



Methodology

Best Workplaces for Millennials™ 2022

Great Place to Work determines the list using our proprietary For All methodology to evaluate and certify thousands of organizations in America's largest ongoing annual workforce study, based on over 1 million employee survey responses and data from companies representing more than 6.1 million employees, this year alone.

Our survey enables employees to share confidential quantitative and qualitative feedback about their organization's culture by responding to 60 statements on a 5-point scale and answering two open-ended questions. Collectively, these statements describe a great employee experience, defined by high levels of trust, respect, credibility, fairness, pride, and camaraderie. In addition, companies provide organizational data like size, location, industry, demographics, roles, and levels.

To determine the Best Workplaces for Millennials™ list, Great Place to Work measures the differences in over 413,000 Millennials' survey responses to those of other generations and assesses the impact of demographics and roles on the quality and consistency of their experiences. Statements are weighted according to their relevance in describing the most important aspects of an equitable workplace to Millennials.

Survey data analysis and company-provided datapoints are then factored into a combined score to compare and rank the companies that create the most consistently positive experience for all Millennials. Many companies survey every employee, far surpassing the minimum threshold of 5,000. While company datapoints provide important context for rankings, only survey data can garner a list placement.

To be considered for the list, companies must be Great Place to Work-Certified™ and have at least 50 Millennial employees in the US. We require statistically significant survey results, review anomalies in responses, news, and financial performance, and investigate any employee reports of company incompliance with strict surveying rules to validate the integrity of the results and findings. Data is also normalized to compare companies fairly across sizes and industries. Companies with 10 to 999 people are considered for the small and medium category; companies with 1,000 employees or more are considered for the large category.