



# Awards for Excellence

**On October 20, New Jersey Business & Industry Association President Philip Kirschner will present the Association's 2009 Awards for Excellence to 12 companies for their outstanding business achievements. The awards will be presented at a dinner ceremony at The Pines Manor in Edison.**

*Every year, NJBIA honors a select group of employers from among its 22,000 members for their outstanding achievements in four categories: Business Expansion, for exceptional business growth, including job creation; Environmental Quality, for protection of the environment; Outstanding Employer, for outstanding workforce management practices; and Public Service, for dedicated community service.*

All NJBIA members in good standing are eligible to be nominated for this annual award. The winners are selected by an independent panel of judges, who volunteer their time to conduct the judging. This year's judging panel was comprised of 31 individuals from the Service Corps of Retired Executives (SCORE) and the NJBIA policy committees.

Mercadien P.C., CPAs, verified the information supplied by the winning applicants.

## The 2009 Winners

### Business Expansion Award

*The Business Expansion Award is presented to companies that have contributed to the state's employment growth through productivity enhancements, sales growth, and/or the net creation of new jobs.*

#### Hutchinson Industries, Inc.

*President: Pascal Seradarian*

*NJ Location: Trenton*

*Founded: 1983*

*Full-time NJ Employees: 425*

*Business: Manufacturing*



Conventional wisdom says that big manufacturers long ago abandoned Trenton for greener pastures in other states and

countries. Luckily for Trenton, Hutchinson Industries is anything but conventional. Not only has the company remained within the city limits since its creation in 1983, it's been expanding its facilities here, renovating inner-city buildings, creating jobs and increasing sales.

Hutchinson designs and manufactures mobility and safety components for wheeled vehicles in the defense, security and commercial markets – everything from highly engineered aluminum wheels to its “run-flats,” which are inserted inside of tires. They are used in military and civilian applications.

Business has been good. In 2003, Hutchinson increased the manufacturing capacity at its Wheel Division by 40,000 square feet, adding new machines and increasing its production capacity ten fold. Two years later, the company added two new assembly lines to its Tire Assembly Division, doubling its output on wheel assemblies. Between 2005 and 2009, the company's Run Flat Division increased production a whopping 15-fold compared with four years earlier. In 2008, Hutchinson celebrated the grand opening of its seventh revitalized facility in Trenton, increasing the company's overall footprint in Trenton by an additional 100,000 square feet.

Hutchinson added 298 jobs between 2003 and 2008, an employment expansion driven by fast rising sales. This has been an economic boon not only for Hutchin-

son but also for the City of Trenton and for local residents employed by this thriving organization.

#### Ikaria

*President and CEO: Daniel Tassé*

*NJ Location: Clinton*

*Founded: 2007*

*Full-time NJ Employees: 245*

*Business: Pharmaceutical*



Ikaria is doing well by helping ill patients get well. Ikaria is a fully-integrated

biotherapeutics company that develops innovative therapies and drug-device combinations for critically ill patients. Its lead product is INOmax®, the only FDA-approved drug for the treatment of hypoxic respiratory failure in newborns. It is also developing groundbreaking therapies for patients with acute respiratory, renal, hepatorenal and neonatal ICU conditions.

Ikaria's innovations have spurred tremendous growth. In 2008, the company added 110 new jobs worldwide, including 75 new positions in New Jersey. Job growth continued in 2009 with more than 50 new positions added in the first quarter alone, more than half at the company's Clinton headquarters.

This growth benefits New Jersey as a whole. The new jobs are mainly in high-salary executive and professional positions. The average annual compensation for the 75 New Jersey jobs created in 2008 was \$155,000.

This impressive growth and worldwide success has allowed Ikaria to establish itself as an important part of New Jersey's renowned pharmaceutical industry in two short years.

#### Hill International, Inc.

*President and COO: David L. Richter*

*NJ Location: Marlton*

*Founded: 1976*

*Full-time NJ Employees: 251*

*Business: Construction*



**Hill International**

From its founding in 1976 through 2006, Hill International was a mid-sized, privately-owned

construction management firm with most of its 750 employees (in 2006) employed in the Northeast.

Today, Hill is a publicly-traded global company with over 2,300 employees (251 in New Jersey) respon-

sible for thousands of construction projects throughout the world. Hill operates in 31 countries and 80 offices worldwide, providing project management, construction management, construction claims and

related consulting services.

Hill is ranked as the world's 8th largest construction management firm (*Engineering News-Record*) and the fastest growing firm of its type in the United States and Canada (The Zweig Letter). With new acquisitions in the Middle East, North Africa and Eastern Europe, it's easy to see why.

In the last three years alone, employment at Hill International has grown from 750 to 2,300 worldwide, and its revenues from \$197 million to \$380 million. Hill's employment growth has been a boon to New Jersey as many of the jobs created here have been in high-paying professional and skilled positions. Hill's corporate headquarters supports the company's global offices in accounting, marketing, human resources and legal services, offering tremendous opportunities for professionals in New Jersey.

#### **Environmental Quality Award**

*The Environmental Quality Award is presented to companies that have done outstanding work to preserve or enhance the quality of the environment in New Jersey.*

#### **Champion Container Corporation**

*President: Thomas Miskewitz*

*NJ Location: Avenel/Woodbridge*

*Founded: 1968*

*Full-time NJ Employees: 36*

*Business: Wholesale/Retail Trade*



When it comes to environmental conservation, Champion Container is no Johnny-come-lately. Since its inception in 1968, Champion has been at the forefront of environmental conservation. But with the

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recent installation of new photovoltaic solar electricity systems that make the company nearly energy independent, Champion is taking its game to a whole new level.

Champion is a premier distributor of plastic, metal and glass containers in New Jersey – everything from medicine vials to 55-gallon drums. In early 2008, the company installed the new solar electricity systems at both of its New Jersey facilities. To date, the systems have eliminated more than 1.2 million pounds of carbon dioxide emissions. Over the 30-year life of the equipment, it will eliminate more than 9,300 tons of carbon dioxide emissions and conserve 17,210 barrels of oil, 5,007 tons of coal or 1.095 million cubic feet of natural gas,

depending on the resource used to generate electricity.

This kind of commitment is nothing new at Champion. Long before smoking was banned in the workplace, Champion installed electronic air filters in its facilities to ensure a clean environment for its employees. It installed a high-heat burner to safely dispose of waste oil from its delivery trucks without producing smoke or residue. And the company has further reduced its carbon emissions by using only electric-powered forklifts at its warehouses.

All in all, Champion prides itself on its commitment to environmental conservation, as well as its commitment to customer service.

**PNC Financial Services Group**

*Regional President: Kevin Tylus*

*NJ Location: East Brunswick*

*Founded: 1852*

*Full-time NJ Employees: 3,065*

*Business: Banking and Finance*



One of the largest diversified financial services organizations in the country, PNC Financial Services invests in the environment by incorporating environmental responsibility into its everyday business practices.

At the forefront of this effort

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Lowenstein Sandler is proud to be a recipient of the 2009 NJBIA Award for Excellence, Outstanding New Jersey Employer.

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is PNC's Green Branch program, which incorporates the latest green building techniques in every new bank branch it constructs in New Jersey. PNC has built a total of 66 LEED-certified buildings, more than any other company on the planet. (LEED stands for Leadership in

Energy and Environmental Design, a certification earned from the U.S. Green Building Council.)

In New Jersey, the company counts more than 20 certified Green Branches, with locations pending in Trenton and Flanders.

Green Branch standards, for

which the company has received a trademark from the U.S. Patent and Trademark Office, seek to dramatically reduce a building's environmental impact in every conceivable way. Energy usage is reduced by 34 percent, thanks to more efficient systems, better insulation and maximum use of natural light. Water consumption is also reduced, by about 4,000 gallons per year.

More than 50 percent of the branch is made with recycled materials, including floors, wall coverings and furniture fabrics. Carpet tiles are made from 72 percent recycled material and are designed so they can be recycled into new carpet at the end of their useful life. Even construction waste is reduced, with 26 tons-per-branch of wood, steel and cardboard recycled or salvaged.

**Hartz Mountain Industries**

*President and CEO: Emanuel Stern*

*NJ Location: Secaucus*

*Founded: 1966*

*Full-time NJ Employees: 500*

*Business: Real Estate*



With more than 38 million square feet of commercial real estate in the New Jersey/New York region, Hartz Mountain manages one of the largest privately-held commercial real estate portfolios in the United States. So when it decided to initiate a company-wide Green Building and Sustainability Initiative in 2007, it was bound to have a big impact.

The numbers are impressive. Twenty million square feet of flat

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roofs have been covered in solar power arrays. Fifteen hundred incandescent light bulbs have been replaced with more energy efficient compact fluorescent light bulbs, saving 7,000 kilowatt hours of electricity. Additionally, 2,000 conventional urinals have been replaced with waterless urinals, saving 80 million gallons of fresh water a year. That's the equivalent of a 40-acre, eight-foot-deep lake.

Recycling, too, has been a big part of the initiative. In 2008, Hartz's recycling programs saved 43,500 mature trees; 8,900 cubic yards of landfill space; nearly 1.2 million gallons of oil; 61,400 gallons of gasoline; and nearly 18 million gallons of water.

Consider the impact Hartz has had on one of its high-profile real-estate holdings – the Meadowlands Exposition Center. As part of a \$105-million pilot program with PSE&G, Hartz installed a 412 kilowatt solar array that generates 40 percent of the electricity at the facility. Consider also the Edison Towne Square project, a one-million-square-foot lifestyle center on the former Ford manufacturing plant site, which will be constructed using LEED green-building techniques.

**Outstanding Employer**

*The Outstanding Employer Award is presented to companies that demonstrate a creative and forward-looking approach to managing their human resources.*

**Meridian Health**

*President and CEO: John K. Lloyd*

*NJ Location: Neptune*

*Founded: 1997*

*Full-time NJ Employees: 5,786*

*Business: Not-for-profit Healthcare System*



Some companies offer on-the-job training. Meridian Health offers its team members an on-the-job university. Team Meridian

University (TMU), an internal corporate university, is situated on a stand-alone campus in Wall Township to support the training and development needs of the organization's 8,700 team members.

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Meridian is the area's leading provider of healthcare and hospital services, operating, among other things, the area's only trauma center and heart surgery program as well as the region's first children's hospital. The company's goal is to create a quality "guest/patient" experience, and Meridian believes this begins by creating a quality experience for its team members.

Coordinated by the Human Resources Organizational Effectiveness team, the university provides programs focused on workforce development, diversity and guest/patient service. Programs are delivered by certified internal faculty and external training partners and vendors.

New team members begin with Traditions and Beginnings to bring them up to speed on workplace policies and procedures. There is also an 11-course Leadership Fundamentals Series for newly hired leaders and team members recently promoted into leadership positions.

But training doesn't stop there. There is also a Leadership Development Program for High Potential Leaders and a Senior Leader Program for senior executives. A Leadership Development Seminar, conducted by senior executives, including President and CEO John Lloyd, is held periodically for supervisors and managers.

The programs have had the desired effect. While overall turnover in the healthcare industry exceeds 20 percent, Meridian has maintained an overall voluntary turnover rate of 6 percent for four years in a row.

#### **Lowenstein Sandler**

*Managing Director: Gary Wingens*

*NJ Location: Roseland*

*Founded: 1961*

*Full-time NJ Employees: 483*

*Business: Law Firm*



At Lowenstein Sandler, employee training is so important it has been incorporated into the firm's

regular course of business. Through its Lowenstein University program, all employees, from secretaries to attorneys, are able to broaden their skills, share knowledge and access training that is convenient, on-site and ongoing.

The University provides seminars, skill-building programs and wellness workshops, and also allows

employees to showcase their knowledge and skills by teaching their coworkers. The firm has offered classes on everything from delivering quality opening statements to how to utilize Google to improve job performance.

Not all of the programs are directly linked to on-the-job skills. Many are devoted to employee wellness and community involvement. This year alone, the firm offered seminars on stress management and how to be an environmentally conscious employee, as well as two workshops on healthy eating—"Eating on the Go" and "Extreme Makeover, Health Edition."

Lowenstein has also made it as easy as possible for employees to participate in these training programs. All employees can attend training and development programs on a wide variety of topics right in their workplace – and during work hours.

Quality programs, provided on-site and at convenient times, have gone a long way toward helping Lowenstein Sandler achieve its goal of continually increasing the firm's ability to provide extraordinary client services.

#### **Miele, Inc.**

*President: Nick Ord*

*NJ Location: Princeton*

*Founded: 1984*

*Full-time NJ Employees: 430*

*Business: Wholesale/Retail Trade*



Miele considers its employees to be not just part of a company, but also mem-

bers of an extended family. The company's concern with its family's well-being is reflected in the generosity of its employee benefits.

Miele sells high-quality household appliances such as vacuum cleaners, dishwashers and laundry systems. Its success, the company believes, comes from its commitment to a work-life balance among its employees.

This starts with helping employees live healthy lifestyles. Miele provides a fully-paid gym membership for each worker, as well as on-site Yoga classes. In addition, the company provides discounts on smoking cessation classes, homeopathic remedies, natural therapies and three weight-loss programs: Weight Watchers, Jenny Craig and Nutri/System.

After one full year, employees receive 12 vacation

days, plus two personal days, and gain an additional vacation day for each year they work. Miele also supports employees in their community involvement efforts. Every employee is given eight hours off per calendar year to volunteer for local charities, and Miele itself supports an in-house Holiday Food Collection.

Miele employees also benefit directly from Miele's products. In addition to being given substantial discounts, employees are eligible to receive free products – everything from vacuum cleaners to dishwashers – as part of the “test-household” program. Every newlywed is given a vacuum cleaner, and every new parent a choice of gifts from a baby catalogue.

As a result of the family-first philosophy, 36 percent of Miele employees have been with the company for 10 years or more.

**Solix, Inc.**

*President and CEO: John C. Parry, Jr.*

*NJ Location: Whippany*

*Founded: 2001*

*Full-time NJ Employees: 348*

*Business: Services*



These days, it seems like there aren't enough hours in the day. At Solix, Inc., the company has made helping employees manage their time a top priority. To help employees better balance their work and family responsibilities, Solix instituted a series of Flexible Work Schedule options that helps them make maximum use of their free time.

The straight-forward Flexible

Work Schedule allows employees to begin their workday anywhere between 6:30 a.m. and 9:30 a.m., and to shift that schedule on any day of the week. An employee can come in at 6:30 a.m. one day to avoid the


morning rush hour, and arrive at 9:30 a.m. the next day to keep an early-morning medical appointment.

Qualified employees can also choose Compressed Work Sched-

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*"We are what we repeatedly do. Excellence, then, is not an act, but a habit."*

Aristotle

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ules, which allow them to work longer days in order to get an extra day off, or two half-days off, every two weeks. Solix maintains a 40-hour work week (instead of the standard 37.5-hour work week) for about 200 of its employees, which allows them to take additional time off around the end-of-the-year holidays.

The company also provides employees with sabbaticals, leaves of absence, telecommuting opportunities, and job-sharing arrangements for whatever needs may arise. It even allows employees to take two days worth of paid time off to volunteer for local charities.

The flexible working arrangements are having a positive impact, not just on employee morale, but also on absenteeism and turnover. In just three years, Solix has seen unscheduled days off decline by more than half, and employee turnover fall by almost two-thirds.

**Public Service Award**

**The Public Service Award is presented to companies for finding solutions to pressing social or economic problems in their communities and for demonstrating committed leadership in serving those communities.**

**Hutchinson Industries, Inc.**

*President: Pascal Seradarian  
NJ Location: Trenton  
Founded: 1983  
Full-time NJ Employees: 425  
Business: Manufacturing*



For more than 25 years, Hutchinson Industries has been growing and thriving in the City of Trenton, manufacturing specialty

wheels and tires for transit companies, the U.S. military and recreational off-road vehicles. During that time, the company developed another commitment, this one to the success of the Rescue Mission of Trenton.

The mission is a nonprofit organization that serves the homeless, hungry, transient and addicted in greater Mercer County. Hutchinson has helped by recruiting volunteers, lending technical expertise, raising money and, of course, making its own donations.

For instance, Hutchinson loaned its operations manager to reorganize the charity's Industrial Salvation work area, greatly improving the efficiency of this important source of funding for the Mission. Hutchin-

son's computer network administrator and computer consultant configured and installed the Mission's new server, saving \$9,000, and they continue to provide technical support through the transition. The company provided similar assistance in upgrading communications systems.

Employees recruited volunteers for the Rescue Mission, helped improve fundraising efforts by expanding community contacts, expanded workplace opportunities for Rescue Mission residents, and helped collect food, clothing and furniture donations.

In addition to its work with the Rescue Mission, Hutchinson has refurbished numerous run-down, dilapidated buildings in Trenton, often using local subcontractors that provide work opportunities to local residents.

**Elizabethtown Gas**

*Vice President & Gen'l Mgr: Don Carter  
NJ Location: Berkeley Heights  
Founded: 1857  
Full-time NJ Employees: 259  
Business: Regulated Utility*



Elizabethtown Gas knows the value of a high school diploma,

namely that those without one face a difficult future. So the company decided to help students at the nation's largest high school, the 5,000-student Elizabeth High School, get their diplomas.

Five years ago, Elizabethtown Gas created a mentoring and internship program for students at the high school. The program not only shows them how a natural-gas utility is operated, but also underscores the importance of getting a high school diploma and pursuing a college degree. Over the past four years, mentors spent 2,500 volunteer hours at the school, giving college campus tours and holding an end-of-the-year class trip. There's even a mid-year pizza party for students with good attendance.

Mentors join the students for lunch, discussing the professional skills they use, and how they apply these skills, the important role education has played in their careers, and any other topic the students want to discuss. They expose students to the world of work, such as the importance of being on time, being neatly dressed and behaving professionally.

The company also provides five annual paid summer internships that allow students to work in various

departments at Elizabethtown Gas and to learn how a large utility operates and how the natural gas industry works.

The company spent \$20,000 to start the program, and continues to provide \$10,000 annually to keep the program going. (This does not include the monetary value of time volunteered by utility employees.) It's been money well spent. In the first year alone, the number of students receiving A's at Elizabeth High School went up 10 percent and those receiving B's went up 100 percent. At the same time, F's dropped by 26 percent.

**New York Waterway**

*Founder: Arthur E. Imperatore, Sr.*

*NJ Location: Weehawken*

*Founded: 1986*

*Full-time NJ Employees: 340*

*Business: Transportation*



**NY WATERWAY®**

Not all public service is about well-thought-out plans and long-time commitments. Sometimes it's about acting quickly, and selflessly, in a time of emergency.

That's the kind of public service the crews of several NY Waterway ferries provided on a cold day in January when US Airways Flight 1549 had to make an emergency landing in the Hudson River following a sudden engine failure.

The landing itself was a miracle. But with 155 passengers standing in the cold on the airplane's wing, some of them injured and all of them facing hypothermia, the event had the potential to be a tragedy. That's when the men and women of



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Thanks largely to the quick thinking, skill and courage of NY Waterway and its crews, all 155 passengers survived. **NJB**

#### **Verification of AFE Information Provided by Mercadien, P.C.**

Mercadien, P.C., Certified Public Accountants performed the agreed-upon procedures to verify the information supplied by the award-winning finalists. As entrepreneurs serving entrepreneurs, the principals and staff of Mercadien, P.C., CPAs are uniquely suited to provide creative solutions to a variety of business challenges. Mercadien, P.C. is a single-source solution offering a full spectrum of accounting and consulting services, including traditional audit and financial report services, tax compliance and consulting services, Section 404 internal control reviews, Federal and multi-state tax compliance and planning, and international taxation. Mercadien works with closely-held companies, their owners and management teams to develop strategic and financial plans designed to maximize wealth and profitability, minimize taxes and risk, and evaluate systems and processes, while increasing efficiencies. Mercadien specializes in working with professional service firms; the real estate industry; manufacturing, wholesale and distribution companies; auto dealerships; and nonprofit organizations and government agencies, including municipalities and professional and trade associations.

Mercadien, P.C., Certified Public Accountants has been in the Princeton area for over 45 years and currently has a staff of approximately 85 professionals, including 12 principals. Mercadien, P.C., CPAs is a Mercadien Group Company. The Mercadien Group is a family of distinct companies created to serve the diverse and sophisticated needs of clients in a capacity far greater than any single organization can offer. The Mercadien Group provides accounting and tax, consulting, technology, asset management and outsourcing services.

## State to Receive \$10 Million For H1N1 Response

> **Federal funds, for full season provided**

The New Jersey Department of Health and Senior Services (DHSS) is being awarded \$10 million in federal funds to enhance the state's efforts to deal with the fall H1N1 Influenza season. Approximately \$7.4 million will be used for local, county and state health preparedness efforts and \$2.6 million will be used to ensure that healthcare delivery systems are ready for any surge of patients.

The funding from the U.S. Department of Health and Human Services is part of the \$350 million in preparedness grants that are being distributed nationwide to state, county and local health agencies and healthcare facilities to coordinate efforts for H1N1 Influenza response.

"New Jersey is grateful that the Obama administration recognizes the importance of planning for the possibility that H1N1 Influenza may return in a more serious form," says Governor Corzine.

## Beckerman Acquires Avalanche

> **Firm moves to Hackensack**

Beckerman Public Relations acquires Avalanche Strategic Communications, a full-service public relations firm based in Hackensack. This acquisition allows Beckerman to benefit from a new range of capabilities and service a new breadth of industries while remaining dedicated to its traditional client base in the real estate industry and in the legal and financial services sectors. The firm now represents more than 100 clients in a variety of business sectors. Beckerman has also moved its headquarters from Bedminster to Hackensack.

"This acquisition is not about us getting bigger, it's about us getting better," says Michael Beckerman, founder and CEO.

The acquisition also introduces Beckerman to new areas of expertise in digital media, which will allow it to expand traditional media approaches into new media outlets.



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Since 1968, Champion Container has developed into the largest general line container distributor in the Northeast. From our 3 strategically based locations we provide quality products to our valued customers, both domestic and international.

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Our knowledgeable sales and customer service people provide the expertise required to give true packaging guidance to so many companies that count on us to be their technical source in the ever changing packaging landscape.

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