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Kudos to the New Jersey Employers on Working Mother's '100 Best Companies' List

Companies Cited for Commitment to Family-Friendly Work/Life Policies

The New Jersey Time to Care Coalition congratulates the major New Jersey companies that are on *Working Mother's* "[100 Best Companies](#)" list this year for their commitment to family-friendly work/life policies.

"This year's 100 Best represent the gold standard for corporate leaders who offer essential benefits like flexible work options, telecommuting and personal and family-friendly policies," says Jennifer Owens, editorial director of Working Mother Media.

Companies honored in the 100 Best initiative, now in its 27th year, offer progressive policies and programs that make organizations succeed in areas like paid leave, company culture, child care and flexible work arrangements.

"We're proud to have more than 100,000 New Jerseyans working for companies that understand that progressive pro-family policies are good for business," says Karen White, the director of the Working Families program at Rutgers University's Center for Women and Work. "*Working Mother's* 100 Best list is living proof that meeting the needs of working families is a logical part of a successful business blueprint."

Upper Saddle River-based Pearson, for example, offers at least six fully paid weeks off for new mothers, who can then phase back to work on a reduced schedule. Pearson also offers employees two fully paid weeks off to care for seriously ill family members. At AstraZeneca, which employs about 400 New Jerseyans, employees who become pregnant or decide to adopt or foster a child are eligible for as much as a year of job-guaranteed time off, with up to eight fully paid weeks of maternity leave and up to six paid weeks off for other primary caregivers, plus \$5,000 in adoption aid. All new mothers and fathers also get another five fully paid days of parental leave, which makes bonding with little ones even easier.

"We are proud to be named to the 2012 *Working Mother* magazine's 100 Best Companies list for the eleventh year in a row," says Deborah Kauffman, Vice President, Human Resources, AstraZeneca US. "This award truly shows AstraZeneca's continued commitment and support of

our employees and their families by offering family-friendly programs including work-life balance support, child-care programs and adoption assistance.”

This year, *Working Mother* also introduced a new recognition as part of its annual list, the Top 10 Best Companies for Health and Wellness, which recognizes employers with programs and policies that encourage health and fitness as a way to reduce stress in the workplace. Several of the New Jersey employers honored on the larger list also made it to this Top 10 list.

“These businesses know that the key to success is people,” says Gordon MacInnes, president of New Jersey Policy Perspective. “By investing in their people through good benefits and other policies, they reap the rewards of a productive and cohesive workforce. That’s worth far more than the money they could save by skimping on family-friendly policies.”

The New Jersey Time to Care Coalition applauds corporate efforts to create family-friendly workplaces, and urges state policymakers to ensure that all New Jerseyans get the benefits they deserve. The Coalition was a key driver in the passage of New Jersey’s Family Leave Insurance law, which allows all workers to take up to six weeks off to care for a new child or a sick family member – without having to lose a paycheck.

“Nobody should have to choose between caring for a child or family member, taking time off for an illness, or making a living,” says Phyllis Salowe-Kaye, executive director of New Jersey Citizen Action. “Lawmakers should follow the example of these business leaders and champion policies that ensure that New Jersey continues to adopt pro-family, pro-business policies like family leave and earned sick days.”

SELECT MAJOR NJ EMPLOYERS ON WORKING MOTHER’S LIST:

COMPANY	HEADQUARTERS		NJ JOBS
Johnson & Johnson	New Brunswick	NJ	13500
Bank of America	Charlotte	NC	12000
Merck	Whitehouse Station	NJ	10000
Prudential Financial	Newark	NJ	8003
Bristol-Myers Squibb	New York	NY	6454
JPMorgan Chase	New York	NY	5800
Horizon	Newark	NJ	5100
MetLife	New York	NY	4600
Automatic Data Processing	Roseland	NJ	4458
Novartis	East Hanover	NJ	4400
Citi	New York	NY	4148
Marriott International	Bethesda	MD	3987
Goldman Sachs	New York	NY	3469
IBM	Armonk	NY	3249
General Electric	Fairfield	CT	2895
Bayer	Pittsburgh	PA	2500
Pfizer	New York	NY	2400
Pearson	Upper Saddle River	NJ	1886
Unilever North America	Englewood Cliffs	NJ	1700
AstraZeneca	Wilmington	DE	400
TOTAL NJ JOBS			100949

ABOUT THE WORKING MOTHER RESEARCH INSTITUTE

The Working Mother Research Institute, a division of Working Mother Media, is home to more than 25 years of data and studies targeting the key concerns impacting working mothers today. The Institute is dedicated to tracking and promoting the best practices of today while also creating marching orders for tomorrow, with a goal of giving both working mothers and their employers the information they need to be truly family-friendly. **workingmother.com**

ABOUT THE NEW JERSEY TIME TO CARE COALITION

The New Jersey Time to Care Coalition, which is made up of 82 organizations from around the state, supports initiatives that make sure working families have paid time to care.

njtimetocare.com