

WORKING MOTHER

OCTOBER 2006 THE ONLY MAGAZINE FOR BALANCE SEEKERS

100 BEST Companies 2006

CJW MEDICAL CENTER

LOCATION Richmond, VA
WHAT THEY DO Provide medical and emergency services for a 758-bed hospital
EMPLOYEES 3,446 • **WOMEN** 2,867
WOMEN LEADERS 121
WOMEN IN TOP 20% BY PAY 418
WOMEN ON BOARD OF DIRECTORS 1
CEO Peter Marmarstein
HR ADMINISTRATOR Kris Lukish



FLEX APPEAL When you're in the business of caring for others, it's easy to forget about your own needs. However, this hospital takes care of its employees—with flexible schedules. More than 75% of employees flex their hours, work part-time or part-year, telecommute or compress their workweeks. Work/life balance training is mandatory for all new managers.

CHILD-CARE KUDOS Children 6 weeks to 12 years old can use the hospital's on-site day care. Open from 6:00 a.m. to 8:00 p.m. seven days a week, it offers full-time and part-time care, entertains kids before and after school and looks after them during emergencies and summer breaks.

WHAT'S COOL To help employees keep their skills current, the hospital reimburses school tuition and fees for certification classes. Full-time employees re-

ceive up to \$5,000 per year, while part-time employees get \$3,000.

LEAVES WE LOVE Taking time off doesn't jeopardize a career: Staffers may take a personal leave of absence for up to six months and return to the same job or a comparable one. New mothers with one year of service, including those who adopt, are eligible for 24 job-guaranteed weeks of leave; fathers get 15 weeks. Partial pay is available to some employees.

REENTRY REWARDS Nurses who want to reenter the workforce after taking a long leave get help: Reorientation programs bring them up to speed on new technologies and inform them of any developments in their departments.

—EDITED BY SUZANNE RISS

87% of the top earners at CJW Medical Center in Richmond, VA, are women.

PROFILE	FLEXIBILITY	LEAVE FOR NEW PARENTS	CHILD CARE	WORK/LIFE																
No. of U.S. employees	Percentage who are women	Access to compressed workweeks	Access to before-/afterschool care	Access to backup care																
Years on our list	Access to flextime	Access to work from home	Access to company-sponsored full-time centers on/near site	Access to private lactation rooms for nursing moms																
	Access to job-sharing	Additional weeks provided beyond federally legislated 12 weeks	Access to sick-child care	Access to gym or fitness resource																
	Partially paid weeks off for new moms	Fully paid weeks off for new moms	Access to take-home meals																	
	Fully and/or partially paid weeks off for new moms	Fully and/or partially paid weeks off for new dads																		
	Access to company-sponsored full-time centers on/near site																			
	Access to sick-child care																			
	Access to private lactation rooms for nursing moms																			
	Access to gym or fitness resource																			
	Access to take-home meals																			
CJW Medical Center	1	3,446	83%	★	✓	✓	✓	12	0	0	0	0	0	★	★	★	★	★	✓	★

KEY: ★ = Available to all or almost all salaried and hourly employees
 ✓ = Available to some or many salaried and/or hourly employees
 NA = Not available or not answered
 Note: Benefits available to employees with one year of service

METHODOLOGY

What Makes a Winner

THE APPLICATION

The list of companies selected for the 2006 Working Mother 100 Best Companies was based on an extensive application completed by each company. The application includes detailed questions about the workforce, compensation, child-care and flexibility programs, leave policies and more. The application checks the usage, availability and tracking of programs, as well as the accountability of managers who oversee them.

That means it's not enough to have a great program if no one is using it.

WHAT'S MEASURED

Seven areas are measured and scored: workforce profile, compensation, child care, flexibility, time off and leaves, family-friendly programs and company culture.

MAKING THE 100 BEST

After we finalize the list of 100

winners, our writers and editors report on each company, using the application, backup material sent in by the companies and interviews with company representatives. Fact-checkers then verify all the information in the profiles with the companies. The names of companies that apply but do not make the list are kept confidential. All companies, including those that don't make the 100 Best, receive

feedback showing how they compared to other applicants.

THIS YEAR'S WINNERS

The company profiles, culled from the applications, reflect 2005 data. With the help of NetX Inc., an independent survey research firm based in Columbus, NJ, we validate the applications for completeness and then tabulate the scores. For this year's 100 Best, we gave particular weight to flex and time off.

(#12489) Excerpted and adapted from the October 2006 issue of Working Mother magazine.

Copyright © 2006 WMAC, Inc. d/b/a Working Mother Media. All rights reserved.

For more information about reprints from Working Mother, contact PARS International Corp. at 212-221-9595.