

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

★★ 2018 ★★

**MULTIYEAR
 WINNER**

2013



2014



2015



2016



2017

MANAGERS WITH 1,000 OR MORE EMPLOYEES

Second Place

Neuberger Berman

Employee ownership, personal development shine as twin hallmarks

AUM: \$304 billion
Employees: 1,594

Multiasset-class manager Neuberger Berman prides itself on its employee ownership and commitment to the same strategies it offers clients.

Nearly 25% of the firm's employees also are owners and, across the entire firm, employees have almost \$3 billion in personal funds

6

TIME
 WINNER

invested in Neuberger offerings. While employees have access to financial planning

resources at no cost, they are also treated to wellness resources for the mind, body and life. That includes a community-supported agriculture program, also called a farm-share, and cooking demonstrations, 10-minute massages and personal nutrition counseling, as well as cross-functional internal networking lunches led monthly by the firm's senior leaders.

"It is a very flat corporate environment where senior leaders make themselves available to support individual business lines," one employee said. "Education and personal development are encouraged and supported, and the company does a lot to support employees financially with excellent benefits."

The firm also looks at multiple ways to engage employees, both internally and externally. Chief Administrative Officer Heather Zuckerman said the firm's head of corporate social responsibility, once only internally focused, has become a resource for clients who are evaluating their own legacies and trying to maximize giving.

"Employee retention is about multiple touches," Ms. Zuckerman said. The firm wants to ensure that employees are happy, aligned with business goals and feel respected and included.

Sometimes that means pushing the envelope in the office.

For example, said Ms. Zuckerman, the 29th floor at the company's new headquarters in New York features an "advocacy walk" of "art with a message" and employees are encouraged to leave notes on how they feel on a range of issues.

The feedback was then recorded in a show booklet at the beginning of the exhibit.

"Through clear and well-thought-out communications, the organization makes everybody feel as though they're making an impact," said one employee. "People's opinions are always considered for culture and policy shifts."



EAT AND MEET: During Neuberger Berman's 'Lunch & Learn' series, senior leaders discuss topics like work-life balance.

— Ari I. Weinberg

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