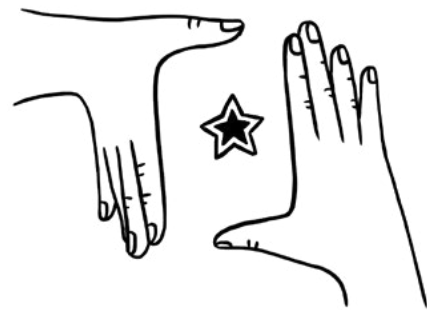


Methodology

Glassdoor Employees' Choice Awards for the Best Places to Work 2024

BEST 
**♥ PLACES
TO WORK**
2024 'GLASSDOOR'



The Glassdoor Employees' Choice Awards for the Best Places to Work 2024 rely on feedback from employees who anonymously submit a [company review](#) on Glassdoor. When submitting a company review, employees are

asked to share their opinions on some of the best reasons to work for their employer (pros), any downsides (cons) and are encouraged to provide advice to management. In addition, employees are asked to rate how satisfied they are with their employer overall, their CEO and key workplace attributes including career opportunities, compensation and benefits, culture and values, diversity and inclusion, senior management and work-life balance. Employees are also asked whether they would recommend their employer to a friend and whether they

believe their employer's six-month business outlook is positive, negative or if they have no opinion.

The Glassdoor Employees' Choice Awards for the Best Places to Work 2024 feature three categories across two countries. Company reviews and ratings¹ from current and former² employees submitted between October 18, 2022 and October 16, 2023 were considered for each category.

Each list was compiled using Glassdoor's proprietary awards algorithm, and each employer's rating was determined based on the quantity, quality and consistency of reviews during the eligibility time frame.

¹ Overall, employer and workplace factor ratings are based on a 5-point scale: 1=very dissatisfied, 2=dissatisfied, 3=OK, 4=satisfied, 5=very satisfied.

² While Glassdoor accepts reviews from former employees within five years of leaving a company, only reviews from former employees who left the company in 2023 or 2022 are considered in determining the Best Places to Work 2024.

1

For the quantity of reviews, a minimum number of ratings are required across nine workplace attributes that employees can rate when [submitting a company review](#) on Glassdoor. The attributes are overall company rating, career opportunities, compensation and benefits, culture and values, diversity and inclusion, senior management, work-life balance, recommend to a friend and six-month business outlook. These workplace attributes are factored as part of Glassdoor's proprietary awards algorithm, created by Glassdoor's [Economic Research](#) team, to determine the winners.

To be considered for a specific category, an employer must meet the following requirements during the eligibility time frame:

100 Best Places to Work – U.S. large companies:

At least 75 ratings across the nine workplace attributes from U.S.-based employees; at least 1,000 employees at the end of the eligibility time frame.

50 Best Places to Work – U.S. small and medium companies:

At least 30 ratings across the nine workplace attributes from U.S.-based employees; fewer than 1,000 employees at the end of the eligibility time frame.

50 Best Places to Work – UK large companies:

At least 30 ratings across the nine workplace attributes from UK-based employees; at least 1,000 employees at the end of the eligibility time frame.

For all categories, an employer must have at least a 3.5 overall company rating on Glassdoor and workplace factor ratings (career opportunities, compensation and benefits, culture and values, diversity and inclusion, senior management, work-life balance) of at least 2.5 during the eligibility period. Plus, the employee count displayed on Glassdoor as of October 16, 2023 is used to help determine category eligibility³. The awards also take into account various types of employment status, including full-time, part-time, contract and freelance, however, intern reviews are not considered. Reviews from employees at universities, multi-level marketing agencies, the armed forces and staffing/outsourcing agencies are not considered.

2

For quality of reviews, Glassdoor's proprietary awards algorithm considers what employees have to say about employers. Quality reviews are those that help job seekers by offering insights and feedback into what it's really like to work at a company, including what's working well (pros), what needs improvement (cons) and advice to senior management, which employees are asked to share when completing a company review.

³ The Glassdoor Economic Research Team relies on employee "size" as listed on an employer's Overview page to help assess eligibility. Employers [had until](#) October 16, 2023 to update employee size on their Glassdoor profile.

3

For the consistency of reviews, Glassdoor's proprietary awards algorithm looks at trends over time relating to both quantitative and qualitative insights shared by employees.

For reporting simplicity, employer and workplace factor ratings displayed on Glassdoor and for the Employees' Choice Awards are limited to one decimal place, though actual calculations extend beyond the thousandth place in order to determine final rank order.

As part of determining award winners, Glassdoor is committed to the highest level of data integrity and reviews quality, including considering all employers who meet the eligibility requirements, regardless of whether they are a customer of Glassdoor. An employer may be excluded from awards consideration if Glassdoor suspects and/or determines official company representatives have attempted to influence employee reviews or have tampered with the process of collecting authentic, unbiased reviews, including intentional or unintentional acts that violate the [Glassdoor Community Guidelines](#) and/or [Terms of Use](#). Exclusion from eligibility can be triggered by such acts as, but not limited to, management (1) attempts to leave false reviews, (2) coercion of employees to submit positive reviews, (3) attempts to suppress reviews or (4) other activities and/or events which could ultimately damage employees' faith in the employer, its senior leadership and/or adversely affect its overall rating on Glassdoor.

[Learn more about the Employees' Choice Awards.](#)

