



**NEPA**

Working through COVID 2021

# BEST PLACES TO WORK

**TIMES LEADER MEDIA GROUP**

Thursday, December 23, 2021





# Building Blocks keeps educators focused and happy

By Kevin Carroll  
kcarroll@timesleader.com

With over 800 families served in 12 locations across the county, there's a lot going on at Building Blocks Learning Center.

In his 13 years with the early-learning company, chief administrative officer Lake Ryan Gemzik knows it's about more than just education at Building Blocks.

"It's about creating an experience for these children," Gemzik said. "It's also about creating an experience for our educators and keeping them happy and focused."

The experience is clearly working for the staff — Building Blocks was named as one of the Times Leader's "Best Places to Work" for 2021.

"Working here has made such a great impact on me," Gemzik said. "It's an honor for Building Blocks to be recognized as one of the best places to work."

The employees at Building Blocks, from teachers to administrators, are tasked with quite the job: taking children as young as six weeks old into their care and providing the appropriate setting for the children to learn and grow in a number of different ways.

Building Blocks currently has 122 teachers on staff, according to Gemzik, with each teacher focused on their own particular age group at each of the school's locations.

Far from just a preschool setting, Building Blocks serves children all the way through the age of 12.

"We keep the kids grouped by age to avoid causing issues for our teachers," Gemzik said. "We want the children to have a consistent experience."

Part of that experience has always been making sure that each student feels healthy and safe while at Building Blocks, an approach that put them ahead of the curve when confronted by the challenges brought by COVID-19.

"COVID-19 definitely challenged us, but we were already so focused on washing hands and keeping healthy," Gemzik said. "It seemed like such a headache at first, but I have a different perspective now. ... Our staff has done such a great job."

All in all, Gemzik said he's happy with the job the school has done for hundreds and hundreds of area children, and he's happy with how the job has afforded him opportunities like the chance to go back to school.

"This place allows for such a great work/life balance," he said. "I'm so lucky to be in such a great place."



## VOTED ONE OF THE BEST PLACES TO WORK

Heartfelt appreciation to the staff and volunteers at VIM for working diligently through the pandemic to provide FREE healthcare services to the underserved in our community.

VIM is always in need of additional volunteers to help with the demand of services by our low income neighbors.

Please call 570-970-2864 or fill out an application on [www.vimwb.org](http://www.vimwb.org).

 **Volunteers in Medicine**  
*Helping Hands, Caring Hearts*

190 North Pennsylvania Avenue • Wilkes-Barre, PA 18702  
570-970-2864 • [www.vimwb.org](http://www.vimwb.org)







**NEPA** **Working through Covid 2021**  
**BEST PLACES TO WORK**  
**TIMES LEADER MEDIA GROUP**

**PLATINUM WINNERS**

Action Lift  
Berry Global Inc  
Building Blocks Learning Center  
CAN DO, Inc  
Coal Creative  
Commonwealth Health EMS  
Fastenal Company  
Gerrity's

Jack Williams Tire Company, Inc  
Lehigh Valley Hospital-Hazleton  
Lewith & Freeman Real Estate  
Marywood University  
McCarthy Tire Service  
Pepperjam/Partnerize  
Pride Mobility  
Procor Pest Control  
Prudential Financial

Rosenn, Jenkins & Greenwald, LLP  
Step by Step  
Sundance Vacations  
The AZEK Company  
The Lands at Hillside Farms  
The Wright Center for Community Health  
US Hydrations  
Wilkes Barre Price Chopper

**GOLD WINNERS**

Allied Services Integrated Health System  
Benco Dental  
Berkshire Hathaway Guard Insurance  
Beyond Behavior Consulting  
Choice One Community Credit Union  
CornellCookson LLC  
Diamond Manufacturing  
Elan Gardens

ENX2 Marketing  
FNCB Bank  
Gardens at Tunkhannock  
Geisinger Wyoming Valley Medical Center  
Golden Technologies  
Institute for Human Resources and Services  
Keystone Automotive  
LSEO

Luzerne County 911  
Mohegan Sun Arena  
Nataupsky Family Dentistry  
Penn State Wilkes-Barre  
Schott Glass North America  
UFCW Federal Credit Union  
United Methodist Homes Wesley Village  
Volunteers in Medicine

**SILVER WINNERS**

Bayada Home HealthCare  
Best Chiropractic Services, LLC  
Best Cigar Pub  
Blue Cross/Highmark  
Bonner Chevrolet  
Café Rinaldi  
City of Wilkes Barre  
Citymark FCU

Crabby Ron's  
Driscoll's Home Center  
Fidelity Bank  
Greater Pittston Urology  
HomeOwner Funding  
Martz Group  
Metz Culinary Management

Performance Kia  
Ecumenical Enterprises Inc  
St Nicholas/St Mary's School  
The Woodhouse Day Spa  
Tobyhanna Army Depot  
Valley ENT  
Veterinary Referral & Emergency Center  
Newfold Digital



# Employees are core of business at Fastenal

By Ryan Evans  
revans@timesleader.com

**JESSUP** — For Marcelo DeSousa and his team at Fastenal in Lackawanna County, it's the culture of the company that makes them a Best Place to Work.

DeSousa, 51, migrated to America at the age of 12, settling in "South Jersey" as he puts it. While attending school, he got a job at UPS which lead to the beginning of his career in management. He would then go on to work with DHL, which saw him move around the country a lot. He says he, "wanted to get back a bit closer to home, to South Jersey" so when the position he's at now opened up, he jumped on it.

In the decade since, Fastenal's Jessup/Olyphant location has only expanded, not just in its physical size, but in its commitment to its employees.

DeSousa, who serves as Regional Operations Manager, was very proud to point out numerous facts about his team, from their dedication in working through the pandemic, their adaptation and overcoming adversity and the numerous incentives and on-site luxuries his employees have at their disposal.

See 'FASTENAL' | 6



Ryan Evans | Times Leader

Regional Operations Manager Marcelo DeSousa says that historically, Fastenal doubles in size every 5 to 7 years, and while high-technology innovation and automation are apparent throughout the extensive facility, it was the smiles on the faces of workers, the way DeSousa greeted everyone he made eye contact with, that made it evident that the core of Fastenal, is its people.



GARY M. NATAUPSKY, D.M.D., F.A.G.D.  
JASON G. NATAUPSKY, D.M.D.  
CHRISTA MUSTO COLAIZZI, D.M.D.  
BRITTANY N. LAHODA, D.M.D.

**FOR VOTING US BEST PLACE TO WORK  
FOR THE 3RD YEAR IN A ROW!**

*Thanks*

**NATAUPSKY FAMILY DENTISTRY**  
OUR FAMILY CARING FOR YOURS FOR OVER 75 YEARS

570.331.8100 | Riverside Commons  
575 Pierce St., Suite 201 | Kingston





Ryan Evans | Times Leader  
Fastenal's gym and basketball court area also lead to a break room (doors to the right) which houses snacks, drinks, table games and the numerous plaques enshrined with the names of standout employees.



Ryan Evans | Times Leader  
Regional Operations Manager at Fastenal's Jessup/Olyphant location Marcelo DeSousa receives the company's NEPA: Best Places to Work certificate. DeSousa credits his team - and their culture - with making his place a top-notch employment center. With ever expanding fields, endless incentives for employees and a culture that does truly care, it's easy to see how Fastenal won this award.



**Thank you to Wilkes-Barre City's Police, Fire, Health, Public Works, and City Hall Employees for your tireless work throughout the COVID-19 pandemic. Your efforts are keeping our City safe and are helping to revive our community.**

*Mayor George C. Brown*



## FASTENAL from 4

Fastenal proudly boasts its School of Business, flanked by the 'Opportunity' sign that hangs over the doorway. Lecturers from around the nation come by and train the next generation of current employees who will step into its leadership positions. Employees can also earn bonuses, be named "Employee of the Month," utilize the full gym (although it is currently closed due to COVID-19 protocols) or enjoy the basketball court, which is quite a popular hangout during NBA Playoffs or NCAA March Madness. DeSousa even mentioned a time they delivered a brand-new grill to a standout employee.

"What we've worked through the years is basically our culture," DeSousa says. "Just making sure that the people that are here are the right people to be here, to be part of the team, to work together, to have the ambition, to fulfill that growth through customer service, follow our cultural values of innovation and ambition with the integrity and teamwork. It really just comes down to the culture, it comes down to the people."

Even when they were named an essential business, DeSousa was proud to say, "We never missed a day of work here. We learned a lot about ourselves, a lot about our innovation and how to change,



Ryan Evans | Times Leader

In addition to the School of Business, employees can also earn bonuses, be named "Employee of the Month", utilize the full gym (although it is currently closed due to COVID-19 protocols) or enjoy the basketball court, which is quite a popular hangout during NBA Playoffs or NCAA March Madness. DeSousa even mentioned a time they delivered a brand-new grill to a standout employee.

## Personal Chiropractic Services & Rehabilitation

Dr. Kelley Best

### CBD-Infused Topical Analgesics

### Treating

- Work and Auto Injuries
- Sciatica
- Back and Neck Pain
- Headaches
- Muscle Spasms
- Fibromyalgia

274 Susquehanna Ave., Wyoming  
570-609-5370



### SAFE AND REMARKABLE PAIN RELIEF

Muscle & Joint Pain • Arthritis •  
Backaches • Sprains

No Concerns About THC or Positive Drug Tests



NEPA Working through COVID 2021  
**BEST PLACES TO WORK**  
TIMES LEADER MEDIA GROUP



adapt, and really figure out how we were going to support the community, the companies out there, but primarily, the medical field.”

Fastenal was able to provide for the local community and the medical field as a whole with masks and gloves while delivering other essential supplies that were in short supply at the time. Fastenal was, “there for them,” as DeSousa said, “and now we have actually branched out and have accounts within the medical field where they completely rely on us.”

DeSousa says that historically, Fastenal doubles in size every 5 to 7 years, and while high-technology innovation and automation are apparent throughout the extensive facility, it was the smiles on the faces of workers, the way DeSousa greeted everyone he made eye contact with, that made it evident that the core of Fastenal, is its people.



## NEPA BEST PLACES TO WORK

Working through COVID 2021

TIMES LEADER MEDIA GROUP



Ryan Evans | Times Leader

Fastenal proudly boasts its School of Business, flanked by the 'Opportunity' sign that hangs over the doorway. Lecturers from around the nation come by and train the next generation of current employees who will step into its leadership positions.

**ACTION LIFT**  
MATERIALS HANDLING SPECIALISTS

*Thank You*

FOR VOTING ACTION LIFT AS ONE OF THE BEST  
PLACES TO WORK IN NEPA!



We salute our employees for their hard  
work & dedication to making  
Customer Support Our #1 Priority.

Together, we look forward to a  
successful future providing the best  
material handling products and services  
throughout NEPA.

**SALES – SERVICE – RENTALS – PARTS – TRAINING – DOCK & DOOR INSTALLATION**

**1 Memco Drive, Pittston | 570-655-2100 | ActionLiftInc.com**



# come work with us!

Be an essential  
part of your  
community and  
Mom's family!

## Benefits we offer

### Full Time:

- Paid Personal Time
- Health Benefits
- Dental / Vision
- Disability
- Life Insurance

### All Positions:

- Competitive Pay
- Paid Vacations
- 401K w/ Match
- 5% Employee Discount

## Positions:

### Full Time Openings:

- |                   |                    |
|-------------------|--------------------|
| • Bakers          | • Grocery          |
| • Cake Decorators | • Loss Prevention  |
| • Meat Cutters    | • Maintenance      |
| • Cooks           | • Scan Coordinator |

### Part-Time Openings:

- |             |            |
|-------------|------------|
| • Deli      | • Delivery |
| • Produce   | • Grocery  |
| • Front-end | • Bakery   |

## What our team has to say

*"I would recommend Gerrity's to anyone who is searching for a job that gives you the satisfaction in knowing you are a valued employee."*

~ Donna - 8 years of service.

*"Working at Gerrity's is a great opportunity to interact with customers & co-workers. Co-workers are great, like family."*

~ Sharon - 11 years of service

*"Over my 22 years of employment at Gerrity's, never once have I had a problem or concerns that management has not gone out of their way to help me with."*

~ Betty - 23 years of service

Go to **Gerritys.com**  
to become  
an essential part  
of Mom's family.





# MOM LOVES YOU BEST!



**Gerrity's thanks the voters  
for ranking us one of NEPA's  
“BEST PLACES TO WORK”**

## Who We Are

At Gerrity's, we take great pride in being one of the largest employers in Lackawanna & Luzerne County. We are committed to providing a caring environment for our local community and opportunities for growth to our talented workforce. As a Family owned and operated Company, we make it our goal to recognize our employees for their outstanding commitment and dedication to our customers.

*At Gerrity's, we're committed to our community of Northeast Pennsylvania...*

*...As a grocery store dedicated to freshness, fairness and maintaining the highest quality standards.*

*...And as an employer, creating a great place to work, achieve and build futures.*

*We're **Gerrity's Supermarkets**, one happy, healthy, growing family—satisfying a need, with a will to succeed, and caring for everyone.*

*Join us as we continue to strive to exceed your expectations!*

—Joyce "Mom" Fasula  
President



**Gerrity's**   
supermarkets



# Golden Technologies four decades of excellence

By Ryan Evans  
revans@timesleader.com

**OLD FORGE** — According to a statement from Golden Technologies, the company is not one of the best places to work in Northeastern Pennsylvania as it was voted by Times Leader readers.

It's THE best place to work.

Golden Technologies, founded in 1985, has continued on for nearing four decades now, as a family-owned and operated company. Their motto, “build it right the first time,” has been the focus of the company since its inception.

As stated on its website, “We are proud to be the world’s leading manufacturer of power lift recliners, power wheelchairs, and mobility scooters.” And that commitment is evident, given the great satisfaction the company’s

employees take in its “superb craftsmanship and lasting durability” of its line of products.

But it's not just the products and services offered that have brought Golden Technologies this recognition. It's the dedication of the company, during the most tumultuous of times, to be able to continue to provide its products to those who need them. Golden Technologies stayed open – and it still is – throughout the course of the pandemic, in the most uncertain times surrounding the virus. As an “essential business,” the company was able to adapt to the changes in the most optimistic of manners.

According to President and CEO Rich Golden, “Under unprecedented conditions, each team member in production and traffic, customer and technical service, accounting

and sales showed up day after day and did everything they could to continue to provide customers with the power lift recliners and mobility products they so desperately needed.”



Courtesy of Chris Carroll | Golden Technologies Director of Marketing  
As employees walk out of Golden Technologies in Old Forge, they see this ‘thank you for another great day.’ A reminder, perhaps, of how they’re working to provide those in need with necessary home medical equipment, simultaneously enhancing their lives and improving them.

VOTED AS ONE OF THE

## BEST PLACES TO WORK

IN NORTHEASTERN PENNSYLVANIA



**DRISCOLL'S HOME CENTER**

# JOIN OUR TEAM!

**TEAMWORK + HEART + INNOVATION  
+ NEIGHBORLINESS + KNOWLEDGE**

HIRING FOR ALL POSITIONS IN  
WEST PITTSBURGH & OLD FORGE

APPLY AT [WWW.DRISCOLLSHOMECENTER.COM](http://WWW.DRISCOLLSHOMECENTER.COM)  
SCAN QR CODE FOR APPLICATION








Courtesy of Chris Carroll | Golden Technologies Director of Marketing

Golden Technologies, founded in 1985, has continued on for nearing four decades now, as a family-owned and operated company. Their motto, 'build it right the first time,' has been the focus of the company since its inception.



Courtesy of Chris Carroll | Golden Technologies Director of Marketing

Golden Technologies understands that its team members are central to getting things done. In the midst of the pandemic, they opened a new 170,000-square-foot warehouse with state of the art equipment, increased minimum wage and instituted new training programs to ensure employee growth and efficiency. Furthermore, they found time to give back to the community, donating a luxury power lift recliner to The Arc of Northeastern Pennsylvania and took the time to sew masks for residents and medical professionals and local hospitals.

In fact, in order to be better equipped to respond to the immediate needs of its customers, Golden opened a new 170,000-square-foot distribution center. The new center houses state-of-the-art equipment, but they didn't stop there. Golden also saw to it that workers would be ensured increased minimum wages, as well as new office spaces and cohesive training programs designed to increase efficiency.

Golden Technologies is also involved in its community, and Northeastern Pennsylvania as a whole, often giving back whenever possible. Most recently, the company donated a luxury power lift recliner to The Arc of Northeastern Pennsylvania, in order to provide comfort in their day programs, where they "protect and promote the rights of people with intellectual and developmental disabilities," according to Golden Technologies' website.

Golden has also utilized its own sewing equipment to manufacture masks for not only the community, but for local hospitals and medical professionals.

Golden was recently honored by The Greater Scranton Chamber of Commerce with two SAGE Awards, Scranton Awards for Growth and Excellence, winning Business of the Year and the IMPACT Award for People & Culture. The SAGE Awards recognize the outstanding efforts, talent, creativity and innovation in Northeastern Pennsylvania.

As summarized by Rich Golden, "We are proud of receiving recognition as a business that has gone above and beyond in responding to the COVID-19 crisis in terms of creativity, adaptation, and perseverance to ensure the well-being of its team members. We are very proud of these awards and recognition by our community."

And it's not hard to imagine that the community is proud to have Golden Technologies.



Courtesy of Chris Carroll | Golden Technologies Director of Marketing

Golden Technologies' employees take great satisfaction in their work, according to a release from the company. Given their slew of recent awards – including being recognized as a 'Best Place to Work' – it's easy to see the dedication and hard work of its team members. They say it's a 'best place to work' but that it's 'the best place to work.'



# coalcreative

**PLATINUM WINNER!**



**NEPA**

Working through COVID 2021

## **BEST PLACES TO WORK**

**TIMES LEADER MEDIA GROUP**



video



web



design



social



strategy



events

**(570) 212-9586 | [team@coalcreative.com](mailto:team@coalcreative.com)**

learn more about our team at [www.coalcreative.com/team](http://www.coalcreative.com/team)





As a creative agency, the talent and abilities that our team brings to the table are **everything**.

Throughout 2021, Coal Creative adapted to changing conditions while empowering our team members to do incredible work, ensuring they felt supported on a day-to-day basis.

As a result, our team continues to grow, and we have expanded our services to better serve our collaborators and our community.

Thank you to Times Leader for once again honoring us with the highest recognition as one of the Best Places to Work.

**It truly means so much.**

*-Holly K. Pilcavage*  
**CEO, coalcreative**







# MAKE YOUR MARK

Making your mark is about discovering your passion and realizing your purpose.  
It's about learning to live responsibly and creating a better world locally,  
nationally, and globally.

Marywood is embarking on a daring future, committed to continued success.  
We have created a bold vision for the future, which reinforces our strong  
commitment to putting students first in everything we do.

**M** Marywood  
UNIVERSITY

[marywood.edu](http://marywood.edu)





# MAKE YOUR MARK

Marywood University offers a college experience characterized by high-quality programs that are led by faculty and staff who care about your success from day one.

Ranked #25 Best Value School by *U.S. News & World Report's* Best College ranking, Marywood is a great, centrally-located option for students in Northeastern Pennsylvania looking to stay closer to home.

Choose your passion from more than 50 undergraduate majors and more than 30 graduate programs, including 20 high-demand health and wellness programs and several five-year master's degree program options.



## Campus Life at Marywood

Create your own college experience by participating in one of our 100+ clubs and organizations, 22 NCAA D3 varsity athletic teams, a newly launched esports program, as well as 25 intramural and club sports.



[marywood.edu](https://marywood.edu)





# LEWITH & FREEMAN REAL ESTATE, INC.

*Thank You*

TO OUR L&F REALTOR COMMUNITY  
FOR VOTING LEWITH & FREEMAN  
AS A PLATINUM WINNER IN THE  
NEPA BEST PLACES TO WORK

Kingston: 570.288.9371  
Shavertown: 570.696.3801

Mountain Top: 570.474.9801  
Wilkes-Barre: 570.822.1160

Hawley: 570.390.7305  
Scranton: 570.207.6262

Clarks Summit:  
Drums:



An  
50



Che  
69





Realtor® Sales Professionals



PA State  
Certified  
Appraiser

570.585.0600  
570.788.1999

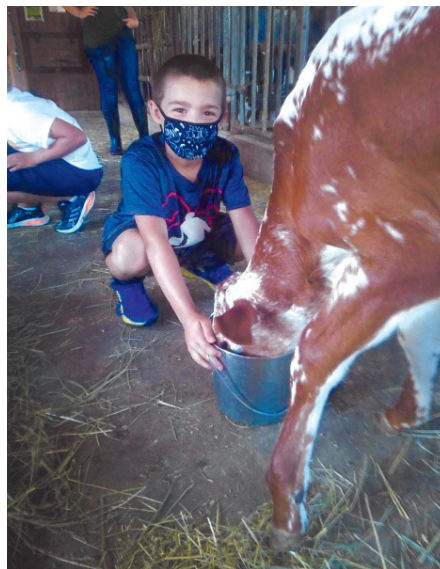
Hazle Twp: 570.501.7575  
Honesdale: 570.616.0645

WWW.LEWITH-FREEMAN.COM



# THE LANDS AT HILLSIDE FARMS

We are deeply grateful to those who voted for The Lands at Hillside Farms. Working at The Lands is a lifestyle in which you work intensely and then, when your work is done, you volunteer your other waking hours. The Lands consists of a team that completes the impossible through the sacrifice of time and self. More than a place, it is a family with a goal that will mostly be achieved long after the current team is gone, providing a piece of the sustainability puzzle that will benefit generations to come.



The Lands at Hillside Farms is a historic, 430-acre, nonprofit educational dairy farm created to teach life choices that are healthy, logical, and sustainable.



65 HILLSIDE ROAD  
SHAVERTOWN, PA 18708

[WWW.THELANDSATHILLSIDEFARMS.ORG](http://WWW.THELANDSATHILLSIDEFARMS.ORG)





# THE LANDS AT HILLSIDE FARMS

The Lands at Hillside Farms is a historic, 430-acre, nonprofit educational dairy farm created to teach life choices that are healthy, logical, and sustainable.

When you purchase our products ...



You are supporting our farm-based educational and animal-assisted activities for our region's vulnerable youth.

You are helping a child attend Children's Grief Camp, which provides grief related activities and services to children.

You are providing food and veterinary care for our 60+ "co-therapist" animals in our care



65 HILLSIDE ROAD  
SHAVERTOWN, PA 18708

[WWW.THELANDSATHILLSIDEFARMS.ORG](http://WWW.THELANDSATHILLSIDEFARMS.ORG)



Find us on



and







**BECOME A PART OF A  
BEST PLACE TO WORK!**



**NEPA**

**Working through Covid 2021**

**BEST PLACES TO WORK**

**TIMES LEADER MEDIA GROUP**

**THE INSTITUTE FOR HUMAN RESOURCES AND SERVICES IS CURRENTLY HIRING:**

**DIRECT SUPPORT PROFESSIONALS**

The primary responsibility is to assist adults with intellectual disabilities in their homes. Full-time and part-time positions are available. The base rate is \$16.50 per hour and \$17.00 per hour after the training period. All training is paid. Applicants must possess a valid PA driver's license and a high school diploma or equivalency.

**AND MULTIPLE OTHER POSITIONS!**

**PROGRAM SPECIALISTS | ADMINISTRATIVE ASSISTANT | TRAINER | CERTIFIED INVESTIGATOR**

**CONTACT US TODAY TO LEARN MORE AND BECOME A PART OF A TEAM MAKING A DIFFERENCE!**



250 Pierce Street, Suite 301  
Kingston, PA 18704  
sweiss@ihrser.com  
570-288-9386 | [www.ihrser.com](http://www.ihrser.com)  
**EQUAL OPPORTUNITY EMPLOYER**



# ABOUT

The Institute for Human Resources and Services, Inc., has existed since 1975, serving people with intellectual disabilities. The IHRS serves approximately 78 clients and operates 23 Community Living Arrangements ("CLA") and one Community Residential Rehabilitation home ("CRR") in Luzerne County. Our program specialists and administrative staff possess years of experience in meeting the needs of our clients in comfortable residential-type settings. It is our ultimate goal to continue to meet the needs of those individuals entrusted to our care. Each CLA and CRR has a full complement of staff specifically tailored to meet the individual needs of each client. In 1995, the IHRS received an adoption license and has since affiliated itself with the StateWide Adoption Network ("SWAN") program. As such, the IHRS is licensed to pursue an adoption to finalization. The IHRS also assists individuals in becoming certified foster parents through our foster care program. The IHRS also offers emergency placement and emergency respite services and operates a licensed foster care/adoptions and family services agency that services Luzerne, Lackawanna, and Monroe counties.

The IHRS has a proven record of providing quality care to individuals with intellectual disabilities. We are hopeful that we may continue to provide these services to the community for years to come.

## MISSION STATEMENT

The IHRS's mission is to provide a homelike atmosphere within a semi-structured community setting that enables consumers to attain their individual potential. This includes supporting the consumers in their everyday lives by providing them with a choice, control, stability, and freedom.

Integral to this mission is the direct care professional's support of each individual's personal and social development. This support includes ensuring that the consumers have access to quality care and services, as well as the opportunity to make choices on their own and form healthy relationships within the community.

The direct care professionals will act as mentors to the consumers so that they may achieve success as contributing members of the community.

## WE PROVIDE FOSTER CARE, ADOPTION SERVICES, AND COMMUNITY LIVING IN LUZERNE COUNTY, PENNSYLVANIA

The IHRS is licensed according to the standards set by the Office of Children & Youth and Office of Developmental Programs of the Pennsylvania Department of Human Services.

The IHRS also offers emergency placement and emergency respite services and operates a licensed foster care/adoptions and family services agency that services multiple counties through Northeastern Pennsylvania.

We are a private, non-profit tax-exempt corporation organized in 1975 under the laws of the Commonwealth of Pennsylvania.

Our charter promotes the psychological, social, and educational well-being of the children and adults the agency serves.

Our goal is to assist each individual to live in the least restrictive environment and develop his or her potential to the fullest on the basis of need, without discrimination as to race, creed, religion, color, national origin, gender, marital status, handicap, or age.

It is our policy to ensure that all persons are treated equally and no adverse distinctions be made as to services, compensation, training, or opportunities for advancement.



## COMMUNITY LIVING

The Institute's Community Residential Rehabilitation ("CRR") and Community Living Arrangements ("CLA") provide services to approximately 78 clients with intellectual disabilities as well as mental health disorders as an alternative to institutionalization.

Each of our 23 CLA's and one CRR is licensed by the Pennsylvania Department of Human Service's Office of Developmental Programs.

Our clients are encouraged to participate in a number of local programs, including Step by Step, United Rehabilitation Services, Creating Unlimited Possibilities and others.



**250 Pierce Street, Suite 301  
Kingston, PA 18704**

**Phone 570-288-9386 | Fax 570-288-9112**



**Office Hours: Monday through Thursday: 8:30 a.m. to 4:30 p.m. | Friday: 8:30 a.m. to 4 p.m. | Saturday and Sunday: Closed**

81002503





**Join Our #1 Caring Team!**



**Start @ \$16 per hour &  
\$2,000 Sign-On Bonus!**

**Voted Best Place to Work in NEPA  
5 Years in a Row!**

*Step By Step, Inc. has been providing support to children and adults in Pennsylvania with intellectual disabilities, physical disabilities, autism, mental health disorders, and/or substance use disorders since 1977.*

**Apply Online:  
[StepByStepUSA.com/Careers](http://StepByStepUSA.com/Careers)**

# Employees at heart of Allied Services Integrated Health System for 60 years

By Bill O'Boyle  
[boboyle@timesleader.com](mailto:boboyle@timesleader.com)

SCRANTON — Judy Oprisko, Vice President/Human Resources & Compliance at Allied Services, said employees there have always been at the heart of what has made Allied Services Integrated Health System so special for more than 60 years.

“The pandemic simply made us refocus on how we reinvest in our people, from increased pay rates and double pay for overtime in our skilled nursing homes, to tuition reimbursement and support for advanced clinical training, to ‘make your own schedule’ to support single parents and those who have spouses who work challenging schedules, so they can also support their family needs,” Oprisko said.

“Because we provide so many different levels of care, in dozens of settings and hundreds of homes across the region, we focus on employee engagement from the start of employment with our healthcare system and continue to follow our new hires with regular interaction, as we truly value their feedback.”



Judy Oprisko, Vice President/Human Resources & Compliance at Allied Services. Submitted Photo

Allied Services Integrated Health System is the region's leading nonprofit provider of healthcare and human services for people with disabilities, life-changing injuries and chronic illness.

Oprisko added, “We invest in our employees: We offer scholarship opportunities, tuition reimbursement and continuing education opportunities to help our employees continue to advance their careers and families.”





James

Oprisko said RNs and LPNs who received their license in the last three years are eligible for student loan repayment of up to \$20,000 paid over a 5-year period. And any full-time or part-time employee attending nursing school is eligible for up to \$2,000 per year in nursing scholarships.

Effective Jan. 1, 2022, there is enhanced tuition assistance for all Allied Services employees. After six months of employment, Allied Services employees are eligible for up to \$5,000 per year tuition reimbursement for training or course at an accredited university, college, business school, vocational institution or other facility recognized by Allied Services.

Starting in 2022, Allied Services employees, both full-time and part-time, will be eligible for a Lackawanna College Business Partners Scholarship. The scholarship program provides up to \$5000 in tuition support per year from Allied Services with the remaining balance covered by Lackawanna College.

#### **Opportunities for every stage of your career**

Allied Services workforce is as diverse as the community it serves. Allied's employees include students, new graduates, retirees, veterans, professionals and single parents. The workforce includes: mental health workers; food service workers; home health aides; social workers; resident assistants; direct care workers; custodians; personal care attendants; certified nurse aides; maintenance workers; service coordinators; direct support professionals; registered nurses; licensed practical nurses; physical therapists; occupational therapists; and speech therapists.

See 'ALLIED' | 26

**THANK YOU FOR VOTING FOR US!**

*One of the Best Places to Work*



 **UNITED METHODIST HOMES**  
Wesley Village Campus

We're committed to giving our employees a safe, inclusive, family-like work environment. Competitive Pay, Generous Benefits, Tuition Forgiveness for RNs and LPNs, and more!

**VISIT [UNITEDMETHODISTHOMES.ORG/EMPLOYMENT](https://www.UNITEDMETHODISTHOMES.ORG/EMPLOYMENT) TO VIEW OUR CURRENT OPPORTUNITIES!**





**THE RIGHT WAY**  
*— that's —*  
**THE WILLIAMS WAY**

**THANK YOU**

— for Voting Us —  
**Best Place to  
Work in NEPA**



**(570) 414-7198**  
**JWTire.com/Careers**



**JW**

# THE RIGHT WAY — that's — THE WILLIAMS WAY

**2ND  
YEAR  
WINNER**  
Best place to  
work in NEPA

# COME JOIN OUR TEAM!

Over 90 years and still growing!  
Jack Williams is committed to  
developing each employee's  
skill set and growth.

## ALL POSITIONS

**CORPORATE • RETAIL • WAREHOUSE  
EQUIPMENT • SALES**

- WEEKLY PAY
- COMPETITIVE RATES
- REFERRAL BONUS
- EMPLOYEE DISCOUNTS
- IN-HOUSE TRAINING
- GREAT BENEFITS

**39** retail locations

**ELEVEN**  
warehouses



Serving  
**FIVE  
STATES**



**5,000**  
wholesale relationships



**850+**  
employees

**6**  
BRANDS



**(570) 414-7198**  
**JWTire.com/Careers**

**JW JACK WILLIAMS**  
TIRE COMPANY, INC



## ALLIED from 23

Employees have the ability to change career fields, advance their career or change care setting all without leaving the organization they love working for. Allied's continuum of care includes home health, in-home services, behavioral health, developmental services, vocational training, hospice, palliative care, skilled nursing, inpatient rehab, outpatient rehab, transitional rehab, personal care. For example, a nurse can choose from nine different care settings. The continuum of care allows employees to find the right care setting, role, shift, and schedule, to suit their interests, needs and goals.

Allied Services has more than 50 physical locations in Berwick, Blakely, Carbondale, Clarks Summit, Covington Township, Dallas, Dickson City, Dunmore, Kingston, Mountain Top, Mount Pocono, Nanticoke, Pittston, Pottsville, Sayre, Scranton, Stroudsburg, Taylor, Towanda, Tunkhannock, Wilkes-Barre and Williamsport. Allied's home-based programs such as In-Home Services, Hospice and Palliative Care reach patients and consumers in over 23 counties in Northeastern and Central Pennsylvania.

Allied is nationally ranked for its patient care: Allied Services employees can be proud of the care that they provide for their patients and residents. Allied's facilities have earned national rankings for long-term care, short-term rehab, inpatient rehab and home health. This is thanks to investments in our staff and in cutting-edge rehab technology not available at other facilities within the region. For example,

See 'ALLIED' | 29



McAndrew

We are honored to be  
among the Times Leader's

— 2021 NEPA —

**BEST PLACES  
TO WORK**  
GOLD AWARD RECIPIENTS



Berkshire Hathaway GUARD is also honored that this award was chosen in part by its employees.

Over 95% of our staff have been working remotely during the coronavirus pandemic. We continue to grow and currently employ over 950 staff members, the majority of whom live locally.

We are proud to contribute to the future of the Wyoming Valley.

**Join our team!**

Apply online for a career with GUARD today:

[www.guard.com/careers](http://www.guard.com/careers)



# Employees deserve the award at Hillside

By Ryan Evans  
revans@timesleader.com

SHAVERTOWN — For Chet Mozloom, executive director of The Lands at Hillside Farms, the award is misinterpreted.

It's not "Best Places to Work" that brings pride, but rather "Platinum Employees" that keep the ever-evolving doors of the place open and welcoming to all its visitors.

Hillside is a place where "old school labor," as Mozloom calls it, meets modern practices and community service. Whether you're simply bringing the kids for ice cream, participating in one of the numerous educational programs, know of a child participating in Grief Camp or just tuning into the new podcast, it's plain to see how old-world meets new-world.

"It's an 'employer' award, but I really do think, and I'm not just saying this, it should be 'platinum employee', because it is not an easy place to work at. For many of our jobs it's even physically – I mean it's a farm – it's not just for show. You've got people who work all hours of the night," Mozloom says, and the other workers who spoke with a reporter were in agreement.

Caitlin Meehan, 27, has been at Hillside for about five years now.

Inspired to apply by her sister who worked in the ice-cream parlor, Caitlin started as a graphic design intern from Misericordia University, and gained



Ryan Evans | Times Leader

People visiting Hillside Farms may often forget — amongst the goats, alpacas, chickens, cows and ice-cream — that they're at an institution that is constantly growing and evolving, and working to give back to its community.

full-time employment. When asked what makes Hillside a great place to work, she said, "I think it's the environment. You're outdoors, and with being outdoors and around the animals, I think you have a chance to be a little more creative."

She was quick to point out how her job may have her designing flyers or brochures one minute, decorating for a party the next, and then taking pictures of some rather photogenic alpacas after that. She also handles the podcast duties and whatever else is needed.

Troy Pensak has been at Hillside since he was 17. Now five years into his time at Hillside,



Courtesy of Suzanne Kapral | Hillside Farms  
Director Marketing and Development

Processing Manager John Shorts has been at Hillside for 40 years and is happy to receive almost immediate "positive reinforcement" from customers. "You get instant feedback from the customers," he says. "You're in the backing making (food) and you go out front and you can see the response to what you're making."

Pensak is the farm manager. His days are long, and after listing out his extensive morning duties to a reporter, Mozloom jokingly added, "Then the work starts."

Pensak says it's really the "freedom aspect of it all", that makes Hillside an enjoyable endeavor. "You know what you need to get done and there's nobody behind your back pressuring you to do so. There's a lot of trust."

He also mentioned how willing other employees are to help out. "They'll drop everything to help you out."

With four decades at Hillside, Processing Manager John Shorts talked about the positive reinforcement he and his team receive from customers.



The Lands at Hillside Farms

Ryan Evans | Times Leader



## HILLSIDE from 27

"You get instant feedback from the customers. You're in the back making (food) and you go out



Courtesy of Suzanne Kapral | Hillside Farms  
Director Marketing and Development

Troy Pensak began working at Hillside Farms at just 17. Five years later, he's farm manager. He says it's the "freedom aspect of it all," that makes Hillside a great place to work. That, and the willingness of all the employees to help one another out.

front and you can see the response on what you're making," he said. "It's positive reinforcement for us in the back that we're doing a good job."

And more often than not, Shorts and his team find that they're doing a great job. Shorts came from a factory job, one that he did not enjoy. Now, he gets to cook, enjoy a short commute and oversee whatever might else might be needed.

As Mozloom says, "It's all hands on deck."

And it's all of this mutual work that goes into Hillside that allows for it to be so much more than just a farm.

Mozloom says he and his employees are "cult-ish", with a chuckle.

"There's an odd freedom," he said. "The hours are long, but they're extremely diverse."

Mozloom has been at Hillside since 2006, and his time has offered this perspective: "I think it's just a culture. After hiring over 15 years, you end up with these people that are really just hardcore workers that are passionate about

their jobs. I can only say that I really appreciate the employees and for whatever reason, our turnover rate is like, ultra-low, almost zero.

"Everybody just works so hard, they really do."



Ryan Evans | Times Leader

Chet Mozloom, left, said its, "Platinum Employees", such as Caitlin Meehan, right, that make The Lands at Hillside Farms a wonderful place to work at. With dedicated, passionate workers at the ready, Hillside offers a "culture" on top of employment.

# GO FOR THE GOLD!

Build a more rewarding career at Benco Dental. We're proud to be a Gold winner in the Times Leader Media Group's NEPA Best Places to Work.

Find your future at [benco.com/careers](https://benco.com/careers) and apply today.

**BencoDental**

DRIVING DENTISTRY FORWARD



## ALLIED from 26

Transitional Rehab Units in Scranton and Wilkes-Barre consistently earn U.S. News & World Report's Top-Performing Award for Short-Term Rehab.

Allied provides life-sustaining and life-enhancing care: A mission that makes work rewarding for our employees. As a not-for-profit corporation, we work to advance the health, independence and life quality of our consumers and of the people of our region. Whether in our rehabilitation hospitals, our skilled nursing facilities, our behavioral health program, developmental disability program, home care, specialty or vocational programs, we strive every day to help people reach their fullest potential.

### Reinvesting in employees

Melanie McAndrew, RN, BSN of Jessup is currently Wound Care Nurse at Allied Services Skilled Nursing Center in Scranton. She first joined Allied Services as a CNA and took advantage of the generous tuition reimbursement program to pursue her interest in nursing. Throughout her studies, she had mentors at work that she could learn from. She earned her Bachelors of Science in Nursing in 2020 and was recently promoted to Wound Care Nurse.

"I love the family that I've built with my coworkers and patients. I really fell in love with community at Allied Services.," she said.

April James, RN, MSN, of Kingston, is Director of Nursing and Professional Services at Allied Services Home Health. April joined Allied Services in 2010. She chose Home Health because of the flexibility it could provide

for someone with a busy family. While working full-time, April completed her Masters in Nursing with financial support from Allied Services.

"Working in Home Health allows you to create special bonds with your patients," she said. "You're not just a care provider but also a teacher and an advocate for the patient and their family. You become the main set of eyes and ears in the home, easing communication and limiting confusion between the patient and their physician."

"I love working for Allied Services because I have never felt like just another nurse or a number. They make you feel like family. My supervisor was so supportive while I was a full-time student and full-time nurse."

Reach Bill O'Boyle at 570-991-6118 or on Twitter @TLBillOBoyle.





# Thank You

**TO ALL OF OUR TEAM  
MEMBERS FOR VOTING US  
ONE OF THE BEST PLACES TO WORK! 2021**



**WANT TO JOIN OUR TEAM?**  
VISIT US AT [WWW.METZCULINARY.COM](http://WWW.METZCULINARY.COM)





LEHIGH VALLEY HOSPITAL-HAZLETON

# Platinum Best Place to Work Winner



Thank you for naming Lehigh Valley Hospital-Hazleton as a Platinum Best Place to Work Winner. Join our team of dedicated colleagues who strive to provide the very best care to our community, every day.

**Don't wait. Apply today. [LVHN.org/careers](https://lvhn.org/careers)**



**Lehigh Valley  
Hospital-Hazleton**



# Beyond the Award



Being named as a Times Leader Best Place to Work Platinum Winner is a credit to the nearly 1,000 employees who comprise LVH-Hazleton, who remain focused on the mission to heal, comfort and care.

“This award is 100 percent thanks to our extraordinary LVH-Hazleton team, who shared their support by voting,” says Terry Purcell, President, Lehigh Valley Health Network (LVHN) Northwest Region and President, LVH-Hazleton. “LVH-Hazleton is the leader in local health care. It is a responsibility we do not take lightly.”

The Best Place to Work Award reflects a targeted approach to deliver the best patient experience possible. “We have created an environment where our colleagues thrive, and that helps translate to the experience our patients have,” says Melissa Curto, Vice President, Patient Care Operations, LVH-Hazleton.

LVH-Hazleton has achieved numerous clinical achievements as well, including Healthcare Facilities Accreditation Program (HFAP), Trauma Level IV reaccreditation, Primary Stroke Center designation, Chest Pain Center accreditation and, most recently, Leapfrog Hospital Safety Grade “A.” “These quality indicators help distinguish LVH-Hazleton to a higher standard,” adds Purcell. LVH-Hazleton has undergone a massive transformation complete with a new \$25 million emergency room and all-private newly renovated patient rooms.



*Top, LVH-Hazleton; Bottom, Health & Wellness Center at Hazleton*

The recent announcement of LVHN’s regional Cancer Center on the LVH-Hazleton campus is an indicator of a bright future.

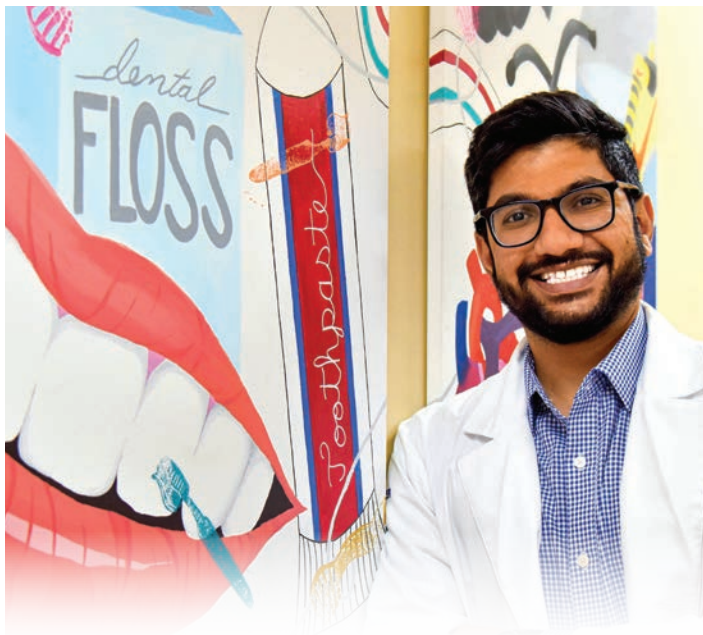
Part of being named Best Place to Work means attracting the best employees to LVH-Hazleton.

---

**Join our award-winning team.**  
Apply today at [LVHN.org/careers](https://www.lvhn.org/careers)







# Thank You!

**To our frontline and behind-the-scenes heroes**

Your passion for your profession and dedication to your patients are unparalleled. We commend you for your unwavering commitment during the pandemic to our mission and the people we serve.

## NEPA's Best Place to Work in 2021

THE WRIGHT  
CENTER  
for  
COMMUNITY  
HEALTH

THE WRIGHT  
CENTER  
for  
GRADUATE MEDICAL  
EDUCATION

THE WRIGHT  
CENTER  
for  
PATIENT & COMMUNITY  
ENGAGEMENT

[TheWrightCenter.org](https://TheWrightCenter.org)





# Wright Center addresses keys to overall good health

## *Recognized for second consecutive year as a 'Best Place to Work' in NEPA*



Wright Center for Community Health physician providers check vital signs and administer COVID-19 vaccinations to residents of Washington West Apartments in Scranton during the height of the pandemic

For almost two years, COVID-19 has tested the limits of our national health care system, the patience of people practicing social distancing, the educational system of countless students and so much more.

At The Wright Center for Community Health, more than 625 employees rallied around the nonprofit's mission, their patients and each other to form a cohesive unit that has been working nonstop to stem the tide of the global pandemic. It shows how teamwork, the saying goes, divides the task and multiplies the success.

Teamwork and passion are why The Wright Center has been voted for the second consecutive year as one of the best places to work in Northeast Pennsylvania, according to a readers' contest in the Times Leader newspaper. The Platinum Award exemplifies the collective work of a team of professionals that has overcome adversity in the profession to care for more than 30,000 patients in Lackawanna, Luzerne, Susquehanna, Wayne, Pike, Monroe and Wyoming counties.

The Wright Center is also an example of what can happen when mission and opportunity intersect with able community partners, such as the Salvation Army, United Way, Bhutanese Community Center, Hazleton Integration Project and many others, for the benefit of underserved communities.

The Wright Center for Community Health is a Federally Qualified Health Center Look-Alike that operates eight primary care practices in Lackawanna, Luzerne and Wayne counties. Thanks to its federal designation, The Wright Center can address barriers to health equity by providing a safety net for comprehensive primary and preventive health care, including medical, dental, mental health, addiction, recovery and infectious disease services, to people regardless of their insurance status, income level or ability to pay.

That mission has been tested during the global pandemic, as demand for coronavirus testing, treatment and vaccination has pushed the growing team of physicians, physicians in-training, providers and staff to the brink.

### THE WRIGHT CENTER for COMMUNITY HEALTH

Overall, The Wright Center's health care community handled 147,107 in-person visits, 42,782 vaccines, 32,361 COVID-19 tests, 17,163 telehealth appointments, 4,213 vaccinations with our mobile medical unit, 729 monoclonal antibody infusion therapies, 341 COVID-19 vaccines for public housing residents and 104 nursing home visits between Jan. 1 and Dec. 1, 2021.

To aid collective advocacy efforts that lift up the communities it serves, The Wright Center for Patient & Community Engagement was formed to dig deeper and assess the negative social and economic determinants of health that affect historically marginalized populations. It is another form of preventive medicine, but needs responsive and data driven instead.

Unhealthy housing, poor access to education, employment status, food insecurity, and societal and cultural factors can significantly influence how well and how long people live. These factors affect a person's ability to make healthy choices, afford medical care and housing, manage stress and chronic conditions, and more.

Patient & Community Engagement conducts project-based work, educational initiatives and outreach across its service area. These efforts include more than 1,250 employee volunteer efforts and 2,500 volunteer hours this fiscal year, along with food distribution, social events for older adults, winter clothing donations, school backpack giveaways,

### THE WRIGHT CENTER for GRADUATE MEDICAL EDUCATION

outreach to people experiencing homelessness, health fairs and other special mission-driven projects.

These short-term interventions are not Patient & Community Engagement's sole focus. Other quality-of-life issues addressed are intended to help individuals overcome some of the obstacles they have encountered in life and set them up to succeed. Team members connect patients with life-enhancing services, including the federal Supplemental Nutrition Assistant Program, otherwise known as SNAP, appropriate health insurance programs, household budgeting lessons, job training and other economic supports.

Overall, The Wright Center's primary care practices are a one-stop shop that cover almost everything from head to toe under one roof. This approach encourages patients to address whatever ails them during one visit. The nonprofit also took an innovative approach to addressing barriers to care by deploying Driving Better Health. The 34-foot mobile medical unit travels the region's roadways into rural communities and delivers care to senior living communities, school districts and minority population centers to ensure everyone has equal access to COVID-19-related services and other medical care.

The delivery of health care is complex. That's why The Wright Center has multiple layers of patient-centered services so it can accommodate every patient's total health care needs to improve the health and welfare of the region.





# WE'RE MAKING A BIG SPLASH

## THANK YOU

to our dedicated  
employees for their  
commitment this past year.

## THANK YOU

to our incredible community  
for nominating us as one of  
the best places to work.

[USHydrations.com](http://USHydrations.com)





Located in Pittston, with over 180 employees, USHydrations has been bottling high quality water products and beverages for over 25 years.

President & CEO Joe Lapchak says “We understand that in order to make great products, you need great employees. Our employees take great pride in their work, and we take great pride in them. 2021 was another record breaking year for us thanks to the efforts and dedication of our entire team.”

**USHydrations is a great place to work...because of their PEOPLE!**



## ABOUT US

- Premier Beverage Manufacturer
- Located in the Grimes Industrial Park, Pittston, PA
- Family owned and operated for over 25 years
- Now hiring for all shifts, warehouse and production
- All positions over \$20/hr.

**Come join our family!**

**USHydrations**  
WE MAKE YOUR BRAND

**NEPA** Working through COVID 2020  
**BEST PLACES TO WORK**

**TIMES LEADER MEDIA GROUP**  
2018 LEGACY BUSINESS OF THE YEAR





**PRIDE**<sup>®</sup>  
MOBILITY  
LIVE YOUR BEST<sup>®</sup>

**Q**  
**QUANTUM**<sup>®</sup>  
#1 FOR REHAB POWER



---

## WE'RE THANKFUL FOR OUR EMPLOYEES & CONTINUE TO INVEST IN THEM & OUR COMMUNITY!

---

Offering **long-term stability** through employee and company growth, a friendly and safe work environment, employee appreciation, and innovative products serving the disabled community from a fully renovated, state-of-the-art campus in Duryea, PA.







## HERE ARE JUST SOME OF THE FULL-TIME CAREER BENEFITS WITH PRIDE MOBILITY PRODUCTS/QUANTUM REHAB!

- 40 hours of paid time off on DATE OF HIRE!
- Additional paid time off and vacation time allocated every January 1st.
- A minimum of **10 Paid Holidays** (no waiting period).
- Healthcare Benefits **starting at 90 days of employment** including:
  - **Medical** (Geisinger or Highmark) with \$200.00 per person/\$600.00 per family yearly deductible
    - Employee Only - \$80.00/month
    - Employee & Children - \$220.00/month
    - Employee & Spouse - \$260.00/month
    - Employee & Family - \$350.00/month
  - **Dental & Vision**
- **401K** with a company match (eligible at 6 months of employment).

Visit [www.pridemobility.com/aboutus](http://www.pridemobility.com/aboutus) for more employee benefits information like free term life insurance, Employee Stock Ownership Program (ESOP), attendance and service awards, tuition reimbursement and so much more!

To view and apply for our open positions located in Duryea, PA, or work-from-home\* please visit [www.pridemobility.com/careers](http://www.pridemobility.com/careers)!

### Manufacturing Shifts

Monday through Friday: 6:00am – 2:30pm;  
7:00am – 3:30pm; 2:30pm – 11:00pm

### All Other Positions

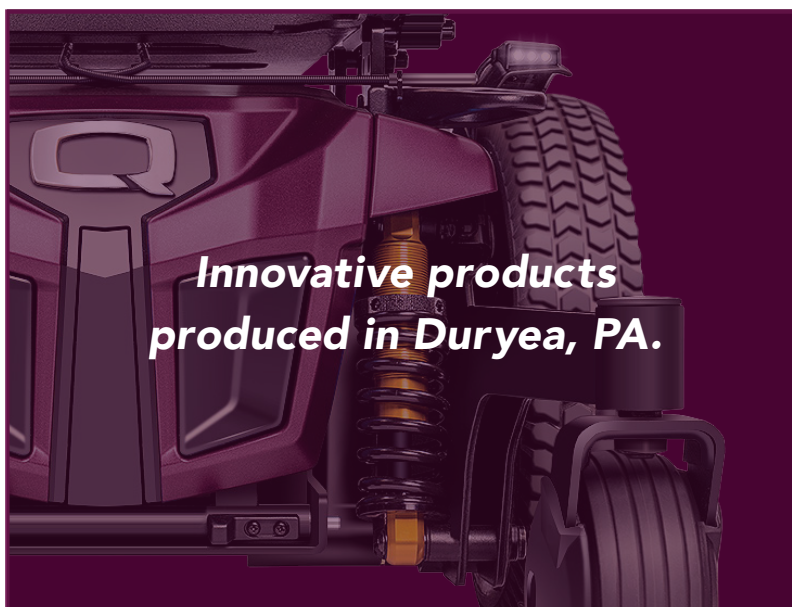
Monday through Friday: 8:30am – 5:00pm; 10:30am – 7:00pm

### Part time available for all shifts!

*\*Must be within reasonable commuting distance to Duryea, PA. Work-from-home employees may be required to complete training and work on-site when necessary.*



Scan for more information on  
Pride/Quantum Manufacturing.





# *Fidelity* BANK

*325 Bankers Passionate About Delivering an Exceptional Client Experience.  
Every Day. Every Time.*

At Fidelity Bank, we believe in being the "BEST BANK" for our Bankers.

- Complete healthcare coverage
- Professional training and development
- Flexible work schedule for some positions
- Comprehensive time-off policy
- 401(k) match
- Paid Volunteer Time Off Program and more

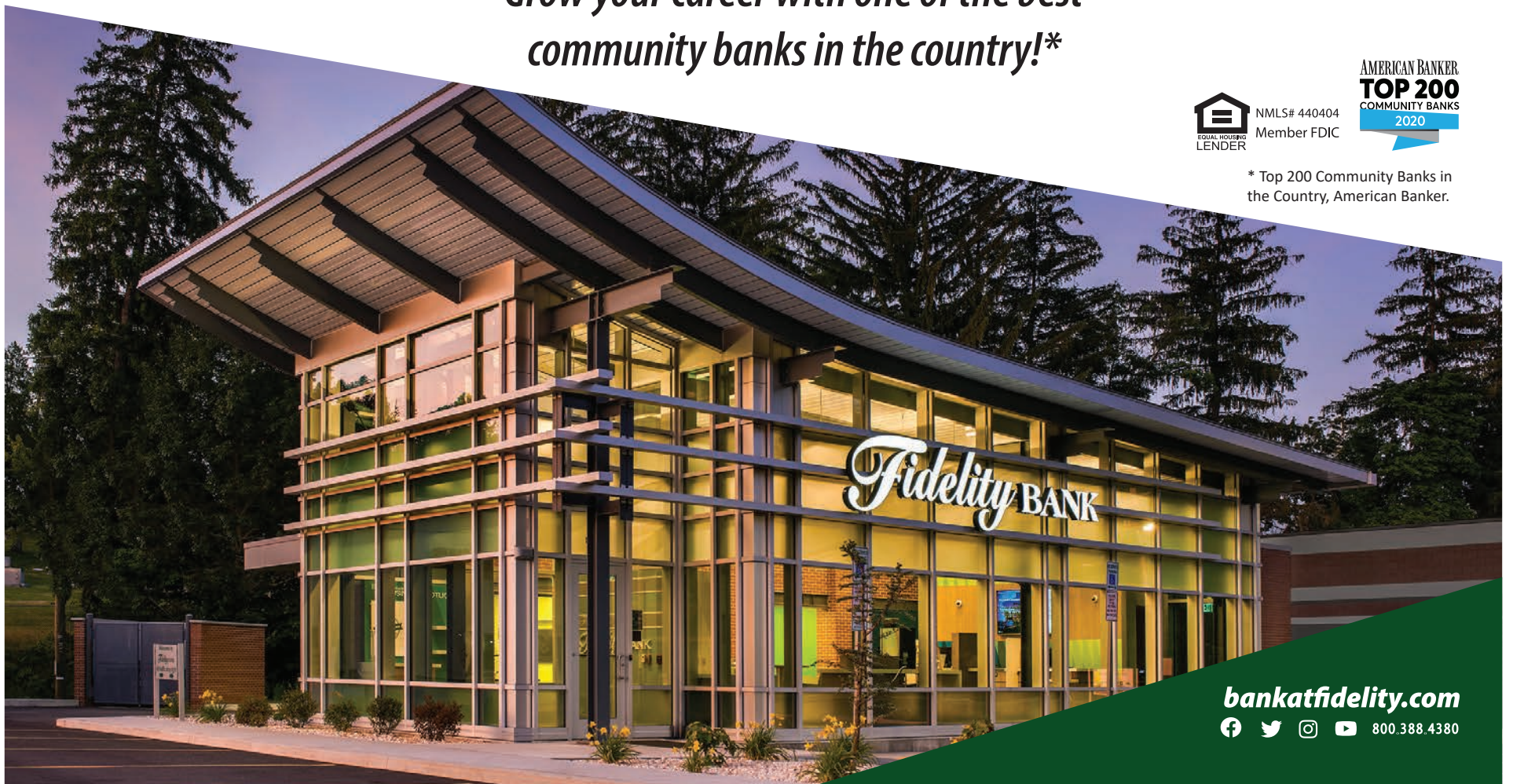
*Grow your career with one of the best  
community banks in the country!\**



NMLS# 440404  
Member FDIC



\* Top 200 Community Banks in  
the Country, American Banker.



**bankatfidelity.com**

800.388.4380





## *Careers in Banking That Just May Surprise You*

When you think of a banker, what kind of person do you imagine? Most of us immediately think of someone with a background in finance. Of course, that's the case for many bankers, but there are also a host of professionals in other roles within the industry that may not be obvious. If you or someone you know is looking for an interesting career opportunity, it may be the perfect time to consider the world of banking, Mary McNichols, Senior Vice President and Director of Human Resources, explains.

### **Diverse Opportunities**

When it comes to careers in banking, most of us picture the professionals we interact with during a visit or phone call — the Personal Banker, Branch Manager, or members of the lending department. "We think of these professionals because they're the most visible," Mary said. "Many people may not think of all the ancillary positions, such as human resources or marketing. There are a lot of numbers-driven careers in banking that aren't visible, too, such as credit administration. Think about it — who's crunching the numbers on loan applications? Who's in the background in accounting running general ledger? Who's creating the loan documents, or conducting the transactions in the Trust department? The backgrounds that are needed for banking are as diverse as the jobs."

Financial institutions rely on professionals with various specialties, such as:

- Human Resources
- Loan Underwriting and Documentation
- Marketing, Digital Delivery, Data Analysis
- Information Technology (IT)
- Legal
- Administration
- Operations
- Facilities

### **Education**

Careers in banking require various levels of education, from high school diploma to college degrees. Many, but not all, positions at Fidelity Bank require an associate's or bachelor's degree.

### **Training & Mentoring**

If professional development is important to you, explore positions at institutions that encourage training and mentoring programs. For example, at Fidelity, bankers are trained according to the guidelines of The Fidelity Model Experience, which speaks to the culture of the company and the way bankers interact with each other and their clients.

New Personal Bankers undergo several weeks of training before they begin interacting with clients, and all bankers are encouraged to participate in internal and external professional development programs. This may include management training, empowerment programs, or earning certifications through job training.

Mentors also play an important role in professional development. "In many branches, we have people designated as mentors. When someone is newly-hired, they're partnered with a mentor who helps them through the training process," Mary said. "That's our formalized mentor program, but we also have informal mentoring, which is when you're training someone on the job." Fidelity trains mentors, and includes mentoring and coaching in its performance appraisals.

### **Ready to Unlock Your Inner Banker?**

As bankers are regularly promoted from within, Fidelity often has openings for Personal Bankers. Many people enter the world of finance in this position. To learn more about this and other career opportunities, visit our website for career opportunities.

### **Learn More**

Fidelity Bank has multiple local branch offices throughout Lackawanna and Luzerne counties, and our full-service Customer Care Center is at your service 7 days a week. Call or visit your local branch office today.

Our Bankers describe it best, scan the QR code below with your smartphone.





# WE ARE HIRING!

**A new building expansion calls for a bigger team. Are you a hardworking, motivated individual? CornellCookson is the place for you!**

## WHERE

24 Elmwood Avenue  
Mountain Top, PA 18707

## SHIFT SCHEDULES

- |                   |  |
|-------------------|--|
| <b>1st Shift:</b> | Monday - Friday<br>7am - 3pm                           |
| <b>2nd Shift:</b> | Monday - Friday<br>3pm - 11pm<br>\$.50 differential    |
| <b>3rd Shift:</b> | Sunday - Thursday<br>11pm - 7am<br>\$0.75 differential |

## WE OFFER GREAT BENEFIT OPTIONS INCLUDING:

- ▶ Medical with prescription plan
- ▶ Vision
- ▶ Dental
- ▶ Paid sick days
- ▶ 12 paid holidays
- ▶ 401k with company match
- ▶ Short term and long term disability
- ▶ Steady work schedule
- ▶ Bonus opportunities

## PAY RATES

Starting at \$17.50/hour - \$20.00/hour\*

\*depending on experience

## TO APPLY VISIT:

**[cornellcookson.com/careers](http://cornellcookson.com/careers)**

## WHY WORK HERE?

- ▶ **Ranked in the top 50 employers of Luzerne County in 2017**
- ▶ **Voted Best Places to Work in NEPA 3 years in a row**
- ▶ **NEPA 2021 Best Places to work Gold winner.**



**CornellCookson**, a division of Clopay Corporation, is a leading rolling door and grille manufacturer with facilities in Goodyear, Arizona and Mountain Top, Pennsylvania.

**With history** reaching back to 1828, CornellCookson product solutions can be found in stadiums, distribution facilities, hospitals, hotels and museums, as well as a variety of other facilities where reliability, security and life safety are vital.

**CornellCookson** products are available through a worldwide network of more than 700 professional dealers.

## **WHERE**

24 Elmwood Avenue  
Mountain Top, PA 18707

## **For more information,**

please visit  
**[www.cornellcookson.com](http://www.cornellcookson.com)**

**CORNELLCOOKSON**  
The door to building excellence.®





Rosenn Jenkins  
& Greenwald LLP  
ATTORNEYS AT LAW

PLATINUM WINNER!



NEPA

Working through COVID 2021

**BEST PLACES TO WORK**

TIMES LEADER MEDIA GROUP

*Serving our Community for over 65 Years*

At Rosenn Jenkins & Greenwald, we pride ourselves on being a leader in both law and community service.

Our lawyers practice in the areas of **Business & Finance, Litigation, Personal Injury, Real Estate, Labor & Employment** and **Estates & Tax**. We have served our community for over 65 years and look forward to continuing to do so.

**Thank you to our community and employees for recognizing us as one of NEPA's Best Places to Work!**

*Our office address is:*  
**Cross Creek Pointe**  
**1065 Highway 315, Suite 200**  
**Wilkes-Barre, PA 18702**

**Toll Free: 800-888-4754 • [www.rjglaw.com](http://www.rjglaw.com) •  **

# Keeping Employees Safe in the Workplace

The COVID-19 pandemic has taught the world many things, including the need to prioritize public health. Protecting those you rely on ensures they'll be there when you need assistance.

Business owners must prioritize the health and safety of their employees. Data from the U.S. Bureau of Labor Statistics indicates that 5,333 fatal work injuries occurred in 2019, which marked a 2 percent increase over 2018. The most common causes of workplace injuries include overexertion and bodily reaction, falls, slips, and trips. When implementing safety precautions comes with a high price tag or is met with resistance by workers, it is up to business owners to dig deep and put protection over profit. Various strategies can help business owners as they navigate a post-pandemic landscape that may require a new approach to employee safety.

- Recognize the threat of potential safety issues. Accidents will happen regardless of how much business owners try to prevent them. But prevention efforts still greatly reduce the risk of accident and injury. Make a list of more common dangers (falls or injuries from equipment) and less common ones (fires or criminal perpetrators). Once the list is compiled, develop a plan to reduce the risk of accidents on both lists.
  - Perform risk assessments. Conduct a risk assessment on your own or hire a third party to review the business and make recommendations. Note potential hazards and what must be done to remedy them promptly.
  - Create a custom health and safety policy. Make a safety plan a key part of the employee handbook. Employees should be well versed in existing and newly adopted safety protocols and what's expected of them in case of emergency.
  - Be mindful of requirements. The Occupational Safety and Health Administration's OSHA Act includes statutory requirements. Some of these include providing OSHA training, keeping records of work-related illnesses and accidents and providing personal protective equipment. Properly maintaining tools and equipment is another requirement.
  - Utilize safety equipment and label hazards. Anti-slip mats on floors, properly locked cabinets for combustibles and other chemicals, warning signs and labeling in hazardous zones, and guards or kill switches on heavy machinery can greatly reduce the risk of employee injury.
  - Provide safety training. Employees won't know how to do their jobs safely without training. Routinely assess employees to ensure compliance and install a reward system to commend those who make safety a priority.
  - Perform safety drills. Ensure employees know how to react quickly in emergency situations by routinely going over protocols, including emergency evacuation drills. Consult with law enforcement professionals if guidance is needed.
- Safety should be a goal for any business owner. Providing resources, maintaining equipment, conducting safety assessments, and educating employees can make a real difference in reducing injuries.





**THANK YOU!**

**WE ARE HONORED AND PROUD TO BE VOTED AS ONE  
OF THE BEST PLACES TO WORK IN OUR AREA**

ENX2MARKETING.COM

81002691

## Thank You For Voting For US!



Beyond  
Behavior  
Consulting, LLC

*The mission of Beyond Behavior Consulting is to provide Applied Behavior Analysis services to children in their home, school, and community, to improve their quality of life in the least restrictive environment possible.*

### Services provided:

- Focused ABA Support Services: Homes, Schools, & Community Environment
- Clinic-based Comprehensive Services
- School-based Services
- Enrichment Programs/Social Skills Development
- Summer Programming
- Outpatient Therapy- Occupational/Speech/Feeding

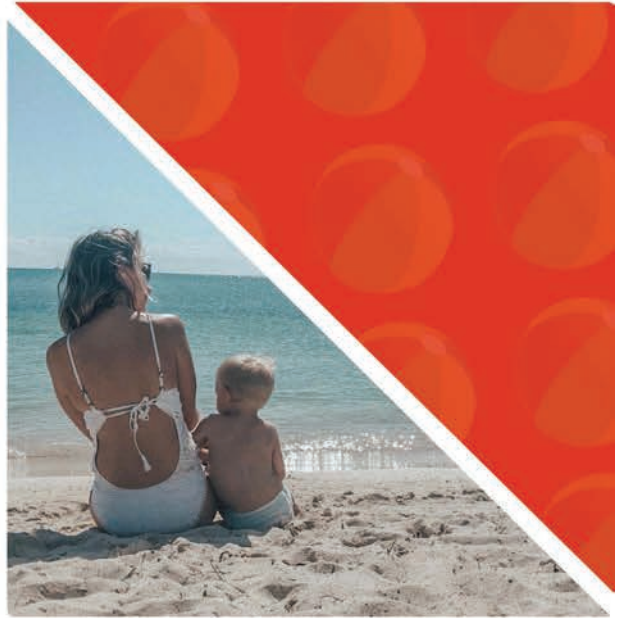
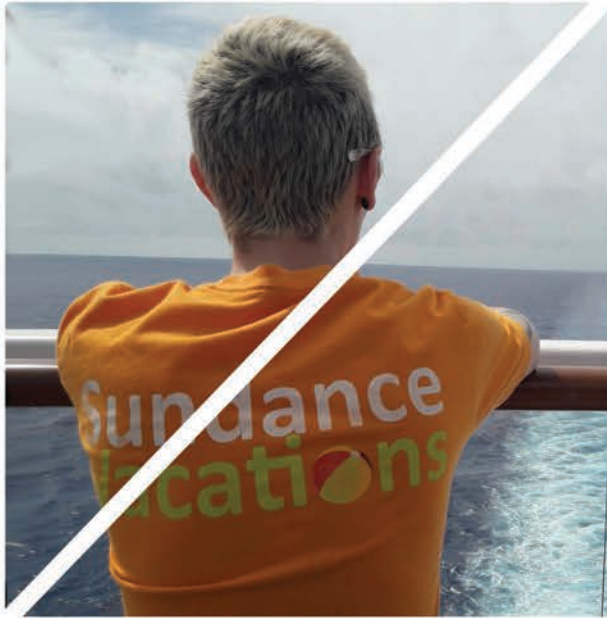
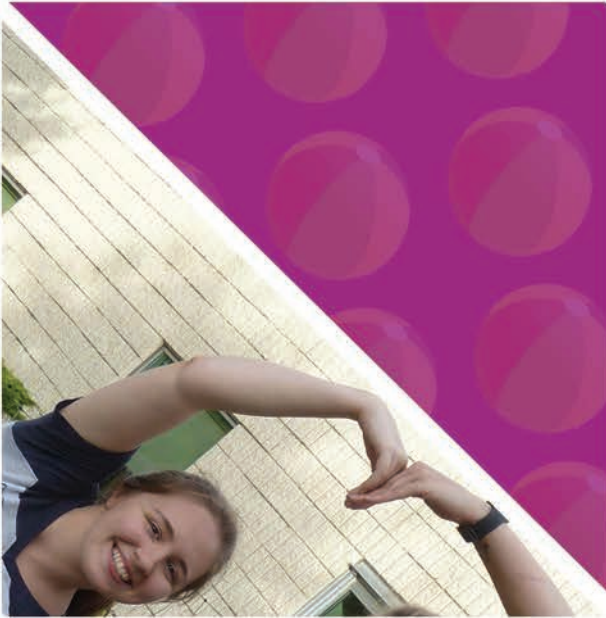


**Beyond Behavior Consulting**

**1003 Wyoming Avenue, Forty Fort, Pa. 18704 | [beyondbehaviorpa.com](http://beyondbehaviorpa.com) | 570-846-0455**

81002711

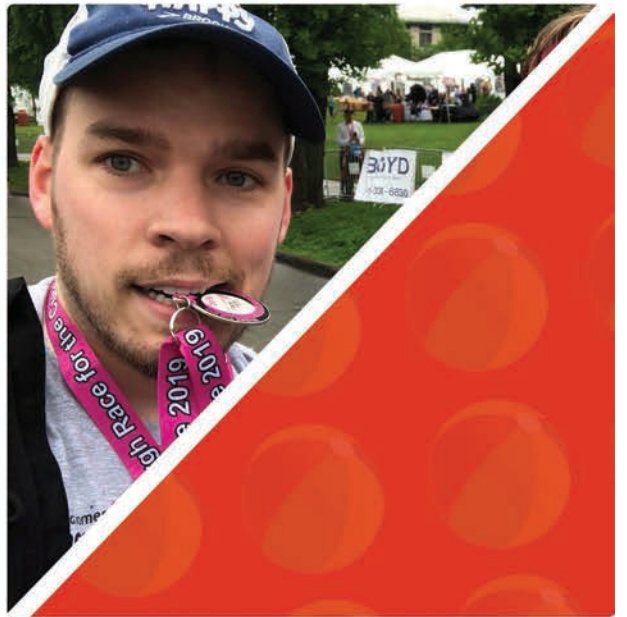




**Interested in joining a team  
atmosphere that offers outstanding  
benefits and opportunities to move  
up within the company?**

**We would love to talk to you about  
a career at Sundance Vacations!**

**Contact us today at  
570-820-0900  
or email  
[HR@SundanceVacations.com](mailto:HR@SundanceVacations.com)**





# Who voted us as the best place to work?

## OUR EMPLOYEES!

Sundance Vacations was co-founded in 1991 by husband-and-wife-duo, John and Tina Dowd. By combining their devotion to family and travel, the pair reinvented the way travel companies do business, and are continuously expanding their horizons when it comes to vacationing.

Sundance is home to over 300 employees across its multiple locations in Wilkes-Barre, PA; Hazleton, PA; Harrisburg, PA; Allentown, PA; King of Prussia, PA; Pittsburgh, PA; Tamaqua, PA; Shamokin, PA; and Parsippany, NJ.

COVID has been a struggle for every business the past two years, but here at Sundance, we like to turn a negative event into a positive impact. COVID has allowed us to develop many new roles in the company, including work-from-home opportunities, which are currently an employee favorite. We've been able to reach new talent in areas that we were not able to reach before, which creates new opportunities in major cities. Sundance was affected in unforeseen ways due to the pandemic, but we're proud to say that the company has grown more connected as a team and familial unit—because that's what we are here at Sundance—a family.

John and Tina Dowd act as parental figures to everyone in the company. Paige Evans, Human Resources Manager, said, "John and Tina have created a culture here that is truly remarkable. Your voice is always heard, and your work is always valued. If you are looking for a company that seeks to make working fun, you have found the right place!"

Sundance cultivates a nurturing environment that allows for new employees to comfortably ease into their positions and longstanding employees to advance in their careers. Many important players in the company will be celebrating anniversaries of more than twenty-five years!

The needs of our clients and travelers are of the utmost importance to us. Candy Bednar, Vice President of Business Development, said, "the #1 reason I love working at Sundance Vacations is that everything I do works towards getting someone to go on an awesome vacation!"

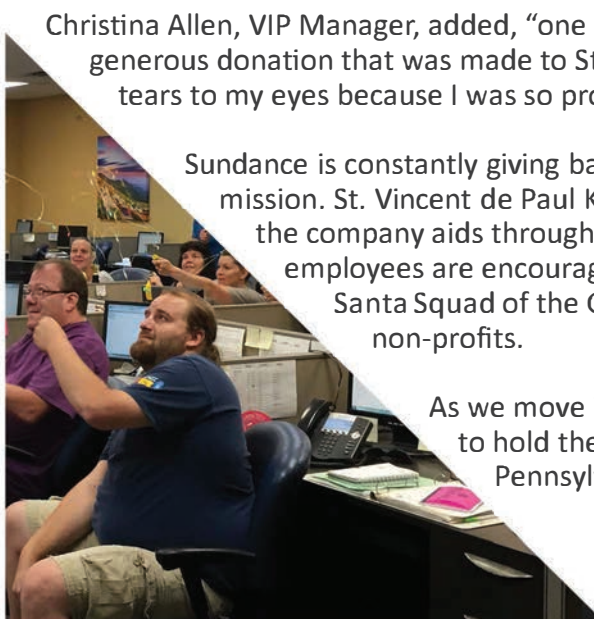
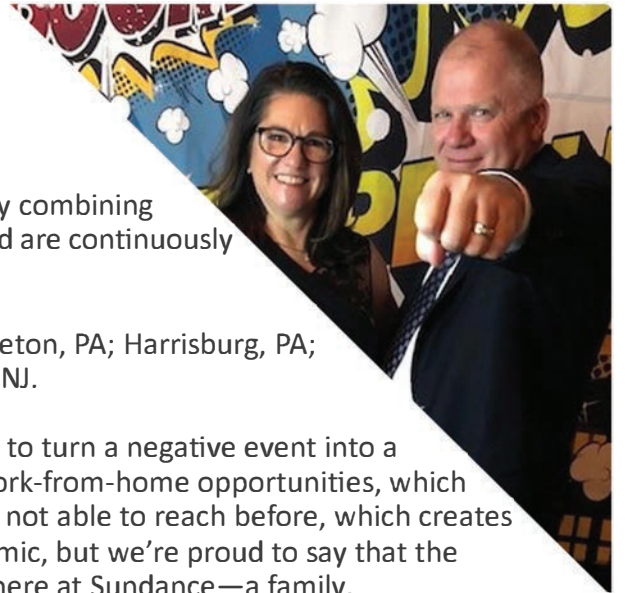
The goal of Sundance is to make affordable vacations available to everyone. Not only are we dedicated to providing quality vacations, but we're also dedicated to providing a quality work place for our outstanding employees who make the magic happen. Denise Miller, Associate Vice President of Marketing, said, "what had me twenty-seven years ago when I started was friendly CEOs, great pay, advancement opportunities, and vacation perks!"

Christina Allen, VIP Manager, added, "one thing that sticks out in my mind is an incredibly generous donation that was made to St. Vincent de Paul Kitchen. It genuinely brought tears to my eyes because I was so proud to work for such an amazing company."

Sundance is constantly giving back to local and national charities as part of its mission. St. Vincent de Paul Kitchen is only one of the many organizations that the company aids throughout the year. This holiday season, Sundance employees are encouraging and engaging in support for Toys for Tots, Santa Squad of the Greater Pittston Area, and several other non-profits.

As we move into the new year, Sundance Vacations will strive to hold the title of one of the best places to work in Pennsylvania.

**Sundance  
Vacations**  
Go Ahead, Getaway!







**COME  
JOIN OUR  
TEAM!**

**NOW HIRING IN MOUNTAIN TOP!**

20 Elmwood Avenue  
Mountain Top, PA 18707

**Berry Global is looking for energetic dependable  
Manufacturing Talent to join our team.**

**WE ARE HIRING FOR THE  
FOLLOWING POSITIONS:**

- Machine Operators
- Packers
- Foreman
- Electric Technicians
- Fork Lift Operators
- Day & Night schedules available

**WE OFFER:**

- We speak Spanish
- Compensation Package  
Includes:
- Competitive base salary
- Hiring Incentive
- Bonus Plan
- Medical / dental / vision
- Short & long term disability
- Group Life Insurance
- Employee Assistance program
- Paid vacation, holidays, and personal days
- Career progression
- Tuition assistance
- 401k

**Join Now Our Award Winning Team Now!**

Apply by visiting [berryglobal.dejobs.org](http://berryglobal.dejobs.org)

**\*Filter city to Mountain Top for local opportunities\***

Equal Opportunity Employer / Smoke & Drug Free Workplace

Voted NEPA Best Places To Work





**At Berry, we are extremely proud of our heritage and the company we've become today. Throughout our history, it has been the dedication of our team members that has allowed us to grow into a leading global provider of innovative protection solutions.**



Our history is rich in product innovation, customer focus, and strategic growth. With roots as a small, hometown company based in Evansville Indiana, Berry has grown into a global, publicly traded, multi-billion dollar public corporation.

## **KEY MILESTONES**

- We have come a long way since becoming established in 1967; we now have 47,000+ employees and generated \$12.6 billion of pro forma net sales in FY2019.
- In 1972, the injection molding company entered the container market, and in 1983, Imperial Plastics was purchased by Jack Berry, Sr. and renamed Berry Plastics.
- Beginning in 1988, Berry Plastics completed over 40 acquisitions and began trading on the New York Stock Exchange in October 2012 under the ticker symbol BERY.
- In 2017, we changed our Company name from Berry Plastics to Berry Global to better reflect who we are.
- Through the acquisition of RPC Group, Berry expanded its footprint to become a truly global company.



With over 290 locations around the world, we are certain to have a career opportunity in a location that's appealing to you. We are continually recruiting energetic and innovative individuals who are passionate about their skills, and who are ready to grow with us to create a positive impact on the future. We invite you to explore more about Berry, the careers we offer, and how our more than 47,000 team members together drive our mission of "Always advancing to protect what's important."



**We take great pride in the company we have developed and the products and services we offer. Our ability to support our customers at every stage of the product development process—including expertise in consumer insights, ideation and design, manufacturing and research and development—is what has allowed us to become a leader in the industry.**

## **CULTURE**

We value an inclusive culture that invests in our employees' future, builds a sustainable environment, and continues to protect what is important.

## **OUR CAREERS**

We are always advancing to protect what's important.

## **OUR MISSION & VALUES**

We are always advancing to protect what's important.



**"The Berry culture promotes new ideas and a sense of belonging... Berry treats me with respect and compassion, also ensuring the safety of each one of us."**

Nitin Prakash  
EHS Coordinator | West Hill, Ontario





# How Businesses Can Persevere in the Face of Adversity

Millions of individuals envision being their own boss and gaining financial independence, and those are just two reasons why starting a business can be an exciting prospect.

Novice entrepreneurs are likely familiar with just how difficult it can be to get going and sustain a business for years. The United States Department of Labor Statistics says 20 percent of small businesses fail within the first year. By the end of five years, nearly 50 percent have closed their doors. This information shouldn't make aspiring entrepreneurs run for the hills, but it can serve as motivation to avoid common mistakes and learn from others.

Every new business venture is met with obstacles along the way. Recognizing potential challenges and learning how to sidestep them is an important part of growing a successful business.

## Make a business plan

A business plan is crucial and will begin with your vision and what you want to achieve. The business guidance site The Balance: Small Business suggests including the following in your business plan: a mission statement; list of the products or services that will be offered; the niche a business intends to establish itself in; marketing strategies; which problems a business will solve in its industry; and how business owners plan to position themselves against competitors. An effective business plan can serve as a guide that business owners can use to get started and then return to as their business grows and evolves.

## Choose the right people

The business solutions company Don't Do Business Without It says choosing the right employees or cofounders is very important. It may be tempting to hire a friend or family member because you want to do them a favor. You may even have had a successful working relationship in the past. But it's best to base hiring decisions on applicants' competence and skills. Integrity also is a good trait to look for in an employee.



## TIMES LEADER MEDIA GROUP 2021 Best Places to Work GOLD AWARD WINNER



### Join the Elan Gardens Team

Reach out to us to learn how you can begin a career with us providing top quality care to our community.

### Live a Full and Active Life

At Elan Gardens, we approach each day with energy and vitality. We encourage independence and foster lasting relationships by offering a variety of activities, delicious meals, and assistance from our friendly staff.



465 Venard Road, Clarks Summit, PA • 570-585-4400 • [www.elangardens.org](http://www.elangardens.org)



Strategies for retention also should be a priority. Pew Research says roughly 40 percent of millennials will change jobs in a year's time. Figure out how to make your business so attractive that employees will want to become long-term fixtures.

#### **Ask for help or consider mentors**

All business owners experience problems from time to time, but the obstacles a business faces have no doubt challenged others in the past. Business owners should not feel as though they need to go it alone to prove their mettle. Business owners can reach out to a mentor or someone in their professional network when faced with a new and challenging obstacle. A study by UPS showed that 70 percent of business owners who received mentoring survived for five years or more. That's nearly double the rate of those who didn't seek assistance. Asking for help with problems can also free up energy for other components of the business, which allows owners to play to their strengths.

Any business will face obstacles and adversity, but with the right mindset and people, any obstacle can be overcome.



# Thank You

**UFCW Community Federal Credit Union is honored to be named a Gold Winner among the Times Leader's NEPA Best Places to Work in 2021.**

**A special Thank You to our hard working staff for providing exceptional service while building life-long relationships one member at a time.**

**Together we strive to be the most preferred and trusted financial leader committed to providing a better financial life for our members and the community we serve.**

**Contact us so we can help you meet your financial needs**

**570-693-0500**

**[www.ufcwpa.org](http://www.ufcwpa.org)**



377 Wyoming Avenue  
Wyoming, PA 18644



570 Market Street  
Kingston, PA 18704



46 South Main Street  
Pittston, PA 18640



1460 Sans Souci Parkway  
Hanover Twp., PA 18706



# We Keep America Rolling.





# You Keep Us Rolling.



## THANK YOU, TEAMMATES, FOR VOTING US ONE OF THE AREA'S TOP EMPLOYERS FIVE YEARS IN A ROW!



2017



2018



2019



2020



2021



Family Owned Since 1926

## WE ARE HIRING!

**WILKES-BARRE**  
570-822-3151

**WILLIAMSPORT**  
570-326-1576

**DICKSON CITY**  
570-346-4000

**ALLENTOWN**  
610-837-5280

**HAZLETON**  
570-455-4968

**READING**  
610-777-6511

**McCARTHYTIRE.COM**



# We see it as an award for 'best teammates'!

Price Chopper named a Platinum Winner for NEPA Best Places to Work.



Thank you to the readers of the Times Leader for your vote of confidence!

Being chosen as winner of this prestigious award says everything you need to know about our teammates. It's a reflection of their commitment to creating a positive and safe experience for our guests, especially in light of the ongoing Covid-19 challenges. Their work ethic is unparalleled. And their enthusiasm is infectious!

Year 2022 looks to be busier than ever and there are lots of positions available. If you want to be part of our award-winning team, apply today!



We need more good people  
**LIKE YOU!**



Join our winning team at [pricechopper.com/careers](https://pricechopper.com/careers)



# Congratulations!

Commonwealth Health EMS  
Selected as Platinum Winner - 2021 Best Places to Work



**Commonwealth Health Emergency Medical Services (CHEMS)** is a full-service medical transportation provider offering the most advanced lifesaving services in the region. CHEMS serves Lackawanna, Luzerne, Wyoming, Susquehanna, Pike and Wayne counties.

CHEMS offers basic and advanced life support, wheelchair van services and bariatric transports. CHEMS is designated as an American Heart Association Training Center and offers ACLS, PALS, CPR classes and other disciplines.

**Commonwealth  
Health** 



# FASTENAL®

# IS HIRING

## PROVEN GROWTH WITH CAREER OPPORTUNITIES



**FT AND PT  
WAREHOUSE POSITIONS**  
FULL TIME SALARY  
BASED ON EXPERIENCE  
APPLY ONLINE @  
**CAREERS.FASTENAL.COM**



**NEPA** Working through Covid 2021  
**BEST PLACES TO WORK**  
TIMES LEADER MEDIA GROUP

### HIRING DEPARTMENTS

#### PART TIME HOURLY WAGES

Receiving  
- 12am to 5am  
- 5am to 10am  
- 10am to 3pm

Monday thru Friday  
\$20.00  
\$16.00  
\$16.00

- 10am to 4pm \$17.00  
- 4pm to 10pm \$17.00

Product Handling  
- 12am to 5am  
- 5am to 10am  
- 10am to 3pm  
Night Shipping

Monday thru Friday  
\$20.00  
\$16.00  
\$16.00

Mini Load Automation  
& Bulk Picking  
- 5am to 10am  
- 10am to 3pm  
- 3pm to 9pm

Monday thru Friday  
\$15.50  
\$15.00  
\$15.50

Night Shipping

- 6pm to 12am

Monday thru Thursday or  
Tuesday thru Thursday & Saturday  
\$18.00

Sortation

Monday thru Friday or  
Tuesday thru Saturday

Drivers (CDL and NON CDL)  
Monday thru Friday  
- FULL TIME SALARY  
- SIGN ON BONUS

**Any questions regarding positions, pay, schedules, incentives, please contact 570-382-7200.**

Fastenal is dedicated to employment equity and is an equal opportunity employer  
– minorities, females, veterans, disabled, sexual orientation, gender identity.





**JESSUP** — For Marcelo DeSousa and his team at Fastenal in Lackawanna County, it's the culture of the company that makes them a Best Place to Work.

DeSousa, 51, migrated to America at the age of 12 settling in "South Jersey" as he puts it. While attending school, he got a job at UPS which led to the beginning of his career in management. He would then go on to work with DHL, which saw him move around the country a lot. He says he, "wanted to get back a bit closer to home, to South Jersey" so when the position he's at now opened up, he jumped on it.

In the decade since, Fastenal's Jessup/Olyphant location has only expanded, not just in its physical size, but in its commitment to its employees.

DeSousa, who serves as Regional Operations Manager, was very proud to point out numerous facts about his team, from their dedication in working through the pandemic, their adaptation and

overcoming adversity and the numerous incentives and on-site luxuries his employees have at their disposal.

Fastenal proudly boasts its School of Business, flanked by the 'Opportunity' sign that hangs over the doorway. Lecturers from around the nation come by and train the next generation of current employees who will step into its leadership positions. Employees can also earn bonuses, be named "Employee of the Month", utilize the full gym (although it is currently closed due to COVID-19 protocols). DeSousa even mentioned a time they delivered a brand-new grill to a standout employee.

"What we've worked through the years is basically our culture," DeSousa says. "Just making sure that the people that are here are the right people to be here, to be part of the team, to work together, to have the ambition, to fulfill that growth through customer service, follow our cultural values of innovation and ambition with integrity and teamwork. It really just comes down to culture, it comes down to the people."

Even when they were named an essential business, DeSousa was proud to say, "We never missed a day of work here. We learned a lot about ourselves, a lot about our innovation and how to change, adapt, and really figure out how we are going to support the community, the companies out there, but primarily, the medical field."

Fastenal was able to provide for the local community and the medical field as a whole, with masks and gloves and delivering other essential supplies that were in short supply at the time. Fastenal was, "there for them," as DeSousa said, "and now we have actually branched out and have accounts within the medical field where they completely rely on us."

DeSousa says that historically, Fastenal doubles in size every 5 to 7 years, and while high-technology innovation and automation are apparent throughout the extensive facility, it was the smiles on the faces of workers, the way DeSousa greeted everyone he met.



# FASTENAL®

**Fastenal is dedicated to employment equity and is an equal opportunity employer – minorities, females, veterans, disabled, sexual orientation, gender identity.**





# 2022 is YOUR year!

## JOB FAIR

**SATURDAY, JAN. 15**  
**9:00 A.M. - 2:00 P.M.**

**Wilkes-Barre Rehab Hospital**  
150 Mundy St., Wilkes-Barre

**Allied Services**  
475 Morgan Hwy., Scranton

### HIRING NOW FOR ALL POSITIONS INCLUDING:

- Nurses
- Care Givers
- Custodians
- Food Service Workers
- Mental Health Workers
- Maintenance Mechanics
- Personal Care Attendants
- Social Workers
- Resident Assistants
- Certified Nurse Aides



2022 is YOUR year. To go back to school. To find a job you love. To join a non-profit that will care about you and your future. More and more people are choosing Allied Services – for the friendly environment, generous rates and bonuses, and to be part of a team improving life for people of all ages and abilities.

### Why join the Allied Services team?

- Sign-on bonuses up to \$25,000.
- Generous benefits package.
- Friendly, welcoming team.
- Rewarding jobs in 15 different career fields.

### Advance your Career at Allied Services with:

- Tuition Reimbursement: RNs and LPNs who received their license in the last 3 years are eligible for student loan repayment of up to \$20,000 paid over a 5 year period.
- Nursing scholarships up to \$2,000 per year.
- Tuition assistance for full-time and part-time employees after just 6 months up to \$5,000 per year.
- Lackawanna College Business Partners Scholarship offering tuition support for full-time and part-time employees.

**570-348-2222 | [alliedservices.org/jobfair](https://alliedservices.org/jobfair)**

Allied Services offers competitive pay rates commensurate with experience plus shift differential, and an excellent benefits package. Allied Services Human Resources Department, 100 Abington Exec. Park, Clarks Summit PA 18411. Call 1-800-368-3910. Allied Services is an equal opportunity employer for individuals with disabilities. Bilingual individuals are encouraged to apply.