

100 BEST COMPANIES 2008

KEY TO CHART

- ★ TOP 10
- ★ 100% of employees have access.
- + 75% to 99% of every employee group have access.
- ▲ 50% to 74% of every employee group have access.
- Program is available, but the rate of access for one or more employee groups is 49% or below.
- ✓ Program is available.
- Program is not available.
- N/A Not answered.

Employee groups are defined as part-time employees, nonexempt employees and exempt employees. Benefits are available to employees with one year of service. Access to benefits is averaged across employee groups.

PROFILE	FLEXIBILITY			PARENTAL LEAVE					CHILD CARE				WORK/LIFE					
	Years on our list (*Hall of Famers)	Number of U.S. employees	Percentage who are women	Access to informal/formal flextime	Access to informal/formal flextime	Access to informal/formal flextime	Access to informal/formal flextime	Access to informal/formal flextime	Additional job-guaranteed weeks provided beyond 12 weeks of FMLA	Fully paid weeks for new moms	Paid weeks for adoptive primary caregivers	Access to company-sponsored child-care center on or near site	Access to phase-back programs	Access to in-home backup child care	Access to backup child care	On-and off-ramp child care	Access to health insurance for part-timers	Access to specific special-needs programs
Abbott	8	32,894	49%	+	+	+	★	+	12	4	2	2	✓	●	★	✓	✓	✓
Accenture	6	28,468	42%	★	★	★	★	★	4	8	1	4	✓	●	★	✓	✓	—
Allstate Insurance*	18	36,495	59%	★	★	★	★	★	14	2	N/A	N/A	✓	★	★	✓	✓	✓
American Electric Power	4	20,219	19%	★	●	●	★	●	0	6	1	1	—	●	▲	✓	—	✓
American Express*	18	30,104	67%	★	★	★	★	★	0	6	2	6	✓	★	★	✓	—	✓
Arnold & Porter	9	1,273	52%	★	+	+	★	▲	6	18	6	12	✓	▲	+	—	—	—
Arnold Worldwide	4	711	57%	★	★	★	★	★	4	4	2	2	✓	N/A	★	—	—	—
AstraZeneca	7	12,390	54%	+	▲	+	★	+	14	7	1	7	✓	▲	★	✓	—	✓
Bain & Co.	1	1,696	45%	+	N/A	N/A	N/A	+	12	12	2	4	✓	N/A	★	✓	✓	—
Bank of America*	20	186,892	66%	★	★	★	★	▲	14	8	8	8	—	●	★	✓	✓	✓
Baptist Health South Florida*	16	11,856	75%	★	★	★	★	+	2	1	1	1	✓	▲	★	✓	✓	✓
Bayer	6	11,930	34%	★	★	★	★	★	5	6	0	0	✓	★	★	—	—	✓
Blue Cross and Blue Shield of North Carolina	2	4,572	44%	★	▲	+	▲	▲	0	8	2	2	✓	N/A	★	—	✓	✓
Bon Secours Richmond Health System	10	6,331	83%	★	▲	+	▲	●	0	1	1	1	✓	★	★	—	✓	✓
Booz Allen Hamilton	10	18,522	38%	★	★	★	★	+	12	6	2	2	✓	●	★	—	✓	✓
The Boston Consulting Group	3	1,795	46%	★	★	★	★	★	52	12	1	12	✓	●	★	—	✓	✓
Bristol-Myers Squibb	11	15,963	51%	+	+	+	★	★	12	8	1	1	✓	●	★	✓	—	✓
Bronson Healthcare Group	6	3,633	82%	★	★	★	★	▲	16	1	2	4	✓	●	★	✓	—	—
Capital One Financial	3	25,492	63%	★	★	★	★	+	4	7	2	6	✓	●	●	—	—	—
Children's Healthcare of Atlanta	4	6,650	82%	★	★	★	+	+	14	1	6	6	✓	▲	★	✓	✓	—
Children's Memorial Hospital	3	4,006	82%	★	★	★	★	▲	0	0	0	0	✓	N/A	★	✓	—	✓
Chrysler	11	50,540	21%	+	▲	+	★	▲	9	6	0	N/A	✓	●	●	✓	✓	✓
Citi*	18	152,505	55%	★	★	★	★	★	1	13	N/A	8	—	★	★	✓	✓	—
CJW Medical Center	3	3,145	83%	+	●	+	●	●	12	8	1	1	✓	▲	★	—	✓	—
Colgate-Palmolive	9	5,392	39%	★	▲	▲	+	+	9	9	3	3	✓	●	★	✓	—	✓
Cornell University	3	10,007	52%	★	★	★	★	★	10	4	4	4	✓	★	●	—	—	✓
Covington & Burling	3	1,043	58%	★	●	+	★	●	6	18	6	18	✓	▲	★	✓	✓	✓
Credit Suisse Securities	5	12,711	32%	★	★	★	★	★	8	12	6	6	✓	●	★	✓	—	✓
Dell	1	28,436	30%	+	▲	+	+	+	0	4	0	0	✓	▲	★	✓	—	✓
Deloitte*	15	38,871	46%	★	★	★	★	★	0	8	2	2	✓	●	★	✓	✓	✓
Discovery Communications	9	2,496	57%	★	★	●	●	★	5	9	3	3	✓	+	★	✓	—	✓
Dow Chemical	10	20,970	26%	★	★	★	★	★	52	8	1	4	✓	●	●	—	✓	✓
Dow Corning	4	4,369	28%	★	+	+	+	+	8	6	2	5	✓	N/A	●	✓	—	✓
DuPont*	20	26,570	26%	★	★	★	★	+	12	6	0	4	✓	●	★	✓	—	—
Eli Lilly & Co.	14	21,090	47%	+	+	+	+	+	52	10	1	1	✓	●	★	—	—	—
Ernst & Young	12	26,313	50%	★	+	+	★	★	10	12	6	6	✓	●	★	✓	✓	✓
Fannie Mae*	15	5,715	47%	★	★	★	★	★	4	6	4	4	✓	★	★	✓	—	✓
FINRA	1	2,938	51%	★	★	★	★	★	1	13	2	13	—	N/A	★	✓	—	✓
First Horizon National	14	10,090	65%	★	★	★	★	▲	4	2	1	1	✓	●	●	—	—	—
First National Bank	7	4,502	61%	+	+	▲	▲	+	4	7	2	2	✓	●	★	✓	—	—
Freddie Mac	5	5,414	50%	★	★	★	★	★	0	6	0	6	—	▲	★	✓	—	✓
GE	6	155,000	31%	+	●	+	+	▲	0	6	0	0	✓	●	●	✓	—	✓
Genentech*	16	11,091	51%	+	+	+	+	+	12	6	0	0	—	●	★	✓	—	✓
General Mills	13	16,809	40%	+	▲	+	▲	▲	14	3	2	2	✓	●	●	—	✓	✓
GlaxoSmithKline*	17	27,666	51%	+	●	●	▲	▲	14	6	N/A	N/A	✓	▲	★	✓	—	✓
Goldman, Sachs & Co.	6	14,657	37%	★	★	★	★	★	4	16	4	8	✓	●	★	—	✓	✓
Grant Thornton	3	5,224	50%	★	★	★	★	★	0	10	1	1	✓	●	●	—	✓	—
Hallmark Cards	14	31,412	83%	★	●	+	●	▲	14	2	0	0	✓	▲	★	✓	—	✓
Harvard University	6	17,326	53%	★	★	★	★	★	1	0	4	4	—	★	★	✓	—	—
HP*	18	52,523	30%	★	★	★	★	★	1	6	1	1	✓	●	●	—	—	✓
IBM*	23	122,079	31%	★	★	★	★	+	144	6	2	2	✓	★	★	—	✓	✓
Inova Health System	7	12,749	79%	▲	+	+	★	+	0	2	2	2	—	▲	★	✓	—	—
Intel	5	46,207	24%	+	●	+	+	+	9	9	N/A	N/A	✓	+	★	✓	—	✓
Johnson & Johnson*	23	43,454	48%	★	+	+	★	+	40	3	1	1	✓	●	●	—	✓	✓
JPMorgan Chase	14	140,420	59%	★	★	★	★	+	0	11	1	12	✓	N/A	★	✓	—	✓
Katten Muchin Rosenman	2	1,458	58%	★	★	★	▲	▲	12	9	2	12	✓	●	★	—	—	✓
KPMG	12	22,833	48%	★	★	★	★	★	14	8	2	6	✓	N/A	★	✓	✓	✓
Kraft Foods	7	48,063	37%	★	●	+	★	★	20	2	0	0	✓	●	★	✓	—	✓
LEGO Systems	5	906	60%	+	▲	●	●	●	4	3	0	6	✓	▲	★	—	—	—
Lehman Brothers	3	17,465	39%	★	★	★	★	★	0	12	1	12	✓	●	★	✓	✓	✓
Liz Claiborne	4	10,552	78%	★	★	★	★	★	12	6	0	3	✓	●	★	—	✓	—
Marriott International*	17	123,841	55%	+	●	●	●	●	0	0	0	0	✓	●	●	—	—	—
Massachusetts General Hospital	3	20,761	68%	★	+	+	★	★	0	6	7	7	✓	★	★	✓	—	✓
MasterCard Worldwide	4	3,405	46%	★	★	▲	▲	★	12	4	1	1	✓	▲	★	✓	—	—
The McGraw-Hill Companies	4	12,926	54%	+	+	+	+	+	14	4	3	3	✓	●	★	✓	✓	✓
McKinsey & Co.	2	4,240	54%	★	N/A	★	★	★	48	12	2	8	✓	●	★	✓	✓	✓
Merck & Co.*	22	29,177	52%	★	★	+	★	★	12	6	0	0	✓	▲	★	—	—	✓
Mercy Health System	3	3,851	84%	★	★	★	●	▲	0	6	6	6	✓	N/A	★	—	✓	✓
Merrill Lynch & Co.	9	51,100	42%	★	+	+	+	★	14	13	1	13	✓	★	★	✓	✓	✓
MetLife	10	33,489	54%	★	★	★	★	★	14	8	2	2	✓	●	★	—	—	✓
Microsoft	6	51,143	26%	★	★	★	★	★	8	12	4	4	✓	N/A	★	✓	—	✓
Moffitt Cancer Center	1	3,288	49%	★	★	★	★	+	4	4	1	4	✓	▲	★	✓	—	✓
Monsanto	2	8,730	33%	▲	▲	●	●	▲	52	6	0	0	—	★	●	—	✓	—
Morgan Stanley	8	32,305	40%	★	★	★	★	★	0	12	1	12	—	●	●	✓	✓	✓
New York Life Insurance	6	8,599	53%	+	●	●	N/A	★	14	4	0	4	✓	●	▲	—	—	✓
Northern Trust*	17	8,011	55%	★	★	★	★	+	7	2	1	1	✓	●	★	✓	—	✓
Northwestern Memorial HealthCare	9	6,491	77%	★	●	●	●	▲	0	0	0	0	✓	▲	★	—	✓	✓
Novartis Pharmaceuticals	10	12,305	51%	★	▲	+	★	▲	10	10	1	1	—	N/A	★	✓	—	✓
Patagonia*	18	764	54%	★	★	★	★	▲	4	8	8	8	✓	●	●	—	—	✓
Pfizer	10	34,620	45%	★	+	+	★	+	23	12	6	6	✓	●	▲	✓	—	—
The Phoenix Companies*	17	1,587	53%	★	★	★	★	★	4	5	3	3	✓	●	●	—	—	—
Pillsbury Winthrop Shaw Pittman	3	1,701	53%	+	N/A	N/A	★	+	6	16	6	12	✓	N/A	★	✓	✓	—
Pitt County Memorial Hospital	5	6,308	78%	+	+	+	●	●	12	11	0	0	✓	★	★	—	—	✓
PNC Financial Services Group	7	26,653	63%	★	+	+	★	+	1	1	0	1	✓	●	●	—	✓	✓
PricewaterhouseCoopers	14	30,956	48%	+	+	+	+	+	14	12	3	12	✓	●	●	✓	✓	✓
Principal Financial Group	7	13,512	66%	★	+	+	●	●	12	2	0	2	✓	▲	N/A	—	✓	✓
Procter & Gamble*	20	38,768	42%	★	▲	+	★	★	40	7	1	0	✓	●	●	—	—	—
Prudential Financial*	19	20,235	55%	+	▲	+	+	+	22	5	2	2	✓	▲	★	✓	—	✓
S. C. Johnson & Son*	20	3,255	38%	+	+	+	★	+	12	2	6	6	✓	★	★	—	✓	✓
sanofi-aventis U.S.	5	13,122	52%	▲	●	+	●	●	12	12	6	6	✓	N/A	★	✓	—	✓
Scripps Health	4	10,080	78%	★	●	▲	▲	●	16	6	4	4	✓	★	★	—	✓	✓
Texas Instruments	13	14,714	24%	+	+	+	+	+	0	8	2	2	✓	N/A	★	✓</		