

"We are a family"

Every family has its own set of values, spoken and unspoken. *The BAYADA Way* places its values front and center. Employees follow them, live them every day, and build connections that encourage a family-like atmosphere at work. Happily, that spirit often extends to employees' children, who absorb lasting lessons in compassion, excellence, and reliability.

At the annual adaptive rowing competition, the BAYADA Regatta, as well as other charitable events, children of employees pitch in and volunteer. "I always brought my kids to the Regatta because it gave them an opportunity to help, and also to see what people with disabilities can be capable of," says Colleen Thomas.


Through company events and close ties, children of BAYADA employees got to know each other, too. In the early years, Director Joanne Wilson's daughter babysat Janice and David Baiada in the summertime. "We are not just co-workers. We are not just staff," says Wilson, who's been with the company since 1982. "We are a family."



Sherri Pillet, who joined in 1980, appreciates that all-in-the-BAYADA-family feeling. In 1995, while preparing to adopt a child from China, she knew the day her daughter's picture was to be faxed to headquarters. "I will never forget it," says Sherri, now Division Director of Employee Relations in Burlington, New Jersey. "When the fax started to come in downstairs, Mark jumped up and ran upstairs to gather all the employees who were sitting there and then ran around to get others, so they would all be there to support me."

The office took on a charged atmosphere, filled with the kind of tingling, lump-in-the-throat anticipation found only at joyous events that are poised to change a person's life

forever. When the grainy image of the baby's face emerged from 10,000 miles away, the group oohed, aahed, shrieked, and didn't hide their tears. They instantly became a roomful of loving godmothers and godfathers. Each one of them still remembers that moment as if it were yesterday. "Everyone was so genuinely excited and caring. I remember thinking how incredibly lucky I was," Sherri emphasizes. At BAYADA's fortieth anniversary, her baby has grown up to become a Drexel University undergraduate.

Living by *The BAYADA Way* offers a powerful example to kids, some of whom decide to become BAYADA employees themselves. "I've raised my children to help people, to thank people for doing a great job, to care about people, and to make a difference," says Colleen. "My kids are very kind and caring. We think *The BAYADA Way* is a really wonderful way to live your whole life." 

ABOVE: Sherri Pillet and her daughter, Emily, volunteering at the 2004 BAYADA Regatta.