

PNC Is Among '100 Best Companies for Working Mothers'; Praised for On-Site Child Care & Flexible Work Arrangements

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The PNC Financial Services Group (NYSE: PNC) today was recognized as one of the nation's "100 Best Companies for Working Mothers" by Working Mother magazine, considered the country's expert on the worklife revolution. This is PNC's first time to earn this highly competitive, prestigious award.

Companies are selected on the basis of family-friendly benefits, the number of females employed, salary levels for women, opportunities for female advancement, child care and flexible work programs in 2000. About 65 percent of PNC's 24,000 employees nationwide are women.

"We are proud to be honored by Working Mother. This award recognizes that PNC has created an environment that enables our employees to achieve a quality of life at work and home," said James E. Rohr, chairman, president and chief executive officer of PNC. "At PNC, we work to create a culture that helps employees meet the demands of both home and work."

Award-Winning Workplace

PNC, a diversified financial services company headquartered in Pittsburgh, has previously been recognized as one of "America's Most Admired Companies" (Fortune magazine), one of ComputerWorld's "100 Best Places to Work in Information Technology" and among the nation's "100 Best Corporate Citizens" (Corporate Ethics magazine).

"The Working Mother award resulted from the development and success of programs and benefits that empower our employees to better navigate their responsibilities at home and work," said Bill Rosner, senior vice president and director of Corporate Human Resources. "We value our employees' opinions and ideas and none of this success would have happened without their input through ongoing dialogue, needs assessments and surveys."

PNC's Work/Life Highlights

PNC's total benefits package ranked first in value among the country's 16 largest financial institutions in an independent survey. This includes its leading 401 (k) savings plan with a 100 percent match and other features such as tuition reimbursement (up to \$5,000 annually) and a financial planning web site. Other reasons why PNC is a great place to work, and is among the "100 Best Companies," include:

Performance, Customer Focus, Respect, Integrity, Diversity, Teamwork and Quality of Life.

- Power of Women: PNC ranks first among its industry peers for women corporate officers in the 2000 Catalyst Census (and 21st among the Fortune 500). In 2000, women employees completed nearly 20,000 courses through PNC University. The number of women trained for management and leadership development increased 83 percent compared to 1999.
- Flexible Work Programs: About 46 percent of the employees use flexible work arrangements, such as telecommuting, job-sharing, compressed workweek, etc. The result has been higher job satisfaction, reduced sick days and higher productivity.
- LifeBalance Program: Choosing a pre-school, elder care or home repair is less stressful thanks to PNC's work/life resource (phone and intraweb). Employees have 24-hour access to Master's level counselors for help with the most pressing personal, family or professional issues.
- Child Care: PNC is among the 6 percent of employers nationwide with on-site child care. The O'Brien Family Center in downtown Pittsburgh (a similar site opens in Philadelphia in 2002) cares for newborns up to 12 year olds. The center offers eight weeks of free care for new infants or adopted children. All major PNC buildings in six states have Mother's Rooms for breastfeeding moms.

The PNC Financial Services Group, Inc., headquartered in Pittsburgh, is one of the nation's largest diversified financial services organizations, providing regional community banking, corporate banking, real estate finance, asset-based lending, wealth management, asset management and global fund services.

Working Mother magazine, founded in 1979, reaches more than 3 million readers each month, and is the only national business magazine written for executive and entrepreneurial mothers.

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