

# BIRMINGHAM BUSINESS JOURNAL

## BEST PLACES TO WORK



### Medium Companies

## #8 - Valent Group

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**Describe your company in a tweet:** A team of passionate people delivering a Fortune 1000 experience to middle market businesses, employer benefit groups and individuals. #ExperienceTheDifference

**What are three specific ways you ensure all of your employees know they are valued?** 1. Open Communication: Informing our team when we make changes and why. 2. Recognition: Programs for outstanding performance.

3. Quarterly Conversations: Regular, honest and reciprocal feedback focusing on how each member contributes to our success.

**How is your company working to improve diversity?** We are intentional in ensuring our candidate pools represent our diverse community.

**What concrete steps do your senior leaders take to create a great work environment for all employees?** We practice open, honest and consistent communication – every teammate has a voice. Ensuring each employee is passionate about what they do. If their passion turns out not to be with us, we support them in

determining what is.

**What are some specific examples of how your company creates opportunities for individual development and career growth at all levels of the company?** We encourage and pay for professional education and personal/developmental training opportunities. In addition, we support and work to foster internal career growth and promotions.

**How would you describe your company culture in 30 seconds to someone you meet at a cocktail party?** We love what we do and who we do it with.

**What are the most popular perks you offer to employees?** We offer days off for birthdays, access to a company health/wellness clinic, work from home/telecommuting opportunities and early Fridays.

**What keeps you up at night in regard to creating a great workplace?** Maintaining a great culture where people love what they do and who they do it with. Plus, our employees' overall holistic wellness. Statistics show that 10-15% of employees suffer from some form of depression or addiction.

### PERKS OF THE JOB

