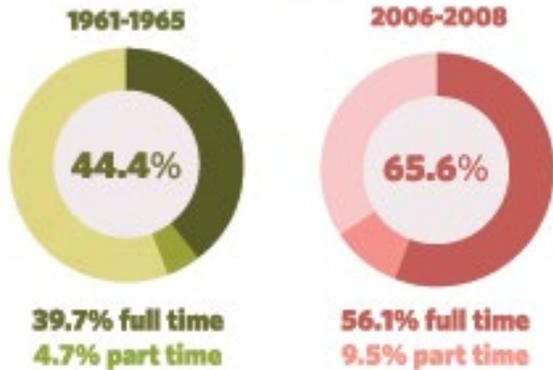


FIRST-TIME MOTHERS AT WORK

How first-time mothers have changed their employment and leave patterns between 1961 and 2008

Percentage of First-Time Mothers Who Worked During Pregnancy



2 of 3

first-time mothers worked during pregnancy (2006-2008)



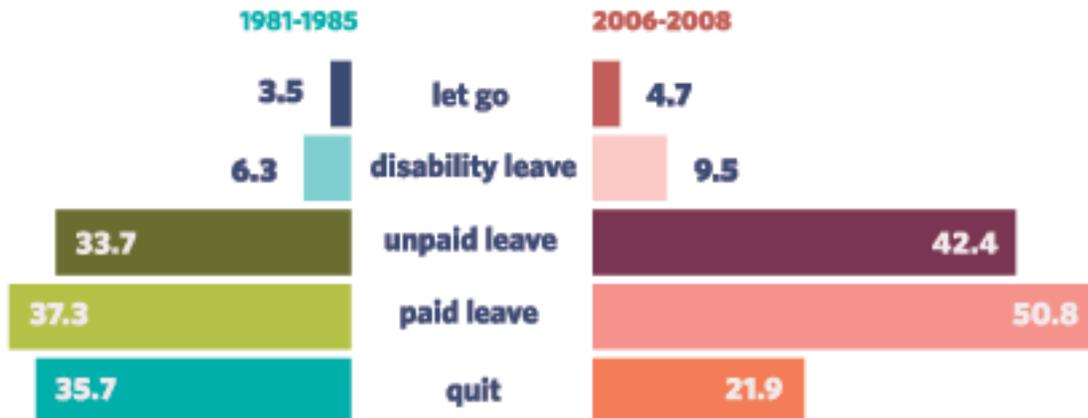
When Did First-Time Mothers Stop Working During Pregnancy?

1961-1965 vs. 2006-2008

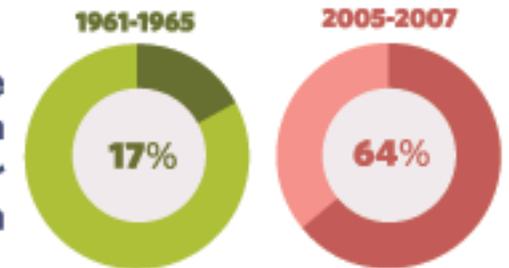


Leave Arrangements* Used By First-Time Mothers Who Worked During Pregnancy

* Before or up to 12 weeks after giving birth



More women are working within a year after first birth



80% of mothers who returned to work within 12 months of giving birth returned to their same employer (2005-2007)