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TIMES LEADER MEDIA GROUP

2018 LEGACY BUSINESS OF THE YEAR



Proudly Honoring 58 Northeastern Pennsylvania Businesses

Saturday, December 15, 2018

NEPA

BEST PLACES TO WORK

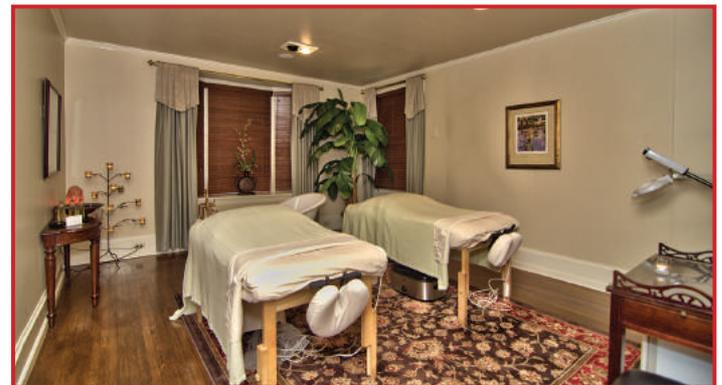


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TL celebrates 'Best Places to Work' awards



By Roger DuPuis and Marcella Kester
rdupuis@timesleader.com

PLAINS TWP. — Every business has a story.

For representatives of more than 50

area companies, Tuesday night was a chance to celebrate their stories, and how they help create positive environments for employees.

Guests mingled over food, libations and sparkling conversation at Isabella Restaurant & Bar for Times Leader

Media Group's second-annual "Best Places to Work" awards. Times Leader Media Group Publisher Mike Murray welcomed guests and spoke about the event's significance. "We're very, very proud to be part

See 'AWARDS' | 5



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'AWARDS' from 4

of this community, to be involved in community activities and to promote economic development,” Murray said. “This is a great opportunity to recognize businesses that are part of that development and are great places to work.”

Kerry Miscavage, vice president of sales and marketing for Times Leader Media Group, said the event helps focus on employers that have created positive internal cultures at a time when many Northeastern Pennsylvania businesses will be vying for workers.

The awards are the culmination of a six-week voting period in which workers cast ballots.

“It’s important to celebrate local businesses, and recognize that there are so many businesses that need employees,” Miscavage said. “And these are employee-voted winners, that is important.” They range from large regional organizations, such as Geisinger and Commonwealth Health, to small local businesses.

One of those small businesses is All In Custom Vapes. Owner Scott Walsh said his company, which has been

open for about three years, has six employees and locations in Dallas and Wilkes-Barre.

“Our main goal is to get people to stop smoking,” said Walsh, who decided to open his own vape shop after having his own difficulties quitting.

“It took me about \$500 my first month to figure it out. I thought there was an easier way,” he said of

vaping. “Our goal is to have people spend less than a week’s worth of cigarettes on their first vape.”

Walsh said he prides his business on his employees’ ability to listen to the customer, walk them through the process of vaping and assist them in finding affordable, high-quality equipment to aid them in their journey to stop smoking quickly and effectively.



Tony Callaio | For Times Leader

FNCB Bank was named a silver level winner in Times Leader Media Group’s Best Places to Work awards, which were distributed during a celebration Tuesday night. From left are Cheryl Carter, Debbie Burnett, Dawn Bronski and Katie King.



Pepperjam thrives with its 'Pepper Fam'

By Marcella Kester
For Times Leader

Daina Cali, Pepperjam's office manager and event coordinator, spoke about what makes their company a great place to work.

Pepperjam has been in business since 1999, employing 125 individuals across five locations, more than half of which are based in Wilkes-Barre. They were winners of the Best Places contest last year, also.

"We feel honored that our staff went through the nomination process and went through the nomination process and nominated us due to our company culture," she said.

"I think we have a great culture. We have a very strong family atmosphere," she said of the "Pepper Fam."

The interior of Pepperjam's Wilkes-Barre offices is seen in a file photo.

Times Leader file

See 'PEPPERJAM' | 11

Pepperjam is honored to be voted a platinum award winner among NEPA's Best Places to Work!

With strong community involvement, generous compensation and benefits, including maternity and paternity leave packages, Pepperjam puts employees at the front of all we do. We believe in vision and opportunity and we're committed to helping our Pepperfam live up to their true potential.

pepperjam

A Complete List of Winners

PLATINUM

- Action Lift
- Lewith & Freeman Real Estate, Inc.
- Medico Industries, Inc.
- Metz Culinary Management
- Pepperjam
- Step by Step, Inc.

GOLD

- All In Custom Vapes
- Benco Dental
- Borton-Lawson
- ENX2 Marketing
- Geisinger Wyoming Valley Medical Center
- GWC Warranty
- Kane Is Able
- Performance Kia
- Smith Insurance Group
- The Woodhouse Day Spa

SILVER

- Allied Services
- Amazon
- Berkshire Hathaway GUARD Insurance Companies
- Personal Chiropractic Services & Rehabilitation
- CoalCreative
- CornellCookson
- Diamond Manufacturing
- Don's Machine Shop
- Express Employment Professionals
- Fabri-Kal Corporation
- FNCB Bank
- Friedman Electric
- InterMetro Industries
- Lackawanna Valley Dermatology Associates
- Lockheed Martin
- Malcom's Haircutters
- Navient

- Neiman Marcus ECDC
- North American Warhorse
- St. Nicholas - St. Mary's School
- Sunbelt Rentals
- Sundance Vacations
- The Beer Deli
- The Cabin Armory and Training Center
- The Cookie Corner
- The Institute for Human Resources and Services
- The Lands at Hillside Farms
- Tobyhanna Army Depot
- Trans Med Ambulance
- Zavada & Associates
- McCarthy Tire
- Wyoming Area Catholic
- The Hearing Center
- Baker Tilly
- RCN
- Golden Technologies
- Commonwealth Health EMS

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photos
of our
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winners!



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Peach Pear 🍑	FIJI MELONS
Strawberry Kiwi	BLUE RAZZLEBERRY
Pineapple Grapefruit	POMEGRANATE

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OSIRIS	PINEAPPLE 🍍
BASET	KIWI DRAGON BERR
	APPLE BERRIES

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1 Deadwood	10 BANANA nut bread	19 Vanilla Bean ICE CREAM 🍦	28 TORO Energy
2 Turkish	11 caramel macchiato 🍵	20 gremlin graham's	29 REAL DEAL
3 Doc Holiday	12 to be determined...	21 Gummi Bear	30 Peaches + Cream 🍑
4 Grape Juice	13 Mama Bear porridge	22 Keylime Cookie	31 Ectoplasmic
5 Blueberry menthol	14 SKITZ FRUIT	23 green apple	32 Cotton Candy
6 dragonthol	15 SERA KULA	24 Melon BURST	33 Blue Raspberry
7 Extreme ICE	16 Smurf PUKÉ	25 unicorn cream 🌈	34 FRUIT LEMONADE
8 NEWPORT MENTHOL	17 ZOMBIE	26 Coco Mocha	35 Perfect 10
9 aqua BLAST	18 JOLLY SWEETS	27 to be determined...	

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Metz Culinary: Creating opportunities for people



Tony Callaio | For Times Leader

Metz Culinary Management was a Platinum Award winner - left to right: Jeff Metz, Maureen Metz, John Metz, Sr., John Metz, Jr.

By Marcella Kester
For Times Leader

The Metz family had much to be thankful for as they stood inside Isabella's Tuesday night, surrounded by roughly 50 other companies.

The local culinary management giant was voted as one of the best places to work in NEPA by their employees for the Times Leader Media Group honor.

Based out of the Back Mountain, Metz Culinary Management employs over 7,000 individuals across 23 states along the Eastern coastline. They also own and operate several

area restaurants, including the likes of T.G.I. Friday's and Ruth's Chris.

The company, founded by John Metz, will celebrate its 25th anniversary next year.

"We really kind of built our business on feeding colleges, hospitals, K-12, corporate dining," explained current CEO and John's son, Jeff Metz, adding that clients range from that of Misericordia University to Wilkes-Barre General Hospital.

The father and son duo attributed their success rate among their employees to John's desire to create opportunity locally while providing an environment that included in-house

growth and job longevity.

"I've always wanted to be able to create opportunities for people, and that's why we were able to be successful as an organization," he said. "We give people the opportunity to grow within the company, and I think that's something that makes us a special company."

Another goal, Jeff continued, was to treat employees as if they were extended family members. Reciting the family mantra, Vice President of Human Resources Cheryl McCann said why its important to put team

'METZ' from 10

members first.

"Our guest experience can't exceed our team member experience," she said. "What we mean by that is we take care of our people so that they can go out and take care of our guests, and the Metz family allows us to do that."

Aside from taking care of their employees, the group also assists several area organizations, including Meals on Wheels and several Farm to Fork initiatives. Recently Metz raised \$38,000 through a Ruth's Chris golf tournament to aid Dinners For Kids, which aids students within the Wyoming Valley West School District.

"We're honored to be accepting this award on behalf of all the employees," Jeff said. "They're the ones who really make it happen every day for us."

For more information about Metz Culinary Management, visit www.metzculinary.com.

'PEPPERJAM' from 06

"We celebrate our successes with each other and we're always there for one another."

The company strives on working through area colleges, hiring interns at a local level, many of which ultimately get hired on board and stay for years afterwards, growing and being promoted in-house.

Focuses on community initiative through "Pepperjam Cares," with employees donating their time to volunteer for various projects. In addition to hiring local and community outreach, Cali also stated that Pepperjam believes in female workplace empowerment as well as gender fluidity promotion in the workplace.

"A lot of the organizations that we donate to are in support of women," she explained. "So women and children has been and remains a primary focus."

To keep up with everything from job openings to Pepperjam in the community, follow the company on Instagram at @Pepperjam.



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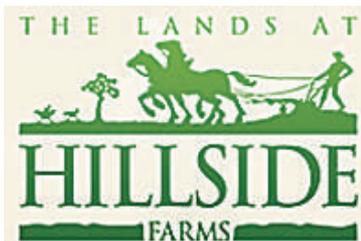
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Meet the Staff of **THE HEARING CENTER**

Dr. Louis Sieminski, CCC-A Audiologist

Dr. Sieminski is a native of Wyoming Valley and has dedicated his professional career to helping hearing impaired children and adults in Northeastern Pennsylvania for over 30 years. He is Board Certified by the American Speech and Hearing Association and is a fellow of the American Academy of Audiology.

Dr. Sieminski helped establish the Pennsylvania mandated program whereby every newborn is screened for hearing loss. He continues to serve as a Board Member on the Advisory Committee of the Pennsylvania Department of Health which oversees this initiative.

Dr. Sieminski has lectured both nationally and internationally on the topics of hearing loss and the most recent advances in hearing aid technology.

Dr. Sieminski and his wife, Libby, reside in the Back Mountain. Their son, Jason, is an attorney in Philadelphia and recently founded Spruce Law Group, LLC. Jason is married to Cheray Lynch Sieminski who is a principal with Berkeley Research Group, LLC.



Dr. Renee Monahan, CCC-A Audiologist



Dr. Monahan has dedicated over 25 years of her professional career to diagnosing hearing loss and improving the hearing capabilities of infants, children and adults. Dr. Monahan is a PA licensed Audiologist and maintains a Certificate of Clinical Competence in Audiology from ASHA. She is a fellow with the American Academy of Audiology and the Pennsylvania Academy of Audiology.

A native of Junedale, PA, Dr. Monahan attended Bloomsburg University where she graduated with a Bachelor of Science degree in Communication Disorders and a Master of Science degree in Audiology. She earned her Doctor of Audiology degree from Salus University (formerly PCO School of Audiology) in Philadelphia, PA.

Dr. Monahan and her husband, Jim, reside in White Haven, Pennsylvania. They have 2 daughters, Kelly and Shannon. Dr. Monahan is actively involved in the White Haven community. She is a member of the White Haven Area Community Library Board of Directors, serves on several of the library's committees and engages in volunteer work with her church, St. Patrick's in White Haven.

Dr. Joseph Motzko, CCC-A Audiologist

Dr. Joseph Motzko, Audiologist, was raised in Hawley, Pennsylvania and graduated from Wallenpaupack Area. In 2008, he graduated summa cum laude with a Bachelors of Science degree in Mechanical Engineering and a minor in Economics from the University of Pittsburgh. While at the University of Pittsburgh, Dr. Motzko was an active member of the rugby football club, American Society of Mechanical Engineers, and Triangle Fraternity. In 2011 he entered the Doctorate of Audiology program of Bloomsburg University, and received his Doctorate in Audiology Degree in May 2015. During his time at Bloomsburg, he was on the executive council for the school's Audiology Student Association and served as a Regional Delegate for the National Student Speech Language Hearing Association.

Dr. Motzko is a highly skilled Audiologist who enjoys evaluating and helping children and adults with hearing loss.

Dr. Motzko currently resides in Lackawaxen, Pennsylvania with his wife, Gina.



Ms. Erin Engman, Office Manager



Erin was born and raised in White Haven, PA. She is a 1996 graduate of Crestwood High School and graduated from Indiana University of Pennsylvania (IUP) in 2000 with a bachelor's degree of Sociology. Upon graduation, she relocated to Annapolis, MD where she worked in an administrative capacity within the medical field. She was employed by Anne Arundel ENT. After residing in MD for seven years, she returned to NEPA in early 2008 and was hired as the office manager of The Hearing Center.

Ms. Sherri Piccola, Patient Care Coordinator

Sherri was born and raised in Hazleton, PA. She is a 1983 graduate of Hazleton High School. Her background is in the Secretarial/Legal field. She joined the office staff of The Hearing Center in December of 2010 as Receptionist. She has two children, Kelly and Kyle.



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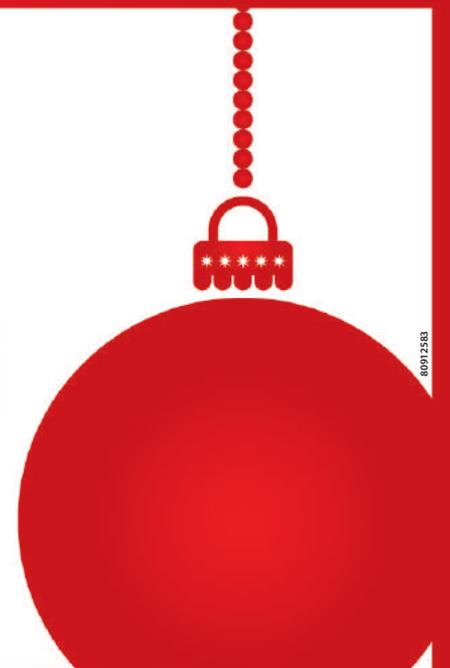
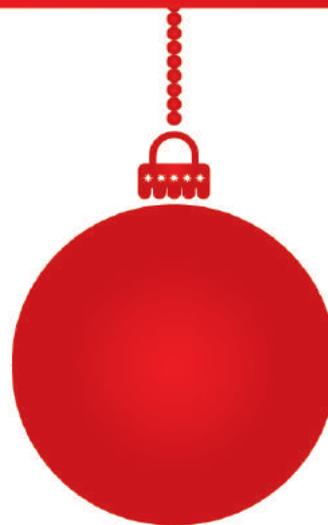
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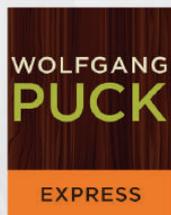


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2018





Tony Callaio | For Times Leader

Gold Winner: Borton-Lawson - left to right: Patrick Endler, Monica Marshalonis, Doreen Ralston, Hanna Kormis.

Borton Lawson: A cutting-edge vision for staff, customers

By Roger DuPuis
rdupuis@timesleader.com

One of the gold-level winners was Wilkes-Barre-Based engineering and architecture firm Borton Lawson. We spoke with Patrick Endler, vice president of the company, about what makes it such a great place to work.

Q: Tell us about your firm, and what you do.

A: Borton Lawson is a full-service engineering and architectural firm located here in Wilkes-Barre. We have three other offices in the state and employ over 170 professionals in a variety of disciplines serving a wide variety of market sectors.

Q: Why is it a great place to work?

See 'BORTON' | 19

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'BORTON' from 18

A: We have spent a lot of time and end effort on the work environment and advancing technologically. We feel like we are on the very cutting edge of technology with the tools we are using, not only for the benefit of our clients but the benefit of our staff.

We place a tremendous amount of value on our staff, our employees — the recruitment and retention of our team, rewarding them and providing a rewarding work environment. It's critical to our business to launch new technologies and new solutions.

Q: How does that play across generations in the workplace?

A: To see our young people who are coming in, our staff, especially young people, they are very thirsty for technology. For them to be able to leverage it and teach the elder generation how we can leverage new technology into new solutions for our clients, it's very, very cool.

For me, it's very fun on a lot of levels. You get into the design business because you get to see things come off of the screen and into reality. We can build so much electronically in a 3-D environment and share that with the client so that they can see it in advance. They know where their money is going and visualize it. It's very exciting.

Q: And tell me about yourself?

A: I'm a registered architect in the state of Pennsylvania for about 28 years, and I've been with the firm for about 18 years.

Q: What does the future hold for your firm?

A: We are poised to launch into a lot more regional and national markets. We did work in more than 22 states last year. Ours is a name that is known in the Valley here, but it's also a name that is known across the country.





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Benco staff's friendly smiles catch blogger's notice



Tony Callaio | For Times Leader

Gold Winner: Benco Dental - Becky Clouse, Catie Noble.

By Roger DuPuis
rdupuis@timesleader.com

Benco Dental's award is already making headlines throughout their industry.

Days after the ceremony, thedailyfloss.com blog featured Benco in a post, including reaction from company leadership.

They noted that Benco, the nation's larg-

est privately-owned dental distributor, earned Gold Award status in the competition.

"We're all very proud to be honored as one of NEPA's Best Places to Work. Great people create great workplaces, so this award reflects the quality and engagement of our associates," said Chuck Cohen, Managing Director at Benco Dental, according to the post.

"Once associates join the team, the company

makes every effort to retain them," the post added.

It cited this example: "Benco's Wellness Programs continues to be successful, resulting in associates having no increase to their

See 'SMILES' | 25

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Local roots

With a nearly 50-year presence in Northern Pennsylvania, six offices and a team of more than 150 dedicated professionals, Baker Tilly is more than a place to work – it's a community.

"We really pride ourselves on the passion and cohesion of our team," said John Nealon, managing partner of Baker Tilly's Northern Pennsylvania business unit. "It's the root of all of our client success stories, and it's the center of our enduring presence in the region."

Established in 1970 as Parente Randolph, the firm combined with Baker Tilly in 2014 after completing several previous successful mergers. While the firm strengthened its presence across the Northeast corridor and repositioned itself within a larger network of national and industry-crossing resources, its homegrown culture remained intact. An environment based on open, honest communication, paired with authentic respect and appreciation, Baker Tilly has always been a place focused on strong teams and the people who are part of them.

Core values

Baker Tilly's core values of collaboration, integrity, passion and stewardship drive what they do, every day, in every relationship.

"We approach every client and engagement with these core values in mind," said Nealon. "And we do the same for our employees and the communities in which they live."

This year marked the Baker Tilly's third annual Stewardship Day, a firmwide initiative that dedicates an entire workday to community service. The Northern Pennsylvania offices spread their efforts across eight local not-for-profit organizations, including the Women's Resource Center, Blue Chip Farm Animal Refuge, Goodies for Our Troops, two food banks and two soup kitchens. Outside of the firm's collective day of service, team members are given paid time off to volunteer at a cause of their choosing as part of the firm's Helping Enrich Relationships through Outreach (HERO) program.

Baker Tilly Virchow Krause, LLP (Baker Tilly) is a leading advisory, tax and assurance firm whose specialized professionals guide clients through an ever-changing business world, helping them win now and anticipating tomorrow's business challenges.

Baker Tilly's significant presence in Northern Pennsylvania includes offices in Wilkes-Barre, Williamsport, Wellsboro, Lewisburg, Coudersport and Clarks Summit.

"Our team members are leaders, board members and volunteers at organizations across NEPA," Nealon said. "And Baker Tilly supports its employees in real ways to show how much this is valued."

Global growth

As Baker Tilly approaches 2019, it begins another new chapter – both in Pennsylvania and beyond. The firm recently unveiled a refreshed global brand, unifying all Baker Tilly International network firms with one cohesive look and message.

"The new global brand is more than just a new logo and colors," said Nealon. "It represents our growth, our focus on the future and our ability to thrive in a complex business world that is becoming more disrupted."

Baker Tilly's new message, "now, for tomorrow," captures the firm's dedication to developing great relationships, great conversations and great futures, both for its clients and its team members. From opportunities for education and training, to career planning and mentored advancement, the success of Baker Tilly's staff remains a driving force for the firm's future.

"Our people have always made us who we are," said Nealon. "Yesterday, now, and certainly going forward."

ENX2: Dallas company has big reach, friendly staff



Tony Callaio | For Times Leader

Gold Winner: ENX2 Marketing - front row, left to right: Robyn Snyder, Emily Evanko, Nicole Farber, Nicholas Farber, Wendy Lindars. Back row: Kevin Fisher, Logan Godfrey, Mike Höllos, Emily Sutton.

By Roger DuPuis
rdupuis@timesleader.com

Wendy Lindars, director of communications for ENX2, talked with the Times Leader about what makes her company a great place to work.

According to its website, the company “specializes in customized web design and development, content marketing, search engine optimization, and PPC advertising campaigns.

With a niche in legal marketing, ENX2 has had much success in improving the online presence of some of the most elite law firms in the United States.”

And they make one thing very clear. “There’s no outsourcing here,” their site stressed. “We have an entire team of award-winning developers, content writers, SEO specialists, social media gurus, and business consultants. Our agency is part of the Google

Partners program and our staff is certified in Google Analytics and Google Ads.”

Here’s what Lindars had to say.

Q: Tell me about ENX2. What do you do?

A: We are a digital marketing agency located in Dallas. We handle legal marketing for some of the top law firms in the country. We do all

'ENX2' from 24

of their digital marketing, their social media marketing, website design, content marketing.

Q: How big are you?

A: We're rather small, about 10 employees. We're just starting to expand and really grow — We've been around for about six years now and are really exploding, it's really starting to grow.

Q: What makes your workplace special?

A: I think it's the people. Were a great group of people., we work together really well, we go on vacations together. We're more of a family than anything else.

Q: And you all must wear many hats, then?

A: We all back each other up. We have web developers and designers, but if I need to jump in and help the web developer I can because I have the skills to do that.

Q: And what does the future hold?

A: We're just going to keep growing and growing — bigger and better, more contracts.

'SMILES' from 21

payroll deductions for three of the past four years. Those efforts and many others result in a credo the company stands behind: the Benco Difference."

George Rable, Vice President, Culture and People at Benco Dental, was quoted as saying Benco's customer net promoter score (NPX) was at an all-time high of 68 in 2018, reinforcing that engaged associates will result in happy customers.

"It's great when Benco receives recognition as a Best Place to Work from outside organizations," Rable was quoted as saying.

Benco Dental also was ranked as a Best Place to Work in Northeastern Pennsylvania by Times Leader readers in 2017.

For more about Benco, visit <https://www.benco.com/>



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- Must possess a high school diploma or GED
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We deliver success smile after smile.



WE EMPOWER GREAT PEOPLE TO DO GREAT WORK. JOIN US! CHECK OUT BENCO.COM/CAREERS

NAVIENT.

Thank you, Northeast Pennsylvania.

Navient is honored to be named a **2018 Gold Award Winner in the Times Leader Best Places to Work program**. For 30 years, we've been proud to be part of this community, as an employer and as a tireless supporter of the local community.



- We employ **850** people in our Wilkes-Barre office. More than a third of us have been with Team Navient for **10 years or longer**.
- For 3 years running, *Training magazine* has recognized our employee training program as one of the **top 125 in the world**.
- Nearly **90%** of our local leadership team started with us in entry-level roles.
- During the past 5 years, Team Navient and the Navient Foundation have contributed more than **\$1 million** to local charities.

We look forward to many more years of partnership in our remarkable NEPA community.

We're hiring! Visit jobs.Navient.com.

EEO Minority/Female/Disability/Protected Vet/Sexual Orientation/Gender Identity. Navient is a drug free workplace.

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NEPA Team Navient: helping people achieve financial success

Navient is proud to be recognized as a top local employer. But what exactly do we do? Here in Northeast Pennsylvania, our 850 employees provide support to millions of student loan borrowers, helping them stay on target toward successful repayment. And when tough times hit, we're there to help borrowers get back on track. Our dedication shows in our numbers:

- Last year alone, more than **530,000** Navient borrowers repaid their loans in full.
- Our borrowers are **35% less likely to default** than those serviced elsewhere.
- **Nine out of 10 times**, when we're able to reach borrowers who have fallen behind on their payments, we help them avoid default.
- **More than half** of student loan balances we service for the government are enrolled in income-driven repayment programs — which can make monthly payments more affordable, with payment amounts tied to borrowers' incomes — higher than any comparable servicer.

To help people manage their financial lives — beyond just their student loans — we offer many educational tools, including:

- **Path to Success** – interactive videos on topics like budgeting, investments, student loans, and credit scores
- **The Career Playbook** – practical guidance from career experts
- **Worksheets, calculators, and tips** – insights and tools to support financial success

These resources are available for free to anyone at Navient.com/money-and-finances.

Supporting our community

Team Navient and the Navient Foundation are proud to contribute time and money to many organizations that make NEPA a stronger community, including:



Sources: Navient data and analysis of the most recent Cohort Default Rate, released by U.S. Department of Education, September 2018. FSA Data Center as of June 2018 and Navient data as of November 2018 (excluding Parent Plus loans which are not eligible for IDR). By dollar volume, loans serviced by Navient are the most likely of any government servicer to be enrolled in IDR except for the servicer assigned all Public Service Loan Forgiveness loans which, by definition, are enrolled in IDR. [Learn more at News.navient.com](http://News.navient.com).

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A Legacy of Employee Commitment

Established in 1828, CornellCookson is one of America's oldest and most storied building products companies. With roots tracing back to some of the most iconic cast iron buildings still visible today in the New York City skyline, CornellCookson has helped shape the American building industry. As the brand modernized and expanded its product line over the years to meet the changing needs of the architectural and building industries, the corporate culture and workplace has adapted responsibly with it.

Today, CornellCookson is a thriving company that is consistently growing and introducing new products to the market, while staying committed to providing employees with a positive workplace and competitive benefits. Thanks to this commitment, CornellCookson is honored to be named a "Best Place to Work in North East Pennsylvania" by Times Leader readers.

"A core component of our company is the investment we make in the long-term success of our employees," said Andrew Cornell, CEO of CornellCookson. Our associates continually come through for our customers, which has really differentiated us in the market. This passion combines with over 5000 implemented employee ideas helps us compete in a globally competitive market.

Becoming the Best Means Being the Best

Each year, several dozen businesses and organizations in the region are honored by the Times Leader Media Group at the "Best Places to Work in NEPA" awards. From health care centers and restaurants to marketing companies, they comprise a who's who list of organizations in the Scranton-Wilkes-Barre-Hazleton region. Nominations are anonymous, and completed by readers through the company's website. Once nominations are complete, the voting process begins, resulting in a list of finalists. This year, CornellCookson earned the Silver Award.

"CornellCookson is humbled and grateful for this honor," said Cornell. "In addition to a positive work environment and strong corporate culture, we have intentionally committed to provide a competitive employee benefit package that includes health, dental and vision insurance, a 401(k) program, life insurance, tuition reimbursement and paid vacation. The award is a testament to our efforts to be the best we can be for our employees and their families."

Become Part of a Growing Team

CornellCookson is always looking to add valuable associates to the team. Open positions vary in skill level and include entry-level assembly, welding, powder coating, machine operators, engineers and more.

If you're interested in a career at CornellCookson, visit: www.cornellcookson.com/careers.



WE ARE SO thankful

NEPA
BEST PLACES TO WORK
2018
TIMES LEADER MEDIA GROUP

We are so thankful to be named among so many great businesses in our region! At ENX2 Marketing, we firmly believe that if you work hard, amazing things will happen. And we want that for your business too.

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LET'S BE amazing

When you hear the words “legal marketing,” you’re probably thinking of a photo of an attorney looking stone-faced in front of a bookcase filled with legal tomes. Or maybe you think of a group of lawyers staring at you while you whiz by a billboard on I-81. Stuffy. Predictable. Boring. For the longest time, this was the crux of legal marketing in NEPA – but no longer.

Meet ENX2 Marketing. We are a nationwide legal marketing agency located in Dallas, PA – a big-time agency with a small town feel. We are responsible for making some of the top law firms in the country household names. Our work has received praise by our peers and featured in media outlets throughout the country. We make lawyers look good, and when they’re amazing, we’re amazing.

Since 2013, ENX2 has provided customized web design and development, content and social media marketing, search engine optimization, and advertising services to law firms both big and small. With our innovative concepts in finding a balance in the organizational structure, we



can blend technology, marketing, motivation, dedication, and teamwork into an overall outcome of success. Our award-winning staff is made up of experts in the fields of marketing, communications, technology, and business. We can make anyone’s marketing shine.

And we’re making waves in the legal marketing field. In October, ENX2 Marketing was chosen by legal publication Chambers and Partners as the exclusive USA sponsor for their Editors’ Reception: Rome 2018. The ENX2 Crew was recently named a 2018 Davey Award gold winner and a 2018 W3 Award silver winner in the

category of Web Design – Law Firms and Legal Services.

There are three essential aspects of working for ENX2: Hard work, teamwork, and a positive attitude. We all work together to make sure the client is successful. For us, working at ENX2 is more than a steady paycheck. You become a member of a family. We watch out for each other. We go on vacation together. We laugh all the time. We celebrate each other’s successes and pick each other up through times of pain.

“I can’t imagine a better team than the people that make up the ENX2 Crew,” said CEO and ENX2 owner Nicole Farber. “It took a lot of blood, sweat, and tears to get my company to this point and it’s all thanks to my employees. They truly are the best of the best. I love my team!”

The employees at ENX2 Marketing agree...this is by far the best place they have ever worked at! “I’ve spent years bouncing from job to job, looking for the right fit,” said Director of Communications Wendy Lindars. “ENX2 Marketing is my dream job. I am appreciated every day, and I work with some of the brightest and most creative people in the world.”

“It’s hard finding an employer that not only believes in your talent but stands behind your work,” said Director of Web Design and Development Mike Hollos. “And I am fortunate enough to find that in ENX2.”

If you are interested in learning more about ENX2 Marketing, its employees, and its work ethic visit enx2marketing.com or call 844-ENX2-WEB. Follow us on Facebook, Twitter, LinkedIn, or Instagram.



“ I can’t imagine a better team than the people that make up the ENX2 Crew. ”

Nicole Farber, CEO and Owner



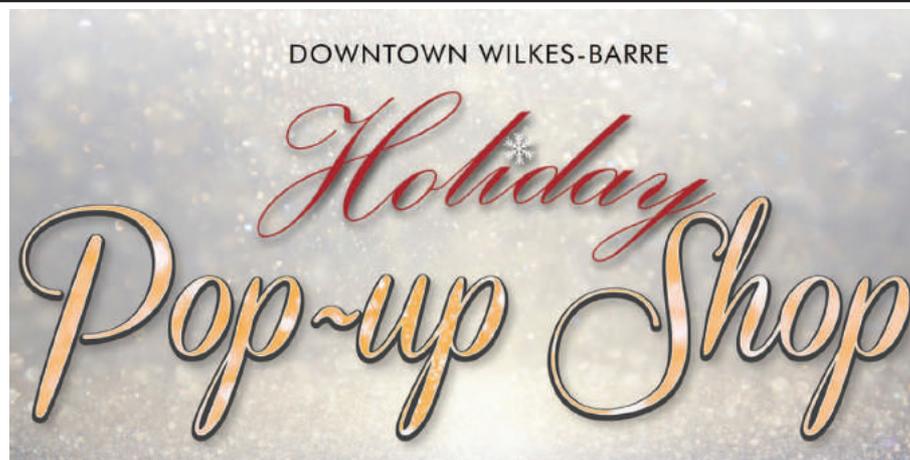
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❄️ Christmas Candyland Weekend ❄️

Entertainment

Friday: 5 PM - 6 PM Live Artist Painting

Saturday: 11 AM - 1 PM Storytime & Photos with Santa

12 PM - 12:30 PM Hannah Fox and Kelly Zimmerman from Rising Stars Performing Arts Academy will Sing "Holiday Classics"

2:30 PM - 3 PM Madison Dompkosky from Rising Stars Performing Arts Academy will Sing "Holiday Classics"

3:00 PM David Blight School of Dance

3:30 PM - 4 PM Madison Dompkosky from Rising Stars Performing Arts Academy will Sing "Holiday Classics"

Sunday: 12:30 PM - 2 PM Learn How to become an elf at our Children's Elf Academy!

12 PM Miss Kennedy Wood 2018-2019 Wilkes-Barre City Cherry Blossom Queen Tap Dance to "I Want to be Around"

12:30 PM Miss Lily Davis 2018-2019 Wilkes-Barre City Cherry Blossom Princess singing "Once Upon a December & White Christmas"

2:30 PM - 3 PM Madison Dompkosky from Rising Stars Performing Arts Academy will Sing "Holiday Classics"

Friday, December 14 & Saturday, December 15: 10 AM - 6 PM | Sunday, December 16: 12 PM - 4 PM

This weekend features brand new "Pop-up" vendors including Irish Blue Goat Soap, The Pi Tie Company, Matterns, Beaucoup Boxes, Queen Bee's Honey House, Lips by Arielle, Color Street, Glover's, 31, Crafts by Konopka, Goma, Pittston Popcorn, Individually Twisted, D'Anna Designs, & more, in addition to our anchor vendors below!



NEPA

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**Proudly Made by American
Workers in Old Forge, Pa.**

PROUDLY MADE

BY AMERICANS
with Domestic & Imported Materials

Golden Technologies is proud to be a true American manufacturer

of power lift and recline chairs. Family-owned and operated, our headquarters in Old Forge, PA, is the largest facility in the world dedicated solely to the manufacture of lift chairs. Our other product lines — mobility scooters and power wheelchairs — are assembled in our Mobility operations facility in nearby Kingston, PA, all by Golden Technologies' employees. We've serviced the home health care retail industry since 1985. We are proud to provide jobs for more than 400 Americans, contributing to the strength of the economy.

The history of Golden Technologies is a story that defines the American dream. Founded in 1985 by Robert Golden, Sr., and Fred Kiwak, Golden Technologies was founded on the pledge to "build it right the first time," a motto that still holds true today. In fact, that promise is proudly displayed on a banner hanging above our lift chair manufacturing floor, reminding our employees every day of the commitment we have to our customers. Golden Technologies is committed to manufacturing the highest quality products in the home medical equipment industry.

Golden and Kiwak began manufacturing lift chairs in a one-car garage in West Pittston, PA, a small town where families worked hard to survive as the Pennsylvania coal mining era was ending. The pair partnered with some of the finest craftsmen in the region and worked together to design and build lift chairs that would withstand years of use. As their reputation for quality spread, the business grew, and quickly became a family operation, employing several members of the Golden and Kiwak families. Robert Golden's son, Richard, was one of the company's first employees. He was named CEO in 1991, a position he continues to hold today. Robert Golden, Sr., has since retired from the day-to-day activities. Kiwak continues to be actively involved as our Vice President of Research and Development.

In 2018, after years of development, Golden was thrilled to introduce the world's first three-motor power recliner, ushering in a new era in comfort seating across the industry. MaxiComfort with Twilight cradle technology is a luxury power recliner capable of providing never before seen or felt levels of comfort, thanks to a patent-pending, three-



GOLDEN

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motor mechanism. Golden has been an innovation leader in this arena and the PR514 MaxiComfort with Twilight Positioning represents the next generation in our line of quality power lift and recline chair products. Consumers are able to achieve extreme Zero Gravity and discover new angles for TV watching and lounge positions. There is truly nothing else like our three-motor seating technology on the market. It didn't exist – until now.

Golden expanded into the personal scooter business in 1996. Today, we offer several models of scooters serving a wide range of needs, from the portability of the Buzzaround LT, Buzzaround XL and LiteRider scooters, to the luxurious appointments of the Companion models, and the outdoor, heavy-duty Patriot scooter with a 400 lb. weight capacity and the Avenger four-wheel scooter with a 500 lb. weight capacity. Golden introduced the Golden Buzzaround Extreme Scooter in 2016. This scooter is truly the first hybrid scooter in the industry, as it features the portability, maneuverability, and easy disassembly of a lightweight scooter, yet it offers the awesome benefits of a full-size scooter!

In 2003, Golden Technologies was awarded the U.S. Veteran's Administration contract to supply our Companion scooters to all U.S. Veterans through Veterans Administration Medical Centers throughout the nation. We are very proud that the quality and durability of the Companion scooters, and our dedication to this program, has enabled us to renew

this contract with the U.S. Veteran's Administration every year since.

Our expansion into the power wheelchair business was the latest step in offering a line of products to help those with varying levels of disabilities. Since 2005, our Golden Compass series of power wheelchairs provides the maneuverability and stability of true center-wheel drive performance of the Compass Sport and the Compass HD (Heavy Duty) models. We offer a unique full-time, portable power chair with the LiteRider Envy, which features 2-22 Amp batteries and offers an impressive operating range up to 15.5 miles! In 2018, we introduced an all-new Alanté Sport power chair with a stylish redesign and offers excellent performance and maneuverability indoors and out for an active lifestyle.

Careers at Golden

Golden offers job opportunities at three locations: Old Forge, Kingston, and Laflin, PA.

We employ people in many departments, such as Sales, Accounting, Customer Service, Information Technology, Marketing, Operations, and Production. We are accepting applications for many areas, both office related and factory floor related. These jobs may involve phone support, technical support for lift chairs and mobility lines, and order entry.

We offer competitive compensation, daytime shift only, health benefits, 401K and paid time off.



**Innovation.
Commitment.
Loyalty.**

Throughout every level of our company, we are proud to live up to the definition of these three words: innovation, commitment and loyalty. These words guide us in our daily work and we have embraced these as our core values.

We are innovative: never accepting our products as being "good enough," but always looking for ways to make them better.

We are committed to building it right the first time. Every time.

We are loyal to our employees, our customers and the consumers who use our products every day. As a family-owned, second generation family-operated company, we strive to design and manufacture products that we are proud to have our own family members use every day.

Thank you for your interest in our company and our products.

Sincerely,
Richard Golden, CEO

Visit www.goldentechnologies.com under Resources/Careers or call 800.624.6374 x492 for more information regarding careers at Golden.

Young professionals make Coal Creative hum



Tony Callaio | For Times Leader

Silver Winner: Coal Creative - Samuel O'Donnell, Holly Pilcavage.

By Roger DuPuis
rdupuis@timesleader.com

You need to know that the folks at Coal Creative were really, really happy to be honored. "We are SO EXCITED to be named as one of

NEPA'S Best Places to Work in 2018!" they wrote in a Facebook post after the event.

"A special shout out to the many individuals who have gotten us to where we are today these last few years: our clients, employees, freelancers, interns, the community, our local Chambers, friends, family, and

all of YOUR support."

Founder Gerard Durling describes Coal Creative's origins on its website: "Coal Creative was formed

'COAL' from 36

on the idea that we as a team could create big city results no matter our location.”

We spoke with the marketing company's lead video producer, Samuel O'Connell, about the award and about the Wilkes-Barre firm.

“Coal Creative is a company of all millennials. We really have a great collective of individuals,” he said.

When he started two years ago, it was “basically two people with some part-timers.”

Since then, they have grown their video team to three people, and the company now has about eight staffers total, of whom four are full-time.

“It's just really exciting,” O'Connell said. “I feel like we are on the cutting edge of technology, but we stay true to our core values of friendship, and teamwork and collaboration.

What's next?

“For 2019 we have a lot of exciting things planned,” he said. “We're really going to hone in on what we're good at. We're really good at websites, we're good at video, we're really good at Facebook advertising.

To learn more, visit www.coalcreative.com.



Times Leader file

Founder Gerard Durling describes Coal Creative's origins on its website: “Coal Creative was formed on the idea that we as a team could create big city results no matter our location.”

Thank you for choosing Diamond Manufacturing Company as one of the
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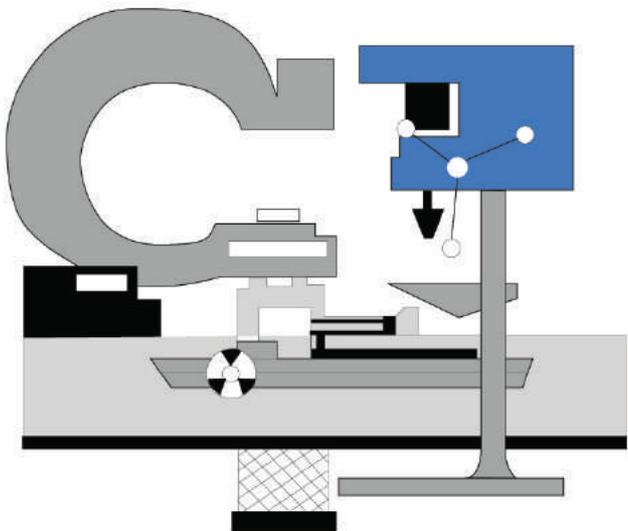


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The Institute for Human Resources & Services, Inc.



The Institute for Human Resources & Services, Inc., is a non-profit organization based in Kingston, PA. In operation since 1975, the Institute provides Foster Care and Adoption services to families and children, as well as Residential Services to adults with intellectual and developmental disabilities.

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

The Institute operates group homes throughout Luzerne County. Our 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.

In 1995, the Institute received an adoption license and has since affiliated itself with the StateWide Adoption Network ("SWAN") program. As such, the Institute provides a number of adoption services to youth in foster care and assists families through the adoption process. The Institute assists individuals in becoming certified foster parents and operates a licensed foster care/adoptions and family services agency that services counties such as Luzerne, Lackawanna and Susquehanna.

250 Pierce Street Suite 301
Kingston, PA 18704

NEPA



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Become part of a NEPA Best Place to Work!

**The Institute for Human Resources & Services, Inc.
is currently hiring:**

Residential Program Workers: The primary responsibility is to assist adults with intellectual and developmental disabilities inside their homes. Full-time and part-time positions are available. Applicants must possess a valid PA driver's license and a high school diploma or equivalency. The base rate is \$13.50 per hour and \$14 per hour after the training period.

Program Specialist: The ideal candidate will have knowledge and experience with individuals with intellectual and developmental disabilities in a group home setting. The position is full-time and includes providing supervision and management to a residential program. A minimum of a Bachelor's Degree in Human Services or a related field combined with 2 to 4 years' experience is required.



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Lisa Joseph



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"I'm happy that I joined Lewith and Freeman. Their reputation and business structure give me everything I need to provide the best service to my clients and be successful!"

Antonio DeRosa



BENEFIT FROM THE LATEST TECHNOLOGY

"I am proud to work for a company that is constantly improving and looking for the latest technology to help our clients get their home sold quickly and for the best price!"

Mike Pinko



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Tony Callaio | For Times Leader

From the left: Maribeth Jones, Virginia Rose, Tara Siegel from Lewith & Freeman Real Estate, Inc. received a Platinum Award from the Times Leader's Best Places to Work Awards on Tuesday night at Isabella's Restaurant & Bar.

Lewith & Freeman: A 'family-first' culture

By Marcella Kester
For Times Leader

Lewith & Freeman Real Estate has long been a household name for area residents looking to buy or sell their home or business.

Now, the company can add another title to their long list of awards: one of the best places to work in NEPA.

The real estate agency was one of 50 area companies given the honor by the Times Leader Media Group at Isabella's recently after votes were tallied by both employees and the general public.

Lewith & Freeman President Virginia Rose said the company, which has been in business since 1921 and employs over 100 agents across six counties, strives to treat each individual customer based on their personal needs.

"We're very committed to making sure the residents and the business owners of Northeastern Pennsylvania have the needs they are seeking for real estate," she continued. "Most importantly, we have a fantastic team of professionals."

A new addition to that team is Tara Siegel, who transitioned to

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'LEWITH' from 46

the agency from Pepperjam six months ago to become the new vice president of Marketing. Wasting no time, Siegel has already launched newly redesigned, innovative website for the real estate firm.

"This is a new opportunity for me to join a local legend and make an impact on the local community, which I was really excited about," she explained of the move.

As a new employee herself, Siegel described Lewith & Freeman as a family-like atmosphere that boasts heavy female leadership within the company. In fact, the entire administrative team of the company are women.

"The culture is extremely familial. Very family-first, very understanding of flexibility and working families," said the mother of three. "So that was really important for me."

Aside from working one-on-one with buyers and sellers the company quietly plays a hefty role in the very communities they serve, often donating time and money into varying groups and organizations.

For more information about the company, visit www.lewith-freeman.com.



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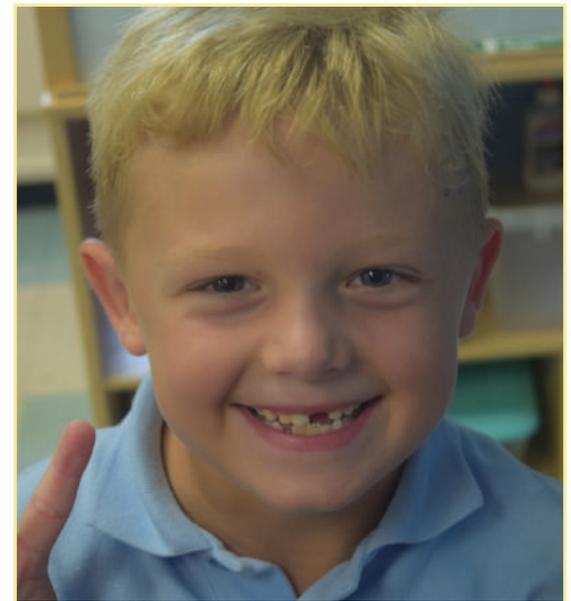
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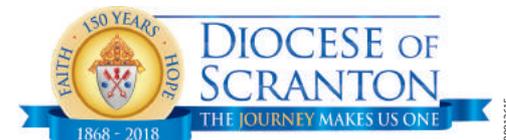


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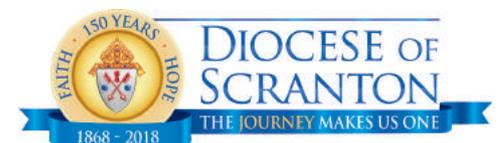


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