

NJBIA

New Jersey Business & Industry Association

Congratulations! You are among a small select group of companies that have been chosen to receive a 2008 Award for Excellence from the New Jersey Business & Industry Association (NJBIA) for the

Outstanding Employer

The Outstanding Employer Award is presented to companies that demonstrate a creative and forward-looking approach to managing their human resources.

The Francis E. Parker Memorial Home

President and CEO: Roberto Muniz NJ Location: Piscataway Founded: 1907

Full-time NJ Employees: 186 Business: Nursing Home

You don't stay in business for 100 years without doing a lot of things right. At Francis E. Parker Memorial Home, management believes treating employees well is what makes its operations so successful. So the company offers excellent benefits, finds creative ways to have fun, and makes sure employees are informed of, and included in, the decision-making process.

It starts with wages, which, at Parker, are highly competitive. The company adds annual merit increases, a one-week holiday bonus, excellent medical and dental insurance with low co-pays, and an old-fashioned, defined-benefit pension plan, wholly funded by Parker. The company even provides employees with a Thanksgiving turkey. Instead of vacation/ sick days, employees are provided with a unified paid-time-off . plan (PTO). This allows them to bank PTO days to protect against a long illness or to sell those days back to the company if they go unused.

Parker employees not only work together, they also play together. In addition to the traditional holiday party, the company has sponsored a pool party and a Saturday movie matinee, both of which were open to employees and their children. A variety of contests, such as the Employee Baby Photo contest, helps keep the mood light. The company created the Star program, complete with a Star pin, to recognize employees who exceed Parker's already high standards.

Finally, Parker goes above and beyond to make sure employees are kept fully aware of the company's plans. In addition to regular departmental meetings and monthly meetings, quarterly staff meetings are conducted by the president.

Parker believes its employees are the reason for its success, and it works hard to keep it that way.

Parker Assisted Living, Nursing Homes & Adult Day Health Services, proudly accepts the
2008 OUTSTANDING EMPLOYER OF THE YEAR AWARD

from

The New Jersey Business & Industry Association
November 5, 2008