

WORKING MOTHER

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2006 Working Mother Best Small Companies!

WORKING MOTHER { BEST SMALL COMPANIES }

Company **Affect Strategies, Inc.**

Location New York, NY
Employees/Moms 10/4
Founded 2002

What They Do Offer marketing, communications and public relations services

How They Flex True to Sandra's vision of creating a work environment where employees can enjoy family-friendly benefits without having to sacrifice career opportunities, her company allows employees to work part-time or job-share. Full-time employees enjoy FMLA benefits, and even part-timers can telecommute.

Something Cool The firm's philosophy is "to nurture and retain talented women."

Employees are encouraged to take seminars, workshops and other courses—on the company's dollar—so they can gain skills to advance professionally.

Company **Atlas Travel International**

Location Milford, MA
Employees/Moms 60/34
Founded 1986

What They Do Provide travel services

How They Flex About 80 percent of the company's staff is female, and an impressive 85 percent of moms work from home. Part-time work, flexible schedules and job-sharing are also available.

Something Cool

Employees and their families (even pets!) are flown in from satellite locations to attend the company picnic. Every employee's anniversary with the company is recognized with gifts, such as a weekend getaway for the whole family or tickets to a theme park, in addition to lunch with the president.

Company **Beacon Publishing Services**

Location Ashland, OH
Employees/Moms 41/15
Founded 1981

What They Do Provide production and engineering services for publishers of textbooks, reference books and scientific journals

How They Flex All 33 female employees work flexible schedules, and 13 of them—including eight moms—telecommute as part of a "remote" program. This program provides participating staffers with a computer and Internet access.

Something Cool Though most "remote" employees work a part-time schedule, they're still eligible for paid vacation and holidays, as well as profit-sharing bonuses.

Company **Beacon Technologies, Inc.**

Location Greensboro, NC
Employees/Moms 21/4
Founded 1997

What They Do Specialize in software development, e-commerce solutions, Web development and design and search-engine marketing, as well as hosting services

How They Flex Four employees take advantage of telecommuting and flexible schedule options. All parents can work reduced summer hours as needed. FMLA and phased-in reentry are among the company's benefits. Moms can leave early to pick up their kids at school, or work longer hours to have a day or morning off each week. New fathers aren't forgotten: They receive three days off.

Something Cool All the female employees are shareholders in this IT company. When kids are sick, employees can bring them to the office or work from home. The whole family is invited to catered picnics and holiday parties.



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Company **Comptrition**

Location Chatsworth, CA

Employees/Moms 65/15

Founded 1980

What They Do Provide software solutions to food and nutrition departments in hospitals, long-term-care facilities, colleges and correctional institutions

How They Flex Employees get the flexibility they need. The company also adapts to changing needs. If a new mom no longer wants to travel, Comptrition tries to switch her to another position or enable her to work from home.

Something Cool Employees can log 40 paid hours a year of volunteer work as long as it's related to family, such as coaching a soccer team.

Company **Data Dog Interactive Marketing**

Location Milwaukee, WI

Employees/Moms 8/3

Founded 2001

What They Do Specialize in email marketing and providing interactive solutions for business clients

How They Flex Moms create flexible schedules that include shortened workweeks. Top-notch technology allows them to remain connected to clients from a home office. Moms can also bring their children to work, and the whole staff chips in to take care of the young ones.

Something Cool New moms can relax in a designated lactation room equipped with a refrigerator to store breast milk.

Company **DBC Public Relations Experts**

Location Washington, DC

Employees/Moms 12/3

Founded 1999

What They Do Provide public relations services for clients in the consumer brands and technology industries

How They Flex This small company offers FMLA benefits, with birthmoms receiving 12 weeks at full pay and four weeks unpaid. Adoptive parents and birthfathers receive six weeks paid. DBC contracts with a certified nanny service for emergency child care and subsidizes up to \$1,000 per year for this service.

Something Cool New moms receive a useful—and luxurious—gift: an \$800 Bugaboo Frog stroller.

Company **Designs by Lucinda**

Location Portland, ME

Employees/Moms 40/9

Founded 1989

What They Do Create handcrafted jewelry for nonprofits to use in fund-raising and awareness efforts

How They Flex Many employees create a flexible schedule to meet their family needs. Some employees work reduced hours or have a morning or afternoon off to be with their children. FMLA benefits are also offered.

Something Cool CEO Lucinda Yates actively recruits women for her at-home pin-design program. Employees stop by the office once a week to pick up supplies and orders and then work their own schedule at home.

Company **eXude Benefits Group, Inc.**

Location Philadelphia, PA

Employees/Moms 18/4

Founded 1996

What They Do Offer benefit consulting to organizations with 20 to 1,000 employees

How They Flex Moms receive eight weeks of paid maternity leave, three paid in full by eXude and five at partial pay from short-term disability insurance. New moms can enjoy a six-month phase-back program with a reduced work schedule—at full pay! During the summer, employees can take every other Friday off.

Something Cool Three magic words: unlimited paid vacation. Employees enjoy—and respect—this perk after one year of service with the company.

Company Fulcrum Analytics, Inc.

Location New York, NY

Employees/Moms 48/10

Founded 1993

What They Do Develop innovative marketing solutions through analytics and database management

How They Flex A 2004 employee satisfaction survey yielded an average score of 8 out of a possible 10—results any company would be proud of. Many employees work full-time out of home offices paid for by Fulcrum, visiting the company's offices just a few times a month. Others create a flexible schedule with shortened workdays or opt to telecommute a few days each week. Fulcrum provides FMLA benefits; birth and adoptive parents receive two of their leave weeks at full pay.

Something Cool Monthly breakfasts bring employees together. Quarterly events such as a boat cruise or an office visit by a masseuse are other examples of fun morale boosters.

Company Gwaltney Fleming Inc.

Location Richmond, VA

Employees/Moms 10/4

Founded 1994

What They Do Design and build stylish, innovative corporate spaces that reflect a company's image

How They Flex All employees work flexible schedules. Two job-share, and one telecommutes. Phased-in reentry, gym memberships and private pumping rooms are other perks. Working moms can also bring their tots to the office.

Something Cool Brendan Gwaltney Fleming started the company as a single mom with little income. She stays true to her motto—"Families come first"—by allowing moms to work from home when needed.

Company Hyaluron Contract Manufacturing

Location Burlington, MA

Employees/Moms 47/7

Founded 1999

What They Do Specialize in the sterile filling of syringes, vials and custom containers
How They Flex New moms at this biotech company receive FMLA benefits and child-care reimbursement. Eleven employees work flexible schedules from home, and two job-share.

Something Cool Although the biotech industry is largely male-dominated, Hyaluron's strong female management team helps keep the firm humming. Female employees are encouraged to advance through mentoring and leadership programs.

Company Image Dynamics

Location Dallas, TX

Employees/Moms 11/8

Founded 1992

What They Do Train people to develop personal and professional skills

How They Flex Phased-in reentry for new moms is only one of the company's many cutting-edge benefits. All employees create their own schedules, with four job-sharing and six splitting their time between workplace and home offices. Other perks include mentoring and leadership training.

Something Cool CEO Kim Zoller, mom to two boys, appreciates the balance she has found:

"I wake up every morning with a sense of purpose and a passion for what I do."

Company InsureMe

Location Englewood, CO

Employees/Moms 50/11

Founded 1993

What They Do Link online shoppers with professional insurance sellers that offer quotes for affordable auto, health, home and life insurance

How They Flex New moms receive four weeks of full pay during maternity leave, while new dads enjoy two weeks of pay and those adopting receive three weeks. Almost all moms have flexible schedules.

Something Cool This company doesn't stop at celebrating employees' birthdays, anniversaries and new babies. A "Love Team" supports employees in the event of family emergencies by delivering dinner, shoveling snow or dog-sitting.

Company Powell & Tiller Dental Care

Location Austin, TX

Employees/Moms 9/6

Founded 1994

What They Do Run a dental practice for adults and children

How They Flex All employees work three-day weeks and cover for one another when family needs arise. Phased-in reentry and a lactation room and program are among the company's perks. An on-site child-care area and caretaker allow moms to squeeze in a little playtime with their children.

Something Cool A co-op helps busy moms at this dental practice manage their evening meals. Once a week, employees take turns cooking for each other's families.

Company The Law Office of Diedre Wachbrit

Location Westlake Village, CA

Employees/Moms 12/8

Founded 1999

What They Do Provide legal services for families, primarily those with minors, special-needs children or businesses

How They Flex Every employee at this law firm flexes. Eight work a compressed week, three telecommute, and seven participate in an informal job-share program. The schedule is described as a puzzle that's put together differently every few months to accommodate each employee's needs. And at this firm, moving doesn't necessarily mean you're out of a job: One mom now works from Ireland, and another is working from Tennessee.

Something Cool Diedre meets with each employee to explore how the firm can help her grow. A lactation room makes it easy for working moms to pump—and should they have a concern, they can ask the boss: She's a La Leche League leader.

Company Lipton Corporation Child Care Centers, Inc.

Location Washington, DC

Employees/Moms 45/7

Founded 1991

What They Do Provide backup child care to companies and individual families when regular child-care arrangements are temporarily unavailable

How They Flex Three women work a compressed week, four telecommute, and two job-share.

Something Cool This company understands that life can sometimes take an unexpected turn—and then a working mom really has to scramble. Employees get paid leave (up to three months) to cope with a crisis such as elder care, child care or family transitions and passages.

Company Milestone Capital Management, LLC

Location Greenwich, CT

Employees/Moms 20/4

Founded 1994

What They Do Advise about investments and manage institutional money-market funds

How They Flex Each employee has the ability to work from home, thanks to company-supplied technology. In addition, three employees work a flex schedule.

Something Cool This woman-owned financial services firm invests in its new moms with adoption assistance, a lactation room and program, phased-in reentry and 12 weeks of paid maternity leave. Plus, female employees are part of 85 Broads, a support network Founder/Chairman Janet Hanson started in 1999.

Company OakTree Software, Inc.

Location Tulsa, OK

Employees/Moms 56/12

Founded 1995

What They Do Offer IT consulting and training

How They Flex An employee can work as few as 20 hours a week and still qualify for the health and dental plan. Four employees have a flexible schedule, four work a compressed week, two job-share, and two work from home.

Something Cool Kids can spend the day in the company's well-stocked child room. The company also believes in its women—80 percent of management is female. The average salary of an OakTree employee: an impressive \$72,000.

Company Peace X Peace

Location Vienna, VA

Employees/Moms 14/3

Founded 2002

What They Do Empower women to build sustainable peace locally and globally through online communication

How They Flex Every employee works a flexible schedule. Two women telecommute.

Something Cool Just like moms, new dads get six weeks of paid parental leave if they're the primary caregiver.

Company Rita Flora/Flora Kitchen

Location Los Angeles, CA

Employees/Moms 40/10

Founded 1987

What They Do Serve healthful food in a restaurant that also sells flowers

How They Flex One fourth of employees work flex schedules. Two moms telecommute.

Something Cool CEO Rita Azar, mom to two, believes that mothers who reenter the workforce are "one of our great untapped resources." She calls her company "a place where a woman reemerging after she has kids can start to feel her own power."

Company Skyland Prosthetics & Orthotics, Inc.

Location Arden, NC

Employees/Moms 8/2

Founded 1979

What They Do Make prosthetic limbs and appendages, including breast prostheses, orthotics and braces

How They Flex Women receive six weeks of partially paid maternity leave equal to one fourth of their salary. They also can enjoy a lactation room and phased-in reentry. Leadership training and networking groups have helped women advance.

Something Cool This family business—which CEO Pippa Dolen runs with her son—shows employees and customers its appreciation by throwing a huge annual blowout barbeque with live music and dancing.

Company Stroller Strides LLC

Location San Marcos, CA

Employees/Moms 12/10

Founded 2001

What They Do Provide a stroller workout program for new moms

How They Flex On top of FMLA benefits, employees receive two weeks of paid maternity leave. All employees work from home, going into the office only to pick up supplies. Women have access to lactation, mentoring and phased-in reentry programs.

Something Cool A mom of two, CEO Lisa Druxman created the business to give women a career that supports motherhood via workweeks of 30 hours or less.

Company Theraplay, Inc.

Location West Chester, PA

Employees/Moms 91/54

Founded 1991

What They Do Offer physical, occupational and speech therapy as well as special-education services to children

How They Flex Most employees create their own schedules; two telecommute. Theraplay pays those working 20 hours per week or more for continuing-ed classes and enables new staff to be mentored.

Something Cool CEO Lisa Makell, who has a young son and daughter, supports working moms: At last count, six staffers were pregnant.

Company **Vanguard Communications**

Location Washington, DC Employees/Moms 29/10

Founded 1987

Vanguard Communications Communicate for social change by working with foundations, nonprofits and government organizations

How They Flex With a focus on advocacy for women and children, this PR company walks the walk when it comes to its own employee benefits. Six women work flex schedules, and all staff can request to telecommute once a week after a year of service. Nine of the 11 senior managers are women. As well as FMLA benefits, moms receive two weeks of full pay plus six weeks of disability pay. "If the benefit is there at big companies, we want to offer it here," says Maria.

Something Cool This Latina-owned company encourages new moms—and dads—to bring their babies to work until they can crawl. "Seeing the babies here is a great stress reliever for everyone on staff," CEO Maria Rodriguez says.

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