

Scorecard for the 2007 100 Best Companies for Working Mothers



Bayer Corporation

| Cluster | % Rank | Low | Below Average | Average | Above Average | High |
|-------------------------------|--------|--|---------------|---------|---------------|------|
| Workforce Profile | 85.5% | | | | | |
| Total Compensation | 1.6% | | | | | |
| Child Care (part 1) | 41.3% | | | | | |
| Child Care (part 2) | 36.4% | | | | | |
| Flexibility | 56.8% | | | | | |
| Time Off and Leaves | 47.4% | | | | | |
| Family Friendly Programs | 13.2% | | | | | |
| Company Culture | 10.4% | | | | | |
| Top 100 - 4th Quintile | | The scale ranges from 1.0% to 100.0% where 1.0% is the top performer. | | | | |

Thank you for submitting your application for the 2007 100 Best Companies for Working Mothers list. This chart shows how your firm compares to ALL APPLICANT COMPANIES in 2007.

Description of Application Clusters:

Workforce Profile - Representation of women, especially at high management levels and as top earners.

Total Compensation - Compensation for women, personal and family insurance coverage, tuition reimbursement, scholarships, adoption reimbursement, etc.

Child Care (part 1) - On/near-site company sponsored child-care centers, subsidized centers, company sponsorships, etc.

Child Care (part 2) - Backup child care, sick-child care, before-or after-school child care, pretax set-asides for child care, programs for teens, etc.

Flexibility - Flex time, compressed work schedule, part-time work, job sharing, telecommuting, leaves, on-and-off ramps, etc.

Time Off and Leaves - Job guaranteed time off following childbirth and adoption, pay practices for maternity, paternity and adoption leave, etc.

Family Friendly Programs - Employee assistance programs, assistance with elder care, lactation programs, concierge services, etc.

Company Culture - Programs encouraging the advancement of women, employee opinion surveys, manager training for work-life issues, etc.

Confidential - Your category scores compared to all applicants for Working Mother magazine's 2007 100 Best Companies for Working Mothers list.

If you have any questions about your results, please contact Tammy Palazzo at tammy.palazzo@workingmother.com or 212.351.6405.