

METHODOLOGY: Glassdoor Employees' Choice Awards 2016

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Best Places
to Work 2016

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The 2016 Glassdoor Employees' Choice Awards for the Best Places to Work rely solely on input from employees who elected to anonymously submit a [company review](#) on Glassdoor. During the eligibility timeframe, more than 1.6 million company reviews were submitted by employees on Glassdoor. When providing a company review, employees are asked to share their opinion 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, rate their CEO, as well as rate key workplace attributes like career opportunities, compensation & benefits, culture & values, senior management and work-life balance. In addition, employees are asked whether they would recommend their employer to a friend and what their opinion is of the employer's business outlook in the next six months.

The Glassdoor 2016 Employees' Choice Awards for the Best Places to Work feature six categories. These six categories, along with minimum requirements for eligibility, include:

Best Places to Work - U.S. large companies: At least 75 Glassdoor-approved company reviews from current and former¹ U.S.-based employees between November 3, 2014 and November 1, 2015; An overall employer rating² of at least 3.51 and workplace factor ratings of at least 2.85 during the eligibility period; At least 1,000 employees at the end of the eligibility timeframe.

Best Small & Medium Companies to Work For – U.S.: At least 25 Glassdoor-approved company reviews from current and former U.S.-based employees between November 3, 2014 and November 1, 2015; An overall employer rating of at least 3.51 and workplace factor ratings of at least 2.85 during the eligibility period; Less than 1,000 employees at the end of the eligibility timeframe.

Best Places to Work – Canada & UK: At least 25 Glassdoor-approved company reviews from current and former Canada-based and UK-based employees, for each respective list, between November 3, 2014 and November 1, 2015; An overall employer rating of at least 3.00 and workplace factor ratings of at least 2.50 during the eligibility period; At least 1,000 employees at the end of the eligibility timeframe.

Best Places to Work – France & Germany: At least 20 Glassdoor-approved company reviews from current and former France-based and Germany-based employees, for each respective list, between November 3, 2014 and November 1, 2015; An overall employer rating of at least 3.00 and workplace factor ratings of at least 2.50 during the eligibility period; At least 1,000 employees at the end of the eligibility timeframe.

Each list was compiled using Glassdoor's proprietary algorithm³, and the overall ratings and rankings were determined based on the quantity, quality and consistency of reviews during the period of eligibility. The awards take into account various types of employment status, including full-time, part-time, contract and freelance, however, intern company reviews have been excluded. For reporting simplicity, employer and workplace factor ratings displayed on Glassdoor and for the Employees' Choice Awards are limited to one decimal space although the calculations extend beyond the thousandth to determine final rank order.

After the overall ratings are calculated, an employer may be excluded if the Glassdoor review panel determines detrimental acts by management or other negative events could ultimately damage employees' faith in the employer, its senior leadership, and/or adversely affect its overall rating on Glassdoor. Employers can be excluded automatically or manually from the list if Glassdoor has evidence of any suspicious activity or abuse. Glassdoor reserves the right to improve methodology to prevent gaming and ensure the highest level of quality reviews and data integrity.

Respondents elected to participate; therefore, no estimates of theoretical sampling can be calculated.

¹ Glassdoor accepts reviews from former employees at companies they have worked within the last five years. For the purposes of the 2016 Employees' Choice Awards, Glassdoor took into account former employee reviews in which the job ending year occurred as recent as 2014.

² Overall employer and workplace factor ratings are based on a 5-point scale: 1.51-2.50=dissatisfied; 2.51-3.50=OK; 3.51-4.00=satisfied; 4.01-5.00=very satisfied.

³ Part of the Glassdoor algorithm used to determine the 2016 Employees' Choice Awards winners evaluates past company reviews from current and former employees submitted between November 3, 2013 and November 2, 2014. Companies that met the minimum requirements for eligibility noted above that met the minimum requirements for eligibility noted above between November 3, 2014 and November 1, 2015, but had significantly low ratings between November 3, 2013 and November 2, 2014 were ineligible for the 2016 awards.