

Pensions & Investments

THE INTERNATIONAL NEWSPAPER OF MONEY MANAGEMENT

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**BEST
PLACES
TO WORK**

IN MONEY MANAGEMENT

★★ 2020 ★★

**MULTIYEAR
WINNER**

2017



2018



2019



2020

MANAGERS WITH 50 TO 99 EMPLOYEES

FIRST PLACE

Vulcan Value Partners

Birmingham, Ala.

AUM as of June 30: \$13.5 billion

Employees: 64

IN THEIR OWN WORDS:

“Vulcan believes its culture, community and workplace are essential to its success. Its leaders built a company that is supportive, encouraging and empowering. They provide employees opportunities to learn, develop and grow as leaders. Work-life balance is promoted. Vulcan’s compensation package is second-to-none. Vulcan is intentional in formulating and nurturing its culture. The company understands the importance of its culture and the people who create it.”

3 COOL THINGS:

- Fully paid maternity and paternity leave, child-care reimbursement, and adoption and infertility financial assistance. During the pandemic, modified child-care policy to include sitters in addition to licensed day-care facilities.
- Matches employee 401(k) contributions up to 6% of base plus bonus with immediate vesting.
- Offers wellness program with health coaches and quarterly wellness competitions. During the pandemic, added virtual fitness classes. Provided gym reimbursement for online fitness classes or membership.

EMPLOYEES SAY:

- “Quality work is valued greatly and there is always someone there to say a simple ‘great work!’”
- “There is not a single company meeting — not a single check-in with a superior — where senior staff doesn’t ask, ‘How can we better support you?’”
- “It is more difficult to maintain the company culture when everyone is scattered, but the company has added trivia contests via Zoom, ‘Poker Night,’ ‘Cocktail Wednesdays’ via Microsoft Teams and other events to help keep employees communicating.”

PROFILES WRITTEN BY SUZANNE COSGROVE, JUDITH CROWN, MEAGHAN OFFERMAN, TRILBE WYNNE and JULIE TATGE



TOUGH AS IRON: Vulcan employees prepare for the football season at their annual pig roast tailgate party at Sloss Furnaces in Birmingham.