

FAIR PAY IS JUST ONE WAY BMC IS BUILDING A BETTER WORKPLACE



BMC is constantly evolving, continuously seeking ways to be an employer of choice in an increasingly competitive landscape. "Prioritizing people" and "Doing the right thing" are two of our core values, and we're proud that we've been consistently recognized for our commitment to create a better workplace—and attract an extraordinary workforce.

I am thrilled to share the news that BMC has been certified by [Fair Pay Workplace](#) ("FPW") for our efforts to create sustainable fair pay for our employees around the world. FPW certification is a transparent and trusted set of rules and standards of measurement established by leading independent academic and business industry experts to differentiate organizations dedicated to true pay equity. To attain the certification, BMC worked with FPW to review and independently verify the steps we are taking to achieve pay equity across gender, race, and the intersection of gender and race.

In addition to our competitive pay and comprehensive [health and wellness benefits](#), BMC is committed to providing an exemplary employee experience from hiring to onboarding to career growth and beyond. We're helping our employees continue their [personal and professional development](#) by investing in LinkedIn Learning's free, virtual, on-demand coursework to help our employees grow their skillset.

We regularly conduct Voice of the Employee and manager surveys so our employees have a platform for honest dialogue about working at BMC. We've established ten [employee resource groups \(ERGs\)](#) to give our employees a voice and a safe space to foster open discussions, share and learn from individual experiences, and give back to the communities where we live and work. Volunteer time off (VTO) is available to every employee throughout the year, and on our dedicated

global International Day of Service aligned to Martin Luther King Jr. Day.

The FPW certification is the latest accolade that positions BMC as a top employer. In 2022 alone, BMC was also recognized on five of the [*Forbes* "Best of" Lists](#):

- [America's Best Mid-Size Employers](#)
- [America's Best Employers for Diversity](#)
- [America's Best Employers for Women](#)
- [America's Best Employers for Veterans](#)
- [America's Best Employers for New Grads](#)

At BMC, we succeed when our employees are happy and successful. Our people are the heart and soul of our business, and we are continuously improving the employee experience to meet their expectations.

Learn more about Fair Pay Workplace certification [here](#), and working at BMC [here](#).