

MERGERS & ACQUISITIONS

SEPTEMBER 8, 2026

2026's

BEST PLACES TO WORK IN PRIVATE EQUITY

From AI fluency to employee well-being, this year's honorees define how PE firms are advancing the workplace.

By Wendy Connett



2026's BEST PLACES TO WORK IN PRIVATE EQUITY

Mergers & Acquisitions has recognized 11 firms as the **2026 Best Places to Work in Private Equity**. This year's honorees distinguished themselves in an increasingly dynamic work environment through workplace practices ranging from AI adoption to employee well-being.

Perhaps no theme defined this year's class more than artificial intelligence. Nearly two-thirds implemented AI initiatives. Several firms formed dedicated committees or task forces to evaluate AI tools, set responsible use guidelines and oversee rollouts across their organizations. Others struck direct partnerships with AI companies to build custom training programs.

On the investment side, AI is increasingly used for research and investment committee presentations. Several of this year's honorees also applied AI tools to their portfolio companies to help with time-consuming work.

GenNx360 Capital Partners is using AI to enhance sector research and synthesize information for investment committee-ready presentations. Across the firm's portfolio companies, AI is leveraged for a variety of tasks including benchmarking, procurement and vendor spend analysis and contract review.

As part of a first-of-its-kind partnership with OpenAI, BayPine rolled out AI training for employees to learn how to deploy enterprise AI tools. The firm also hosted training sessions to accelerate AI adoption across its portfolio.

Ridgemont Equity Partners created a director of AI innovation role to lead an effort to get the entire firm comfortable with AI. The firm has built a self-paced learning library and provides weekly hands-on AI training sessions.

TA Associates formed an internal AI committee to identify, evaluate and roll out a variety of AI tools across its global offices. The effort includes robust training and education programs.

Beyond AI, all of the firms included in our **Fourth Annual Best Places to Work in PE** continue to invest in career mobility and mentorship.

American Securities emphasizes hands-on experience and mentoring. The firm pairs every new associate and vice president on the investment team and in the resources group with a partner "buddy."

Halifax Group lets junior professionals invest personal capital alongside the firm in every transaction.

Work-life balance and well-being remained priorities as well. Charlesbank Capital Partners' remote Fridays and remote August are now in their fifth year. The firm also implements email moratoriums during holidays. Motive Partners also allows employees to work remotely in August.

Perks extended beyond flexible working arrangements and routine benefits. The Riverside Company provides mental health resources through Spring Health and ComPsych and caregiving support via Wellthy.

The following pages feature Q&As with this year's honorees. An additional nine firms received honorable mentions.

2026's BEST PLACES TO WORK IN PRIVATE EQUITY

2026 WINNERS

PE Firm	Headquarters	Founded	Number of Employees
American Securities	New York	1994	149
BayPine	Boston	2019	56
Charlesbank Capital Partners	Boston	1988	165
GenNx360 Capital Partners	New York	2006	43
Halifax Group	Washington, DC	1999	22
MiddleGround Capital	Lexington, Ky.	2018	107
Monomoy Capital Partners	Greenwich, Conn./New York	2005	84
Motive Partners	New York	2016	150
Ridgemont Equity Partners	Charlotte	2010	62
TA Associates	Boston	1968	321
The Riverside Company	New York/Cleveland	1988	360

2026 HONORABLE MENTIONS

PE Firm	Headquarters	Founded	Number of Employees
Blue Sage Capital	Austin, Texas	2003	18
Broadwing Capital	Dallas	2022	17
Clearview Capital	Stamford, Conn.	1999	28
Francisco Partners	San Francisco	1999	215
FTV Capital	San Francisco and New York	1998	131
Gryphon Investors	San Francisco	1995	166
Marlin Equity Partners	Los Angeles	2005	120
Oak Hill Capital	Stamford, Conn.	1986	53
Rainier Partners	Seattle	2020	17

American Securities Backs Career Growth

How do you find and attract new talent?

American Securities hosts on campus informational sessions for college seniors interested in investment careers, providing insights into both the private equity industry and opportunities at the firm. These events are typically held at leading universities such as Harvard University, the Wharton School, University of Notre Dame, University of Chicago, and the Leonard N. Stern School of Business at New York University.

In addition, the firm hosts dinners and informational sessions for select consultants from McKinsey, Bain & Co., Boston Consulting Group and Oliver Wyman, offering a look at post-consulting opportunities within American Securities' resources group strategy team.

The firm sponsors and participates in Harvard Business School's annual Women in Investing Summit and conducts informational sessions for club members. American Securities also prioritizes alumni connections, as evidenced by the firm's associate recruiting program, led by a principal on the firm's investment team and a Harvard Business School alumna. Additionally, Harvard Business School alumni regularly participate in Harvard's fireside chats, where they share professional insights and guidance with current students through a forum designed to encourage women to pursue careers in investing.

The firm maintains a wide range of relationships with external organizations that broaden talent pipelines including:



the Opportunity Network, Out for Undergrad, Out Investors, SEO, the Synergist Network, the Women's Private Equity Summit, and Women in Investing at Harvard Business School.

What is your approach to training and career mobility?

American Securities believes the most effective development comes through hands-on experience, mentorship and apprenticeship. The firm ensures that all associates and vice presidents on the investment team and in the resources group are assigned a partner "buddy" who acts as a sounding board on professional and personal issues where the firm can provide support. In many cases, these relationships evolve to coach the professional through their career at American Securities.

In 2021, American Securities began a peer mentoring program for new associate and vice president hires on the investment team and in the resources group. In 2024, the firm launched an optional mentoring program for investment team associates to be paired with an investment team vice president or principal as an additional mentor.

The firm offers employees the

opportunity to engage a professional coach to support career development. In 2023, the firm conducted research to identify a cohort of coaches for the vice presidents and principals on the investment team. All vice presidents and principals were given the opportunity to identify and work with a professional coach over a six-month period. Nearly all selected a coach and are actively participating in this program with some choosing to extend the duration of their coaching engagement.

How does your organization approach impact initiatives at the firm and/or portfolio companies?

The firm continues to prioritize ESG as a core component of its investment strategy, integrating sustainable business practices throughout the investment lifecycle. This commitment was reinforced through the firm's updated ESG policy in 2024, which outlines how ESG considerations are integrated across investment sourcing, diligence, ownership and realization activities. In April 2023, the firm joined the ESG Data Convergence Initiative (EDCI) as a general partner member and has tracked climate-related metrics annually for its most recent funds.