



Methodology

PEOPLE® Companies That Care 2023

Published by PEOPLE, the Companies that Care list highlights the top US companies that have succeeded in business while also demonstrating outstanding respect, care and concern for their employees, their communities and the environment.

Great Place To Work determines the list using their proprietary For All methodology to evaluate and certify thousands of organizations in America's largest ongoing annual workforce study, based on over 1.3 million employee survey responses and data from companies representing more than 7.5 million employees, this year alone. Of those responses, 1.1 million came from employees at companies eligible for the list and these rankings are based on that feedback.

The Great Place to Work survey enables employees to share confidential quantitative and qualitative feedback about their organization's culture and impact on its community by responding to 60 statements on a 5-point scale and answering two open-ended questions. In addition, companies provide organizational data like size, location, industry, demographics; answer questions about charitable giving and employee benefits; and submit an essay describing how they have gone above-and-beyond to take care of their people, environment or community in the last year.

Great Place To Work measures the differences in survey responses across demographic groups and roles within each organization to assess the quality and consistency of employees' experiences being cared for and caring for their communities.

Survey data analysis, company-provided datapoints and essay evaluation results are factored into a combined score to compare and rank companies on how their workplaces have made a difference in employees' lives and in the broader community. Many companies survey every employee, far surpassing the minimum threshold of 5,000. Rankings also reflect the generosity of each organization's benefits, philanthropic and community support, with particular focus on activities occurring in the last year.

To be considered for the list, companies must be Great Place To Work-Certified™ and have at least 10 US employees. Great Place To Work requires statistically significant survey results, reviews anomalies in responses, news, and financial performance, and investigates any employee reports of company noncompliance 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.

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