

STERLING CAPITAL'S
**MONTHLY ASSOCIATE
SPOTLIGHT FEATURING**

J. Travis Pollack

DIRECTOR & INVESTMENT ANALYST



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Q: What is your favorite Sterling tradition?

A: The Olin Nisbet Award, given to a Sterling employee each December, is a great tradition. Named for the founder of our firm and based on nominations from peers, the recognition is for an employee that exemplifies the characteristics of Sterling's mission and values statement. Over the years, I've gotten to see many deserving colleagues win the honor, and I'm proud to have been recognized in 2011 (rumors of a 'hanging chad' and vote tampering are greatly exaggerated)! Several colleagues worked with Olin personally and hearing their stories and recollections over the years has been a great experience, giving me a better sense of his vision for the firm.

Q: What advice would you give to someone looking to work in the investment industry?

A: It's a competitive industry to break into for a young professional. My advice for a person in that circumstance is twofold – study and work hard. It's certainly not original or a shortcut, but it's the tried and true method. The phrase 'it's not what you know, it's who you know' irks me to no end. Getting a college degree, an advanced degree, a CFA® designation, reading and learning everything possible about capital markets – both from a classical/textbook and modern day perspective – and having a never-ending thirst for knowledge will do more for you than a 'contact' ever will. In terms of hard work, in this industry it should be a given, as we're fortunate to do this for a living. I'd take the approach that no job is too small and no detail too minor. When starting out, it's not necessarily high-profile, but I truly believe the way to get the job you want is to be really good at the job you have. Being a person that people can count on will open many, many doors. Coupled with true, deep knowledge of financial markets, you'll be ready when opportunity knocks.

Q: If you had a time machine, would you go back in time or into the future? What would you most look forward to seeing and/or experiencing?

A: How do you know I don't have a time machine?

I'd like to go back in time, about a hundred years, but only temporarily. It's top of mind because I'm heading over to Belfast and London later this week for vacation, but I think a lot about my great-grandparents packing up their things and getting on a boat in Northern Ireland to come over to the U.S. in the 1920s (with a few small kids in tow, no less). I'd love to interview them on the day they headed out to start a new life for their family.

After the interview, I'd head right back to 2018, because college football season is around the corner and South Carolina is, as always, looking strong.

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