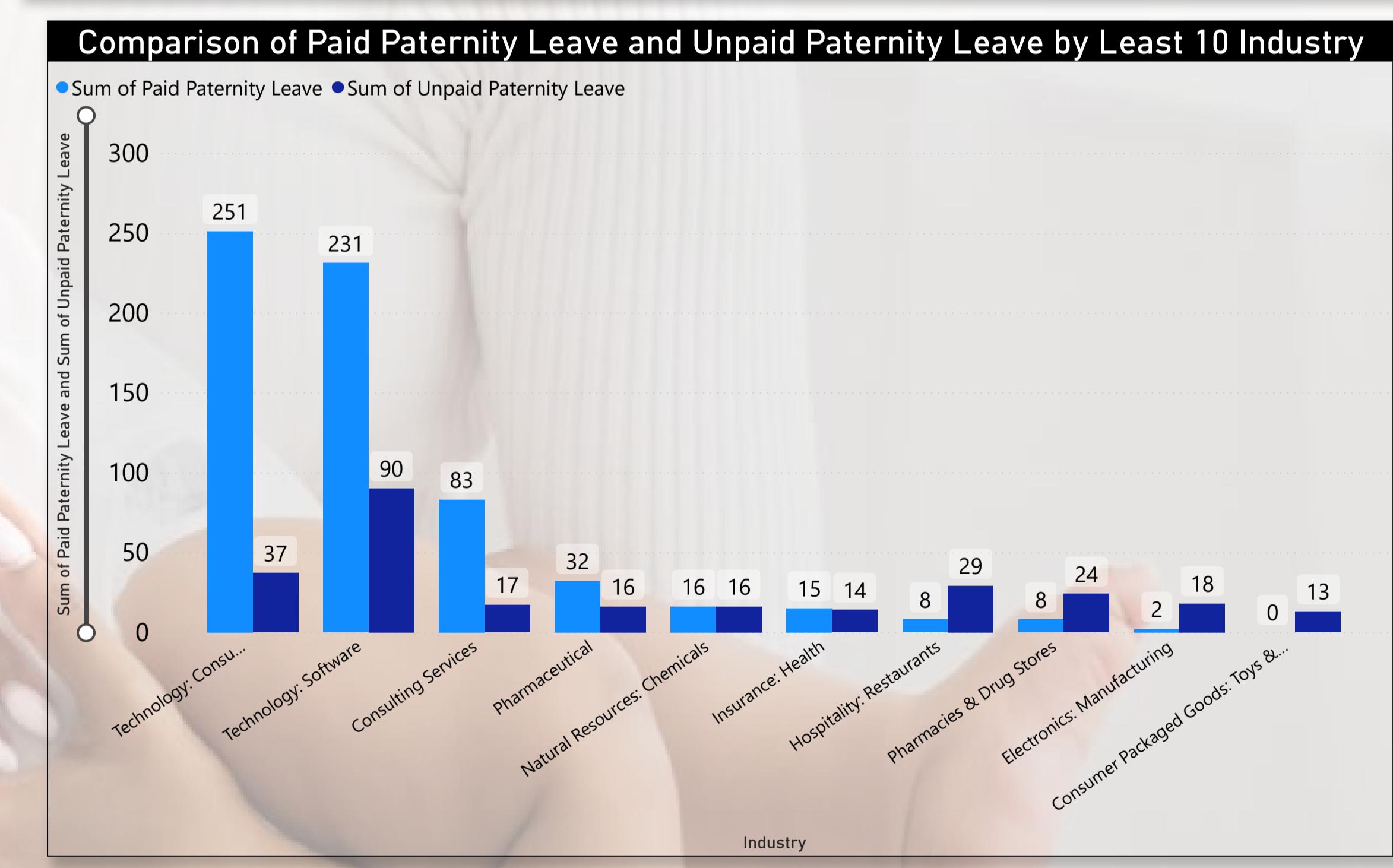
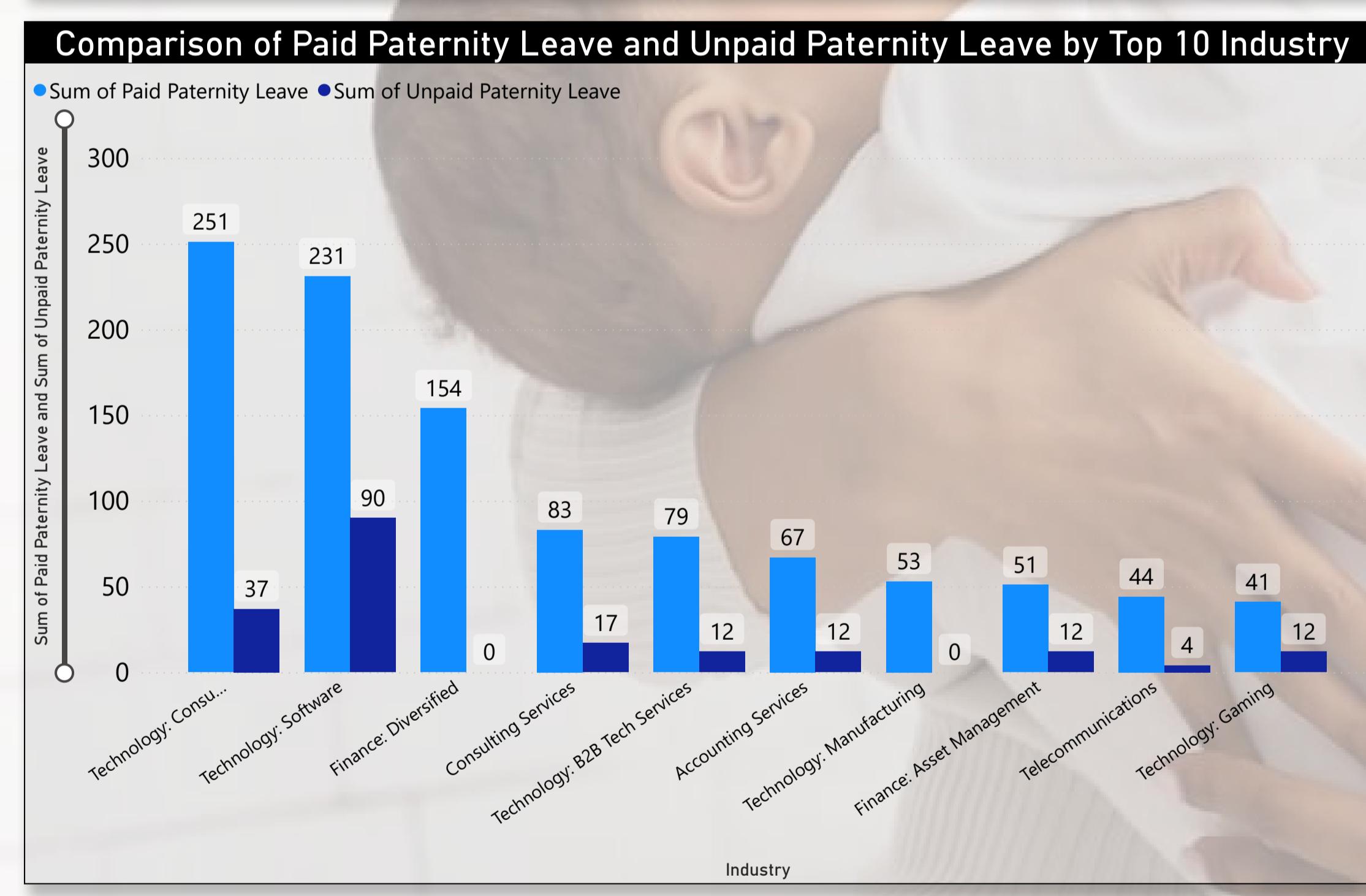
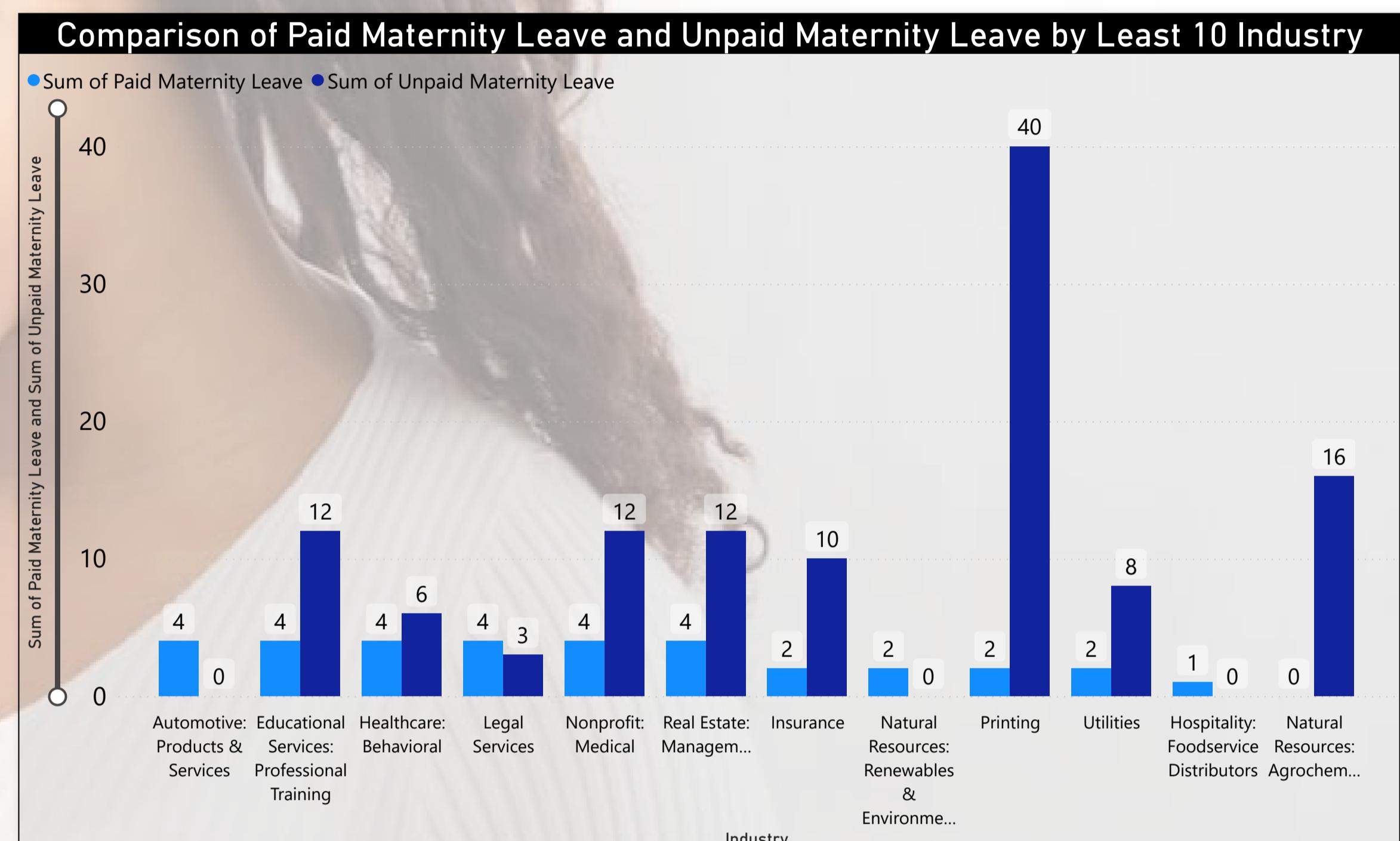
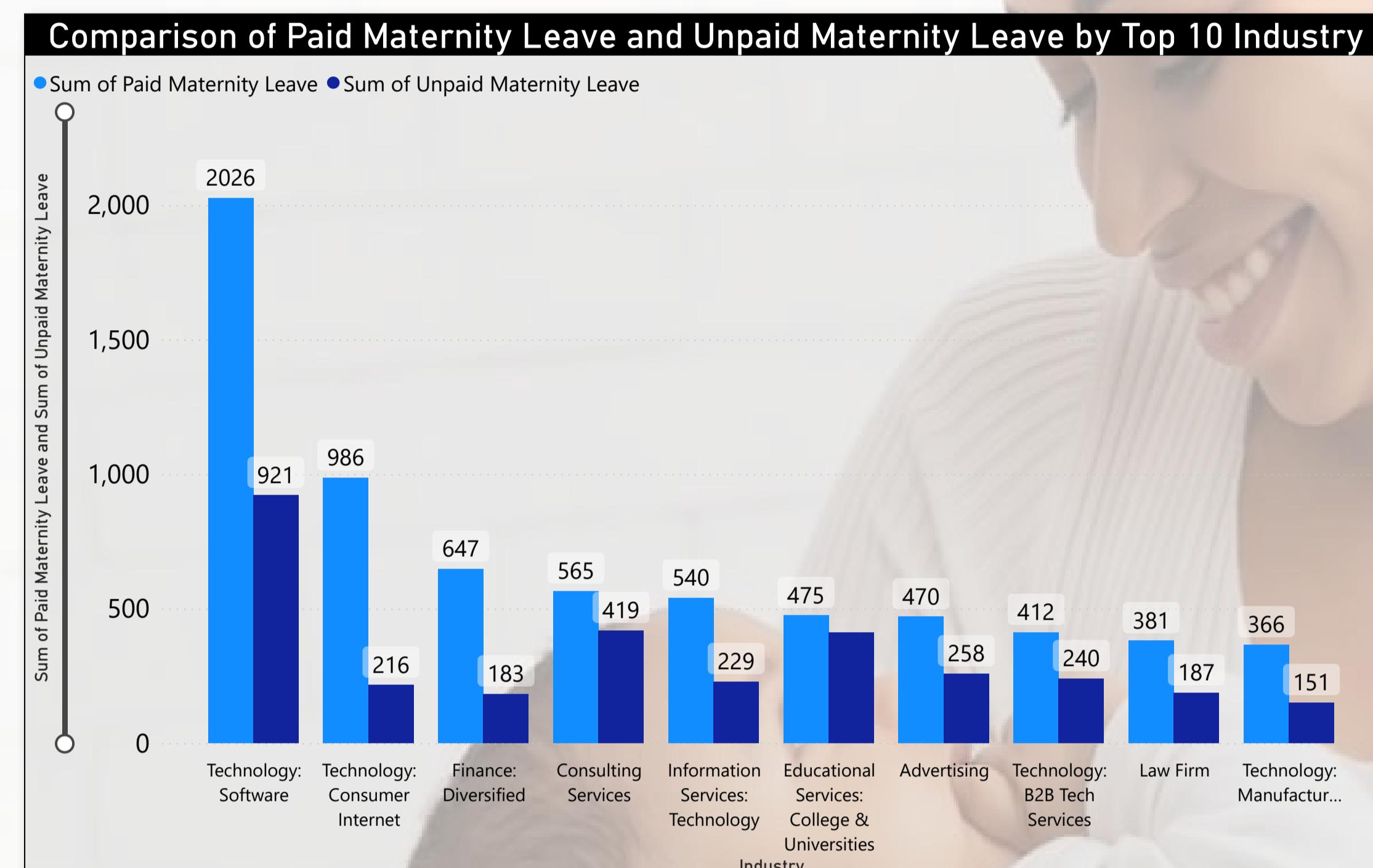




Total ML days	Total PL days	Avg MLD per Industry	Avg PLD per Industry	Paid MLD Ratio	Unpaid MLD Ratio	Paid PLD Ratio	Unpaid PLD Ratio
27.37K	2613	147.12	14.05	63.82%	36.18%	81.06%	18.94%

Industry								
Accounting Services	Advertising	Advertising: Market Research	Aerospace	Arts & Entertainment	Automotive: Dealers	Automotive: Manufacturers	Automotive: Parts	Automotive: Parts Manufacturing
Technology: Software	Technology: Consumer Internet	Finance: Diversified	Consulting Services	Information Services: Technology	Educational Services: College & Universities	Advertising	Technology: B2B Tech Services	Law Firm
Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing	Technology: Manufacturing
Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing	Manufacturing

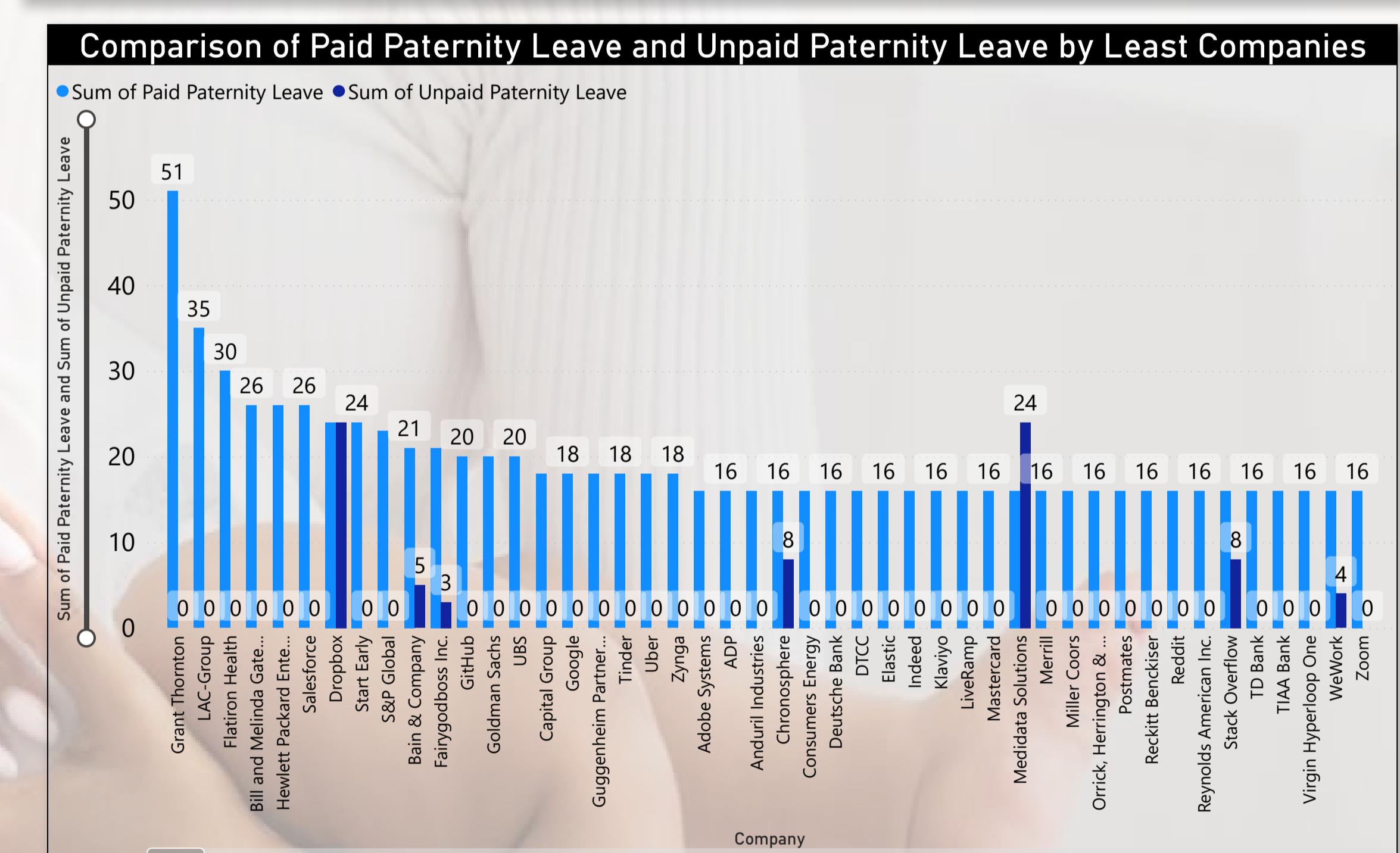
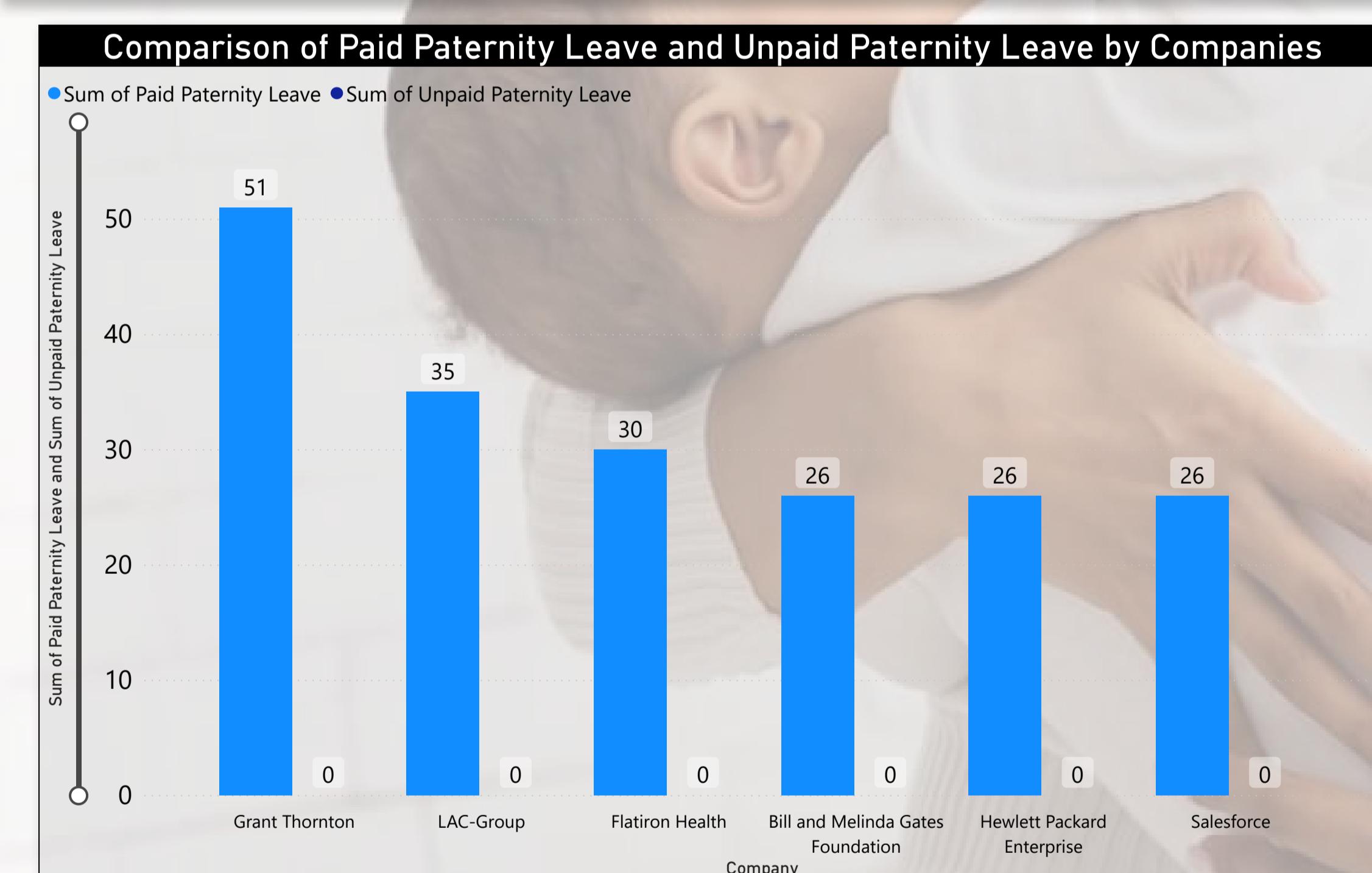
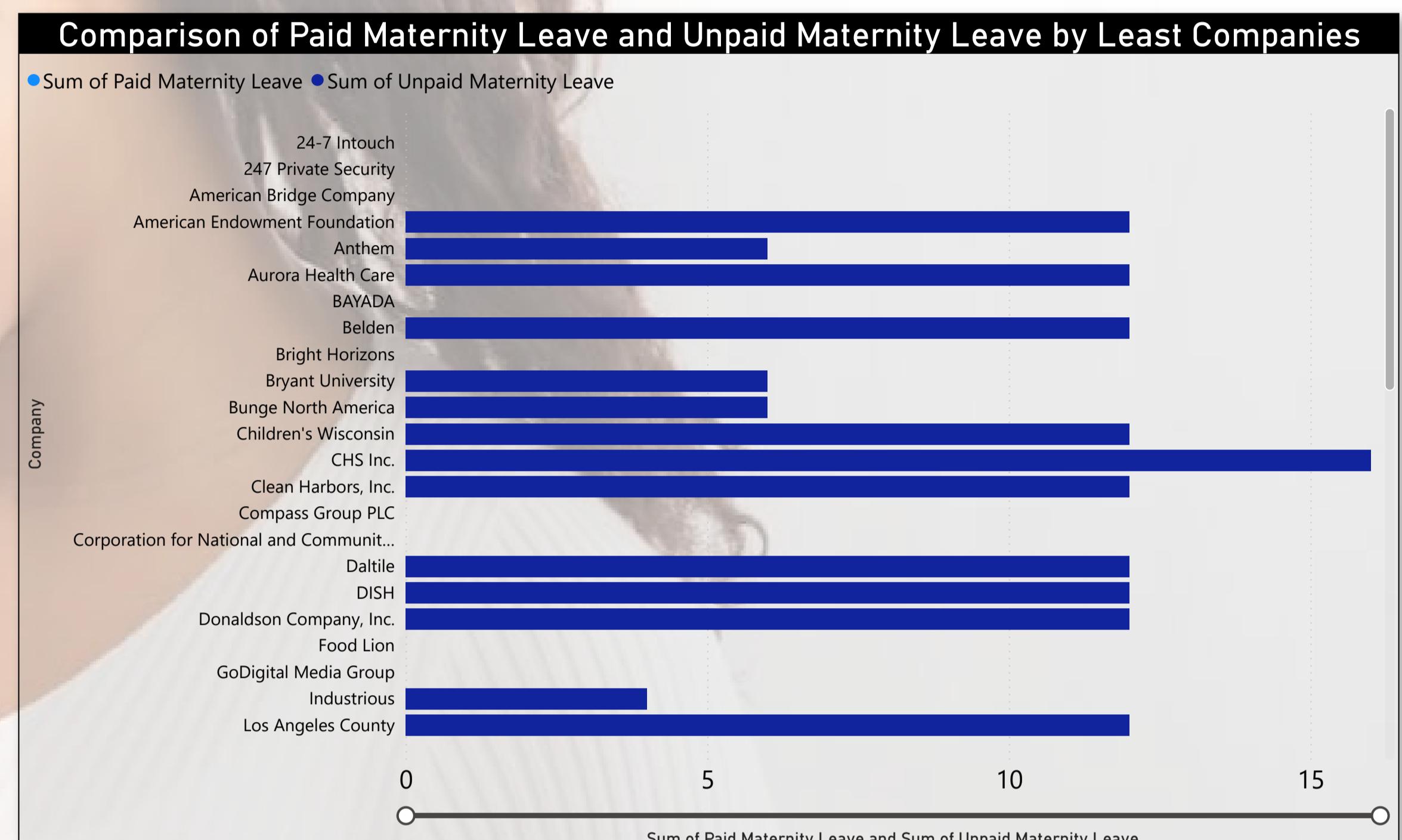
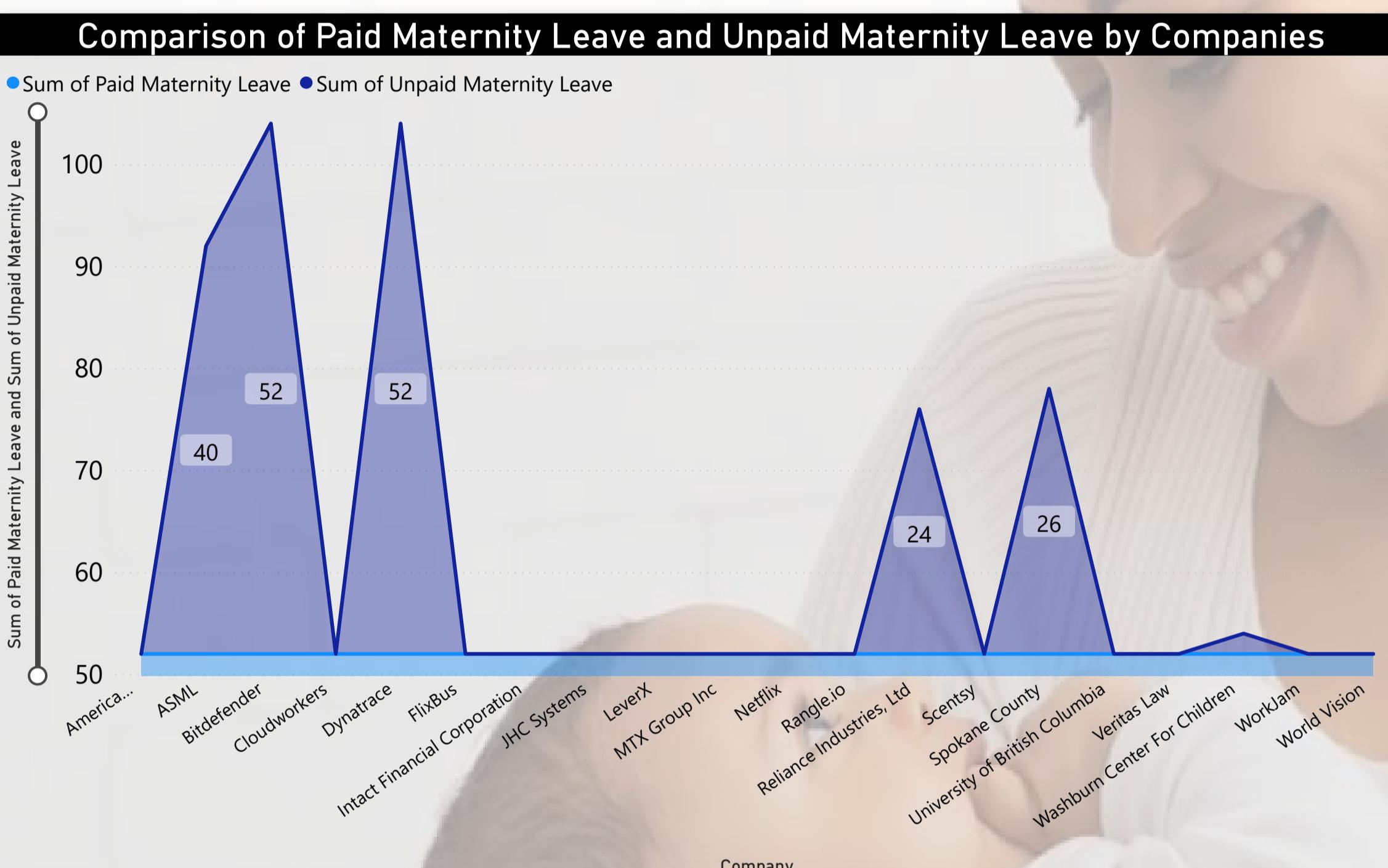


Company	Average Maternity Leave Days per Industry	Average Paternity Leave Days per Industry	Unpaid Maternity Leave Ratio	Unpaid Paternity Leave Ratio
Braum's Ice Cream & Dairy Store	4.00	0.00	0.00	25.00%
Charter Communications	20.00	0.00	0.00	60.00%
1010data	20.00	0.00	0.00	40.00%
10up	16.00	0.00	0.00	75.00%
24-7 Intouch	0.00	0.00	0.00	NaN
247 Private Security	0.00	0.00	0.00	NaN
360DigiTMG	6.00	0.00	0.00	66.67%
3M	20.00	10.00	10.00	50.00%
84.51j	12.00	4.00	4.00	0.00%
<b>Total</b>	<b>147.12</b>	<b>14.05</b>	<b>36.18%</b>	

# Comparison of Parental Leave Policies across Industries



Total ML days	Total PL days	Avg MLD per Industry	Avg PLD per Industry	Paid MLD Ratio	Unpaid MLD Ratio	Paid PLD Ratio	Unpaid PLD Ratio
27.37K	2613	147.12	14.05	63.82%	36.18%	81.06%	18.94%



Company	Average Maternity Leave Days per Industry	Average Paternity Leave Days per Industry	Unpaid Maternity Leave Ratio	Unpaid Paterni...
+ Braum's Ice Cream & Dairy Store	4.00	0.00	0.00	25.00%
+ Charter Communications	20.00	0.00	0.00	60.00%
+ 1010data	20.00	0.00	0.00	40.00%
+ 10up	16.00	0.00	0.00	75.00%
+ 24-7 Intouch	0.00	0.00	0.00	Nan
+ 247 Private Security	0.00	0.00	0.00	Nan
+ 360DigiTMG	6.00	0.00	0.00	66.67%
+ 3M	20.00	0.00	10.00	50.00%
+ 84.51j	12.00	0.00	4.00	0.00%
<b>Total</b>	<b>147.12</b>	<b>14.05</b>	<b>36.18%</b>	



## Top Companies with Highest paid Maternity Leaves

Company	Industry	Sum of Paid Maternity Leave
American Income Life	Insurance: Life	52
ASML	N/A	52
Bitdefender	Technology: Software	52
Cloudworkers	Technology: Consumer Internet	52
Dynatrace	Technology: Software	52
FlixBus	Transportation: Bus	52
Intact Financial Corporation	Insurance: Property & Casualty	52
JHC Systems	Technology: Software	52
LeverX	Information Services: Technology	52
MTX Group Inc	Consulting Services	52
Netflix	Technology: Consumer Internet	52
Rangle.io	Technology: Software	52
Reliance Industries, Ltd	Conglomerate	52
<b>Total</b>		<b>1040</b>

## Top Companies with Highest Unpaid Maternity Leaves

Company	Industry	Sum of Unpaid Maternity Leave
Wyse Home Team Realty	Real Estate: Brokers	52
Wynyard Wood	Law Firm	52
World Health Organization	Government: International	52
Viettel Group	Telecommunications	52
Telstra	Retail: Electronics	52
Petco	Retail: General Merchandise	52
NWEA	Educational Services: Management	52
NexJ Systems Inc.	Technology: Software	52
Myers & Stauffer LC	Accounting Services	52
Myer	Retail: Department Store	52
Legal Aid Society - Employment Law Center Nonprofit: Legal		52
Keysight Technologies	Electronics: Manufacturing	52
Graham Construction & Engineering Inc	Industrial: Construction Company	52
<b>Total</b>		<b>1196</b>

## Top Companies with Highest Paid Paternity Leaves

Company	Industry	Sum of Paid Paternity Leave
Salesforce	Technology: Software	26
Dropbox	Technology: Consumer Internet	24
Fairygodboss Inc.	Technology: Consumer Internet	21
Hewlett Packard Enterprise	Technology: B2B Tech Services	26
Bill and Melinda Gates Foundation Philanthropy		26
Start Early	Nonprofit: Education	24
S&P Global	Information Services: Financial	23
LAC-Group	Information Services: Diversified	35
Flatiron Health	Healthcare: Telemedicine	30
Bain & Company	Consulting Services	21
Grant Thornton	Accounting Services	51
<b>Total</b>		<b>307</b>

## Top Companies with Highest Unpaid Paternity Leaves

Company	Industry	Sum of Unpaid Paternity Leave
American Water	Natural Resources: Renewables & Environment	12
Avalara	Technology: Software	12
Belden	Electronics: Manufacturing	12
Bristol Myers Squibb	Pharmaceutical	16
Cornerstone OnDemand	Technology: Software	12
Denver Health Medical Center	Healthcare: Hospitals & Clinics	12
Dow	Natural Resources: Chemicals	16
Dropbox	Technology: Consumer Internet	24
Electronic Arts	Technology: Gaming	12
ExamSoft Worldwide, Inc.	Technology: Software	12
Forvis	Accounting Services	12
Hasbro Inc.	Consumer Packaged Goods: Toys & Baby Products	13
Kohler Co.	Industrial: Equipment Manufacturing	12
<b>Total</b>		<b>368</b>

## Insights

- The majority of companies listed in the data provide 52 days of paid maternity leave.
- Only a few companies provide paid paternity leave, with the highest being 35 days offered by LAC-Group and lowest offered by Bain & Company.
- The industries with the most representation in the list are Technology and Insurance.
- Non-profit organizations also provide paid maternity leave.
- Grant Thornton offers the highest number of weeks of paid paternity leave among the listed companies, with 51 days.
- Only a few companies provide unpaid paternity leave, with the lowest being 12 weeks offered by several companies.
- Some government and nonprofit organizations also provide unpaid maternity leave.
- McDonald's offers the highest number of weeks of unpaid paternity leave among the listed companies, with 29 days.