



## America's 100 Most Loved Workplaces®

One trend is clear from the companies on Newsweek's third annual ranking of the 100 Most Loved Workplaces in America®: Policies and practices popularized during the pandemic are not fleeting trends. They are table stakes in the race to win the love and loyalty of workers, a key factor in a company's success.

Hybrid, flexible schedules? Check. So-called "quiet hiring" policies that provide opportunities for professional development, then seek to promote from within? Check. Benefits that recognize the importance of wellness, mental health and time off? Opportunities to collaborate with colleagues and give back to the community? Check, check and check.

The companies in our top 100 routinely offer most or all of this and more. One burgeoning trend: help for the financial challenges many employees face in today's economy or due to natural disasters or personal upheaval. No. 1 Marriott Vacations Worldwide, for example, raised frontline wages in all of its markets last year. No. 2 Fairway Independent Mortgage's employee relief program awarded more than \$96,000 in 2022. Greif (53) and J.J. Keller (74) also have hardship funds, Goodway Group (65) and Fogelman (79) offered stipends to counter inflation.

Such policies are smart business. Research by BPI, Newsweek's partner in producing the Most Loved Workplaces® list, shows employees are up to four times likelier to be more productive if they love the company they work for. In today's highly competitive economy, that's quite an achievement.

Rank	Company	Category	No. Employees	HQ City	HQ State	Why it's Most Loved
1	Marriott Vacations Worldwide	Hospitality	22,515	Orlando	Florida	Where to start with this year's overall Number One? Last year, the global resort giant was our best newcomer and topped our "most respected" list. This year it not only repeats as the most respected employer on the list, but also finishes first in both the large-company category and is the most loved in the hospitality industry. Internal mobility is a big reason employees love Marriott Vacations Worldwide. In 2022, through individual career development and succession planning, more than 2,200 associates were promoted globally. Meanwhile, the company's employee retention rate improved by 22 percent since the pandemic. One factor driving staff loyalty: The company increased frontline wages in all markets last year. Diversity is for real here. Women make up 54 percent of the company's global workforce and, in the U.S., people of color comprise 45 percent of its management team. Meanwhile, all employees enjoy an extensive menu of benefits including financial counseling, tuition reimbursement, fertility and adoption benefits, transgender benefits and, of course, generous discounts on travel experiences and resort stays.
2	Fairway Independent Mortgage	Financial services	6,162	Madison	Wisconsin	This employee-owned lender, our highest-ranked newcomer, also took top honors among medium-sized companies, financial services firms and for its value-driven culture. One reason for all that love: Most staffers earn above-market compensation. Meanwhile, an employee relief program last year granted awards worth more than \$96 million.
3	Booz Allen Hamilton	Information technology	32,000	McLean	Virginia	Long known for its government and military consulting business, list newcomer Booz Allen Hamilton ranked No. 1 in the professional services category. It is also the list's "most supportive" company, aided by extensive internal resource groups that assist employees with both professional and personal development.

4	Hilton Grand Vacations	Hospitality	15,844	Orlando	Florida	This year's No. 2 in hospitality offers employees over 1,000 different educational courses. Among them: GM Bootcamp, a development program for people who are on track to become a general manager at a Hilton Grand resort.
5	Edmunds	Internet/e-commerce	500	Santa Monica	California	Edmunds, No. 1 among small companies and the "most visionary" employer on the list, is the place to go online for new and used car prices, reviews and other auto info. Helping drive innovation: At hackathons, teams compete to come up with new products. After 10 years, employees can take a two-month paid sabbatical.
6	Jobot	Staffing/recruiting	761	Newport Beach	California	This four-year-old staffing start-up, which blends proprietary AI technology and experienced recruiters, donates to global job training programs via its Give a Job Get a Job Foundation every time it makes a placement. Employees can work remotely or at the company's beachfront headquarters.
7	Datalink	Software	150	Tampa	Florida	Team members at this medical information technology company love the level of collaboration here. The company holds frequent town halls, one-on-one meetings with leadership, check-in sessions with HR and employee surveys. Employee feedback has led to increases in benefits and compensation, which is in the top 15 percent of the industry.
8	Wyndham Hotels & Resorts	Hotel	1,139	Parsippany	New Jersey	Senior leaders listen to team members and feedback directly impacts company decisions: half-day Fridays and more flexible work arrangements (you can work remotely Monday-Friday) started with employee feedback. On-site perks include a gym, Starbucks and a nurse practitioner.
9	Radio Flyer	Consumer products	82	Chicago	Illinois	The maker of those iconic little red wagons—this year's most loved company in consumer products—recently earned B Corp Certification for its commitment to sustainability and social responsibility. Every year, 30 percent of "Flyers" get a promotion.

10	Certinia	Software	1,000	San Jose	California	Certinia, which makes enterprise resource planning software, is this year's most admired software company. Regular town halls and accessible leadership build transparency and trust. Every year, the company shuts down for two paid days for employees to focus on their well-being.
11	Jack Henry	Software	7,104	Monett	Missouri	Employees at this financial software maker designed the company's Leadership Framework, which outlines expectations for associates and serves as a career development guide. The company's employee stock purchase plan lets associates purchase JKHY stock at a 15 percent discount from fair market value.
12	Ally Financial	Financial services	11,379	Detroit	Michigan	This online bank, car and home lender offers up to 14 weeks of paid parental leave plus education benefits like student loan repayment (\$100/month, up to \$10,000 lifetime), 529 plan contributions (\$100/month, up to \$10,000 lifetime) and tuition reimbursement (\$10,000 a year).
13	Brown & Riding	Insurance	373	Dallas	Texas	This wholesale insurance brokerage is owned by over 50 of the company's employees and believes in investing in its staff. It reimburses employees for courses they need to achieve professional designations, then gives them a bonus when they earn a designation.
14	Automation Anywhere	Software	1,595	San Jose	California	Fittingly for a company that makes robotic process automation software, software bots at Automation Anywhere handle repetitive tasks, so employees can focus on human challenges like developing new product ideas and building customer relationships. Every quarter has one "Stress Free Day" off.
15	Turo	E-commerce	923	San Francisco	California	Turo, a car-sharing marketplace, is No. 3 on this year's list of the most collaborative workplaces. All full-time employees get equity. Benefits are stellar: Turo covers the full cost of health care premiums for employees (75 percent for dependents) and offers \$2,000 a year for education.

16	Ansys	Software	6,330	Canonsburg	Pennsylvania	Senior leaders at Ansys, which makes engineering simulation software, hold regular roundtables to foster dialogue and increase inclusion. The company lets employees choose work arrangements that optimize their productivity; 92 percent say that flexibility makes them better able to manage their work.
17	SAP America	Information technology	105,557	Newtown Square	Pennsylvania	This enterprise software maker prides itself on an inclusive culture and encouraging employees to use its technology to find new ways to solve social and environmental problems. Benefits include health care coverage for those navigating a transition and an award-winning employee share purchase plan.
18	Hu	Food and beverage	51	Austin	Texas	This organic chocolate and snacks maker takes the top spot in the food and beverage industry in its debut appearance. It bases compensation on role and experience, not college degree, and provides all full-time employees with a \$1,000 per year learning stipend.
19	Flywire	Software	1,000	Boston	Massachusetts	This international payments software company offers stellar benefits including an employee stock purchase plan, paid parental and family leave and flexible hybrid work schedules. Cross-functional teams spur creative problem solving and mentorship programs help employees stretch into new roles.
20	Chainlink Labs	Information technology	529	Remote	Remote	This blockchain technology company is big on career development: Mentorship and adviser programs offer access to industry experts, plus employees get learning stipends and are encouraged to attend conferences to help them grow. Fully remote, the company covers the cost of hardware and shared workspaces.

21	Clune Construction	Construction	688	Chicago	Illinois	Workers at this employee-owned general contractor are enrolled in the stock ownership plan after one year. The cost of health and life insurance, including for spouses and dependents, is fully covered for employees who participate in Clune's Wellness Program.
22	Southern Veterinary Partners	Health care	9,067	Home-wood	Ala-bama	This chain of 386 veterinary hospitals in 25 states is the most loved company in the health care industry on this year's list. All new vets enter a year-long mentorship program. The Vet Tech Vision program pays vet assistants to further their education.
23	Incyte	Pharma/bio-tech	2,400	Wilm-ington	Delaware	This pharmaceutical maker offers 100 percent coverage of health insurance and free health screenings. Employees get concierge service for finding caregivers, a program for chronic back and joint pain, preventive measures for diabetes and hypertension, a children's behavioral health program and more.
24	Total Quality Logistics	Logistics/Transportation	9,000	Cincinnati	Ohio	There were 6,200 promotions last year at this privately owned freight brokerage. Employees use the Idea Bank, an intranet forum, to provide feedback on everything from the cafeteria menu to software enhancements. Responses come back in 10 business days. Plus: free beer on Fridays.
25	CMI Media Group and Compas	Advertising/Media	1,028	Philadel-phia	Penn-sylvania	This health care marketing company features leadership-led team meetings, open-door policies, suggestion boxes and FAQs. The CEO meets with everyone. All that's led to annual bonuses, financial education workshops, family counseling, services for special needs children, tuition reimbursement and more.
26	NerdWal-let	Financial Services	770	San Francisco	Califor-nia	Every employee at this personal finance information website can get a career enrichment stipend. Benefits include 100 percent paid parental leave, 100 percent paid health insurance premiums and access to mental health tools as well as four paid Mental Health Days and paid sabbaticals.

27	Kraken Digital Asset Exchange	Financial services	2,300	Remote	Remote	Remote global teams with employees in more than 60 countries collaborate across time zones on products for this cryptocurrency exchange. The company offers grants for home—with in-home fitness and well-being coaches. Nearly 40 percent of Krakenites receive some salary in digital assets.
28	Moveworks	Software	447	Mountain View	California	Moveworks, which makes AI chatbot software for large corporate customers, prides itself on deep, cross-functional collaboration and radical transparency about company wins, losses, opportunities for improvement and best practices. Perks include fun team outings and unlimited PTO.
29	Exabeam	Information technology	465	Foster City	California	Trust and collaboration are keywords at this cybersecurity company. The CommUNITY Council fosters inclusion with groups like ExaGals, Pride and Veterans. Thank You Days reward employees with paid time off. There a biannual bonus program for all employees.
30	Foundation Medicine	Health care	1,776	Cambridge	Massachusetts	The company, which makes genomic tests to identify effective therapies for people with cancer, invites patients to town halls to talk about how the company's tests have impacted their care. Employees are encouraged to take at least one week of vacation each quarter. Sabbaticals are available after six years.
31	Pure Storage	Information technology	3,490	Mountain View	California	The company makes data storage and management hardware and software for businesses. It offers comprehensive medical, dental and vision benefits, covering most costs for employees and their dependents.
32	KnowBe4	Computer software	1,700	Clearwater	Florida	Team members at this maker of cybersecurity training software are encouraged to take five hours a week to learn new skills or improve old ones. Benefits include leadership skills training, tuition reimbursement and bonuses for employees who earn certifications.

33	Bank Independent	Banking	671	Sheffield	Alabama	Employees at this community bank get a pension plan in addition to a 401(k) with an employer match and a premium health care plan that is free for team members, highly subsidized for family coverage and features extremely low deductibles.
34	Thryv	Computer software	2181	Dallas	Texas	Thryv, which makes business software for small companies, lets employees work from anywhere. Yet 76 percent feel connected to their co-workers, according to a recent staff survey. The company offers thousands of free job-related online courses, plus tuition assistance.
35	Arvest Bank	Financial services	6,534	Fayetteville	Arkansas	The mission statement of Arvest, a regional bank mostly owned by the Walton family of Walmart fame, is: "People helping people find financial services for life." Benefits include competitive compensation, generous PTO and profit-sharing bonuses in addition to a 401(k) plan.
36	Seismic	Software	1,500	San Diego	California	In the past five years, this sales productivity software maker has completed four acquisitions and completed three rounds of funding, tripling its customer base in 2022. All employees get equity in the company and can spend \$1,000 per calendar year on external education.
37	Best Egg	Financial services	900	Wilmington	Delaware	Employees at this online personal loan company get four hours per month to devote to personal development. Through a partnership with coding bootcamp, Zip Code, employees without technology backgrounds can move into tech roles.
38	PENNY-MAC	Financial services	4,000	Westlake Village	California	This mortgage lender prioritizes employee advancement. A majority in management positions were promoted internally: 86 percent at the executive vice president or higher level, 77 percent of mid-level managers and 79 percent of those at the manager and supervisor levels.



39	Skillshare	E-learning	120	New York	New York	Skillshare, an online platform for videos that teaches creative skills, offers enviable benefits. Among them: a one-month sabbatical after three years, paid time off for volunteering and five “unplug” days where the whole company is off. Every employee also gets equity.
40	Delta Defense	Consumer services	676	West Bend	Wisconsin	Delta provides marketing, sales and support services to the U.S. Concealed Carry Association, which offers training and education to gun owners. Perks include paid parental leave, a match for charitable contributions and reimbursement for home office expenses, gym memberships and personal or home protection.
41	Nicklaus Children’s Health System	Health care	4,578	Miami	Florida	Employees’ compensation at Nicklaus, which operates a hospital and outpatient clinics for children, is compared against the market every three years to stay competitive. Nicklaus has raised its minimum hourly wage to \$15.05—four dollars more than the current state requirement.
42	Altair	Software	3,089	Troy	Michigan	Altair makes product development, simulation, AI and other software. It fosters entrepreneurial thinking, empowering individual voices and embracing diversity. The Black Employee Resource Network promotes representation through advocacy, outreach and job development. Gender equality in the boardroom, workplace and tech community is also a priority.
43	AskBio	Pharmaceuticals	900	Research Triangle Park	North Carolina	Patients and families come in to testify about the role the company’s drugs play in their lives. Employees get \$7,000 in annual tuition reimbursement, career development rotations and talent exchanges with sibling companies. The company pays over 90 percent of employee health costs.
44	Lending Club	Banking	1,302	San Francisco	California	At this online bank, a wellness program reimburses employees for living healthy. PTO for salaried workers is untracked. Perks include a gym, fitness classes and a café (with barista). Also: free snacks, catered lunch twice weekly and high-tech offices.

45	Spiffy	Automotive services	625	Durham	North Carolina	Employees at Spiffy, an on-demand car washing and repair service, come for pay and benefits well above industry standard, then stay to advance. Car techs receive a budget for books and memberships plus direct access to leadership. Employees can acquire shares after one year.
46	LHi Group	Staffing/recruiting	366	New York	New York	LHi places people in the technology, life sciences, renewable energy and building businesses. The company's employee ownership trust offers all employees a stake in the company. After 10 years, employees can choose between a Rolex or a one-month paid sabbatical.
47	DHI Group	Software	535	Centennial	Colorado	At DHI, which makes software and online hiring tools for tech companies and job seekers, benefits include an annual bonus plan, employee stock purchase program, 401(k) match, equity awards and quarterly work-from-home stipends. DHI provides inclusive fertility coverage and travel assistance for women's health.
48	Amerant Bank	Banking	621	Coral Gables	Florida	This Florida-based regional bank offers career development education through partnerships, including with the University of Miami, Includent, RMA, Center for Financial Training, Moody's, Dale Carnegie and New Horizons. A tuition reimbursement program supports team members pursuing degrees.
49	DaVita	Health care	70,000	Denver	Colorado	Fifty-three percent of leaders with profit and loss responsibility at this provider of dialysis and other services to kidney patients are women and 30 percent are people of color. A stock purchase plan lets employees buy stock at a minimum 15 percent discount.
50	PriceSmart	Retail	10,975	San Diego	California	PriceSmart runs membership warehouse clubs in Central America, the Caribbean and South America. The company subsidizes the costs of professional or college programs and provides cross-functional experiences to help pave the way to future leadership roles.

51	First Watch	Restaurant	12,000	Bradenton	Florida	First Watch, a restaurant chain with more than 490 locations in 29 states, is committed to helping employees succeed. An in-house academy teaches leadership skills to new managers and a mentorship program helps 20 high-potential employees in underrepresented groups advance via partnerships with senior leaders including the CEO.
52	Kaplan	Education	4,850	Fort Lauderdale	Florida	Employees at this education company, best known for its test preparation business, get individual development plans, a competency-based on-demand development library; in-house technical, soft skills and professional training; a month-long virtual DevelopU conference and access to Kaplan and partner educational products.
53	Greif Inc.	Manufacturing	12,536	Delaware	Ohio	Employees at this industrial package maker get access to customized e-modules at its Greif University to foster personal and professional learning. The company's caring culture is reflected in initiatives like Spark, a colleague daily recognition platform, and the Colleagues Helping Colleagues Fund, which helps employees with unforeseen financial hardship.
54	AKQA	Advertising/marketing	2,800	San Francisco	California	According to a recent employee survey, 81 percent of employees at this digital design and communication company agree "AKQA allows everyone to have a voice." The company offers six-week parental leave for all new parents, extended coverage for female medical rights and unlimited vacation.
55	Cloudflare	Information technology	3,300	San Francisco	California	Employees at Cloudflare, which provides internet content delivery and security services to companies, can choose to work remotely, in-person or hybrid. Paid time off is on a take-what-you-need basis. Every employee is a shareholder in this publicly held company.
56	Palo Alto Networks	Information technology	11,000	Santa Clara	California	This cybersecurity services company gives employees get \$1,000 annually for items or experiences that "refresh and bring joy." Most workers are eligible for equity grants. A weekly employee roundtable hosted by the CEO encourages feedback to better understand challenges and remove roadblocks to success.

57	East West Bank	Banking	3,200	Pasadena	California	East West Bank provides over 50 associate programs annually in a variety of engagement opportunities such as the Live Healthy campaign, milestone recognition, and networking events. In addition, the establishment of Employee Resource Groups has driven an increase in membership and engagement of associates in events.
58	Cross Country Healthcare	Workforce solutions	2,302	Boca Raton	Florida	Seventy eight percent of employees at this health care staffing company are women and 42 percent are members of minority groups, reflecting its strong commitment to diversity. A generous benefits package includes unique perks like a free wellness program and paid volunteerism days.
59	BDO USA	Financial services	12,210	Chicago	Illinois	BDO USA, one of the nation's largest accounting and advisory firms, prides itself on championing flexibility and a purpose-driven culture where employees can "be their best selves." The approach seems to work: 92 percent of BDO professionals feel they belong there, according to an annual employee survey.
60	TaylorMade Golf	Sports	1,160	Carlsbad	California	TaylorMade, which makes golf clubs, balls and accessories, helps employees imagine their futures with programs like Career Stories, where leaders share their own journeys, and speakers including UConn women's basketball coach Geno Auriemma. Over 140 employees have been with TaylorMade for 20 years or more.
61	Wind River	Software	1,636	Alameda	California	Nearly perfect? According to the Great Place to Work survey, 92 percent of employees at this maker of operating systems and other software for businesses feel Wind River is an ideal employer. During two global wellness weeks the company shuts down.

62	CohnReznick	Financial services	4,000	New York	New York	At this accounting and tax consulting firm, employees can check out different practice areas or industries on a short-term basis. There is CPA certification preparation and LinkedIn Learning access. The Individual Development Track provides personalized career development plans, coaching, mentoring and education.
63	Donnelley Financial Solutions	Financial services	1,955	Chicago	Illinois	Donnelley, which offers regulatory compliance services to financial companies, puts its money where its mouth is on diversity: C-suite compensation is tied to DEI goals. A new employee stock purchase program will allow U.S. employees to buy company stock at a 10 percent discount through payroll contributions.
64	Standard Chartered Bank	Banking	1,065	New York	New York	An algorithm used by this consumer, corporate and institutional bank matches individuals with opportunities based on their career histories, skills and interests. A generous 401(k) plan includes company-funded contributions up to 8 percent of salary.
65	Goodway Group	Advertising/marketing	431	New York	New York	Togetherness and transparency are big at Goodway, a digital marketing firm. There are two annual company trips to build skills, plus the CFO shares financial results every month. In 2022, after employees shared concerns about rising inflation, the company gave a one-time stipend to everyone on staff.
66	Kyndryl	Information technology	90,000	New York	New York	Kyndryl, which makes large-scale information technology systems, gets high marks for its company culture from those who work there. According to an employee survey, 91 percent feel they are treated with respect and 87 percent feel they can be themselves at work.
67	Cozen O'Connor	Law	1,772	Philadelphia	Pennsylvania	A full-service law firm, Cozen O'Connor says it "does not tolerate jerks." Flexible work arrangements for all employees help them balance personal needs with the needs of the firm, and there is a program support to help employees avoid burnout.

68	Milliken & Company	Manufacturing	8,000	Spartanburg	South Carolina	International affinity groups at this maker of textile, health care, flooring and specialty chemical products connect employees with common interests in topics from LGBTQ+ to veteran's issues. The company's global recognition system is available in five languages and culminates with an annual honors event.
69	Ceridian	Software	9,050	Minneapolis	Minnesota	Ceridian, which makes payroll, HR and employee management software, takes a virtual-first, flexible approach to work. It has instituted wellness days, when everyone in the company gets paid time off so no one worries about missing work, and meeting-free Focus Fridays.
70	Kraft Heinz	Food/beverage	38,283	Chicago	Illinois	The mission at this global food company is "Let's Make Life Delicious." Employees get to work with innovative technology in a hybrid workplace. Benefits include annual bonus incentives, competitive 401(k) contributions and paid parental leave for salaried and non-union hourly employees.
71	Ameri-Health Caritas	Health care	9,562	Newtown Square	Pennsylvania	At this health insurance company, people are encouraged to volunteer—and are paid for it. The company prides itself on promoting from within. It holds "Afternoon Teas" with community leaders, nonprofits and elected officials to discuss public health issues. DEI initiatives are integrated into compensation.
72	UCLA Health	Health care	34,484	Los Angeles	California	UCLA Health includes four hospitals, as well as the David Geffen School of Medicine at UCLA and a network of clinics. Among its strengths: professional development programs to empower the staff, plus clearly defined core principles that foster a shared sense of mission.
73		Staffing/recruiting	1,400	Santa Monica	California	Remote and office work are equally valued at this online recruiter. Pro-collaboration policies include a camera-on culture in which employees are encouraged to show their faces on-screen to build stronger connections, a program that randomly pairs employees to meet and manager training emphasizing feedback.

74	J.J. Keller	Consulting	1,890	Neenah	Wisconsin	J.J. Keller, which provides companies with regulatory, safety and compliance solutions, values flexible hours, remote work and a family-friendly environment. The workforce is more than 80 percent remote. There is quarterly profit and gains sharing. Financial hardship? Apply for a grant anonymously.
75	Kendra Scott	Retail	2,600	Austin	Texas	Benefits at this jewelry and watch maker include 100 percent paid parental leave for up to 12 weeks, fertility benefits, adoption benefits, mental wellness services and product discounts. There are paid philanthropy days for community volunteering.
76	Aim Transportation Solutions	Transportation	1,000		Ohio	This family-owned and -operated truck leasing company likes to promote from within. The company has a retention specialist and personal concierge for employees. Many training and development programs and a nationally recognized wellness program are available.
77	MarketWise	Media/publishing	670	Baltimore	Maryland	Leaders at this provider of information for retail investors have an open-door policy to encourage employee feedback: "We believe the best ideas trump the status in the room." Cool events and social gatherings are offered throughout the year: "We genuinely like just hanging out with each other."
78	S3 Shared Services Solutions	Financial services	858	Linthicum	Maryland	S3, which provides operational services to credit unions, encourages employees to express interest in possible career options and provide input on ongoing projects in frequent performance-driven one-on-ones. They can get and give company dollars through a peer-to-peer bonus program.
79	Fogelman Properties	Real Estate	713	Memphis	Tennessee	Fogelman, a multi-family residence management and investment company, offers education/tuition reimbursement and company-paid certification, training and testing. When employees began feeling the effects of inflation, the company responded with a monthly stipend, as well as increased pay for on-call employees.

80	Graybar	Wholesale	8,087	St. Louis	Missouri	An employee-owned company, Graybar is a distributor of electrical, communications and data networking products. It offers a generous profit sharing and savings plan, to which the company has contributed an average of more than 10 percent of employees' salaries since 1956.
81	Ryan Specialty	Insurance	4,000	Chicago	Illinois	At Ryan, an international insurance company serving insurance agents, carriers and brokers, a flat organizational structure helps ensure everyone's voice is heard. In addition to generous insurance and retirement benefits, the company offers an annual bonus program and free access to meditation, fitness, family care and counseling tools.
82	Veritiv	Transportation	5,000	Atlanta	Georgia	Veritiv, which distributes packaging, print and publishing products, gets high marks from employees for a winning workplace. A recent survey shows 88 percent have confidence in leadership and believe "There is good cooperation and collaboration across my team or group," while 90 percent say they're a good fit with Veritiv culture.
83	United States Steel Corporation	Manufacturing	14,500	Pittsburgh	Pennsylvania	U.S. Steel instituted one of the first corporate codes of ethics back in the early 1900s and still lives by its principles today, built around safety, trust, respect, excellence and accountability. U.S. Steel believes employees reaching their potential is the route to success.
84	Navy Federal Credit Union	Financial services	24,000	Vienna	Virginia	Navy Federal, a credit union with more than \$166 billion in assets, offers employees opportunities for development through job rotations, shadowing, extensive in-house development curricula, leadership training and access to full-time development specialists.
85	Stihl	Manufacturing	3,000	Virginia Beach	Virginia	Family-owned Stihl, which makes handheld power tools, offers generous benefits including a 401(k) with immediate vesting and a pension plan—a relatively rare combo these days. Employee tenure speaks to the loyalty the company invokes: The average is 8-10 years, with many staying over 25 years.



86	West Shore Home	Construction	2,573	Mechanicsburg	Pennsylvania	West Shore, a home remodeling and rebuilding company, hands out cash bonuses to high performers. Giving back to the community is big here: West Shore installs up to 10 free bath remodels a year for veterans, sponsors Little League and stuffs buses with school supplies for United Way.
87	Parkview Health	Health care	15,689	Fort Wayne	Indiana	Parkview, a network of community hospitals and clinics, offers an impressive array of benefits. Among them: tuition assistance and education loan repayment, paid and volunteer time off and “lifestyle benefits” that reimburse employees for personal expenses of their choosing.
88	Watco	Transportation	4,483	Pittsburg	Kansas	At this transportation services and logistics company, team members move around the company to gain skills and knowledge and often are promoted within the company. There were hundreds of these moves in 2022. Employees on a Watco health plan get up to \$1,000 for health expenses.
89	American Tire Distributors	Manufacturing	5,000	Huntersville	North Carolina	ATD prides itself on a collaborative and inclusive culture based on values that employees helped define. One reflection of a caring approach: the weCare Associate Relief Fund, funded by associates to help colleagues facing unexpected hardships like illness or natural disaster.
90	AMH	Real estate	1,762	Las Vegas	Nevada	AMH, which develops and rents single-family homes, has instituted a conversation workshop program called “Valuing Differences” to generate understanding and clear bias. The CEO makes house calls to sick or retiring employees. Senior leadership bonuses depend on hitting community participation goals.
91	Shamrock Trading Corporation	Transportation	2,200	Overland Park	Kansas	The parent company for several brands in transportation services, finance and technology, Shamrock offers flexible and remote working opportunities. Its health care, vision and dental insurance premiums are 100 percent employer-paid for employees and eligible dependents.

92	DIRECTV	Entertainment	9,000	El Segundo	California	The multichannel TV distributor's cultural values—"We Care, We Challenge, We Deliver"—were identified and adopted by employees through focus groups and surveys. Flexible work arrangements and tuition aid are available.
93	Springfield Clinic	Health care	3,500	Springfield	Illinois	This network of clinics and health care providers gives employees performance-based merit increases annually and regularly conducts market reviews of compensation ranges. Many employment offers come with sign-on bonuses and employees have access to nationwide and local discounts.
94	Sysco	Food/beverage	71,153	Houston	Texas	This wholesale food distributor offers employees continued education opportunities through an education reimbursement program. The results of the company's Sysco Speaks survey, town halls and other employee feedback are used to help shape Sysco's future. Employees can buy stock through Sysco's employee stock ownership plan at a 15 percent discount.
95	Conduent	Information technology	62,000	Florham Park	New Jersey	Conduent, which provides billing, benefits processing and other services to businesses and government, offers flexible work arrangements, including both remote work and hybrid options, flexible vacation plans and performance-based incentive plans for hourly employees.
96	Benesch Law	Law	600	Cleveland	Ohio	This law firm puts real money into family-friendliness. It offers parental leave of up to 26 weeks (20 paid), plus fertility benefits (up to \$50,000). The firm has implemented an out-of-state medical travel reimbursement benefit of up to \$5,000 covering room and board, mileage or other transportation, child care and meals.
97	Advocate Health	Health care	151,000	Charlotte	North Carolina	Advocate, a large nonprofit health system, regularly surveys employees for feedback. Financial assistance is available for education. The company also offers many family-friendly benefits such as parental leave, adoption reimbursement and fertility support.

98	Ascom	Information technology	183	Morrisville	North Carolina	Ascom, which makes on-site information and communication equipment for the health care industry, takes pride in its open and flat culture, where ideas can come from anywhere. Among its benefits: tuition assistance and volunteer time off.
99	Fresenius Medical Care	Health care	70,000		Massachusetts	The company, which provides services and products for people with kidney disease, helps technicians launch a nursing career by reimbursing their nursing school classes and providing schedule flexibility. The CARES Fund provides financial assistance to employees impacted by unforeseen disaster or hardship.
100	Mint Dentistry	Health care	945	Dallas	Texas	At Mint, which operates dental offices in nine states and the District of Columbia, employees enjoy comprehensive health care, PTO and paid sick days, manager appreciation days and MINT Cares (internal charitable donations for employees).