

## A note on methodology

*In September and October 2016, PL+US and Global Health Visions analyzed paid family leave policies at the largest 60 employers in the United States. The top 60 list was compiled using data from the Department of Labor, the Bureau of Labor Statistics, SEC filings, the Fortune 500 list, and Forbes reporting.*

We reached out directly to each company listed in the index a minimum of four times (via phone calls and emails to their HR department and in many cases their PR department). In addition, we reviewed the companies' official websites, policy documents, annual reports, press releases, and the 10K SEC filings for publicly traded companies in order to determine the duration and parameters of their parental leave policies. We also consulted the [2015 Working Mother's 100 Best Companies List](#) since companies must submit their own information to be included. Where policies were found using the methods listed above, we consider them confirmed.

Additional research sources included media articles, and sites such as List Your Leave, Fairygodboss, and Glassdoor that crowdsource information about company policies from current and former employees. Data from these sources are listed in our index for public reference but are not marked "confirmed" since reports on these sites were sometimes conflicting.

Due to widespread lack of transparency on corporate policies, the scope of this research focused on parental leave policies, with most companies not publicly disclosing whether they allow caregiving leave for purposes beyond newborn care and bonding. This issue, as well as the discrepancies between companies' policies for salaried compared to hourly employees, merits further research.