

Pensions & Investments

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CRAIN COMMUNICATIONS

Pensions & Investments BEST PLACES TO WORK IN MONEY MANAGEMENT

★★ 2024 ★★

MULTIYEAR WINNER

2024



2023



2022



2021



2020



2019



2018



2017



2016

LARGE EMPLOYERS: 100 TO 499 EMPLOYEES

FOURTH PLACE

Polen Capital

Headquarters: Boca Raton, Fla.

AUM: \$65 billion as of June 30

U.S. employees: 230

IN THEIR OWN WORDS:

“Polen Capital excels as a top workplace through our commitment to an inclusive culture, employee empowerment and philanthropic opportunities. We do not waver from our values: Do the right thing. Do more than expected. Respect the individual. These values attract top talent, whose diverse skills and unique experiences lead to excellent outcomes for our clients and communities. We understand the importance of each person bringing their best self to work. That’s why our Results-Only Work Environment promotes continuous improvement and growth, and our employee resource Groups champion volunteerism, wellness and inclusion. We even stock each office with healthy snacks and daily lunches — a great opportunity to provide nourishment and promote camaraderie. Ongoing employee check-ins guide us to continually improve the employee experience, leading to high retention and engagement.”

THREE COOL THINGS:

- All employees are invited to Boca Raton, Fla., each year for a week of group learning, employee panels, pickleball, bowling, cocktail hours and receptions. Each office also organizes a summer outing that includes Major League Baseball games, archery and lawn bowling.
- Diversity, equity and inclusion events have included speakers such as Ryan O’Callaghan, LGBTQ+ activist and former NFL player; Patrick Hutchinson, civil rights activist who carried an anti-Black Lives Matter protester to safety; and Brandon Wolf, survivor of the 2016 Pulse nightclub shooting in Orlando. Formal training focuses on anti-bias interviewing and small group discussions.
- Employees who become new parents are given a Polen swag box that includes a Polen onesie, a baby book, diaper basket, pacifier holder, Polen bib, reusable insulated water bottle and a Polen baby blanket.

EMPLOYEES SAY:

- “Polen is obsessed with achieving great results for our clients through people who are challenged, supported and eager. It’s awesome to work for a company where everyone is aligned to the mission and works really, really hard, without ego, to achieve that mission!”
- “The people at Polen care deeply — about work for clients (internally and externally) and about each other. The culture supports employees holistically. There’s challenging work, employee resource groups that discuss real, human challenges and celebrations and great benefits.”
- “As employees, we are offered a lot of great benefits, and the firm is committed to constantly improving DEI efforts. These are both things other companies advertise but don’t always follow through with. Upon joining Polen, it is clear these offerings are present daily. Everyone at Polen is committed to bringing the best versions of themselves to work daily. The commitment to success is contagious.”



Polen staffers enjoy a Polen PRIDE event. The firm’s Employee Resource Groups champion volunteerism, wellness and inclusion.

— Erin Chan Ding