

Pensions & Investments

THE INTERNATIONAL NEWSPAPER OF MONEY MANAGEMENT

Pensions & Investments
**BEST
 PLACES
 TO WORK**
 IN MONEY MANAGEMENT

★ ★ 2017 ★ ★

Second Place | MANAGERS WITH 20 TO 49 EMPLOYEES

Vulcan Value Partners

‘Work hard/play hard’ spirit of firm embodied by employees in all aspects of their careers

AUM: \$14.2 billion

Employees: 47

Vulcan Value Partners LLC, based in Birmingham, Ala., has a “work hard/play hard” culture, according to G. Adam McClain, principal and president.

Employees “give it their all when they are here,” but the industry can be stressful and they also need to “take time with their families,” he said.

One annual fall activity is a tailgate party for employees and their families.

To foster communication, the company also holds a “Thirsty Thursday” once a month after the markets have closed at the firm’s office. The event is an open forum in a fairly “relaxed setting” where employees can ask questions of senior management, Mr. McClain said.

A core value at the first-time winner in *Pensions & Investments’* Best Places to Work in Money Management program is serving others. That includes its clients, such as endowments, foundations or pension funds. When making a client visit, Vulcan employees walk the premises to “know what our returns are paying for,” Mr. McClain said, adding that the company isn’t “just trying to get a fee.”

The company also serves its employees and their families through great benefits. As one employee noted in the BPTW survey: “We have the greatest benefits package ANYONE in the country has.”

Those benefits include company-paid child care, gym memberships, a fully stocked kitchen and access to a nutritionist.

Another core value is “Walk The Talk.” To Vulcan Value Partners, that means being fully invested alongside clients. The only equity options offered in the company’s defined contribution plans are strategies offered by the firm. “We eat our own cooking,” Mr. McClain said.

He added it ensures an alignment of interest between their investors and employees at the firm.

The company also keeps employee’s retirement well-being in mind. Vulcan matches dollar for dollar on employees’ first 6%. Profit-sharing contributions average about 7%.

“I feel empowered to be able to deliver excellent results,” one employee noted in the survey. “We work as a team to be world-class.”



OUT AND ABOUT:

At the annual University of Alabama tailgate party, above, everyone’s a fan. And with Habitat for Humanity, left, employees do work hard but all you see are smiles.

— AARON M. CUNNINGHAM

Vulcan Value Partners is an investment adviser registered with the Securities and Exchange Commission under the Investment Advisers Act of 1940.