

PRIORITIZING PEOPLE TO BECOME A FORBES TOP EMPLOYER



We know that people have choices, and one of the biggest ones is where you build your career. At BMC, we're proud to put our people first, and it's one of our core values. We're honored that our employees have spoken, and *Forbes* listened, recognizing us in the [top third](#) of its list of the 500 [Best Midsize Employers in the U.S.](#) for 2021.

Recent events have tested companies around the world. BMC was no exception, and our employees rose to the challenge. We pivoted our almost-6,000-strong workforce to working remote full-time, and together, we've made it work, for ourselves and our customers. This new, mostly virtual world created by extraordinary circumstances has required a creative approach to work, tailored to our people's individual needs so they can respond to their additional responsibilities while continuing to be collaborative and innovative.

Our benefits include resources to help employees with those responsibilities, and help them take care of themselves, too. Family care and mental health assistance is available, and we encourage our employees to take care of their overall health. We're also putting our people first in our eventual return to the office, with data from trusted resources and officials—not hard dates—driving that decision.

Our business is built by people, and we recognize the intrinsic value of each person at BMC. By embracing our different perspectives, we deliver excellent experiences to our global customers and each other. And we treat everyone with respect, working together as a team to help accomplish not just our company's goals, but our personal goals, too. We strive to create an environment where everyone's contributions can have meaning, by listening to, collaborating with, and empowering our people.

Over the last year, we've also surveyed our employees about how they feel working for BMC—what

we're doing right, and what we can do better. Those learnings help us improve the employee experience so there's not a disconnect between what we think we're doing and what we're actually doing.

Giving back is something our employees have told us they want to prioritize, and our internal BMC Cares initiative has helped make this possible with curated virtual and in-person volunteering activities for employees to be of service. We also believe in taking care of our own. The BMC Cares Fund helps our employees with short-term financial assistance due to a natural disaster, family emergency, or an unexpected event.

BMC's success is grounded in the integrity of our people. We say what we mean and we do what we say we'll do. It's non-negotiable, and we hold ourselves to those high standards to serve our employees and our customers. Our employees are the cornerstone of our success, and without them, we cease to function. We're appreciative to our employees for the vote of confidence and excited that our commitment to our people has been validated by our inclusion in this year's *Forbes* [Best Midsize Employers in the U.S.](#) list for 2021. And we're equally excited to continuously improve on that commitment.