



...ensuring affordable, accessible, high quality child care for all young children.

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Local nonprofit recognized as one of NC's top family-friendly companies

Child Care Services Association (CCSA) has been chosen as one of North Carolina's top family-friendly companies. Each year, Carolina Parent magazine compiles a list of 40 companies that have demonstrated an exceptional commitment to supporting parents as they strive to balance work and family.

CCSA was chosen for its dedication to creating policies that are flexible enough to accommodate each employee's unique family needs. In addition to traditional benefits, CCSA offers paid school/child care involvement leave that employees can use to meet with their children's teachers and attend child care/school functions as well as volunteer with children in the community. CCSA also offers employees free child care referrals; an on-site, 5-star licensed infant/toddler child care center; and a cafeteria benefits plan that allows them to choose how their benefit dollars are used, including the ability to use those dollars to pay for child care.

Employees are also offered flex schedules that permit them to adjust their daily work hours around their family's needs. In addition to providing family medical leave, CCSA employees also have the option of donating their extra personal leave to employees who do not have enough leave accrued to take off the time necessary to care for a family member during an extended illness.

"After my son was diagnosed with a chronic illness, CCSA allowed me to transfer from our Chapel Hill office to our Wake County office, which is 15 minutes versus 45 minutes from my home. By being closer to my home, my son and his doctors, I have saved so much time, gas money and stress as it relates to scheduled doctors' appointments. CCSA went above and beyond to accommodate me during a time I so desperately needed help," said CCSA employee Linda Holliday.

Carolina Parent honored the 2008 N.C. Family-Friendly 40 Companies at the Women@Work Breakfast this morning, Wednesday, Sept. 17, at American Tobacco Bay 7 in downtown Durham. Pamela Stone, professor of sociology and author of the best-selling book, *Opting Out? Why Women Really Quit Careers and Head Home*, addressed the audience, discussing the challenges of balancing work and family.

About CCSA: Founded in 1974, CCSA is a nationally recognized nonprofit working to ensure affordable, accessible, high-quality child care for all children and families. The organization accomplishes its mission through direct services, research and advocacy. CCSA provides a nutrition program for children in child care settings, free referral services to families seeking child care and quality improvement assistance to child care businesses. CCSA's T.E.A.C.H. Early Childhood® Project provides educational scholarships to early childhood educators in every North Carolina county and is licensed in 20 other states. The Child Care WAGE\$® Project provides salary supplements to child care providers throughout the state and is licensed in three other states. For more information, visit www.childcareservices.org.

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