

Corporate Family Policy

How Fortune 100 Companies Stack Up
on Abortion Travel, Parental Leave, and More

Nathanael Blake and Alexandra DeSanctis



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NATHANAEL BLAKE



Nathanael Blake, Ph.D. is a Fellow in the Life and Family Initiative at the Ethics and Public Policy Center. His research interests include American political theory, Christian political thought, and the intersection of natural law and philosophical hermeneutics. His published scholarship has included work on Jean-Jacques Rousseau, Hans-Georg Gadamer, Alasdair MacIntyre, Russell Kirk and J.R.R. Tolkien.

Dr. Blake grew up in the Pacific Northwest, and received an undergraduate degree in microbiology with a chemistry minor from Oregon State University. After working as a writer and editor in the pro-life movement, he enrolled in graduate studies at the Catholic University of America, earning a doctorate in political theory. His dissertation was titled: “Natural Law and History: The Use and Abuse of Practical Reason.” Blake

was a Richard M. Weaver Fellow of the Intercollegiate Studies Institute and taught American Government at Wheeling Jesuit University.

As a cultural commentator, Dr. Blake has published hundreds of articles at outlets including *Public Discourse*, *World Opinions*, *The Federalist*, *The Catholic World Report*, and *National Review*. His first book, *Victims of the Revolution: How Sexual Liberation Hurts Us All*, is forthcoming from Ignatius Press in Spring 2025.

An evangelical Christian, Blake helps lead worship at his church—he particularly enjoys playing old hymns on double bass.

ALEXANDRA DESANCTIS



EPPC Fellow Alexandra DeSanctis writes on culture and family issues, with a particular focus on abortion policy and pro-life advocacy, as a member of the Life and Family Initiative.

DeSanctis is a contributing writer at *National Review*, where she began her career in 2016 as a William F. Buckley Jr. Fellow in Political Journalism with the National Review Institute. She spent several years as a staff writer at NR, covering politics, elections, culture, and abortion policy and serving as a cohost of the “Ordered Liberty” podcast and a regular commentator on “The Editors” podcast.

Her writing has been published in the *New York Times*, the *Wall Street Journal*, the *Washington Post*, and *The Atlantic*, among other publications. She

speaks for high-school and college audiences across the country about abortion and the pro-life movement.

DeSanctis is co-author, with Ryan T. Anderson, of the 2022 book *Tearing Us Apart: How Abortion Harms Everything and Solves Nothing*.

EXECUTIVE SUMMARY

Corporations attract and retain good employees by offering competitive salaries and expansive benefits packages. For many workers, benefits related to family and parenthood are among the most important. These include health insurance plans that cover prenatal and maternal care, paid parental leave plans allowing mothers and fathers to bond with their child after a birth or adoption, and additional perks such as assistance with childcare or adoption costs.

Meanwhile, supporters of legal abortion insist that companies should do more to support and promote abortion, particularly following the Supreme Court's 2022 ruling in *Dobbs v. Jackson Women's Health Organization*, which permits lawmakers to regulate and limit abortion. These activists demand that corporations cover travel costs for employees who wish to obtain an abortion but cannot do so near where they live because of laws protecting human life in the womb.

Many business leaders have complied with these demands, asserting that corporate support for legal abortion and accompanying pro-abortion corporate policies are crucial to attracting and retaining female employees. Hundreds of companies now offer abortion travel policies to employees, touting them as a necessary benefit for women in the workplace. At the same time, corporations have continued to embrace additional fertility-related programs such as coverage for in vitro fertilization (IVF) or egg freezing. The rationale behind such policies is that maximum technological control over fertility is ideal—employees can have children, or not, if and when they wish. Women in particular are purportedly empowered by the capacity to postpone motherhood in order to advance their careers while relying on reproductive technologies to lessen the risk of eventual undesired childlessness.

Our review of publicly available information on the Fortune 100 companies reveals that not all corporations are forthcoming about the family benefits they provide. Some companies that boast generous benefits and support for families are nonspecific about what that actually means in practice. Among the more transparent companies, the corporate standard of generosity when it comes to parenthood and especially motherhood appears to be offering maximum flexibility: coverage for contraception and abortion when children are undesired, parental leave and adoption assistance when employees want children, and fertility coverage to assist those who want children but either cannot have them naturally or perhaps want to try to preserve their fertility via technology.

We found that of the Fortune 100 companies, ninety-three have reliable, publicly available information showing that they offer parental leave policies, while just twenty-two publicly affirm that they offer childcare benefits of some sort. Forty-two of the Fortune 100 companies have made public that they cover the costs for employees to travel out of state to obtain an abortion if it is unavailable within a certain distance of their home, with another two strongly suggesting that they also provide this coverage. This is probably an undercount, as coverage for abortion travel expenses is likely to become standard in many health care plans under general coverage for procedures not available nearby, even if not affirmed publicly in the context of abortion. There are no companies that cover abortion-related travel but that do not offer parental leave of some kind. Among the companies that have affirmed coverage for abortion-related travel, most do not have any public information about childcare benefits.

Seventy-seven of the Fortune 100 companies offer some form of assistance or support for adoptive parents, including extending general parental leave benefits to employees who adopt or offering direct financial assistance with the costs of adoption. There are four companies that cover abortion-related travel but that do not have publicly available information about support for employees who are adoptive parents.

Note: All Fortune 100 companies are presumably covered by the federal Family and Medical Leave Act of 1993 (FMLA), which provides that some employees are guaranteed up to twelve weeks of unpaid, job-protected leave each year, during which time their employer health benefits must be maintained. The statute covers leave for the birth of a child, adoption or foster care placement, caring for a seriously ill immediate family member, or medical leave for an employee's own serious health condition.

FMLA applies to public agencies, public and private elementary and secondary schools, and companies with fifty or more employees. Employees are eligible under FMLA only if they have worked for their employer at least twelve months, for at least 1,250 hours over the most recent twelve months, and at a location where the company has fifty or more employees within seventy-five miles.

ANALYSIS

There are varying degrees of transparency among Fortune 100 companies regarding the family benefits that they offer employees, such as parental leave and financial help with the adoption process. In cases where companies are not forthcoming about these benefits—or in which they appear not to offer them—it reflects a corporate culture that does not regard balancing work and family life as an important element to consider when choosing a job. Though new employees will undoubtedly discover details about their benefits when they begin work, many workers want to compare benefits while job searching and before accepting a position. Large companies that have the resources to make this information public should do so, and those that already do are to be commended for their openness.

Transparency matters because it reveals whether companies offer support for parents and families. Strikingly, the companies that offer the most robust family benefits and that are most transparent about those benefits are also more likely to have announced coverage for abortion and abortion-related travel expenses. This suggests a prevailing corporate culture that recruits by offering the widest possible range of what are considered “family planning” options. Companies fighting for talent attract and retain new employees—especially young, female employees—by offering as much flexibility in the realm of family life as technology makes possible: enabling delaying motherhood via egg freezing, IVF, or surrogacy; avoiding motherhood via contraception or abortion; and balancing work and motherhood via parental leave and childcare assistance.

The promise of this flexibility is that employees can choose what they want from the menu of options. Some of this flexibility—such as increased parental leave, adoption assistance, or help with childcare—properly reinforces the value of family life and accommodates the needs of parents in the workplace. It has been a positive shift in recent decades that more companies at least pay lip service to the importance of family life; many now offer more options and support for working parents, especially working mothers. But gaps remain for various reasons, for instance, employer-sponsored childcare assistance is largely disincentivized by current tax policy and regulation.

Other elements of the apparent flexibility these corporations offer reveal a misguided view of how to integrate parents, especially mothers, into the workforce in a way that respects human dignity and a proper understanding of human nature. Abortion, for instance, ends the life of an unborn child, and corporate support for abortion suggests that companies would prefer to pay only once—for the abortion—than to pay in a number of other ways if a female employee chooses to give birth to her child.

An employee’s choice to have a child may require corporate expenditures on prenatal and maternal health care, parental leave, and childcare costs, as well as the potential loss of the employee to full-time motherhood. Covering 100 percent of the cost of an abortion, even if it involves travel, is much cheaper than funding maternity leave and these other costs. Likewise, even seemingly generous family-building benefits, such as adoption assistance, may cover only some of the total cost to an employee, in contrast to full coverage for an abortion and potential coverage for abortion-related travel costs. To take just one example, Amazon reimburses employees’ adoption expenses up to \$5,000, but [estimates suggest](#) that pursuing adoption through an agency could cost anywhere from \$30,000 to \$60,000, while an independent adoption could range from \$25,000 to \$45,000.

Similarly, some of the fertility assistance benefits that companies offer may provide less actual flexibility than they might initially seem to guarantee. Female employees may derive a false sense of having secured their future fertility and may learn too late that these methods are unreliable and/or highly burdensome. For example, as the *New York Times* has reported, the [efficacy](#) of egg freezing and subsequent IVF procedures is [uncertain](#), and the results are often [disappointing](#)—and that is in addition to the moral and ethical concerns involved in IVF and (possible) surrogacy. Women who delay parenthood by relying on these benefits may find that they have sacrificed more of their chance at family life than they had intended.

The double-edged nature of some of these supposed benefits illustrates the difficulty of providing a comprehensive rating to sum up the quality of benefits offered at each Fortune 100 company, especially considering the incommensurable nature of many of the benefits and policies in question. Furthermore, benefits often vary widely within any given company, as illustrated by the significant differences between the family leave that Walmart offers salaried and hourly employees, to take just one example. Consequently, we have not attempted to provide comprehensive ratings to compare or rank each company, even those that were relatively transparent about the benefits they offer. Instead, we have provided the available information for each company, including any information that companies provided to us when we contacted them about the project. We have also assigned each Fortune 100 company a transparency score based on how accessible, detailed, and reliable information on their family benefits, especially parental leave policies, is. We ranked 38 companies as good and an additional 45 as middling, with only 17 scoring as poor.

We welcome clarifications, updates, or additional information that any of these corporations wish to provide.

FORTUNE 100 COMPANIES

- | | | |
|-----------------------------|---------------------------|--------------------------------------|
| 01 Walmart | 35 Goldman Sachs Group | 69 Pfizer |
| 02 Amazon | 36 Freddie Mac | 70 Delta Air Lines |
| 03 Apple | 37 Target | 71 TD Synnex |
| 04 UnitedHealth Group | 38 Humana | 72 Publix Super Markets |
| 05 Berkshire Hathaway | 39 State Farm Insurance | 73 Allstate |
| 06 CVS Health | 40 Tesla | 74 Cisco Systems |
| 07 ExxonMobil | 41 Morgan Stanley | 75 Nationwide |
| 08 Alphabet/Google | 42 Johnson & Johnson | 76 Charter Communications |
| 09 McKesson | 43 Archer Daniels Midland | 77 AbbVie |
| 10 Cencora | 44 PepsiCo | 78 New York Life Insurance |
| 11 Costco Wholesale | 45 United Parcel Service | 79 Intel |
| 12 JPMorgan Chase | 46 FedEx | 80 TJX |
| 13 Microsoft | 47 Walt Disney | 81 Prudential Financial |
| 14 Cardinal Health | 48 Dell Technologies | 82 Hewlett Packard |
| 15 Chevron | 49 Lowe's | 83 United Airlines Holdings |
| 16 Cigna | 50 Procter & Gamble | 84 Performance Food Group |
| 17 Ford Motor | 51 Energy Transfer | 85 Tyson Foods |
| 18 Bank of America | 52 Boeing | 86 American Airlines |
| 19 General Motors | 53 Albertsons | 87 Liberty Mutual
Insurance Group |
| 20 Elevance Health | 54 Sysco | 88 Nike |
| 21 Citigroup | 55 RTX | 89 Oracle |
| 22 Centene | 56 General Electric | 90 Enterprise Products Partners |
| 23 Home Depot | 57 Lockheed Martin | 91 Capital One Financial |
| 24 Marathon Petroleum | 58 American Express | 92 Plains GP Holdings |
| 25 Kroger | 59 Caterpillar | 93 World Kinect |
| 26 Phillips 66 | 60 MetLife | 94 AIG |
| 27 Fannie Mae | 61 HCA Healthcare | 95 Coca-Cola |
| 28 Walgreens Boots Alliance | 62 Progressive | 96 TIAA |
| 29 Valero Energy | 63 IBM | 97 CHS |
| 30 Meta Platforms | 64 Deere | 98 Bristol-Myers Squibb |
| 31 Verizon | 65 Nvidia | 99 Dow |
| 32 AT&T | 66 StoneX Group | 100 Best Buy |
| 33 Comcast | 67 Merck | |
| 34 Wells Fargo | 68 ConocoPhillips | |

01 WALMART

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Walmart is the nation's largest private employer, and it has excellent transparency regarding parental leave, with clear information and explanations readily [available](#) on its website. Following a one-week waiting period, which Walmart suggests covering with ordinary paid time off, new mothers are offered nine weeks of paid short-term disability. This may then be followed with either six weeks (for hourly/driver associates) or twelve weeks (for salaried associates) of parental leave, also available to fathers. Full-time hourly associates must have worked for at least a year to be eligible.

Walmart offers adoption [assistance](#) of \$5,000 for expenses related to adopting a new family member with an annual maximum of \$10,000 and a lifetime maximum of \$20,000 per associate.

[Hourly/driver associates](#) are offered six weeks of paid leave that can be used continuously within the first twelve months following an adoption or foster care placement. [Salaried workers](#) are given twelve weeks of paid leave to use in the first twelve months, and they are also allowed to use this in increments of as little as one week. Walmart [offers](#) coverage for IVF and surrogacy.

Though Walmart has generally tried to [avoid](#) the topic of abortion, under pressure after the overturning of *Roe v. Wade*, the company [announced](#) that it would [fund](#) travel for employee abortions.

02 AMAZON

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	LIKELY YES	UNKNOWN	YES	YES	GOOD

Amazon [provides](#) up to twenty weeks of paid parental leave for “birthing parents” (women) including four weeks prior to birth and up to six weeks of paid leave for “supporting parents” and adoptive parents. Amazon offers six weeks of parental leave for adoptive parents, and it reimburses qualified adoption expenses up to \$5,000 for a single-child adoption or \$10,000 combined maximum for a sibling-group adoption per year, generally limited to adoptions of those under eighteen years old.

The company has adopted a “Leave Share” program that allows employees to give six weeks of paid leave to a spouse

or partner who does not have paid leave from their own employer. Amazon also offers a “Ramp Back” program with flexible scheduling and part time options for employees who return to work after having a baby. Amazon [uses](#) Progyny for fertility benefits “to provide employees with personalized care and support to grow their families.”

In May 2022, [Amazon announced](#) that it will pay up to \$4,000 in travel expenses for elective abortions if the procedure is not available within one hundred miles of an employee's home.

03 APPLE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Expectant mothers working at Apple can take up to four weeks before giving birth and fourteen weeks after. Fathers and other non-birth parents can take six weeks of paid leave. Apple also [offers](#) education assistance, student loan refinancing, flexible spending accounts, adoption assistance, an employee assistance program, an on-site mothers' room, and wellness and financial programs. Apple also [offers](#) a "gradual return-to-work program, . . . paid time away if you need to care for an ill family member and free guidance to help you find childcare, eldercare, legal referrals, and more."

Apple's medical coverage plans [include](#) "fertility treatments" and [egg freezing](#), as well as a \$20,000 lifetime IVF maximum. As of 2019, Apple [offsets](#) adoption-related costs up to

\$14,000, nearly triple the amount covered under its previous policy. Adoptive parents can get an extra four weeks of paid time off through Apple's Paid Family Care benefit.

Apple's [existing benefits package](#) allows employees to travel out of state for medical care if it is unavailable in their home state, a policy that will extend to travel for abortions, according to an Apple spokesperson. "As we've said before, we support our employees' rights to make their own decisions regarding their reproductive health. For more than a decade, Apple's comprehensive benefits have allowed our employees to travel out of state for medical care if it is unavailable in their home state," an Apple spokesperson [told CNBC in 2022](#).

04 UNITEDHEALTH GROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	GOOD

The company's [website](#) says that UnitedHealth Group offers "parental leave" and "adoption assistance and more." A company benefits [brochure](#) specifies that UHG "Provides six weeks of paid leave to new parents to use within the first twelve months following the birth of a child or placement of a child for adoption or foster care." UHG also offers employees a subsidized backup care option: "Use Bright Horizons Backup Care for center- and home-based care when your regular child or elder care arrangements fall through or are unavailable." UHG employees may receive adoption assistance of "up to \$10,000 if you work full-time and \$5,000 if you work part time for eligible expenses for each adopted child."

A 2021 [report](#) from *Axios* stated that "UnitedHealth Group offers four weeks of paid parental leave following the birth of a child or adoption. In addition, UHG offers an employer sponsored/paid short-term disability benefit, which is income replacement for maternity leave for six weeks, or eight weeks following a cesarean delivery. This benefit is 60% paid by UHG, and employees have the option to buy-up an additional 20% for an 80% benefit. This means employees can secure paid coverage for up to 10-12 weeks."

Following the *Dobbs* decision, UHG [announced](#) that it would [cover](#) abortion-related travel expenses.

05 BERKSHIRE HATHAWAY

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

Public information about Berkshire Hathaway’s family policies was hard to come by, both for the parent company and its subsidiaries. BH Guard Insurance Companies’ [website](#) says that “paid maternity and paternity leave is also available to those who have been employed six months or longer.”

BHE Renewables’ [website](#) says that it offers “paid parental

leave.” A third-party [report](#) from 2018 claimed that the company offered five weeks of paid maternity leave. The company [never replied](#) to a 2013 inquiry from the *New York Times* regarding its leave policies. Warren Buffett and his foundation are [major](#) supporters of abortion, a position that stems from Buffett’s beliefs about the importance of population control.

06 CVS HEALTH

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	YES	GOOD

Any full-time employee with at least one year of work at CVS Health [can receive](#) up to four weeks of paid parental leave as a birth, foster, or adoptive parent. This is available for both men and women and must be taken within six months from birth or the beginning of guardianship. CVS offers “financial adoption assistance,” as well as “paid and unpaid leave for birth and adoptive parents.”

[Through “Bright Horizons Backup Care,”](#) employees can request extra childcare help up to five times in a year with copays for daycare centers, in-home care, and virtual tutoring, and with no copays for virtual camp or pet care.

[CVS offers](#) mental-health resources for anybody “navigating fertility, adoption, surrogacy, doulas, pregnancy, postpartum, and return to work.” CVS [also provides](#) “coverage for infertility diagnostic procedures, fertility medications and assisted reproductive technologies up to \$20,000 per employee.”

The company [uses Maven](#), which supports women with

issues related to family planning or maternity care. This includes financial reimbursement or access to specialists having to do with preconception, egg freezing, fertility, adoption, surrogacy, doula services, mental-health resources, spouse support, pregnancy, postpartum care, lactation and breast milk shipping support, infant sleep coaching, return to work coaching, and miscarriage. Financial reimbursement is up to \$10,000 per employee each year. CVS [covers](#) finding a specialist to work with children who have autism and covers treatment with applied behavior analysis.

In 2022, CVS [pledged](#) to “continue to provide colleagues, clients, and consumers with the flexibility to choose medical and pharmacy benefits to best suit their needs. This includes, subject to plan terms and customer direction for self-funded plans, making out of state abortion health-care services more accessible and affordable.” CVS [has announced](#) that it will sell mifepristone—a drug used in chemical abortions—in states that allow it and has plans to “protect” women who wish to buy the abortion pill.

07 EXXONMOBIL

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

ExxonMobil [explains](#) its family benefits on its website, stating that “the Company offers eight weeks of paid time off for employees after the birth or adoption of a child. For birth mothers who typically receive six weeks to eight weeks of recovery time, this doubles their paid leave.” There is also some flexibility in how the leave may be taken: “The eight weeks can be taken continuously or in one-week increments and must be used within 12 months from the birth or adoption date. The program applies to regular, non-represented U.S. employees.” Though it is not specified, the six to eight weeks of recovery time for mothers is presumably provided via a short-term disability policy.

ExxonMobil’s health plans can [include](#) fertility coverage:

“Fertility services will be covered, when considered medically necessary and authorized by Progyny, the Plan’s designated Fertility Services Network Organization.” These include coverage for some IVF and surrogacy costs.

ExxonMobil [offers](#) adoption assistance: “We’re proud to offer assistance in covering some of the fees associated with adoption. Additionally, employees have access to our network of adoption counselors and referral services.”

The company initially [declined](#) to comment about coverage for abortion travel, and it has also [sought](#) to distance itself from left-wing corporate activism.

08 ALPHABET/GOOGLE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	UNKNOWN	YES	MIDDLING

For parental leave, [Alphabet/Google offers](#) women up to twenty-four weeks off, while fathers receive eighteen weeks of leave, an increase from its previous policy. (The policy uses the terms “parents who give birth” and “all other parents” to avoid using gender-specific terms such as “mothers” and “fathers.”) The company also offers on-site mothers’ rooms for employees.

Google [offers](#) “Baby Bonding Bucks,” which provides \$500 towards the cost of takeout or delivery meals, house cleaning, or diaper services after the arrival of a new baby. Parental leave benefits and Baby Bonding Bucks benefits also apply to adoptions, up to \$25,000. It is unclear whether the company assists with adoption-specific costs. Google covers “multiple bundles of fertility treatments (including elective egg freezing), fertility consultations, and access to high quality providers,” as well as reimbursement of up to \$40,000 of surrogacy fees.

[Alphabet](#) “pledged to pay travel and other health care costs for employees seeking an out of state abortion and to help some workers relocate” after *Dobbs*. Google [informed](#) employees via letter around the time of the *Dobbs* decision that “its benefits plan and health insurance would cover out of state medical procedures that are not available where an employee lives or works. It added that employees could apply for relocation without justification.” The company also said it would “continue [its] work to protect user privacy.”

[The letter](#) reads in part: “To support Googlers and their dependents, our US benefits plan and health insurance covers out of state medical procedures that are not available where an employee lives and works. Googlers can also apply for relocation without justification, and those overseeing this process will be aware of the situation. If

you need additional support, please connect 1:1 with a People Consultant via [link to internal tool redacted].”

In 2019, Google [adopted a policy](#) of “verifying” search results ads related to abortion, particularly abortion clinics and pregnancy resource centers, to add disclaimers “provides abortions” or “does not provide abortions.”

In August 2022, more than 650 workers at Alphabet organized by the Alphabet workers’ union signed a petition demanding that the company “offer abortion benefits to contractors, suspend donations to anti-abortion politicians and better protect users from abortion-related disinformation and police requests.” Google [declined](#) to comment on the petition.

09 McKesson

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

McKesson’s [website](#) is vague regarding its family benefits for employees. A third-party report [claims](#) that “McKesson’s parental leave policy for all full-time U.S. employees now covers partners of both sexes in all states and includes birth parents, same-sex couples and adoptive parents. It provides the primary caregiver six weeks of

100% paid leave and the secondary caregiver two weeks of 100% paid leave. New mothers also receive six weeks of disability (maternity) leave for vaginal birth and eight weeks of disability leave for cesarean section.” Senate Democrats have [pressured](#) McKesson to distribute the abortion pill.

10 CENCORA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	POSSIBLY	UNKNOWN	YES	UNKNOWN	GOOD

The company’s [website](#) says that “to support working families, we offer paid time off, adoption assistance, infertility coverage, family building support, behavioral health solutions, backup care, additional family support, and Guidance Resources. We offer paid parental leave, with eligible team members receiving 12 weeks of paid leave following the birth, adoption or placement of a child/children through

surrogacy. We also offer caregiver leave, with eligible team members receiving two weeks of paid leave to care for an eligible family member who has a serious health condition.”

Cencora—formerly known as AmerisourceBergen—distributes chemical-abortion drugs, and has been [pressured](#) by Democrats to distribute them more aggressively.

11 COSTCO WHOLESALE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	NO	YES	UNKNOWN	MIDDLING

According to [employee reports](#), Costco Wholesale offers eight weeks of paid maternity leave and two weeks of un-

paid maternity leave. Costco encourages its employees with children [to take advantage](#) of its “Resources for Liv-

ing,” which researches childcare options ranging from summer camps to childcare centers. The company offers a “Dependent Care Assistance Plan” to optimize tax savings related to childcare services.

Costco uses the [Aetna maternity program](#), which includes medically necessary genetic testing, fertility services, guidance during high-risk pregnancies, mental-health support postpartum, and an online maternity support group.

[Additional maternity benefits](#) include coverage for purchasing a breast pump, medical coverage, Live Healthy Team (dietician, social workers, pharmacists), the AbleTo therapy program that helps employees manage postpartum challenges and stress, and 24/7 access to doctors and nurses.

Costco’s Aetna health care [plan](#) covers a variety of fertility treatments, but the company does “not cover surrogates or gestational carriers.” Costco [offers](#) “adoption assistance of up to \$5,000 per child (maximum of two adoptions) to help offset your adoption expenses.”

Costco [has not](#) publicly announced plans to alter its benefits

plan to refund travel costs for out of state abortions. The company [does offer](#) the “Assist America” program, which reimburses employees’ travel for any emergency medical care not available within one hundred miles of home.

Arjuna Capital [proposed](#) “Proposal 5: Report Known or Potential Risks and Costs by Enacted or Proposed State Policies Restricting Reproductive Rights,” which would have required Costco to provide a report on potential risks to the company caused by pro-life laws and then develop a plan to address those laws. Costco’s board of directors recommended that shareholders vote against the proposal, arguing that the company’s benefits adequately provide for employees. The company noted that it provides “contraception and family planning, infertility, medically necessary abortion services, midwife services, and lactation consulting.”

The agenda for the shareholder’s meeting also stated that “should an employee enroll in our benefit plan live in a state denying them the ability to obtain a covered abortion, the plan provides for travel and lodging reimbursement if travel over 100 miles is required.” Shareholders voted against Proposal 5, with “less than 15% of shareholders” voting in favor.

12 JPMORGAN CHASE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

According to the company’s [website](#), “Primary caregivers are eligible to take up to 16 continuous workweeks of paid parental leave within the 16-week period immediately following a child’s birth or adoption placement. The non-primary caregiver is eligible to take six workweeks of paid parental leave.”

The website also states that “financial support is provided to eligible employees to help offset the high cost of adoption, surrogacy or certain fertility treatments.”

JPMorgan Chase [covers](#) abortion travel costs: “A spokeswoman for JPMorgan Chase, the country’s largest bank with about 170,000 U.S. employees, said the company was focused on equal access to health care for all its employees. She highlighted a June 1 memo alerting employees that their travel costs would be covered if they needed to go more than 50 miles to receive certain medical procedures, including abortions.”

13 MICROSOFT

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

Microsoft's [website](#) promises generous leave and family benefits but is vague about the details: "We give you time away to focus on the people who matter most with leave for new parents and family caregiver leave, adoption assistance, parenting classes and family support programs, as well as subsidized and discounted childcare and backup care for children, adults, and elders. We offer flexible work schedules, generous vacation, and holidays to spend with family or pursue your interests outside of work."

A third-party website [reports](#) that "Microsoft's parental leave

policy includes 20 weeks of paid time off for the birthing parent. In families that are adopting or fostering, 12 weeks are offered. The company also provides assistance with adoption, childcare and backup care." Microsoft [offers](#) some flexible work options that may benefit families, and in 2018 it [started requiring](#) suppliers and partners to offer parental leave. Microsoft [provides](#) coverage for IVF and reportedly offers \$25,000 for surrogacy costs. Microsoft [covers](#) abortion travel, and Bill Gates's foundations have promoted a pro-population-control worldview.

14 CARDINAL HEALTH

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	UNKNOWN	YES	MIDDLING

There is not much publicly available, recent information about Cardinal Health's benefits for parents. The most recent benefit guide available online was published in 2020. Cardinal Health's [website](#) states that the company provides adoption assistance, paid parental leave, and well-being programs but does not publish details.

Cardinal Health [offers](#) two weeks of paid parental leave for any parent but offers birth mothers ten weeks of paid time off,

covered in part by short-term disability benefits. It also offers a transition week that allows parents coming back to work to work only part time for one week while receiving full-time pay.

In August 2022, Cardinal Health [announced](#) a change in benefits to cover elective abortions, "transportation and accommodation costs up to \$4,000 for employees and their covered dependents who are unable to access this care within their state," and \$4,000 for travel for IVF and "gender-affirming care."

15 CHEVRON

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

[Chevron offers](#) a "bonding benefit," through which mothers and fathers are given time to bond with their child within a year of birth, adoption, or foster care

placement. The maximum benefit is eight weeks of paid time off. Parents do not have to take all of the time at once but can take it throughout the year.

The company [allows](#) employees to take up to one week of paid leave to handle family care such as taking children to appointments. Employees can take up to seven weeks each year to care for a family member with a chronic health condition.

Chevron [offers](#) the opportunity to work remotely for two weeks leading up to a baby’s due date or adoption date, available to both men and women. Chevron [provides](#) RethinkCare, which gives parents resources about care or specialists for children suffering from learning, social, or behavioral challenges. Chevron [offers](#) reimbursement for adoption expenses up to \$20,000.

Employees have access to a [Dependent Day Care Spending Account](#), which is a “flexible spending account that allows you to save and pay for eligible dependent care expenses—like after-school childcare, a licensed childcare provider, or school tuition up to kindergarten—so you and your spouse can go to work.” Chevron facilities have quiet rooms that are available for pumping, and the company provides an online lactation consultant. The company also [allows](#), through Chevron Travel and Expense, reimbursement for the costs of shipping breast milk.

In 2023, Chevron changed its family planning benefits to support the WIN Fertility Family Building Support Program to cover services such as diagnosis and treatment of infertility, artificial insemination, vasectomy, tubal ligation, reversal of vasectomy or tubal ligation,

sperm preparation, selective reduction in multiple birth, abortions (they note “either medically necessary or elective”), and morning-after pills.

Employees [can also receive](#) up to \$60,000 for in vitro fertilization, embryo transfer, gamete intrafallopian transfer, zygote intrafallopian transfer, tubal ovum transfer, and all costs of storing sperm or eggs. The plan does not cover “charges related to surrogate parents and charges incurred by a sperm or egg donor” or any services received outside of a doctor’s office regarding fertility or reproductive health.

Chevron developed a full policy pertaining to surrogacy and elective fertility preservation. It will reimburse surrogacy expenses having to do with surrogate agency fees, court and legal fees associated with surrogacy, lodging up to \$200 per night for two weeks before the child’s due date, and medical expenses only having to do directly with the birth of the child. For fertility preservation, Chevron [will reimburse](#) office visits, hormonal assays, ultrasounds, medication, oocyte retrieval, sperm identification and analysis, and sperm storage.

[Chevron](#) “widened travel benefits for health care” in June 2022 after the reversal of *Roe v. Wade* and pledges to reimburse travel for an out of state abortion. But Chevron continues to allow employees to move from California to Texas, which suggests that employees care about quality of life over access to abortion.

16 CIGNA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	YES	MIDDLING

The company’s [website](#) provides limited information about family leave policies: “Through our Caregiver Leave program eligible employees can receive wage replacement for up to 8 weeks. Caregiver Leave allows employees to have needed time off to bond with a child, care for a covered family member with a serious health

condition, care for a covered military service member with a serious injury or illness, or for qualifying exigencies as defined under the federal Family and Medical Leave Act (FMLA).” Cigna [covers](#) abortion travel.

17 FORD MOTOR

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Ford Motor is very [transparent](#) about the family benefits it provides to salaried employees. Birth mothers receive eight weeks of short-term disability. Per the company’s website, there are several programs to help families: “New Parent Days: 8 weeks paid time off if your child joins your family via birth or adoption after your new hire start date. Six of the 8 weeks must be taken consecutively; the remaining 2 weeks can be taken intermittently. Two weeks paid time off if your child joins your family via long-term foster placement after your start date, capped at two placements per lifetime. All must be taken within 12 months of the birth, adoption or placement.”

The website also provides information on its “New Parent Ramp-Up” program: “Under this program, you can return to work following maternity/parental leave (or New Parent Days) on a part time basis for four weeks, at fulltime pay.”

The website says that the company provides “storage/shipment of Milk for Nursing Mothers . . . If you are required to travel on Company business, you can store/ship expressed milk home to your infant at Company expense.”

More from the Ford website:

“All salaried employees are eligible for these family building benefits. If you or your spouse are not enrolled in a Ford medical plan, you’re eligible for:

- Up to \$40,000 combined lifetime maximum reimbursement for qualified adoption or surrogacy expenses (\$15,000 per child for adoption)

If you and your spouse are enrolled in a Ford medical plan, you’re also eligible for:

- Fertility benefits, including bundled fertility treatment cycles, which can be used for a wide variety of treatments, such as IVF and IUI
- Pre-embryo transfer services, which can be used for surrogacy expenses outside the maximum surrogacy reimbursement amount
- Patient care advocate services to counsel, support and assist with family building processes”

Ford [provides](#) some coverage for abortion travel: “Ford Motor said its employees with health savings accounts could use those to reimburse themselves for transportation necessary for medical care ‘within limitations of tax law.’”

18 BANK OF AMERICA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Bank of America [offers](#) up to sixteen weeks of paid parental leave and up to ten additional weeks of unpaid leave with some flexibility of when to take it. Birth mothers are able to return to work after some leave and can take the rest of their leave within a year of the child’s birth. Fathers and adoptive parents can take leave any time within a year. The bank offers partial childcare reimbursement and backup care resources, and it guarantees access to lactation rooms for a minimum of one year after the child’s birth, along with reimbursement for shipping breast milk.

The company uses [Maven](#), which provides resources such as OB-GYNs, midwives, doulas, birth planning, prenatal nutritionists, mental-health specialists, loss support, lactation consultants, and career coaches. It also provides pediatricians, parent coaching, childcare navigation, and special needs support.

The company covers up to \$20,000 per lifetime for any adoption, fertility, and surrogacy expenses. [Through Maven](#),

employees have access to IVF and intrauterine insemination (IUI), egg freezing support, fertility specialist, adoption and surrogacy coaches, and referrals to clinics.

Bank of America’s [spokesman](#) said that the company has “expanded the list of medical treatments that are eligible for

travel expense reimbursement” and now includes “cancer treatment, organ transplants at centers of excellences, reproductive health care including abortion, and hospital admissions for mental-health conditions.” Bank of America’s CEO [claimed](#) that *Roe v. Wade* was “settled law” and that everybody should have access to abortion.

19 GENERAL MOTORS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

The General Motors [website](#) states that benefits include “up to 12 weeks of paid family leave, family caregiving assistance, and a \$40,000 combined lifetime maximum reimbursement for fertility treatments, surrogacy, and adoption expenses.”

A third-party [website](#) states that “GM Paid Maternity leave offers 6 or 8-weeks following birth (dependent on birth scenario). Employees are also eligible for GM Paid Family Leave (GMPFL), which provides up to twelve (12) weeks paid leave for parents to bond with a new child.” It continues, “GM Paid Family Leave (GMPFL) provides up to 12 weeks paid leave for parents to

bond with a new child or for the employee to care for a spouse, child, or parent who has a serious health condition (this is in addition to paid maternity leave)].”

GM [provides](#) a “combined \$40,000 lifetime maximum benefit” for fertility treatments, adoption, and surrogacy. The company did not respond to [requests](#) for comment regarding abortion travel coverage in the immediate aftermath of *Dobbs*, but an internal announcement [reportedly](#) said that the company would provide this coverage.

20 ELEVANCE HEALTH

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

[Elevance Health offers](#) six weeks of paid leave for mothers and fathers. The first week back after leave, employees are paid full pay for working half time, along with flexible and remote working arrangements for parents in some cases. The company offers paid time off to care for family members with a serious health condition or major life event.

The company offers a 10 percent match on contributions to pay for childcare while his or her spouse works, is looking for work, or is going to school. Elevance offers a reimbursement

of up to \$10,000 per child (\$5,000 for part time employees) for adoption and surrogacy expenses. It also [offers](#) a \$10,000 lifetime maximum reimbursement for fertility treatments in addition to medication.

The company [declined](#) to comment about Indiana’s abortion laws and has not made a public statement about abortion. There is no publicly available information about whether Elevance Health covers travel for medical procedures or for abortions.

21 CITIGROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Birth mothers at [Citigroup](#) are eligible for up to sixteen weeks of paid leave, which must be taken consecutively. Adoptive parents and fathers receive eight weeks of paid leave. All parents can take up to ten additional weeks of unpaid leave.

Citigroup [offers](#) a backup childcare database, an additional twenty days of backup care after returning to work, and a tax-beneficial dependent daycare spending account. The company [offers](#) parents support for developing stress management skills, counselors, courses about mindfulness and resilience, and therapy.

The company [offers](#) employees a lifetime maximum of \$30,000

per family to help with adoption agency and placement fees, adoption-related travel, legal fees related to adoption or surrogacy, foster care expenses, and medical expenses associated with adoption or surrogacy. It also [offers](#) Anthem users free access to the WINFertility program [and up to \\$24,000](#) lifetime individual spending for fertility medical services, as well as \$7,500 for prescription drug costs.

Citigroup [announced](#) that it will cover all expenses, including travel and lodging, for employees seeking an abortion out of state.

22 CENTENE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

Per the company's [website](#), employees may receive leave of "up to 14 weeks for parents who have given birth and up to 6 weeks to care for an immediate family member." The company also touts unspecified "adoption reimbursement" and "parenting resources."

There is no publicly available information regarding funding for abortion travel.

23 HOME DEPOT

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	GOOD

Home Depot [provides](#) six weeks of paid parental leave, and birth mothers are eligible for a paid maternity benefit. The company reimburses adoption-related expenses up to \$5,000, and it offers support groups and legal support through the adoption process.

The company offers a [database](#) of sitters and nannies and pre-

ferred enrollment and tuition discounts for childcare centers. It also offers special discounts on nursery items, vacations, laptops, and other products relevant to employees who are parents.

Home Depot [has not](#) publicly announced whether it will reimburse travel costs for employees traveling to obtain an abortion.

24 MARATHON PETROLEUM

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	UNKNOWN	GOOD

Drivers for [Marathon Petroleum](#) are offered eight weeks of paid maternity leave and four weeks of paid paternity leave for birth parents and adoptive parents, and the company offers adoption assistance. The company also offers twelve weeks of unpaid leave for any serious illness of a family member.

The company [offers](#) Anthem and Express Scripts for all health insurance plans, which include the “Future

Moms Program” that sends any member of the program resources about pregnancy and offers free phone consultations with specialists. It also [offers](#) a unique dental plan for pregnant women, breast pump coverage, lactation consultants, mothers’ rooms, and general resources for pregnancy and family planning. Marathon [covers](#) one attempt or fertility cycle per employee per lifetime for IVF or artificial insemination and covers \$15,000 in prescription drugs for infertility.

25 KROGER

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	MIDDLING

[Kroger offers](#) flexible hours and schedules to accommodate employees’ schedules. It also [offers](#) eight weeks of paid maternity leave and four weeks of unpaid maternity leave for full-time employees. Maternity leave for part time employees is unpaid. The company does not provide public information about paternity leave.

There is no official information available about paid leave for adoptive parents. [One source](#) suggests that the company

does not offer this benefit, but [a second source](#) suggests that Kroger offers \$3,000 reimbursement of adoption costs and two weeks off for the primary caregiver after the adoption of a child.

Kroger [covers](#) up to \$4,000 in travel expenses for an abortion or fertility treatments as part of its preexisting out of state travel plan.

26 PHILLIPS 66

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	GOOD

The company’s [website](#) is transparent about the family benefits it offers and who is eligible for them: “The benefits provided under the Policy are available to active U.S. based non-represented regular full-time and regular part time employees, as well as represented employees

where specifically provided for under the terms of an applicable collective bargaining agreement. The Policy does not apply to store/retail, temporary, or intermittent employees.”

The website also states that “employees are eligible for up to six weeks of paid time off for each birth, legal adoption and placement for adoption. Parental leave under the Policy is not permitted for foster child placement.” Birth mothers can also use short-term disability to extend their paid time off: “Birth mothers may

be eligible to receive up to 10 weeks to recover from the birth of their child.”

Phillips 66 [covers](#) some adoption-related expenses at up to \$3,000 per child. The company also [covers](#) abortion travel.

27 FANNIE MAE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

[Fannie Mae offers](#) twelve weeks of paid parental leave for birth parents and adoptive parents. It also has a hybrid work option with flexible hours and workdays. It provides childcare assistance and up to twelve weeks of paid leave to care for a seriously ill family member. The com-

pany offers up to a \$10,000 reimbursement for adoption and surrogacy costs.

There is no publicly available information about Fannie Mae’s coverage for abortion-related travel.

28 WALGREENS BOOTS ALLIANCE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

Walgreens Boots Alliance shares little information about family benefits beyond [stating](#) that it provides “Paid Parental Leave,” “Fertility Benefits,” and an “Adoption and Surrogacy Reimbursement Program.” Third-party websites make [conflicting claims](#) about how much parental leave, paid and unpaid, the company

offers, but between six to eight weeks paid time off seems to be a common assessment.

Walgreens [covers](#) abortion travel. The company has [committed](#) to distributing chemical-abortion drugs.

29 VALERO ENERGY

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	UNKNOWN	GOOD

Birth mothers [receive](#) up to nine weeks of paid maternity leave for childbirth and recovery. Any other parents, including adoptive or foster parents, are given three weeks of paid time off for bonding. Valero Energy’s San Antonio office [provides](#) on-site childcare, and all employees have access to backup childcare, nannying, and tutoring services at a reduced rate.

The company [covers](#) embryo transportation, frozen embryo transfer, insemination procedures, IVF, and pre-implantation genetic testing through its health plans. Valero [reportedly](#) provides some adoption assistance.

Valero’s insurance plans [do not cover](#) abortion, but they

do cover medical care in emergencies when a pregnant mother’s life is at risk. The company [did not](#) make a public statement about abortion during the debate over

Texas’s abortion policy and has not announced plans to leave the state.

30 META PLATFORMS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Meta Platforms is the parent company of Facebook, Instagram, and other companies. According to the company’s [website](#), “If you’re a full-time employee when your child is born or placed for adoption with you, we offer four months (equivalent to 87 weekdays) of paid leave for you to bond with your new child. You may take paid parental leave all at once or intermittently within one year after the birth or placement of your child.”

Meta also offers “support for family planning, including adoption and surrogacy assistance, and baby cash to help with newborn expenses,” a “flexible spending account for dependent care so you can pay care expenses for a child or

parent with pre-tax money,” and “personalized assistance navigating all of the information, resources and programs available to support your family care needs.” At least for Facebook employees, these benefits [reportedly](#) include “four Progyny ‘smart cycles,’ which includes IVF, IUI, and egg freezing.”

Meta [covers](#) abortion travel costs: “We intend to offer travel expense reimbursements, to the extent permitted by law, for employees who will need them to access out of state health care and reproductive services. We are in the process of assessing how best to do so given the legal complexities involved.”

31 VERIZON

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	PROBABLY	MIDDLING

[Verizon offers](#) eight weeks of paid parental leave to “eligible employees” and offers backup childcare 24/7. The eight weeks of paid maternity leave [can be combined](#) with short-term disability to create sixteen weeks of paid leave. The company offers an online database to find childcare along with additional [supporting](#) resources for pregnant women.

[Seramount](#) recognized Verizon for being a “Best Company for Dads” in 2020, 2021, and 2022. The Verizon [website](#) says that the company provides “adoption assistance, support for IUI/IVF

and more” but does not provide details on its policy. It [seems](#) that the company may offer reimbursement for adoption-related costs such as legal fees and travel expenses, along with family leave for adoptive parents.

Verizon has not announced a new policy related to abortion travel, but its existing benefits plan [covers](#) out of state travel if health services aren’t available locally, which may be construed to apply to elective abortions.

32 AT&T

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	LIKELY YES	UNKNOWN	YES	LIKELY YES	MIDDLING

AT&T's benefits package [covers](#) doula services and childbirth classes, along with twelve weeks of paid leave, which can be taken anytime within a year of a child's birth or adoption. At least some employees [may also take](#) up to a year of unpaid leave in addition to paid leave. The website [says](#) that

the company covers fertility services and offers adoption reimbursement but does not specify the details of that coverage.

AT&T [announced](#) that it would pay for employees to travel for "health care" but did not specify abortion.

33 COMCAST

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

The company's [website](#) states that "from adoption assistance, childcare resources, pet insurance and more, Comcast supports you at all life stages. Our Paid Parental Leave provides 16 weeks off for a primary caregiver (with a phase back to work option) and 2 to 4 weeks for secondary caregivers."

According to [a benefits webpage](#) that used to be active on Comcast's site, the company offers coverage for IVF, surrogacy, and adoption costs; the link containing those details has since been deactivated. Comcast [covers](#) abortion travel costs.

34 WELLS FARGO

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	GOOD

According to the company's [website](#), "Wells Fargo provides up to 16 weeks of paid parental leave for a primary caregiver and up to four weeks for a parent who is not the primary caregiver to care for a new child following birth or adoption (available after one full year of service). In addition, one regularly scheduled workweek per year of paid critical caregiving leave is available to care for a spouse, partner, parent, or child with a certified serious health condition. Additionally, employees are eligible for up to five days per calendar year of in-home, backup adult care for yourself, your elderly parents or parents-in-law, an ill spouse or partner, or a child who is age 18 or older."

The website also states that "Wells Fargo provides up to \$5,000 for eligible adoption-related expenses through our Adoption Reimbursement Program."

Wells Fargo [covers](#) abortion travel costs: "Wells Fargo told its employees... that the firm would expand its existing travel benefits for medical coverage to include reimbursement for abortion travel "in accordance with applicable law."

35 GOLDMAN SACHS GROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

In 2019, Goldman Sachs Group [attracted attention](#) for announcing that it “now offers 20 weeks of paid leave to all parents.” Per the 2023 benefits guide on the company’s [website](#), “Employees welcoming a child through adoption or birth, including surrogacy, are eligible for 20 weeks of leave time.”

The website also states that “the firm offers stipends to assist with the expenses associated with adoption, egg retrieval, egg donation and surrogacy” and that a “backup family care program provides access to on-site or near-site childcare centers and in-home agencies that provide care for both well/mildly ill children and adult/elder family members.”

The company’s Expectant Parent Coordinator does the following:

Provides personalized support to employees and managers

in navigating the firm’s comprehensive expectant parent offerings

Holds weekly expectant parent walk through call for employees and spouses/domestic partners

Provides assistance with adoption, surrogacy and fertility

The company also offers “on-site lactation rooms; 24/7 access to lactation consultants for employees and spouses/domestic partners. In addition, breast pumps and accessories are covered under the Goldman Sachs healthcare plans. MilkShip program allows working mothers to safely ship breast milk home when on business travel at no cost.”

Goldman Sachs [covers](#) abortion travel costs.

36 FREDDIE MAC

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

The company [offers](#) a variety of family benefits, though it offers few details about them. Benefits include parental leave; adoption and surrogacy expense reimbursement; in vitro fertilization and fertility drug benefits; and a New Mothers Program, including lactation rooms, education classes, 24/7 virtual support, and a return-to-work consultation.

A third-party website [reports](#) that the company offers “12 weeks of paid leave for new mothers, fathers and adoptive parents, caregivers and domestic partners.”

No information was found on coverage for abortion travel costs.

37 TARGET

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

Target [says](#) that it offers “Paid Family Leave after one year of service to birthing team members, partners/spouses of birthing team members, team members who are adding to their family via adoption, surrogacy or fostering, and team members caring for an immediate family member with a serious health condition. You also have access to resources and support like the Parental Checklist for when a new family member arrives. The checklist includes contact information and tips to consider before baby, during a leave and after you return to work.”

Precise details are not provided, but a third-party report from 2019 [claims](#) that “Target will also shift from offering its employees two weeks of paid parental leave to a broader policy that gives employees up to four weeks paid time off annually to care for a newborn or sick family member. New moms at Target will get an additional six to eight weeks of paid maternity leave, too.”

Target [says](#) that it offers “family building benefits to our eligible team members to support them on their path to growing their family. Target offers the following for U.S. salaried and hourly team members with 20+ average weekly hours: Adoption/Surrogacy Reimbursement. Target provides access to the following for U.S. team members enrolled in a qualifying Target-sponsored medical plan: Fertility solutions, Maternity Support Program, Doula coverage.”

The website adds: “If eligible, the adoption/surrogacy program provides you reimbursement for adoption/surrogacy fees, including application, filing, placement or agency costs as well as court costs, immigration and translation fees, attorney fees, transportation costs and surrogate parenting expenses.”

Target provides access to the fertility service Progyny, which “bundles all the services, tests and treatments you may need, and removes barriers to care so you and your doctor can create the customized treatment plan that is best for you.”

Target [also offers](#) some backup care options to employees: “Backup Care/Enhanced Family Supports/Family Concierge: You have access to affordable backup care solutions for in-center childcare or in-home child- and adult/eldercare. Additional Benefits through Bright Horizons Enhanced Family Supports include tutoring support, pet sitting, housekeeping and more. We work with nationwide childcare centers to help you save on primary childcare.”

Target [covers](#) abortion travel costs: “Target said it would expand its policy on health care-travel reimbursement to cover procedures not available close to home, including abortions.”

38 HUMANA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

[Humana offers](#) six weeks of paid leave for birth parents and adoptive parents, and it reimburses up to \$5,000 in adoption expenses. The company [announced](#) after *Dobbs* that “as part of Humana’s employee benefits package, employees have access to reproductive care coverage and services. Our benefits

team regularly assesses employees’ coverage and benefits and will continue to do so.” There is no public information about travel for abortions.

39 STATE FARM INSURANCE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

State Farm Insurance [offers](#) six weeks of paid leave for birth and adoptive parents and an additional six to eight weeks for birth mothers under short-term disability. All parents have an option to take four additional weeks of unpaid leave. State Farm offers employees resources and a database for finding childcare, as well as flexible scheduling and hybrid or remote

positions. The company announced that it has doubled its adoption reimbursement but does not divulge the amount.

State Farm has not made an official statement about travel for abortion.

40 TESLA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

Tesla [offers](#) sixteen weeks of paid parental leave after birth or adoption, five days of backup childcare, and coverage for 10 percent of the cost for Kindercare. The [company](#) says that it offers “family services including fertility services, adoption and third-party reproduction services,” along with up to a \$25,000

lifetime maximum for surrogacy or adoption expenses.

Tesla [updated](#) its benefits after *Dobbs* to offer “travel and lodging support for those who may need to seek healthcare services that are unavailable in their home state.”

41 MORGAN STANLEY

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

According to the company’s [website](#), Morgan Stanley provides the following:

- 4 weeks of paid leave to care for a seriously ill family member
- Generous paid parental leave (16 weeks for all parents, plus 6 to 8 additional weeks of medical leave following pregnancy)—as well as lactation rooms, breast-milk shipping and a silver baby spoon engraved with your child’s name
- Dependent day care flexible spending accounts to help defray the cost of preschool, before- or after-school

- programs, childcare and summer camp
- A \$75,000 maximum family building benefit to assist employees with the cost of adoption, surrogacy and fertility treatments—including IVF and egg- and sperm-freezing and 12 months of storage.
- Subsidized backup care for children and adults, plus discounts on and help finding childcare, preschools, tutors, learning pod instructors, enrichment programming and summer camps and parental coaching, including a family support concierge for individual guidance

- Free college admissions support program, including the review of your child’s application by former admissions and financial aid counselors
- Elder care planning services

- Resources and counseling for children, including those with special needs or development challenges

Morgan Stanley [covers](#) abortion travel costs.

42 JOHNSON & JOHNSON

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

[Johnson & Johnson offers](#) twelve weeks of paid leave for both birth parents and adoptive parents within the first year of a child’s arrival. It also provides breast milk shipping for free, subsidized childcare, and on-site childcare centers. It covers \$35,000 in financial assistance for fertility treatments per couple and \$20,000 for adoption or surrogacy per child.

Johnson & Johnson [announced](#) after *Dobbs* that it will “strive to improve access and affordability” to health care as well as that it will “offer reimbursement for travel expenses to U.S. employees and their families for eligible medical services not available from any in-network or out-of-network provider within 100 miles of the patient’s home.”

43 ARCHER DANIELS MIDLAND

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

This company keeps a low profile and [offers](#) few details about its benefits packages, but it reportedly provides paid parental leave.

No information was found on coverage for abortion travel costs.

44 PEPSICO

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

[PepsiCo](#) offers six weeks of paid leave for birth and adoptive parents, to be taken within the first six months after birth or adoption. Birth mothers can use short-term disability for another six weeks, or eight weeks for C-section delivery. PepsiCo offers access to Cleo, a resource with support from pregnancy up to a child’s first birthday. The company gives employees flexibility in time, day, and place for work.

PepsiCo [offers](#) on-site childcare for New York employees and childcare near-site for Texas employees. In vitro fertilization, surrogacy assistance, and adoption are [reimbursed](#) up to \$35,000 in a lifetime. PepsiCo shareholders [voted against](#) issuing a report on the risks of abortion bans on business. PepsiCo [has not commented](#) on abortion travel coverage.

45 UNITED PARCEL SERVICE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	POOR

Information on family benefits is sparse. The company's [website](#) says that it offers paid time off and adoption assistance, but it provides no details. Third-party sites [suggest](#) that there is no maternity leave as such, at least for frontline

workers, just six weeks of short-term disability plus regular paid time off. No information was found on coverage for abortion travel costs.

46 FEDEX

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

The company's website offers few details on benefits. The FedEx Logistics [website](#) says that it offers "paid annual leave, maternity leave and paternity leave." FedEx offers [warehouse employees](#) and [package handlers](#) two

weeks of paid parental leave following a birth or adoption. Birth mothers are [reportedly](#) given six weeks of short-term disability as well. No information was found on coverage for abortion travel costs.

47 WALT DISNEY

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

Disney does not share much publicly about its maternity and parental leave policies. One [source](#) says that "Disney allows new fathers and adoptive parents only three weeks of paid Disney maternity leave, which is insufficient time for a new father to bond with his daughter. Only birth moms obtain any meaningful paid leave to spend with their newborn children without worrying about costs; they can earn up to 12 weeks of paid leave." This information seems to be based on [this change.org petition](#) and matches what appears to be a [Disney handbook](#) from 2016.

Disney materials, however, [claim](#) that "parents with new additions to the family (birth of a newborn, adoption, or placement of a foster child) can now take up to eight weeks of paid Child Bonding Leave." This suggests improvement to parental leave policies, though Disney's subsidiary company Hulu recently [cut](#)

paid parental leave from twenty to eight weeks.

Parents are allowed eight weeks of paid [leave](#) after adopting. Disney also offers some assistance with adoption expenses, though it views these [benefits](#) as part of the same package as egg or sperm freezing and surrogacy. Disney's [assistance](#) reportedly includes \$6,000 for eligible expenses for each adoption or surrogate birth of a child.

Disney [announced](#) that it would fund employees' abortion travel following the *Dobbs* decision. Disney has donated to Planned Parenthood in the past. In 2019, Disney CEO Bob Iger [raised](#) the possibility of pulling filming from Georgia over a proposed pro-life law.

48 DELL TECHNOLOGIES

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	MIDDLING

Dell Technologies offers twenty-six consecutive weeks of paid maternity leave plus sixteen weeks of unpaid maternity leave. The benefits page states that the company offers paternity leave, but it does not offer specifics. Dell's offices have on-site mothers' rooms, and the company offers remote-work options. Dell [offers](#) adoption assistance of up to \$6,000 per adopted child, as well as fertility assistance.

After *Dobbs*, [Dell stated](#) that the company will “continue to work with our healthcare plan administrators to ensure the health coverage we offer provides access to all types of covered care, even when providers are not available in a team member’s home locations.”

49 LOWE’S

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	UNKNOWN	MIDDLING

According to the company’s [website](#), “All eligible, full-time salaried or hourly associates receive up to 10 weeks of paid maternity leave and 4 weeks of paid parental leave, plus access to dependent care resources including adoption assistance.” According to a 2018 [press release](#) from the company, Lowe’s offers “ten weeks of paid maternity leave and two weeks of paid parental leave.” It also offers “an adoption assistance benefit to cover up

to \$5,000 of expenses related to agency, legal and other fees.”

Lowe’s [provides](#) IVF coverage, and its website states that “in 2021, we introduced embryo freezing services not based on medical necessity and LGBTQ+ inclusive.”

No information was found on coverage for abortion travel costs.

50 PROCTER & GAMBLE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

According to the company’s [website](#), “We provide healthcare plan coverage for fertility and infertility treatment. Employees responsible for a child’s upbringing (mothers, fathers, domestic partners and legal guardians) are eligible for up to 8 weeks of paid leave to care for and bond with children new to the family. Adoptive parents receive up to 16 weeks paid

leave, and foster parents up to 4 weeks paid leave per calendar year.”

The website also states that “birth mothers receive an additional 8 weeks paid leave for end-of-term pregnancy needs, delivery and recovery. Employees serving as surrogates or

gestational carriers receive 8 weeks paid leave for birth and recovery.” The company reimburses “full-time employees for expenses related to the adoption of an eligible child, embryo, a surrogate parenting arrangement, or the use of donor eggs and/or sperm.”

Procter & Gamble [covers](#) abortion travel costs. The company told its employees its health care plans cover travel support for medical care not available close to home: “P&G supports our employees in having access to a wide range of health care options — including reproductive care — so they can determine what’s best for them and their families.”

51 ENERGY TRANSFER

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

According to the company’s [benefits guide](#), “The [company] will provide employees up to eight consecutive weeks for normal birth and ten consecutive weeks for Cesarean birth of paid maternity leave at 100% of base wages following the birth of a child . . . Non-birthing parents welcoming a child through birth or adoption can take up to two weeks of paid parental leave anytime within the first twelve months of the child’s birth or adoption. You must have completed six months of employment to qualify for this leave.”

There is also a short-term disability policy that can presumably be used by birth mothers. Additionally, “Effective January 1, 2023,

the Partnership will offer an Adoption Program through Progyny. Once the adoption is finalized, the program will pay a lump-sum reimbursement payment, up to \$10,000, for eligible expenses, including: • Adoption fees • Home studies • Legal fees and court costs • Immigration and immunization fees • Temporary foster care expenses.”

Energy Transfer [offers](#) fertility benefits, including IVF and surrogacy coverage, through Progyny.

No information was found on coverage for abortion travel costs.

52 BOEING

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	GOOD

Boeing’s website [says](#) that the company offers up to twelve weeks of fully paid time off for all new parents, available to eligible parents on their first day of employment. The benefit runs concurrently with FMLA unpaid leave.

Boeing also [offers](#) “pregnancy leave” [i.e., for birth mothers], which begins the day the child is born and lasts up to six weeks for a vaginal delivery or eight weeks for a C-section. Mothers may also be eligible for paid parental leave.

According to a 2020 company [press release](#), Boeing has offered its Adoption Assistance Program since 2016 and re-

cently doubled the reimbursement amount for eligible expenses to \$10,000 per adopted child (for up to two children).

In June 2022, Boeing [said](#) that it would cover abortion-related travel for employees. “Boeing historically has paid travel costs for certain medical services that require travel to ensure consistent access. Going forward, Boeing will pay reasonable travel costs if a covered medical service is unavailable within 100 miles of a covered patient’s address, as permitted by applicable laws,” a company spokesperson said in an emailed statement.

53 ALBERTSONS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

The Albertsons [guide](#) for salaried employees states that “through STD [short-term disability] and Flexible Time Off (FTO), most associates are eligible for 100% of pay for 9 weeks, plus 3 additional weeks of unpaid bonding time.” This allowance is based on a 6-week disability period and assuming FMLA eligibility.” The same details apply to hourly, non-union corporate employees.

Third-party websites [suggest that](#) the company offers six to eight weeks of maternity leave, but official information was not available. No abortion coverage or promotion was found. Democratic politicians have [pressured](#) Albertsons to sell chemical-abortion drugs.

54 Sysco

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

Birth mothers [receive](#) six weeks of paid leave. Adoptive parents also receive six weeks of leave, but if both parents work at Sysco, they split the six weeks. The company [supports](#) parents through teleconsultations, resources,

and autism support therapy. Sysco has no public information about abortion travel and [did not](#) respond to questions about abortion after *Dobbs*.

55 RTX (PREVIOUSLY RAYTHEON TECHNOLOGIES)

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

Prior to the rebrand from Raytheon to RTX, the company’s [website](#) was transparent about family leave. It is now less so. Raytheon (per the old website, which is no longer available) offers three weeks of parental leave plus disability benefits for birth mothers that vary based on type of birth and complications. Leave can begin before the due date. The

company offers a total of twelve weeks of paid time off after a vaginal birth and fourteen weeks after a C-section. No reliable information was found regarding abortion promotion or coverage for abortion travel costs.

56 GENERAL ELECTRIC

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

The [General Electric website](#) says that GE offers flexible work arrangements and parental leave. [An unofficial website](#) says that GE offers six weeks of paid parental leave and an additional six weeks of paid disability leave for birth mothers; it also says that the company offers some on-site childcare and backup care. The same website says that GE offers \$15,000 in lifetime coverage for IVF.

[A GE spokeswoman](#) said after *Dobbs* that the company’s “focus is on what’s best for our employees, and we want to be thoughtful in our approach. We are listening to our [employees’] concerns, encouraging them to use our employee assistance program resources and evaluating our health benefits.” It has not made a statement specifically about abortion-related travel.

57 LOCKHEED MARTIN

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

According to a [2020 ESG summary](#) from Lockheed Martin, the company provides up to four weeks of paid parental leave. Mothers may take between six and eight weeks of short-term disability leave for pregnancy before using paid parental leave. Fathers may also take four weeks of paid parental leave and two weeks of family care leave, giving six weeks total.

[The company’s website states](#) that it offers “fertility and adoption assistance,” but there are no publicly available details about the specific benefits.

There is no publicly available information about coverage for abortion-related travel costs.

58 AMERICAN EXPRESS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

In 2016, American Express [announced](#) an increase in its family benefits: “American Express today announced that the company’s U.S.-based regular full-time and part time employees will be eligible for 20 weeks of paid parental leave. In addition, the company will be increasing its employee benefits for reproductive services, surrogacy, adoption and lactation. The new paid parental leave policy covers women and men welcoming a child through birth, adoption and surrogacy. In addition to the 20 weeks of paid parental leave, birthing mothers will be eligible to receive paid, medically-necessary leave related to the birth of

their child, which is generally, six to eight additional weeks.” The company also [promises](#) “backup childcare and in-home care for adult loved ones.”

“To help ensure employees feel supported from the moment they decide to become parents through their return to work and beyond,” the company added, “American Express is also increasing a variety of family benefits. Beginning January 1, 2017, U.S.-based employees will be eligible for the following:

- Reimbursement of expenses up to \$35,000 to help with the cost of an adoption or surrogacy event (up to a maximum of two events per employee);
 - A lifetime maximum benefit of \$35,000 for reproductive and fertility treatments, available under the company's health plans;
 - Free 24-hour access to board-certified lactation consultants; and
 - Free breast-milk shipping while traveling on company business.”
- American Express [covers](#) abortion travel costs.

59 CATERPILLAR

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	NO	YES	UNKNOWN	GOOD

According to Caterpillar's [website](#), the company offers up to ten weeks of paid parental leave for childbirth. Non-birth parents can receive up to four weeks of paid parental leave. Caterpillar also offers a maternity support program that aims to help mothers “successfully transition back to work after having a baby.”

Caterpillar's [website](#) says that the company offers up to \$5,000

in reimbursements for eligible legal and agency fees related to an adoption. The company's fertility benefits [cover](#) IVF but not surrogacy.

There is no publicly available information about Caterpillar's abortion-related travel coverage.

60 METLIFE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
PROBABLY	UNKNOWN	UNKNOWN	YES	UNKNOWN	POOR

An employee [testimonial](#) suggests that MetLife offers paid paternity leave for the “first two months.” The company allows remote work. The company [seems to](#) offer

adoption assistance, childcare benefits, and parental leave but does not mention any specifics. MetLife has not commented on abortion travel coverage.

61 HCA HEALTHCARE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	PROBABLY	YES	UNKNOWN	GOOD

A company [recruiting brochure](#) available online states that eligible employees receive up to fourteen days of paid leave to bond with a new child or care for a qualify-

ing family member. This can be used to extend maternity leave (presumably unpaid FMLA leave) or allow a father two weeks of paid leave to bond with a new child.

The same brochure states that HCA Healthcare offers adoption assistance, which includes help covering eligible expenses for each adopted child, such as placement fees, attorney and court fees, and travel expenses to pick up a child. There are no specifics available about the amount of the benefit.

HCA [provides](#) fertility benefits through Progyny, which includes IVF and, judging from the typical Progyny plan, surrogacy.

There is no publicly available information about HCA Healthcare’s abortion-related travel coverage.

62 PROGRESSIVE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

Progressive [offers](#) four weeks of paid leave for mothers and fathers, including adoptive or foster parents. Its [website](#) states that Progressive offers employees reimbursement of adoption expenses up to \$10,000.

Progressive offers no publicly available information on covering abortion-related travel. Progressive [did not respond](#) to a May 2022 survey asking about abortion policies.

63 IBM

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

According to the company’s benefits [guide](#), IBM “provides employees with up to 12 weeks of paid time off to care for and bond with your new child. Birth mothers can receive an additional 6-8 weeks of paid time off, depending on the type of birth.” Fertility coverage [includes](#) egg freezing and surrogacy.

dads, partners and adoptive parents to 12 weeks — also applicable to babies born since November 2016; To help with flexibility, IBM parents can choose to take the bonding leave any time during the first year after the birth or adoption; IBM will reimburse up to \$20,000 for eligible adoption or surrogacy expenses including medical costs associated with surrogate birth mothers.”

A 2017 [post](#) on the IBM website explains that “for IBM moms who have given birth since November 2016, we’ve increased paid parental leave to up to 20 weeks (up from 14 weeks); We have doubled paid parental leave for IBM

IBM [covers](#) abortion travel costs.

64 DEERE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

The company's [website](#) states that "to support you and your growing family, John Deere offers parental leave (for US Salaried employees only). Parental leave is eight weeks of 100% pay to be used in whole week increments. We also offer a

limited adoption reimbursement benefit to help with adoption-related expenses."

No information was found on coverage for abortion travel costs.

65 NVIDIA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	GOOD

According to its [website](#), Nvidia offers mothers birth mothers up to twenty-two weeks of fully paid leave, and possibly more in cases with complications. Fathers and adoptive parents are given up to twelve weeks. All new parents are given up to eight weeks of flex time to ease their transition back to work.

which it touts as unlimited if employees meet eligibility requirements. Nvidia offers the [option](#) of Day Care Flexible Spending Accounts, which allow up to \$5,000 pre-tax to be used for childcare.

Nvidia [provides benefits](#) for [fertility treatments](#) (including IVF), surrogacy, and adoption reimbursement,

Nvidia was [criticized](#) for not issuing pro-abortion statements following *Dobbs*, even though it appears to cover abortion travel costs.

66 STONEX GROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

No specifics are available on family benefit policies. No information is available on coverage for abortion travel costs.

67 MERCK

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

According to the company's [website](#), Merck offers paid parental time off of "up to 12 weeks." A 2023 [expansion](#) of fertility benefits among Merck's global employees included IVF and matched "similar" benefits already in place for U.S. employees.

Merck [also](#) "reimburses up to \$25,000 per child, per family for eligible adoption and/or surrogacy related expenses. Merck reimburses up to \$25,000 for each unsuccessful surrogacy or

adoption, limited to three combined (adoption/surrogacy) attempts per family. If both parents are eligible for the Program, the maximum benefit (\$25,000 per child) applies jointly."

Merck has publicly [lobbied](#) for a relaxation of regulations surrounding the distribution of chemical-abortion drugs. There is no publicly available information about its coverage for abortion travel.

68 CONOCO PHILLIPS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

The company's [website](#) says that it offers eight weeks of short-term disability leave for mothers at either 60 or 100 percent pay plus six weeks of paid parental leave.

Furthermore, "Adoption-related expenses, regardless of payment date, will be covered up to a maximum of \$3,000 per ad-

opted child for regular full-time employees. For regular part time employees, a proration of the \$3,000 per child is allowed, based on the number of hours the employee is scheduled to work."

ConocoPhillips offered [no comment](#) when asked about abortion travel coverage after the *Dobbs* ruling.

69 PFIZER

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

The company [offers](#) twelve weeks of paid leave following birth or adoption and up to two weeks of paid caregiver leave. Its facilities [offer](#) a lactation room. Pfizer [will give](#) employees \$10,000 per child to cover adoption or surrogacy costs, and [it offers](#) \$35,000 lifetime in reimbursement

of IVF costs. Pfizer offers no public information about covering travel expenses for medical treatments or abortion. Pfizer's CEO [signed a letter](#) calling for the reversal of the Texas abortion-pill ruling.

70 DELTA AIR LINES

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

Delta Air Lines recently [expanded](#) its family benefits, perhaps in [response](#) to complaints from pilots.

According to the company's [website](#), Delta offers “maternity + parental leave for up to 12 weeks at 100% base rate of pay for birthing parents. 2 weeks parental leave paid at 100% for non-birthing, adoptive and surrogate parents.”

A third-party website [adds](#) that “Delta offers up to 12 weeks of parental leave at 100% base pay for the birthing parent. For non-birthing, adoptive, or surrogate parents, Delta gives two weeks of paid leave at 100% base pay.”

No information was found on coverage for abortion travel costs.

71 TD SYNEX

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

No publicly available information was found about TD Synnex's abortion-related travel coverage, parental leave,

childcare assistance, adoption assistance, or fertility and surrogacy coverage.

72 PUBLIX SUPER MARKETS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

In January 2022, Publix [began offering](#) paid parental leave for both full- and part time workers who have a child or adopt a child if they've been working for the company for at least a year. The amount of time off is determined by the worker's years of service and whether he or she is an hourly or salaried employee at the time of the birth or adoption. After five years of employment, part time employees would qualify for up to four weeks off, and full-time employees would qualify for up to six weeks off.

There is no publicly available information about whether Publix covers abortion-related travel costs. Publix [declined to comment](#) for a *Tampa Bay Times* news article on the subject in June 2022.

73 ALLSTATE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	YES	MIDDLING

Allstate [offers](#) six weeks of parental leave, in addition to six weeks of short-term disability for birth mothers. It provides free infant car seats to employees.

Allstate has no public statement or publicly available policy information about abortion travel coverage. Allstate’s CEO Tom Wilson said in a public panel at the Aspen Ideas Festival, some of which was [published by Fortune](#), that the company covers abortion in its insurance plans and will pay for employees to travel for abortion. The interviewer, Ellen McGirt, asked Wilson how Allstate uses its “social engagement

framework” to address abortion. “We said, do we want to go make a public stand and lead on it?” Wilson said. “It does not help us with our customers. I said we don’t sell health insurance. And, you know, there’s a wide range of opinions. We don’t really know that much about it.” Allstate therefore decided to focus on abortion as an employee issue. “We cover it in our health care plans, as we always have,” Wilson added. “And if they can’t get that kind of treatment where [they are] ... we pay for them to go someplace else. But we chose not to lead on that one.”

74 CISCO SYSTEMS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

According to a 2017 [article](#), Cisco Systems terminated maternity and paternity leave, replacing it with paid leave for a “main and supporting caregiver” in an effort to adopt gender-neutral terms.

Cisco’s [official benefits](#) page says that it “offers parental leave globally, also known as ‘Child Bonding Leave.’ We offer paid time off for parents of newborn and newly adopted children to enjoy those precious moments. The amount of time employees are eligible for is based on the caregiver role (primary or support role) not on gender. While benefits vary by country, the minimum standard for time away to welcome a new child is 13 weeks for primary caregivers and four weeks for supporting caregivers. Additional time may be available based on the country in which an employee resides.”

The company covers “up to \$20,000 in qualified out-of-pocket adoption expenses per child, including court costs, agency fees, and attorney fees,” “up to \$20,000 in qualified surrogacy expenses per child, including some legal and administrative expenses and certain medical expenses for surrogates,” and “up to \$50,000 (lifetime maximum) for family planning expenses not related to medical necessity. Covered expenses include harvesting, freezing, and storage for eggs, sperm, and embryos, IVF services, and donor services.”

There is no publicly available information about Cisco’s abortion travel coverage.

75 NATIONWIDE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	GOOD

According to the company's [website](#), Nationwide "provides up to 3 days of fully paid time off to help with the transition of a new foster child into your home."

The website also [states](#) that "new moms receive up to 14 weeks of paid time off following a birth depending on the type of delivery (which is a combination of 6 or 8 weeks of short-term disability and 6 weeks of parental leave). (The amount of disability pay depends on your service and benefit elections.)" In addition, "New parents can receive up to 30 consecutive 100%-paid working days off for bonding

time. This time off is provided outside of the Your Time and Short-Term Disability programs." The company "provides up to 30 working days off after the adoption of a child. (Eligibility begins after 12 months of service with the company.)"

Nationwide has [touted](#) providing up to \$6,000 in adoption assistance, as well as providing unspecified fertility benefits.

Nationwide [covers](#) abortion travel costs through FSA/HAS funds.

76 CHARTER COMMUNICATIONS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

The website for Charter's Spectrum brand [says](#) that "by providing four weeks of paid parental leave and additional paid time away under Short-Term Disability, we help you balance the needs of your family and your career."

The company says that it "cover[s] 100% of adoption and

surrogacy expenses up to \$15,000, and you have access to programs that offer family planning benefits, including cycle-based fertility treatments."

No information was found on coverage for abortion travel costs.

77 ABBVIE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	GOOD

The company's [website](#) provides detailed information about family benefits: "All employees scheduled to work at least 20 hours per week are eligible for up to 12 weeks of paid time and 10 weeks of unpaid time within the first 12 months after the birth of their biological child, the birth of their domestic partner's child, the adoption of a child, or placement of

a newly fostered child (leave pay is pro-rated for part time employees). Benefits are available to new moms, fathers and domestic partners. Employees with less than six months of active service at the time of the event will be eligible for only 12 weeks of paid parental leave. Parental Leave can be taken continuously or intermittently to create a reduced work

schedule, provided that it is used in increments of at least one full day (subject to manager approval)."

The website also states that "all employees scheduled to work at least 20 hours per week are eligible for up to 4 weeks of paid time and 8 weeks of unpaid time for caregiver leave. Caregiver leave allows employees to take time away from work to care for: Spouse/domestic partner; Child at any age (not including bonding time, which is covered by parental leave); Parent or parent-in-law; Grandparent; Grandchild; Sibling. AbbVie's caregiver leave, where permitted, runs concurrent with leave under FMLA and applicable state laws. All leaves must be approved through AbbVie's disability vendor."

"Employees scheduled to work at least 20 hours per week may be reimbursed up to \$20,000 per family for eligible ex-

penses relating to the adoption of a child who is not a relative or use of a surrogate to expand their family," the company says. "You may also receive up to two weeks (based on your regular work week) of paid time off for legal and travel needs related to the adoption, surrogacy process or care for your new child. You may take the leave before or after your child's arrival."

AbbVie provides "support for family planning, including adoption and surrogacy assistance," and "discounts at U.S. childcare centers, plus access to an on-site daycare center at our headquarters in Lake County, IL."

AbbVie [lobbied](#) for relaxed regulations regarding distribution of chemical-abortion drugs. There is no publicly available information about whether AbbVie covers travel expenses for abortion.

78 NEW YORK LIFE INSURANCE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	PROBABLY	UNKNOWN	YES	UNKNOWN	MIDDLING

According to the company's [website](#), "From flextime to working from home, and providing time off for parents and adoptive families, we understand that family's needs are a priority for employees." The company says that it offers "fertility support, childcare support, adoption assistance" and [also](#) that "pregnancy leave is covered with short-term disability benefits."

Third-party sites [report](#) that New York Life Insurance offers ten to twelve weeks of maternity leave and two to four weeks of paternity leave. The company says it [offers](#) "Backup Care Connection, which assists parents when childcare plans don't go according to plan by offering same-day childcare for

up to 20 days per year, per child at just \$10 per day."

New York Life also [provides](#) "up to \$10,000 in financial assistance to cover eligible adoption expenses for one child per family, per year. Up to six months leave to spend fully dedicated time with a newly adopted child, including up to four weeks of paid leave. Paid parental leave is available to fathers, domestic partners, and same-sex spouses."

No information was found on coverage for abortion travel costs.

79 INTEL

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

The company’s [website](#) states that its “bonding leave” gives all new parents up to eight weeks of paid leave. It also offers reserved parking spots for expectant mothers at most U.S. sites. According to [Intel’s website](#), the company covers up to \$15,000 per adoption, with no lifetime cap on the number of adoptions. Intel reportedly [offers](#) “\$40,000 in surrogacy benefits.”

In June 2022, after the Supreme Court ruling in Dobbs, Intel [said](#) that it would “continue to provide resources for those who need to travel for safe, timely healthcare.” A [statement](#) from Intel in May 2022 said: “Our U.S. health care options cover a wide range of medical treatments, including abortion where permitted, as part of our overall family planning benefits and we respect the rights and privacy of our employees to choose what best meets their health needs.”

80 TJX

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

There is very little information publicly available about TJX’s family benefits. At least for store associates, any paid parental leave [seems](#) to consist only of the optional short-term dis-

ability policy. No information was found on coverage for abortion travel costs.

81 PRUDENTIAL FINANCIAL

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

In 2018, Prudential Financial [announced](#) increased parental leave: “Prudential Financial increased the period of 100 percent paid parental leave available to eligible employees and Prudential Advisors financial professionals to 10 weeks from four weeks for births and adoptions. This means that birth mothers, in combination with short-term disability benefits, can take 16 weeks of paid time off (full and partial pay), and that fathers and adoptive parents can take 10 weeks of

paid time off. All new parents can also take an additional 16 weeks of job-guaranteed unpaid time off.”

The company’s [website](#) says that it provides support for childcare, adoption, foster care, and lactation.

No information was found on coverage for abortion travel costs.

82 HEWLETT PACKARD

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

In 2019, Hewlett Packard [announced](#) that “the company will offer new parents six months of paid leave following the birth or adoption of a child, in addition to other benefits designed to improve work/life balance for employees.”

The company’s [website](#) boasts of “paid Parental Leave that tops what most other companies in the tech industry offer, as well as our Parental Transition Support programs that let new parents work part time after their parental leave expires.” It also mentions that employees can “get 10 days/year

of free backup care for each child, adult, or elder loved one,” “grow your family with financial assistance for adoption and surrogacy,” “get specialized care and support from fertility experts,” and “use our breastfeeding support program and milk shipping service to help you balance caring for baby while working.”

[Third-party websites](#) suggest that HP offers fourteen weeks of maternity leave and adoption assistance. HP [covers](#) abortion travel costs.

83 UNITED AIRLINES HOLDINGS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

Employees are [eligible](#) to take up to a year off, unpaid, after adopting a child. Public information about maternity and parental leave is not up to date. Pilots [seem](#) to receive eight weeks paid leave as of June 2022, but it isn’t clear whether this policy applies to both mothers and fathers. Employees [receive](#) eight weeks of unpaid maternity leave, which can be extended up to a full year; eight weeks can be paid only if the employee has “sick bank” time she can use to be paid.

[See here](#) for somewhat conflicting information on United’s policies.

After Dobbs, United [issued](#) a statement saying in part that “from a benefits perspective, our policies have not changed. Our medical plans have long provided access to reproductive health care.” There is no publicly available information on whether United covers abortion travel.

84 PERFORMANCE FOOD GROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
PROBABLY	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

The company’s [website](#) is vague about the benefits Performance Food Group provides: “We recognize the importance of providing our associates with time out of the office to spend with friends and family. From paid time off and short term/long term disability to adoption assistance, we

understand that life happens, and we’re committed to providing the support you need, whenever you need it.”

No information was found on coverage for abortion travel costs.

85 TYSON FOODS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	UNKNOWN	YES	YES	GOOD

According to the Tyson Foods [website](#), as of January 2023, the company offers “eight weeks paid leave for mothers and two weeks paid leave for U.S. team members whose spouse or partner gave birth to provide bonding time with their new family member.” The company offers four weeks of paid parental leave for adoptive parents.

According to its website, the company [covers](#) two Smart Cycles of fertility treatment through an in-network Progyny provider, which may include consultations, testing, IVF, or fertility pres-

ervation (egg or sperm freezing). The company also offers an adoption allowance of \$10,000, with a maximum of two adoptions.

Tyson Foods [did not respond](#) to a May 2022 survey asking about abortion policy. According to an internal email that was [reported on](#) in July 2022, Tyson Foods told employees that the company would cover travel costs for abortion. This has not been publicly confirmed by the company.

86 AMERICAN AIRLINES

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	YES	MIDDLING

According to the American Airlines [website](#), “The Maternity Disability Plan provides up to 10 weeks of taxable disability pay with medical substantiation at 100% of your base salary (total pay excluding overtime, profit sharing, commissions, bonuses and incentive pay). Benefits are paid by MetLife.”

American Airlines also offers “reimbursement of up to \$4,000 for qualified adoption expenses per adoption case, with a maximum reimbursement of \$8,000 over your employment with

American. In addition, two positive-space round trip tickets on American flights will be provided to you and another family member (who is a D2 or D2P-eligible), if needed, to pick up a qualified adoptee who does not reside in your nearby community. American will provide additional one-way tickets to bring your new family member(s) home.”

American Airlines will [reportedly](#) cover abortion travel costs.

87 LIBERTY MUTUAL INSURANCE GROUP

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

According to a [2020 press release](#), Liberty Mutual Insurance Group offers eight weeks of parental leave for all birth mothers, fathers, and adoptive parents, in addition to eight weeks of short-term disability for childbirth. Also, per the [press release](#), Liberty Mutual offers up to \$40,000 for adoption or surrogacy expenses

and a \$45,000 lifetime maximum fertility benefit that has no eligibility requirement of infertility for health-plan members.

Liberty Mutual [did not respond](#) to a May 2022 survey asking about abortion policies.

88 NIKE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	POOR

The Nike [website](#) is vague about the details of the family benefits it provides to employees. According to the Wall Street Journal, Nike [offers](#) eight weeks of parental leave plus six weeks of short-term disability for birth mothers. In 2019, Nike [changed](#) its policies regarding female athletes and pregnancy to be more family-friendly after backlash.

Nike [covers](#) abortion travel costs: “No matter where our teammates are on their family planning journey — from contraception and abortion coverage, to pregnancy and family-building support through fertility, surrogacy and adoption benefits — we are here to support their decisions.”

89 ORACLE

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	YES	MIDDLING

Per the company’s [website](#), Oracle offers “up to 14 weeks of paid parental leave (in addition to applicable medical leave like childbirth).” Oracle offers “fertility, surrogacy, and adop-

tion aid with fee reimbursement options.” Oracle [covers](#) abortion travel costs.

90 ENTERPRISE PRODUCTS PARTNERS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
PROBABLY	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

The company’s [website](#) states that it offers paid time off and “other leave programs” but does not specify its parental leave benefits. There is no publicly available information about

Enterprise Product Partners’s abortion-related travel coverage, childcare assistance, adoption assistance, or coverage for fertility treatments or IVF.

91 CAPITAL ONE FINANCIAL

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

Capital One Financial [offers](#) parental leave to employees who have been “full-time associates . . . for 90 days at the time of their child’s birth or at the time of placement in their home through foster care or an adoption.” According to [one document](#) available online, apparently from Capital One, birth mothers are eligible for up to eighteen weeks of paid leave, including a combination of paid time off or sick time, short-

term disability, and Capital One’s parental leave program.

The Capital One [website](#) says that the company offers “adoption and surrogacy reimbursement [and] fertility assistance,” but its benefits page does not divulge specifics. There is no information available about whether Capital One covers abortion-related travel expenses.

92 PLAINS GP HOLDINGS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	POOR

There is no publicly available information about Plains GP Holdings’s abortion-related travel coverage, parental leave,

childcare or adoption assistance, or fertility and surrogacy cost coverage.

93 WORLD KINECT (PREVIOUSLY WORLD FUEL SERVICES)

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

The company [offers](#) “at least 12 weeks of maternity/paternity leave.” The company’s [website](#) states that its medical plan includes “infertility benefits.” There are no publicly available details about the benefits plan.

There is no publicly available information about World Kinect’s coverage of abortion-related travel.

94 AIG

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

According to a [publicly available copy](#) of AIG's 2021 employee handbook, the company offers eight weeks of paid parental leave for all employees, including adoptive parents.

According to an article from January 2019, AIG reimburses employees up to \$13,800 of eligible surrogacy-related expenses per child. Eligible expenses [include](#) agency fees for the cost of locating surrogate and managing a pregnancy via surrogacy, legal fees for negotiation of a surrogacy contract, and

domestic travel fees associated with the surrogacy arrangement. The company also increased its adoption reimbursement per child to \$13,800 from \$7,500. The combined lifetime maximum reimbursement amount per employee under the new program is \$27,600.

There is no publicly available information about whether AIG covers abortion-related travel.

95 COCA-COLA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	MIDDLING

There has been no publicly available information about Coca-Cola's parental leave policy since January 2017. Coca-Cola's North American division created a paid parental leave program in 2016. As of January 2017, Coca-Cola's parental leave benefits included six weeks of paid company leave for all new parents, which runs concurrently with unpaid leave under the FMLA.

Birth mothers receive additional paid short-term disability leave

of six weeks (routine birth) or seven weeks (C-section), which runs consecutively with parent leave. Birth mothers receive at least twelve weeks of paid leave, while fathers receive six weeks of paid leave, as do adoptive parents and same-sex partners. The company [seems](#) to have adoption assistance, but no specifics are publicly available.

There is nothing publicly available about abortion travel coverage.

96 TIAA

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	YES	YES	UNKNOWN	MIDDLING

The TIAA [website](#) says that it offers employees eight weeks of caregiver leave and sixteen weeks of parental leave, open to adoptive and foster parents as well as birth parents. It also says that it [offers](#) "generous benefits coverage for surrogacy, adoption, comprehensive fertility (IVF), and caregiving (child and

elderly care)," but the website does not offer details about those programs. Some of the company's larger offices have dedicated mothers' rooms. There is no publicly available information about TIAA's coverage for abortion-related travel.

97 CHS

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	YES	UNKNOWN	POOR

The company [benefits](#) page says that CHS offers paid parental leave and adoption assistance but does not divulge

specifics. There is no publicly available information on covering abortion travel.

98 BRISTOL-MYERS SQUIBB

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	UNKNOWN	UNKNOWN	UNKNOWN	MIDDLING

The company's [website](#) promises eight weeks of paid parental leave, plus short-term disability for birth mothers. Leaders

at Bristol-Myers Squibb [pushed](#) for relaxed regulations on distribution of chemical-abortion drugs.

99 Dow

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	YES	NO	YES	UNKNOWN	MIDDLING

According to a 2016 [announcement](#) regarding increases to leave policies, Dow enhanced “its Global Parental Leave Policy, providing greater flexibility and work-life balance for mothers and fathers. Parents have a minimum twelve weeks of paid leave for the mother and two weeks of paid leave for the non-birthing parent, which can be taken during the twelve months following the birth of a child.”

“Parental leave following the birth of a child can be used in consecutive weeks or periods as needed by the family upon approval of the leader and country-specific regulations.”

“Mothers will work with their leaders to identify ways to gradually return to work and ease the transition to full-time responsibilities. The policy also supports requests to limit travel for

new mothers during the first year following the birth of a child.”

“Dow will provide resources to assist nursing mothers who are required to travel for company business through reimbursement of the cost of packaging and shipping of breast milk.”

Dow also provides many additional resources for working parents, including four weeks of paid time off for adoptive parents, adoption reimbursements, nursing rooms and breast pump assistance, a family illness policy, and counseling through its Health Services group. The company [provides](#) coverage for IVF. Surrogacy appears to not be covered.

No information was found on coverage for abortion travel costs.

100 BEST BUY

PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
YES	UNKNOWN	YES	YES	UNKNOWN	MIDDLING

According to [Best Buy](#), employees eligible under FMLA may [receive](#) Caregiver Pay for up to four weeks (160 hours) within a twelve-month period at 100 percent of base pay, in addition to FMLA's twelve weeks of unpaid leave. Birth and non-birth parents may be eligible for child bonding, which must be taken in two two-week segments or one four-week segment within twelve months following birth, adoption, or foster care placement. Best Buy offers a backup childcare plan.

As of 2019, Best Buy [provides](#) adoption assistance, offering employees up to \$14,080 in adoption expense reimbursement. Best Buy also [offers](#) the Surrogacy Assistance benefit,

providing up to \$14,080 in financial support to help cover expenses incurred by intended parents, including fees, screening costs, and travel. This is offered to all U.S. full-time employees with at least 6 months of service.

Best Buy has no publicly available information on covering abortion travel. Best Buy did not respond to a May 2022 survey asking about abortion policies.

Summary

How Fortune 100 Companies Stack Up on Abortion Travel, Parental Leave, and More

COMPANY	PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
01 Walmart	Yes	Yes	Yes	Yes	Yes	Good
02 Amazon	Yes	Probably	Unknown	Yes	Yes	Good
03 Apple	Yes	Yes	Yes	Yes	Yes	Good
04 UnitedHealth Group	Yes	Unknown	Unknown	Yes	Yes	Good
05 Berkshire Hathaway	Yes	Unknown	Unknown	Unknown	Unknown	Poor
06 CVS Health	Yes	Yes	Unknown	Yes	Yes	Good
07 Exxon Mobil	Yes	Yes	Yes	Yes	Unknown	Good
08 Alphabet	Yes	Yes	Yes	Unknown	Yes	Middling
09 McKesson	Yes	Unknown	Unknown	Unknown	Unknown	Poor
10 Cencora	Yes	Probably	Unknown	Yes	Unknown	Good
11 Costco Wholesale	Yes	Yes	No	Yes	Unknown	Middling
12 JPMorgan Chase	Yes	Yes	Yes	Yes	Yes	Good
13 Microsoft	Yes	Yes	Yes	Yes	Yes	Middling
14 Cardinal Health	Yes	Yes	Unknown	Unknown	Yes	Middling
15 Chevron	Yes	Yes	Yes	Yes	Yes	Good
16 Cigna	Yes	Unknown	Unknown	Unknown	Yes	Middling
17 Ford Motor	Yes	Yes	Yes	Yes	Yes	Good
18 Bank of America	Yes	Yes	Yes	Yes	Yes	Good
19 General Motors	Yes	Yes	Yes	Yes	Yes	Good
20 Elevance Health	Yes	Yes	Yes	Yes	Yes	Good
21 Citigroup	Yes	Yes	Yes	Yes	Yes	Good
22 Centene	Yes	Unknown	Unknown	Yes	Unknown	Middling

COMPANY	PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
23 Home Depot	Yes	Unknown	Unknown	Yes	Unknown	Good
24 Marathon Petroleum	Yes	Yes	Unknown	Yes	Unknown	Good
25 Kroger	Yes	Unknown	Unknown	Yes	Yes	Middling
26 Phillips 66	Yes	Unknown	Unknown	Yes	Yes	Good
27 Fannie Mae	Yes	Yes	Yes	Yes	Unknown	Good
28 Walgreens Boots Alliance	Yes	Yes	Yes	Yes	Yes	Middling
29 Valero Energy	Yes	Yes	Unknown	Yes	Unknown	Good
30 Meta Platforms	Yes	Yes	Yes	Yes	Yes	Good
31 Verizon Communications	Yes	Yes	Unknown	Yes	Probably	Middling
32 AT&T	Yes	Probably	Unknown	Yes	Probably	Middling
33 Comcast	Yes	Yes	Yes	Yes	Yes	Middling
34 Wells Fargo	Yes	Unknown	Unknown	Yes	Yes	Good
35 Goldman Sachs Group	Yes	Yes	Yes	Yes	Yes	Good
36 Freddie Mac	Yes	Yes	Yes	Yes	Unknown	Middling
37 Target	Yes	Yes	Yes	Yes	Yes	Middling
38 Humana	Yes	Unknown	Unknown	Yes	Unknown	Middling
39 State Farm Insurance	Yes	Unknown	Unknown	Yes	Unknown	Middling
40 Tesla	Yes	Yes	Yes	Yes	Yes	Good
41 Morgan Stanley	Yes	Yes	Yes	Yes	Yes	Good
42 Johnson & Johnson	Yes	Yes	Yes	Yes	Yes	Good
43 Archer Daniels Midland	Yes	Unknown	Unknown	Unknown	Unknown	Poor
44 PepsiCo	Yes	Yes	Yes	Yes	Unknown	Good
45 United Parcel Service	Yes	Unknown	Unknown	Yes	Unknown	Poor
46 FedEx	Yes	Unknown	Unknown	Unknown	Unknown	Poor
47 Walt Disney	Yes	Yes	Yes	Yes	Yes	Middling
48 Dell Technologies	Yes	Unknown	Unknown	Yes	Yes	Middling

COMPANY	PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
49 Lowe's	Yes	Yes	Unknown	Yes	Unknown	Middling
50 Procter & Gamble	Yes	Yes	Yes	Yes	Yes	Good
51 Energy Transfer	Yes	Yes	Yes	Yes	Unknown	Good
52 Boeing	Yes	Unknown	Unknown	Yes	Yes	Good
53 Albertsons	Yes	Unknown	Unknown	Unknown	Unknown	Poor
54 Sysco	Yes	Unknown	Unknown	Unknown	Unknown	Middling
55 RTX	Yes	Unknown	Unknown	Unknown	Unknown	Poor
56 General Electric	Yes	Yes	Unknown	Unknown	Unknown	Middling
57 Lockheed Martin	Yes	Unknown	Unknown	Yes	Unknown	Middling
58 American Express	Yes	Yes	Yes	Yes	Yes	Middling
59 Caterpillar	Yes	Yes	No	Yes	Unknown	Good
60 MetLife	Probably	Unknown	Unknown	Yes	Unknown	Poor
61 HCA Healthcare	Yes	Yes	Probably	Yes	Unknown	Good
62 Progressive	Yes	Unknown	Unknown	Yes	Unknown	Middling
63 IBM	Yes	Yes	Yes	Yes	Yes	Good
64 Deere	Yes	Unknown	Unknown	Yes	Unknown	Middling
65 Nvidia	Yes	Yes	Yes	Yes	Yes	Good
66 StoneX Group	Unknown	Unknown	Unknown	Unknown	Unknown	Poor
67 Merck	Yes	Yes	Yes	Yes	Unknown	Middling
68 ConocoPhillips	Yes	Unknown	Unknown	Yes	Unknown	Middling
69 Pfizer	Yes	Yes	Yes	Yes	Unknown	Good
70 Delta Air Lines	Yes	Unknown	Unknown	Unknown	Unknown	Middling
71 TD Synnex	Unknown	Unknown	Unknown	Unknown	Unknown	Poor
72 Publix Super Markets	Yes	Unknown	Unknown	Unknown	Unknown	Middling
73 Allstate	Yes	Unknown	Unknown	Unknown	Yes	Middling
74 Cisco Systems	Yes	Yes	Yes	Yes	Unknown	Good
75 Nationwide	Yes	Unknown	Unknown	Yes	Yes	Good

COMPANY	PARENTAL LEAVE	IVF	SURROGACY	ADOPTION COSTS	ABORTION TRAVEL	TRANSPARENCY
76 Charter Communications	Yes	Yes	Yes	Yes	Unknown	Middling
77 AbbVie	Yes	Yes	Yes	Yes	Unknown	Good
78 New York Life Insurance	Yes	Probably	Unknown	Yes	Unknown	Middling
79 Intel	Yes	Yes	Yes	Yes	Yes	Middling
80 TJX	Unknown	Unknown	Unknown	Unknown	Unknown	Poor
81 Prudential Financial	Yes	Unknown	Unknown	Yes	Unknown	Middling
82 HP	Yes	Yes	Yes	Yes	Yes	Middling
83 United Airlines Holdings	Yes	Unknown	Unknown	Unknown	Unknown	Poor
84 Performance Food Group	Probably	Unknown	Unknown	Unknown	Unknown	Poor
85 Tyson Foods	Yes	Yes	Unknown	Yes	Yes	Good
86 American Airlines	Yes	Unknown	Unknown	Yes	Yes	Middling
87 Liberty Mutual Insurance Group	Yes	Yes	Yes	Yes	Unknown	Middling
88 Nike	Yes	Yes	Yes	Yes	Yes	Poor
89 Oracle	Yes	Yes	Yes	Yes	Yes	Middling
90 Enterprise Products Partners	Probably	Unknown	Unknown	Unknown	Unknown	Poor
91 Capital One Financial	Yes	Yes	Yes	Yes	Unknown	Middling
92 Plains GP Holdings	Unknown	Unknown	Unknown	Unknown	Unknown	Poor
93 World Kinect	Yes	Unknown	Unknown	Unknown	Unknown	Middling
94 AIG	Yes	Yes	Yes	Yes	Unknown	Middling
95 Coca-Cola	Yes	Unknown	Unknown	Yes	Unknown	Middling
96 TIAA	Yes	Yes	Yes	Yes	Unknown	Middling
97 CHS	Yes	Unknown	Unknown	Yes	Unknown	Poor
98 Bristol-Myers Squibb	Yes	Unknown	Unknown	Unknown	Unknown	Middling
99 Dow	Yes	Yes	No	Yes	Unknown	Middling
100 Best Buy	Yes	Unknown	Yes	Yes	Unknown	Middling

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