

| Industry | Average of Paid Paternity Leave | Average of Paid Maternity Leave | Average of Unpaid Maternity Leave | Average of Unpaid Paternity Leave |
|-----------------------------|---------------------------------|---------------------------------|-----------------------------------|-----------------------------------|
| Accounting Services | 13.40 | 11.92 | 12.25 | 12.00 |
| Advertising | 11.00 | 9.40 | 5.52 | 6.00 |
| Aerospace | 7.20 | 10.00 | 6.11 | |
| Arts & Entertainment | 5.33 | 10.14 | 7.60 | 4.00 |
| Automotive | 5.20 | 7.94 | 4.19 | |
| Business Services | 5.60 | 10.16 | 6.67 | 2.67 |
| Computer & Network Security | | 13.00 | 0.00 | |
| Computer Software | 6.00 | 12.00 | | |
| Conglomerate | 4.00 | 15.10 | 5.00 | |
| Consulting Services | 8.30 | 12.02 | 8.91 | 8.50 |
| Consumer Packaged Goods | 10.00 | 12.91 | 7.95 | 8.33 |
| Cosmetics | 7.00 | 13.50 | 5.14 | |
| Defense & Space | 7.00 | 5.86 | 5.43 | 6.00 |
| Design | | 10.67 | 10.67 | |
| Educational Services | 4.63 | 9.70 | 8.26 | 12.00 |
| Electronics | 0.67 | 8.14 | 9.29 | 9.00 |
| Engineering | | 12.00 | 0.00 | |
| Finance | 9.06 | 13.32 | 6.01 | 4.00 |
| Government | 4.00 | 10.71 | 7.51 | 6.00 |
| Healthcare | 3.94 | 7.67 | 5.47 | 2.80 |
| Hospitality | 5.00 | 10.65 | 7.09 | 29.00 |
| Industrial | 3.64 | 8.27 | 6.66 | 8.00 |
| Information Services | 10.71 | 12.48 | 5.34 | |
| Insurance | 5.89 | 9.07 | 6.58 | 3.50 |
| Law Firm | 7.33 | 13.61 | 6.93 | |
| Legal Services | | 4.00 | 3.00 | |
| Leisure, Travel & Tourism | 12.00 | 10.75 | 1.50 | |
| Maritime | | 14.00 | | |
| Media | 4.67 | 11.29 | 5.59 | 12.00 |
| N/A | | 25.67 | 14.00 | |
| Natural Resources | 4.33 | 10.64 | 8.78 | 9.00 |
| Total | 7.33 | 10.91 | 6.63 | 7.73 |



MAVEN FAMILY LEAVES CHALLENGE

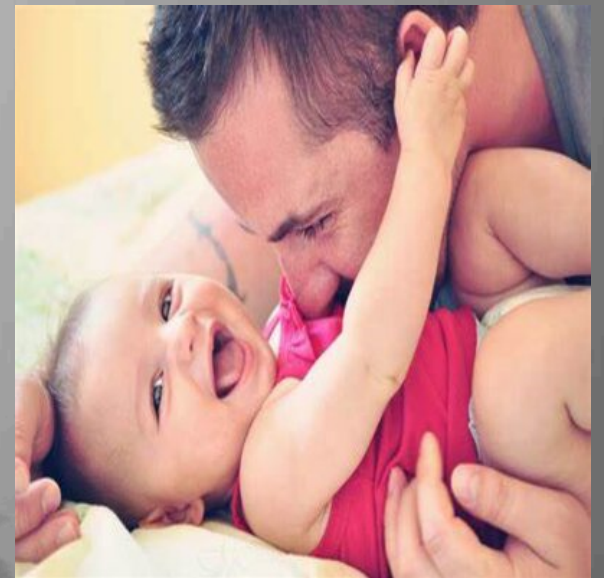
Select the Gender -->

Get the insights on the best industries and companies to work for in terms of Maternity/Paternity Leaves

Maternity



Paternity



HOME

PATERNITY

Maternity Leaves Analysis

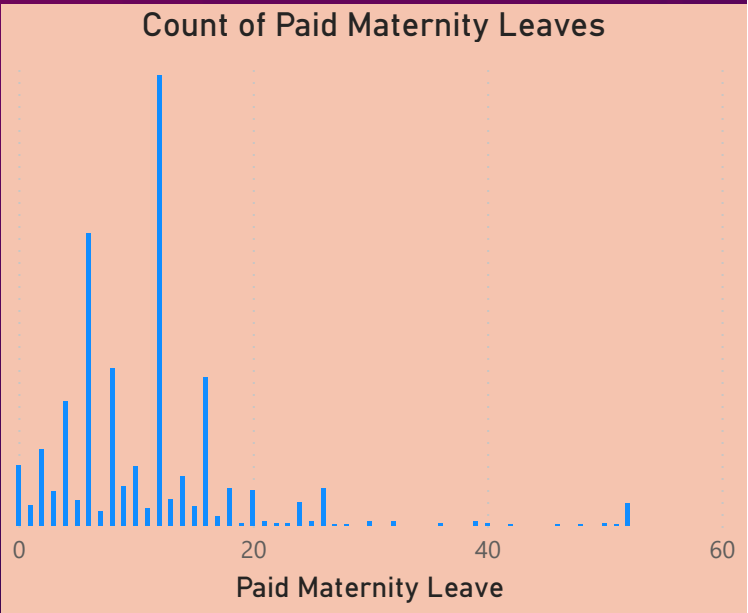
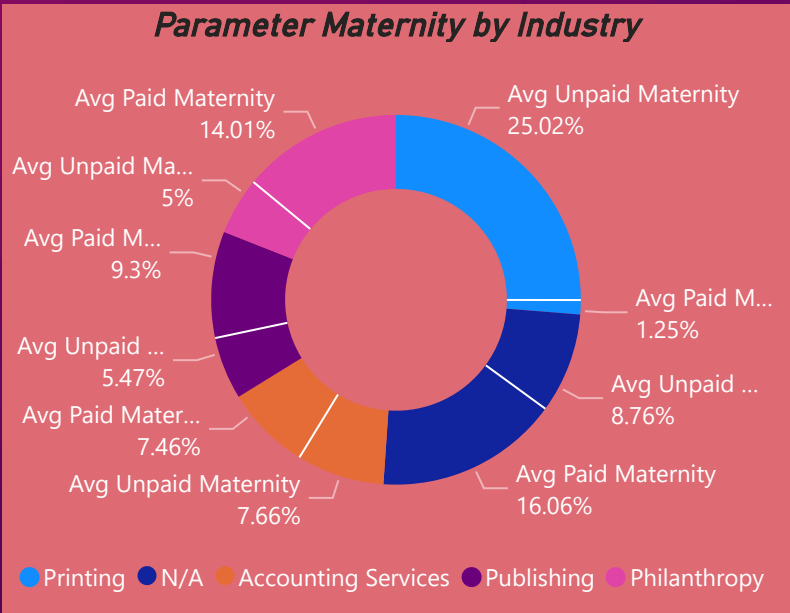
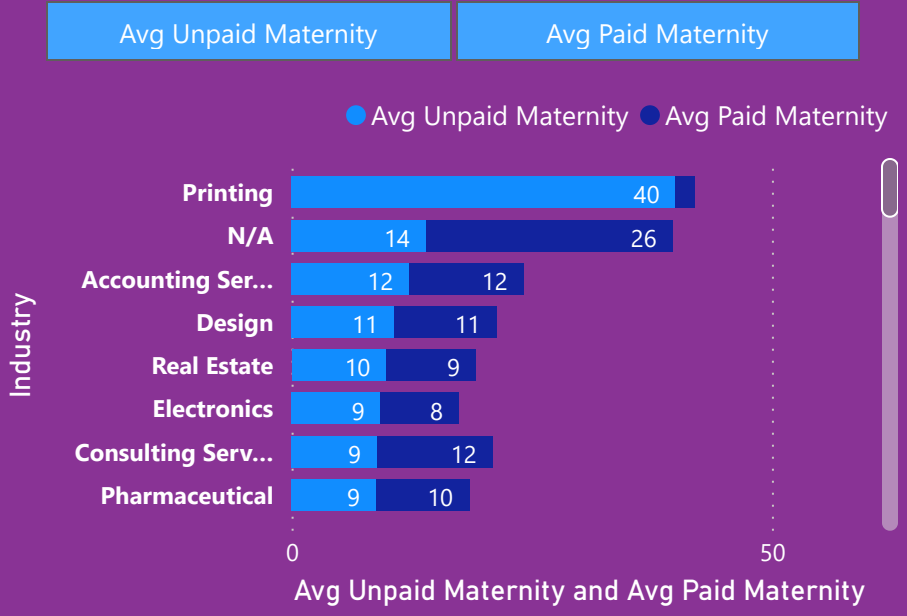
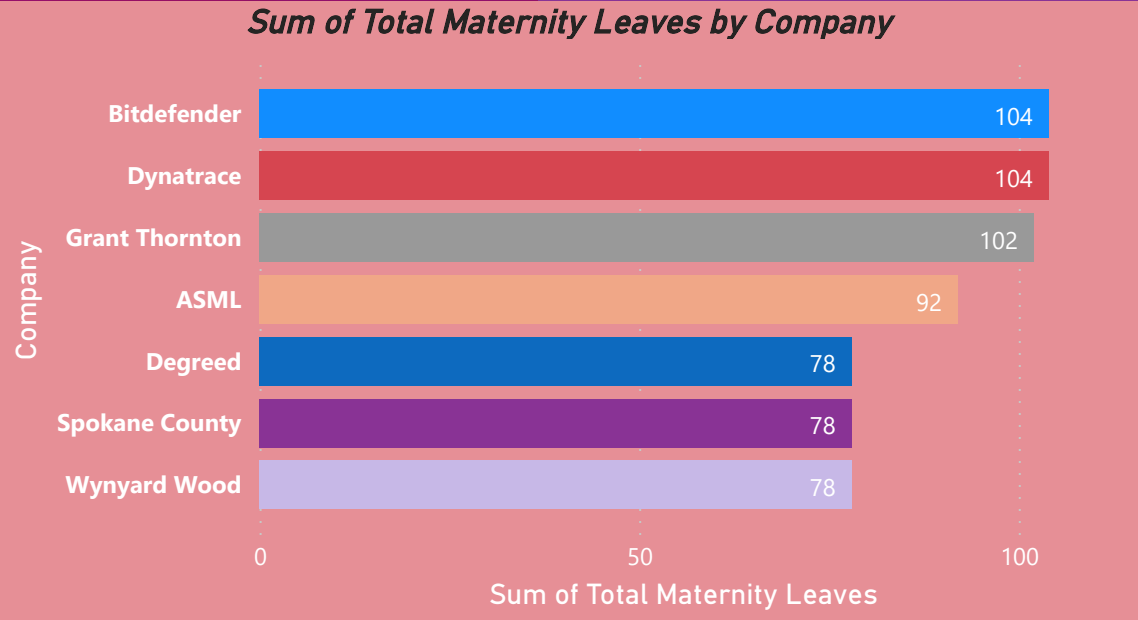
RESET

Company

sub-Industry

Industry

| Industry | Company | Avg Paid Maternity | Avg Unpaid Maternity |
|---------------------|---------------------|--------------------|----------------------|
| Accounting Services | BerryDunn | 6.00 | 6.00 |
| | CBIZ | 4.00 | 6.00 |
| | CliftonLarsonAllen | 10.00 | 6.00 |
| | Crowe | 6.00 | 0.00 |
| | Eisneramper | 8.00 | 12.00 |
| | Fathom | 12.00 | 0.00 |
| | Forvis | 12.00 | |
| | Grant Thornton | 51.00 | 51.00 |
| | Kearney & Company | 4.00 | 0.00 |
| | Marcum LLP | 8.00 | 8.00 |
| | Myers & Stauffer LC | 8.00 | 52.00 |
| | RSM US | 12.00 | 0.00 |
| | Ryan LLC | 14.00 | 6.00 |
| | Total | 11.92 | 12.25 |



HOME

MATERNITY

Paternity Leaves Analysis

RESET

Company

sub-Industry

Industry

| Industry | Company | Avg Paid Maternity | Avg Unpaid Maternity |
|---------------------|---------------------|--------------------|----------------------|
| Accounting Services | BerryDunn | 6.00 | 6.00 |
| | CBIZ | 4.00 | 6.00 |
| | CliftonLarsonAllen | 10.00 | 6.00 |
| | Crowe | 6.00 | 0.00 |
| | Eisneramper | 8.00 | 12.00 |
| | Fathom | 12.00 | 0.00 |
| | Forvis | 12.00 | |
| | Grant Thornton | 51.00 | 51.00 |
| | Kearney & Company | 4.00 | 0.00 |
| | Marcum LLP | 8.00 | 8.00 |
| | Myers & Stauffer LC | 8.00 | 52.00 |
| | RSM US | 12.00 | 0.00 |
| | Ryan LLC | 14.00 | 6.00 |
| | Total | 11.92 | 12.25 |

