

Winning Workplaces for Women

Top trends and takeaways from the
2016 Best Workplaces for Women



Introduction

Women at the 100 Best Workplaces for Women feel listened to by their managers. They also feel like they're equal partners on the job, and feel supported in both developing their careers and their lives outside of work.

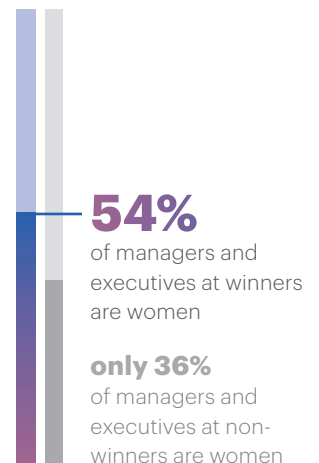
In fact, attitudes of women at the 2016 Best Workplaces for Women about the fairness and flexibility they experience on the job are on par with, if not slightly ahead of, attitudes of women at the *Fortune* 100 Best Companies to Work For® toward those issues.

The 2016 Best Workplaces for Women list compiled by Great Place to Work® and *Fortune* Magazine is based on surveys of 137,762 women at several hundred Great Place to Work-Certified™ companies. The 100 winning organizations earned their ranking from favorable ratings by their female employees and based on the extent to which women are represented as a total percentage of the workforce and within management.

Take a closer look at how these winners built workplaces where women thrive:

| HIGHLIGHTS OF 2016 BEST WORKPLACES FOR WOMEN | |
|--|---|
| TOP 5 | list winners are Texas Health Resources, Child Trends, Build-A-Bear, Ultimate Software, and PrimeLending. |
| 35 / 100 | winners offer paid maternity leave or pay the portion of their full pay not covered by short-term disability. |
| 93% | of list winner employees agree "Taking everything into account, I would say this is a great place to work." |

Demographics



Having a Voice



Women represent 59% of staffing firm CHG Healthcare Services' employees and 31% of executives. (Photo courtesy CHG)

Women at list winners feel the open way they can talk to their organization's leaders give them a voice and standing in the organization. One reason for the tight bond could be the high ratio of women in middle and upper management compared to non-winners, and programs list winners run to help female employees get ahead.

- More than a third of executives and senior managers at list winners are women. At 11 organizations, 70% or more of all management positions are held by women.
- In Quicken Loans' (ranked #11) six-month Red Door mentoring program, women employees partner with senior leaders and get group coaching.
- Baker Donelson's (#53) Women's Initiative program offers female attorneys at the firm one-on-one mentoring, mentor circles, specialty mentors and quarterly lunch meetings.
- Plante & Moran (#29) sponsors monthly networking breakfasts for women employees at all levels, and runs a Women in Leadership Committee that pairs senior-level women associates with male and female partners at the accounting firm.

"I have never been inspired to pursue my dreams the way I am here. The female leaders in this organization are all role models to me. They have shown me what it is to be a strong female leader in the business world."

A female employee at
CHG Healthcare Services (Ranked #34)

Having a voice survey statements

- %** Percent of women employees at list winners who agree
- %** Percent of women employees at non-list winners who agree
- %** Percent of women employees at 100 Best Companies who agree

Management is approachable, easy to talk with.

88% **81%** **85%**

Management keeps me informed about important issues and changes.

85% **74%** **83%**

I can ask management any reasonable question and get a straight answer.

84% **76%** **82%**

Management genuinely seeks and responds to suggestions and ideas.

84% **75%** **82%**

Management involves people in decisions that affect their jobs or work environment.

79% **68%** **75%**

Fairness



Women comprise 53% of ACUITY Insurance's 1,110 employees and 44% of managers and senior executives. (Photo courtesy ACUITY Insurance)

At a time when many organizations are working to improve gender parity, the vast majority of women at Best Workplaces for Women feel they're treated equitably at work. That sense of fairness extends to pay, promotions and acknowledgement of their contributions to the workplace.

“The way women are treated in the IT department blows all my other technical experiences out of the water. In this workplace I have never, ever felt like being a woman influenced how I or my work were perceived. I have always been treated with the utmost respect. Until I came here, I didn't even know that was possible as a female programmer.”

A female employee at ACUITY Insurance (ranked #44)

Fairness survey statements

% Percent of women employees at list winners who agree

% Percent of women employees at non-list winners who agree

% Percent of women employees at 100 Best Companies who agree

People here are treated fairly regardless of their sex.

94% **87%** **92%**

Everyone has an opportunity to get special recognition.

85% **74%** **82%**

If I am unfairly treated, I believe I'll be given a fair shake if I appeal.

83% **75%** **80%**

People here are paid fairly for the work they do.

80% **71%** **78%**

Promotions go to those who best deserve them.

78% **69%** **75%**

Managers avoid playing favorites.

76% **67%** **72%**

Career Development



Staff at Child Trends get yearly professional development stipends to spend on training courses, professional organizations, books or other activities that further their careers. (Photo courtesy Child Trends)

Winners distinguish themselves by offering women more opportunities to advance in their careers than those available to women at non-winners.

- 87% of women say they are offered training to develop themselves professionally v. 78% of women at non-winners.
- Full-time salaried employees receive close to 16% more training a year than employees at non-winning organizations, 73 hours v. 63.
- 84% of winners offer tuition reimbursement, an average of \$4,380 per employee.
- Four companies offer up to \$10,000 in tuition reimbursement: Baptist Health South Florida (ranked #6), Genentech (#48), Novo Nordisk (#66), and Autodesk (#94).

“It is not unusual at Child Trends for relatively junior staff to present to clients or at professional meetings. Their managers have invested the time to train them, and give them these assignments with confidence that they’ll be strong performers. And they are!”

Employee at **Child Trends** (ranked #2)

Career development survey statements

% Percent of women employees at list winners who agree

% Percent of women employees at non-list winners who agree

I am offered training or development to further myself professionally.

87% **78%**

Promotions go to those who best deserve them.

78% **69%**

Flexibility at Work



Wegmans employees can work flexible schedules or compressed work weeks.
(Photo courtesy Wegmans)

Women at winners don't just feel aided in advancing their careers. They feel more supported in juggling work with their personal lives than women at non-winners and women at the 2016 *Fortune* 100 Best Companies to Work For.

What flexibility looks like:

- At American Express (ranked #77), programs that promote work/life balance include compressed work weeks, telecommuting, job sharing, phased retirement, on and off-site child care, and elder care resources.
- Employees at Ryan, LLC (#76), can work at home or other company locations, or rearrange their schedules to accommodate their needs. Overtime-exempt employees at the tax services firm get a four-week paid sabbatical after five years and hourly employees get one after seven. Baby benefits include 12 weeks paid maternity leave for new moms, 2 weeks for new dads, and \$5,000 in adoption assistance.
- Total Merchant Services (#31) offers unlimited paid sick leave after an employee's first year, 120 days of paid maternity, paternity or adoption leave, and child-care reimbursement during business travel. The company also covers fertility treatments.
- Wegmans Food Markets (#35) offers its 44,272 employees flexible work schedules, onsite flu shots, cholesterol tests and blood pressure screenings, subsidized memberships to off-site gyms, a \$2,200 college tuition reimbursement benefit, and a \$5,000 adoption benefit.

"It's refreshing and encouraging to be at a company where more than half my leadership team is women and mothers. There is a deep-seated belief that we can work hard and achieve great things and maintain a healthy work/life balance. Teams and leaders care about knowing the whole person, your family, travel plans, hobbies, etc., in addition to where you want to develop professionally."

An employee at **American Express**

Flexibility survey statements

% Percent of women employees at list winners who agree

% Percent of women employees at non-list winners who agree

% Percent of women employees at 100 Best Companies who agree

I am able to take time off from work when I think it's necessary.

92% **88%** **90%**

People are encouraged to balance their work life and their personal life.

87% **77%** **83%**

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