

Janus
100 Fillmore Street, Ste. 400
Denver, CO 80206
800/628-1577

Contact: Chrissy Snyder,
VP Public Relations

FOR IMMEDIATE RELEASE

JANUS PLACES 17th ON FORTUNE'S 100 BEST COMPANIES TO WORK FOR IN AMERICA LIST

Denver, CO... December 21, 1998... Janus ranked 17th on FORTUNE magazine's list of 100 best companies to work for, and will be featured in the January 11, 1999 issue.

Employees of the selected companies completed the Great Place to Work Trust Index designed to evaluate trust in management, pride in work and camaraderie, along with the Hewitt People Practices Inventory, a 31-page questionnaire developed by Hewitt Associates, a management consulting firm. Firms also were asked to submit company newsletters, employee handbooks and videos. Candidates were rated on a 175-point scale, based on responses from the employee survey, the written comments, the Inventory questionnaire and the supporting materials.

FORTUNE collaborated with best-selling authors Robert Levering and Milton Moskowitz to compile the list, using methodology similar to that used for their books, *The 100 Best Companies to Work for in America*. To be eligible, a company had to be at least ten years old and have a minimum of 500 employees. Levering and Moskowitz, who had been tracking the best companies since 1981, searched their database of

more than 1,000 companies and selected 295 companies as the most viable candidates for this list. Of this group, 206 participated in the entire selection process.

To schedule an interview to discuss survey answers with Janus' head of human resources, please call Janus' Chrissy Snyder or Shelley Grice at 1-800-628-1577. The January 11 issue of FORTUNE is on newsstands beginning December 28. To schedule an interview with a FORTUNE editor or writer regarding 100 Best Companies, call Meredith Halpern at 212/522-6724. For more information on the Hewitt People Practices Inventory survey, contact Mike Jurs at 847/442-7655.

Since Tom Bailey founded Janus Capital Corporation in 1969 assets have grown to over \$100 billion with more than one and a half million investors. Janus serves as investment advisor to many mutual funds, including 21 Janus funds, and also acts as sub-advisor for a number of private label mutual funds and provides separate account advisory services for institutional investors.

ATTACHED: FORTUNE'S 100 BEST COMPANIES TO WORK FOR IN AMERICA LIST.

-more-