

## VIRGINIA COMMONWEALTH UNIVERSITY

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### **VCU Health System Named a 2011 Working Mother Best Company by Working Mother Magazine**

RICHMOND, Va. (Sept. 15, 2011) — The [Virginia Commonwealth University Health System](#) today was named one of the [2011 Working Mother 100 Best Companies](#) by Working Mother Magazine.

This is the seventh time the VCUHS has been included on this prestigious roster, which this year recognizes companies for meeting the needs of working mothers' flexibility, reaping big rewards through increased productivity, better employee loyalty and even lower absenteeism.

"At VCUHS, we care about our employees as individuals, so we offer a broad and deep continuum of programs to help our employees be their very best at home and at work," said Maria Curran, vice president for human resources, family care services and community benefit.

The VCU Health System has an onsite childcare program for children as young as six weeks old. In addition, education assistance for employees and their dependents and a progressive care program for elders and adult dependents are both available.

"We offer eldercare support for caregivers as well as an onsite adult day care, which dovetails with our child care program to provide a unique intergenerational approach to care," said Curran.

The VCU Health System offers flexible work arrangements, giving employees the power to create their own workday, workplace and even their own flexible career path.

"The Working Mother 100 Best Companies allow employees to flex their day, their week, their year and their career," said Carol Evans, president of Working Mother Media. "These companies are benefitting in so many ways. Not only do they enhance loyalty and dedication among their employees with children, but their entire workforce has a high level of readiness and adaptability when disasters strike."

Work-life benefits at the VCU Health System include a variety of programs that aid employees seeking options for their personal lives and/or professional development. An example is education assistance for employees and their dependents. Last year, VCUHS helped nearly 930 employees and almost 120 dependents advance their education through more than \$3.5 million in education assistance.

VCUHS also offers employees back up care for children and adult dependents. In 2010, VCUHS employees needed backup care more than 1,260 times, translating to work days saved

as a result of this benefit. And to further help employees juggle busy home and professional lives, VCUHS added access to a new benefit this year – SitterCity, a service for babysitting, tutoring, house cleaning and even pet sitting.

Companies were selected for the 2011 Working Mother 100 Best Companies based on an extensive application with more than 650 questions that surveys the usage, availability and tracking of programs, as well as the accountability of managers who oversee them. Seven areas were measured and scored for the 2011 initiative: workforce profile, benefits, women's issues and advancement, child care, flexible work, parental leave and company culture. For this year's 100 Best, particular weight was given to benefits, flexibility and parental leave.

VCUHS will be celebrated at this year's Working Mother 100 Best Companies WorkLife Congress October 18-20 in New York City.

"I am proud to welcome the VCU Health System back to Working Mother's 100 Best Companies for the seventh time," said Evans. "With over 400 work/life balance programs, policies and offerings, VCUHS is dedicated to creating an environment where women can thrive."

The VCU Health System, which previously earned this recognition from Working Mother in 2004, 2005, 2007, 2008, 2009 and 2010, is the governing body for the hospitals and clinics of VCU as well as MCV Physicians and the Virginia Premier Medicaid HMO. The VCU Health System is designated a Magnet institution, the highest honor and level of recognition awarded for nursing excellence in national and international health care.

Founded in 1979, Working Mother magazine reaches nearly 3 million readers and is the only national magazine for career-committed mothers. Profiles of the 100 Best Companies, as well as national comparisons, are in the October issue of Working Mother and at [workingmother.com/bestcompanies](http://workingmother.com/bestcompanies).

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