

PNC is Among '100 Best Companies for Working Mothers'; Praised for Employee Benefits from Child Care to Elder Care

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The progressive childcare and elder care programs provided by The PNC Financial Services Group, Inc. (NYSE: PNC) to its employees were among the benefits that earned the company its national ranking among the "100 Best Companies for Working Mothers" announced today.

This is PNC's second time to earn this highly competitive, prestigious award, which is presented annually by Working Mother magazine as a benchmark for work/life practices in corporate America.

"This is a tremendous achievement for our 23,500 employees," said James E. Rohr, chairman and chief executive officer of PNC. "It truly exemplifies our collective commitment to PNC's values and the success we have achieved in creating an environment that helps to enhance the quality of life at work and home for all PNC employees."

Companies are chosen based on the number of work/life programs offered, the employee usage of such programs and the representation of women throughout the company. This year, Working Mother gave particular weight to three issues: flexible scheduling, advancement of women and childcare options.

"When an employee's personal life runs smoothly, her productivity continues uninterrupted," said Jill Kirschenbaum, editor-in-chief of Working Mother. "These programs are so important for families that are caring for both their growing children and aging parents."

PNC's Work/Life Highlights

This honor follows PNC's national ranking at No. 23 for "Corporate America's Best Benefits," according to Money magazine. The company also was recognized as one of the "Top 50 Best Places to Work in Information Technology" by Computer World magazine.

"The credit for these benefits and successful work/life programs - and this prestigious Working Mother award - truly belongs to our employees," said Bill Rosner, chief human resources officer of PNC. "We have been able to build one of the strongest workforces in our company's history because of the commitment of our employees and the dedication of resources necessary to create a healthy and productive work environment."

Other reasons why PNC ranks among the nation's best employers include:

- Total Benefits Package: PNC has a leading 401 (k) savings plan with a 100 percent match and other valuable features such as tuition reimbursement (up to \$5,000 annually), a financial planning Web site for employees and adoption assistance (\$3,000 per child).

- Flexible Work Programs: 50 percent of employees work a formal flexible schedule, such as telecommuting, compressed work week, job-sharing, etc. The result has been higher job satisfaction, reduced sick days and higher productivity.
- Child Care: PNC is among the estimated 6 percent of companies nationwide with on-site child care. The O'Brien Family Center in downtown Pittsburgh and the PNC Family Center at Eastwick in Philadelphia care for newborns up to 12 year olds along with special classes, including positive discipline and raising a teen. The centers offer eight weeks of free care for new infants or adopted children. All major PNC buildings in five states have Mother's Rooms for breastfeeding moms.
- Elder Care: Resources are available for employees with older parents, including in-home assessments, counseling and community resource recommendations. Special employee programs include the PNC Older Adult Resource Fair and workshops on LifeLine services and living wills.

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

SOURCE: The PNC Financial Services Group, Inc.

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