

2024

AMERICA'S BEST LARGE EMPLOYERS

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While the spate of large-scale layoffs that befell Big Tech last year appears to have abated, workers are hardly in the clear. At least 139 tech companies have laid off a collective total of more than 34,000 employees already this year, according to Layoffs.fyi—including industry giants Microsoft, Google, Salesforce and Meta.

The downsizing, however, doesn't seem to have soured their employees on their workplaces—or so our recent analysis of more than 170,000 U.S.-based workers would suggest. In fact, employees rated Microsoft, Google, Salesforce and Meta so

favorably that each has landed on our list of America's Best Large Employers 2024.

The annual ranking, produced in partnership with market research firm Statista, is the product of a survey of employees at U.S. companies with more than 5,000 workers. Survey respondents were asked to rate their employer, and if they would recommend their employer to others.

Responses were given by current employees, employees who had worked for the company within the past two years, and individuals familiar with the company through friends, family or peers in their industry. Greater weight was given to evaluations from current employees and former employees. New to the methodology this year was the inclusion of data from the past three years—with more recent data weighted more heavily—to better identify companies that have been rated well consistently over time.

All survey responses were tallied to produce a score for each company, and the 600 organizations with the highest scores made our final list (see below).

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RANK	NAME	STATE	INDUSTRIES
1	Novo Nordisk	New Jersey	Drugs & Biotech
2	Garmin	Kansas	Semiconductors, Electrical Engine

3	Cook Children's Health Care System	Texas	Healthcare and Services
		<p>Cook Children's is more than a health care system: we str child from their first steps to adulthood. By collaborating every child in our care and our communities, we connect</p> <p>View Profile</p>	
4	Children's Hospital Colorado	Colorado	Healthcare and Services
5	Delta Air Lines	Georgia	Transportation a
6	In-N-Out Burger	California	Quick, Fast, Cas
7	Houston Methodist	Texas	Healthcare and Services
8	eXp Realty	Washington	Business Service
9	St. Jude Children's Research Hospital	Tennessee	Healthcare and Services
10	The University of Kansas Health System	Kansas	Healthcare and Services
11	BlueCross BlueShield of Tennessee	Tennessee	Insurance

At BlueCross, we've worked to create a workforce that is engaged and culturally competent. Our mission is to improve the health of the communities we serve. That mission is especially important to employees in our diverse workforce.



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of Tennessee

12	Trader Joe's	California	Retail and Wholesale Trade
13	Ally Financial	Michigan	Banking and Finance
14	Fidelity Investments	Massachusetts	Banking and Finance
15	Amgen	California	Drugs & Biotechnology
16	Keysight Technologies	California	Semiconductors, Electrical Engineering
17	Sony		Semiconductors, Electrical Engineering
18	Microsoft	Washington	IT Software & Services
19	Marvin Family of Brands	Minnesota	Engineering, Manufacturing
20	University of Notre Dame	Indiana	Education
21	Google	California	IT Software & Services
22	NASA	District of Columbia	Aerospace & Defense
23	H-E-B Grocery Company	Texas	Retail and Wholesale Trade
24	Mutual of Omaha	Nebraska	Insurance

Founded in 1909, Mutual of Omaha is one of the nation's leading providers of life insurance for individuals, families and businesses. Throughout our history, our mission has been to help our customers protect what they care about.



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25	Children's Healthcare of Atlanta	Georgia	Healthcare and : Services
26	Progressive	Ohio	Insurance
27	American Express	New York	Banking and Financial Services
28	NVIDIA	California	Semiconductors, Electrical Engineering
29	Keller Williams Realty	Texas	Business Services
30	Workday	California	IT Software & Services
31	Turner Construction	New York	Oil & Gas, Mining, Chemicals
32	Choctaw Nation of Oklahoma	Oklahoma	Government Services
33	Capital One	Virginia	Banking and Financial Services
34	New York-Presbyterian Hospital	New York	Healthcare and : Services
35	Apple	California	Semiconductors, Electrical Engineering
36	Community Health Network	Indiana	Healthcare and : Services

Community Health Network was created more than 60 years ago, but we've not forgotten that heritage that began with Community Hospital. We're community-controlled, and we're as closely tied to our communities as

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37	Conroe Independent School District	Texas	Education
38	Memorial Sloan Kettering Cancer Center	New York	Healthcare and : Services
39	Discount Tire	Arizona	Retail and Whole
40	Schweitzer Engineering Laboratories (SEL)	Washington	Engineering, Ma
41	Mississippi State University	Mississippi	Education
42	Nationwide Children's Hospital	Ohio	Healthcare and : Services
43	Adobe	California	IT Software & Ser
44	Mayo Clinic	Minnesota	Healthcare and : Services
45	Raymond James Financial	Florida	Banking and Fin Services
46	Chickasaw Nation Department of Commerce	Oklahoma	Travel & Leisure
47	Purdue University	Indiana	Education
48	Capital Group Companies	California	Banking and Fin Services
49	Michelin Group	South Carolina	Automotive (Aut Suppliers)

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