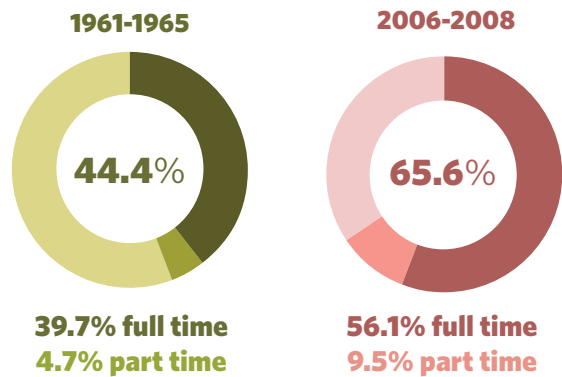


FIRST-TIME MOTHERS AT WORK

Now and Then: How first-time mothers have changed their employment and leave patterns

Percentage of First-Time Mothers Who Worked During Pregnancy



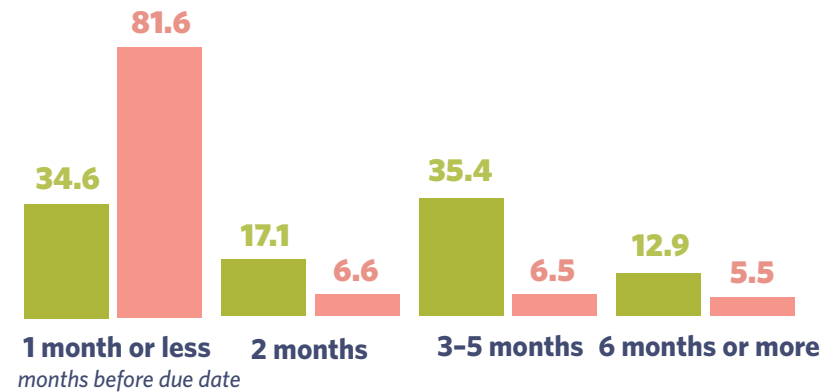
2 of 3

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



When Did First-Time Mothers* Stop Working During Pregnancy?

*excludes women who did not work during pregnancy
1961-1965 vs. 2006-2008

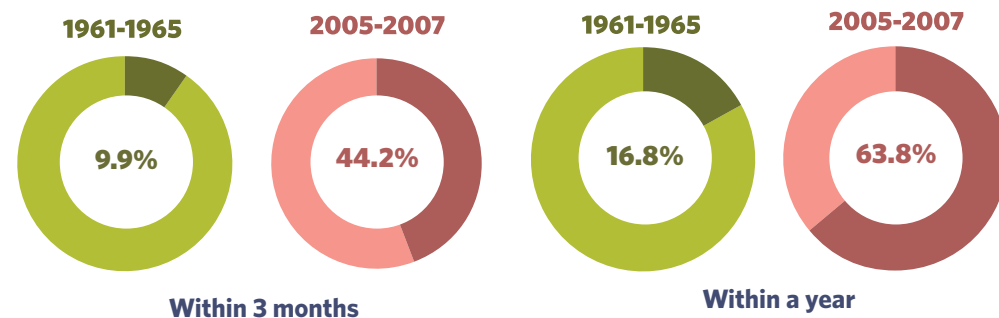


Leave Arrangements* Used By First-Time Mothers† Who Worked During Pregnancy

* Totals exceed 100 percent because women may use multiple types of leave.
† Before or up to 12 weeks after giving birth



More Women Are Working Sooner After First Birth



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

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