

New Jersey Business & Industry Association News

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NJBIA Honors MDAvantage Insurance Company of New Jersey with Outstanding Employer Award

The New Jersey Business & Industry Association has presented MDAvantage Insurance Company of New Jersey with a 2006 Outstanding Employer Award in human resources management.

MDAvantage, based in Lawrenceville, was one of two companies to receive a 2006 Outstanding Employer Award from NJBIA. It was one of nine companies overall receiving the Association's Award for Excellence in four categories.

"Our Awards for Excellence winners have had a notably positive impact on the lives of their employees, their communities, the environment, and New Jersey," said NJBIA President Philip Kirschner, who presented the awards October 17 in a dinner at The Hilton East Brunswick.

"MDAvantage has demonstrated an extraordinary commitment to the health and well-being of its employees."

MDAvantage Insurance Company was formed in 2002 by New Jersey physicians as a full-service insurance carrier, providing underwriting, claims administration, and risk management to its policyholders. Since its inception, it has also created an environment that stresses a strong commitment to both physicians and employees.

The company firmly believes that a positive work environment produces happy and productive employees. It treats employees as its most valued resource, providing them with flex-time schedules, summer-hour options, team building and a variety of employee events. MDAvantage also promotes good health through an Employee Wellness program.

The Employee Excellence Program was developed to formalize MDAvantage's commitment to its employees. Team building is an important focus, which is evidenced by the incorporation of its results into the annual business plan. In 2005, an Employee Events Committee was formed to allow employees to exchange knowledge, celebrate accomplishments and socialize with colleagues. The "Keys to a Healthy Heart" program was initiated in March for all employees, disseminating heart disease information and providing a "heart healthy" lunch. Free blood pressure and cholesterol screenings were also held in 2006. The company also supports charitable organizations and has a

Corporate Giving Policy. MDA Advantage believes that education leads to self improvement and encourages employees to enroll in training programs.

In order to create a more positive work environment, a Performance Recognition Award Program was implemented. Employees are also involved in the planning of the company's work processes.

Since 1984, NJBIA annually has honored a select group of its members with an Award for Excellence. The winners demonstrate outstanding achievements in one of four award categories: Environmental Quality, Outstanding Employer, Enterprise and Public Service. All 23,000 NJBIA member companies in good standing are eligible to be nominated.

An independent panel of judges volunteered their time to conduct the judging and select the winners. Mercadien P.C. Certified Public Accountants of Princeton verified the information supplied by the winning applicants.

With more than 23,000 members, NJBIA is the nation's largest state-level employer association.

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