

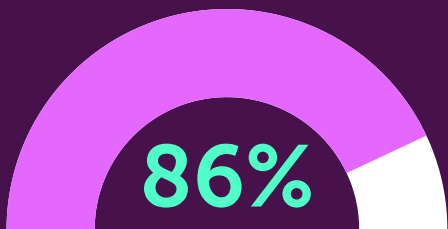
# 100 BEST COMPANIES

What makes them the best in 2022?

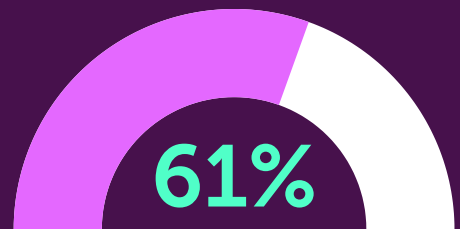
## FAMILY-FRIENDLY BENEFITS



on average of fully paid parental leave

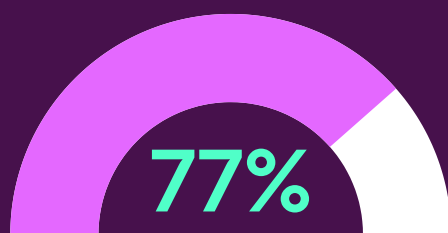


have phase-back programs after leave

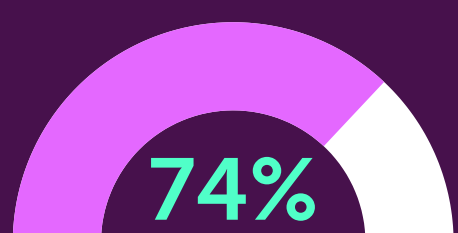


reimburse for surrogacy expenses

**93%**  
offer backup (emergency) childcare



offer bereavement leave for miscarriages

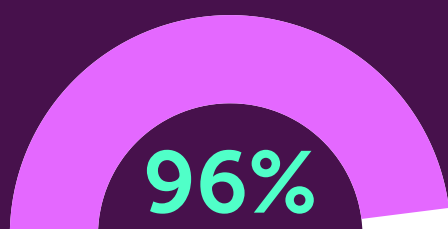


reimburse for egg-freezing expenses

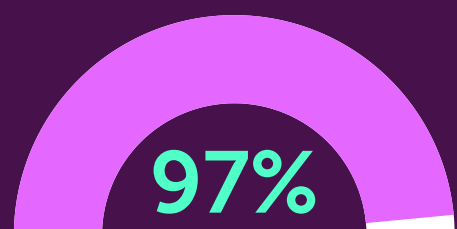
## EMPLOYEE SUCCESS AND WELLNESS



**88%**  
have formal mentoring



offer flexible schedules



increased mental-health benefits