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## **First National Bank Named to Top 100 Best Companies For Working Mothers for Seventh Consecutive Year**

– *Celebrating corporate America’s family-friendly leaders* –

New York, NY (September 23, 2008)—*Working Mother* magazine today named First National Bank of Omaha one of the 2008 Working Mother 100 Best Companies. This is the seventh consecutive year First National has won the award. From flextime and telecommuting to backup child care and parental leave, First National Bank is expanding the concept of family-friendly benefits to ensure they cover adoptive parents, fathers and grandparents as well as working mothers.

“The economy is not going to alter the commitment of First National Bank to working mothers, because they've made family-friendly policies a part of their corporate DNA,” said Carol Evans, CEO, Working Mother Media. “Supporting families is a vital part of their culture and not just an added benefit.”

Added Suzanne Riss, Editor in Chief, *Working Mother* magazine, “First National knows that their investment pays for itself through employee loyalty and they realize that productivity depends as much on satisfied staffers as on smart processes. By helping employees manage their work/life demands, First National Bank is creating a highly motivated workforce.”

“We are pleased that *Working Mother* magazine has recognized First National Bank for the seventh year in a row,” said Rajive Johri, president. “We are committed to our employees’ health and well-being and that includes building a culture that supports the unique needs of working mothers.”

First National Bank offers full benefit packages to all employees who work a minimum of 20 hours per week and has been ranked in the top one percentile for benefit policies by *Working Mother* magazine. Offering an on-site child care center as well as backup and other childcare services, the bank was ranked by the magazine in the top 30<sup>th</sup> percentile for childcare initiatives. Job sharing, flex time and work from home options contributed to the bank’s ranking in the top 40<sup>th</sup> percentile for flexible work arrangements.

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“We have a strong commitment to our employees,” Mike Foutch, senior vice president, Human Resources, said. “It is important for us to continue to respond to their needs so we can provide a work environment that engages them while giving them the tools to maintain healthy lifestyles.”

In 2007, First National Bank launched a program to assess the health of employees. The *myHealthIQ* program contains three parts: a health risk assessment, a Wellness Exam and a personalized health report, which is sent to employees confidentially. Through the program, employees can save up to \$60 on their monthly health insurance premiums. The program also helps First National learn about the overall health of the employee population to help bank’s Wellness/Work Life department plan and implement programs to target risk areas identified in *myHealthIQ*.

With more than half employees with flexible work schedules, a high enrollment at the on-site child care center, more than 73% employee participation in the 2007 *myHealthIQ* program, and a high rate of tuition reimbursement, Foutch said most employees take advantage of programs that the bank has to offer.

### **Methodology:**

**First National Bank** was selected for the 2008 Working Mother 100 Best Companies based on an extensive application with more than 500 questions. The application included detailed questions about workforce, compensation, child care, flexibility programs, leave policies and more. It also checked the usage, availability and tracking of programs, as well as the accountability of managers who oversee them. Seven areas were measured and scored: workforce profile, compensation, child care, flexibility, time off and leaves, family-friendly programs, and company culture. For this year’s 100 Best, particular weight was given to family-friendly policies, flexibility, leave policies and benefits for part-timers.

A complete list of the 2008 Working Mother 100 Best Companies can be found at [www.workingmother.com](http://www.workingmother.com).

**About Working Mother Media** Founded in 1979, *Working Mother* magazine reaches 2 million readers and is the only national magazine for career-committed mothers. Its 22-year signature initiative, Working Mother 100 Best Companies, is the most important benchmark for work/life practices in corporate America. Working Mother is published by Working Mother Media, which was founded in 2001. Working Mother Media includes the National Association for Female Executives (NAFE), Diversity Best Practices, the WorkLife Congress, the Multicultural Women's Conference and Town Halls. Working Mother Media's mission is to champion culture change. For more information, please visit [www.workingmother.com](http://www.workingmother.com).

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**About First National Bank** First National Bank is a subsidiary of First National of Nebraska, Inc. First National of Nebraska has grown into the largest privately owned banking company in the United States. First National and its affiliates have \$21 billion in managed assets and more than 8,000 employee associates located in 35 states. Primary banking offices are located in Nebraska, Colorado, Illinois, Iowa, Kansas, South Dakota and Texas.

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