

# WHY JANNEY

Here are the top eight reasons to join our firm, according to our own employees.

## 1. PURSUIT OF EXCELLENCE

With roots tracing back to 1832, Janney has over 190 years of experience delivering trusted service and advice.

*94% of employees stated, "Our customers would rate the service we deliver as 'excellent.'"*\*\*

## 2. RESOURCES OF A LARGE FIRM WITH A BOUTIQUE CULTURE

We provide the same resources and experience of a larger company but with the size and culture that enables employees to make a meaningful impact.

## 3. WORK/LIFE BALANCE

We prioritize the balance between our employees' personal and professional lives. It's embedded into our culture, providing the foundation for strong work/life balance across the firm.

*91% of employees stated, "I can take time off of work when I feel necessary."*\*\*

## 4. DEMONSTRATED SUCCESS

Janney has reported steady and stable earnings with a record of quarterly operating profitability that goes back over 145 quarters.

## 5. COLLABORATIVE CULTURE

Our collaborative culture allows you to build relationships with individuals across all levels of the firm. Employees can shape their career paths by experiencing different parts of the business, as well as matching their skills and talents with firm needs.

*92% of employees stated, "When you join the company, you are made to feel welcome."*\*\*

## 6. PRIVATELY-OWNED — FOCUSED ON YOU

As a privately-held firm, Janney is dedicated to meeting the long-term needs of our clients and employees, free from the pressures of quarterly earnings and market demands faced by public companies.

*"I love that we are privately held, not a publicly traded quarter-for-quarter firm."*\*\*

## 7. CERTIFIED AS A GREAT PLACE TO WORK

Don't take our word for it—86% of our employees said that Janney is a great place to work and our firm has been Great Place to Work-certified for three consecutive years.

*91% of employees stated, "I'm proud to tell others I work here."*\*\*

## 8. EMPLOYEE OWNERSHIP

Through our Employee Ownership Program, every employee is an owner of the firm and has a stake in the future value of Janney they help create. This presents a meaningful wealth building opportunity considering only 18% of employees in the U.S. have some form of ownership stake in the company where they work.\*\*



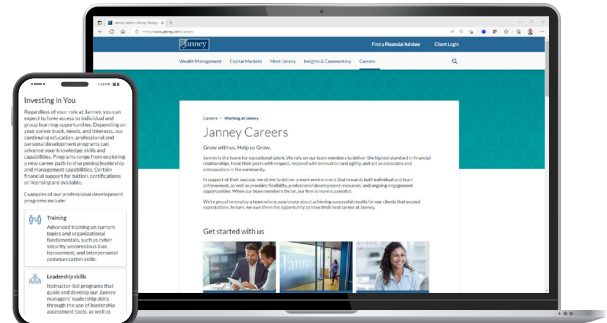
Visit [www.Janney.com/Careers](http://www.Janney.com/Careers) to learn more.

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\*Responses based on 2024 Employee Experience Survey

\*\*Company ownership statistic based on Aspen Institute Research