

News Release

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CHARLES SCHWAB INVESTMENT MANAGEMENT RECOGNIZED BY PENSIONS & INVESTMENTS AS A BEST PLACE TO WORK IN MONEY MANAGEMENT FOR THREE CONSECUTIVE YEARS

SAN FRANCISCO, December 10, 2018 — Charles Schwab Investment Management, Inc. (CSIM), an asset management arm of The Charles Schwab Corporation, announced that it has been named to *Pensions & Investments'* annual list of the Best Places to Work in Money Management¹ for the third year in a row.

"This recognition is meaningful because it demonstrates that our approach to engagement is paying off for our employees," said Marie Chandoha, chief executive officer of CSIM. "We're so proud of our special culture, and are thrilled to be considered one of the best places to work in our industry for the third year in a row."

Presented by *Pensions & Investments*, the survey and recognition program is dedicated to identifying and recognizing the best employers in the money management industry.

"CSIM's employees are our greatest asset, so it's important that we foster a positive environment that fulfills and supports their professional needs," said Jonathan de St. Paer, president of CSIM. "Our goal at CSIM is to foster a culture where every employee has a clear sense of purpose, gets recognized for accomplishments and how they achieve them, is encouraged to build connections with colleagues and has plenty of opportunity for professional development."

Pensions & Investments partnered with Best Companies Group, an independent research firm specializing in identifying great places to work, to conduct a two-part survey process of employers and their employees. The first part consisted of evaluating each nominated company's workplace policies, practices, philosophy, systems and demographics. This part of the process was worth approximately 25% of the total evaluation. The second part consisted of an employee survey to measure the employee experience. This part of the process was worth approximately 75% of the total evaluation. The combined scores determined the top companies.

About Charles Schwab Investment Management, Inc.

Founded in 1989, Charles Schwab Investment Management, Inc., a subsidiary of The Charles Schwab Corporation, is one of the nation's largest asset management companies, with more than \$360 billion in assets under management as of 10/31/18.

More information is available at schwabfunds.com.

1218-8VFF

¹ Source: [Pensions & Investments](#), December 10, 2018