



**PUBLIC INSIGHT<sup>®</sup>**

# Employer Ratings Report

Ratings as of March 31, 2022

# Glassdoor Employer Ratings (Top 100 Based on Counts)

Rating Category	Overall		Culture		DEI		Career Opportunities		Compensation (Pay & Benefits)		Management		Work-Life Balance	
Employer	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count
Amazon.com	3.80	106,925	3.70	106,925	4.10	106,925	3.79	106,925	3.90	106,925	3.40	106,925	3.30	106,925
Tata Consultancy Services (TCS)	3.90	99,943	4.09	99,943	4.09	99,943	3.79	99,943	3.10	99,943	3.39	99,943	3.89	99,943
Walmart	3.30	89,380	3.10	89,380	3.60	89,380	3.30	89,380	3.40	89,380	2.90	89,380	3.00	89,380
IBM	4.10	80,250	4.20	80,250	4.30	80,241	3.90	80,250	3.50	80,250	3.60	80,250	4.10	80,250
McDonald's	3.50	77,855	3.20	77,854	3.70	77,849	3.30	77,854	3.00	77,854	3.10	77,854	3.20	77,854
Cognizant Technology Solutions	3.80	71,702	3.70	71,702	3.80	71,702	3.70	71,702	3.30	71,702	3.30	71,702	3.50	71,702
Target	3.70	58,124	3.60	58,124	4.00	58,124	3.30	58,124	3.60	58,124	3.10	58,124	3.30	58,124
PwC	3.90	49,333	3.89	49,333	4.09	49,333	4.10	49,333	3.41	49,333	3.60	49,333	2.90	49,333
Starbucks	3.80	48,088	3.80	48,088	4.10	48,088	3.50	48,088	3.80	48,088	3.20	48,088	3.40	48,088
Wipro	3.80	41,355	3.80	41,355	3.90	41,355	3.70	41,355	3.30	41,355	3.30	41,355	3.50	41,355
Oracle	3.81	40,142	3.71	40,142	4.01	40,142	3.71	40,142	3.41	40,142	3.51	40,142	3.99	40,142
Wells Fargo	3.61	36,492	3.51	36,492	3.90	36,485	3.51	36,492	3.70	36,492	3.11	36,492	3.61	36,492
The Home Depot	3.80	35,795	3.80	35,795	4.00	35,795	3.60	35,795	3.60	35,795	3.40	35,795	3.50	35,795
U.S. Army	3.80	33,557	3.70	33,557	4.10	33,557	4.10	33,557	4.10	33,557	3.20	33,557	2.70	33,557
Microsoft	4.40	32,697	4.50	32,697	4.50	32,697	4.20	32,697	4.10	32,697	4.10	32,697	4.20	32,697
Bank of America	4.01	32,457	4.02	32,457	4.22	32,457	3.90	32,457	3.99	32,457	3.62	32,457	3.74	32,457
AT&T	3.70	31,385	3.50	31,385	4.00	31,385	3.60	31,385	4.00	31,385	3.10	31,385	3.20	31,385
Lowe's Home Improvement	3.50	31,163	3.30	31,163	3.70	31,163	3.30	31,163	3.40	31,163	3.00	31,163	3.00	31,163
HCL Technologies	3.70	31,080	3.60	31,080	3.70	31,080	3.60	31,080	3.10	31,080	3.30	31,080	3.70	31,080
JPMorgan Chase	4.00	30,153	4.00	30,153	4.10	30,153	3.90	30,153	3.80	30,153	3.60	30,153	3.50	30,153
Best Buy	3.70	29,588	3.60	29,588	4.10	29,588	3.40	29,588	3.50	29,588	3.30	29,588	3.40	29,588
CVS Health	3.00	27,853	2.90	27,853	3.50	27,853	3.00	27,853	3.00	27,853	2.70	27,853	2.70	27,853
Verizon	3.90	26,774	3.80	26,774	4.10	26,774	3.70	26,774	4.10	26,774	3.40	26,774	3.50	26,774
Apple	4.20	26,564	4.20	26,564	4.30	26,564	3.80	26,564	4.30	26,564	3.70	26,564	3.60	26,564
Tech Mahindra	3.60	24,996	3.60	24,996	3.60	24,996	3.50	24,996	3.00	24,996	3.20	24,996	3.40	24,996
Teleperformance	4.00	24,757	3.90	24,757	4.20	24,757	3.90	24,757	3.60	24,757	3.70	24,757	3.70	24,757
Walgreens	3.10	24,642	2.90	24,642	3.50	24,642	3.10	24,642	2.90	24,642	2.80	24,642	2.70	24,642
Dell Technologies	4.30	24,403	4.40	24,403	4.40	24,403	4.00	24,403	3.90	24,403	3.90	24,403	4.20	24,403
Macy's	3.40	24,306	3.40	24,306	3.80	24,306	3.10	24,306	3.10	24,306	3.00	24,306	3.20	24,306
<b>Total</b>	<b>3.79</b>	<b>2,262,207</b>	<b>3.72</b>	<b>2,262,197</b>	<b>3.99</b>	<b>2,262,128</b>	<b>3.66</b>	<b>2,262,202</b>	<b>3.56</b>	<b>2,262,202</b>	<b>3.35</b>	<b>2,262,202</b>	<b>3.46</b>	<b>2,262,202</b>

# Glassdoor Ratings by NAICS Industry

Rating Category	Overall		Culture		DEI		Career Opportunities		Compensation (Pay & Benefits)		Management		Work-Life Balance	
Sector	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count
⊕ Accommodation and Food Services	3.60	540,614	3.46	540,413	3.82	537,358	3.35	540,430	3.20	540,430	3.21	540,416	3.28	540,441
⊕ Administrative and Support and Waste Management and Remediation Services	3.65	332,778	3.58	332,638	3.82	328,564	3.46	332,647	3.36	332,652	3.36	332,640	3.49	332,650
⊕ Agriculture, Forestry, Fishing and Hunting	3.74	53,264	3.60	53,223	3.80	52,685	3.47	53,231	3.52	53,232	3.35	53,225	3.48	53,225
⊕ Arts, Entertainment, and Recreation	3.62	122,783	3.52	122,646	3.77	120,263	3.25	122,655	3.13	122,655	3.20	122,645	3.39	122,660
⊕ Construction	3.79	162,600	3.67	162,331	3.78	158,088	3.63	162,373	3.67	162,368	3.42	162,342	3.41	162,362
⊕ Educational Services	4.03	494,397	3.89	494,160	3.98	491,206	3.63	494,176	3.48	494,161	3.56	494,157	3.84	494,169
⊕ Finance and Insurance	3.79	1,021,496	3.78	1,021,331	3.94	1,017,356	3.61	1,021,349	3.66	1,021,343	3.44	1,021,342	3.64	1,021,343
⊕ Health Care and Social Assistance	3.49	594,635	3.47	593,970	3.70	584,110	3.34	594,071	3.26	594,050	3.11	593,995	3.33	594,035
⊕ Information	3.87	1,023,174	3.85	1,023,069	4.00	1,017,758	3.66	1,023,097	3.70	1,023,095	3.53	1,023,083	3.78	1,023,095
⊕ Management of Companies and Enterprises	3.68	120,230	3.60	120,218	3.83	119,948	3.41	120,220	3.38	120,220	3.29	120,217	3.47	120,217
⊕ Manufacturing	3.74	1,334,778	3.63	1,334,356	3.80	1,324,334	3.45	1,334,405	3.60	1,334,400	3.30	1,334,382	3.52	1,334,400
⊕ Mining, Quarrying, and Oil and Gas Extraction	3.73	50,337	3.58	50,317	3.74	49,916	3.45	50,318	3.73	50,320	3.24	50,316	3.35	50,320
⊕ Other Services (except Public Administration)	3.59	174,688	3.54	174,497	3.70	170,612	3.30	174,493	3.31	174,497	3.22	174,494	3.44	174,506
⊕ Professional, Scientific, and Technical Services	3.83	1,526,851	3.81	1,526,413	3.92	1,514,204	3.67	1,526,470	3.43	1,526,474	3.48	1,526,442	3.65	1,526,475
⊕ Public Administration	3.66	274,068	3.47	273,751	3.79	270,683	3.56	273,763	3.62	273,776	3.12	273,758	3.32	273,783
⊕ Real Estate and Rental and Leasing	3.71	152,847	3.63	152,762	3.80	150,961	3.52	152,773	3.44	152,772	3.43	152,769	3.52	152,769
⊕ Retail	3.51	1,025,340	3.43	1,025,107	3.75	1,020,185	3.24	1,025,136	3.22	1,025,144	3.12	1,025,124	3.23	1,025,142
⊕ Transportation and Warehousing	3.61	293,396	3.45	293,313	3.77	291,079	3.45	293,322	3.57	293,327	3.19	293,315	3.28	293,320
⊕ Utilities	3.82	69,182	3.71	69,167	3.89	68,769	3.58	69,169	3.79	69,169	3.36	69,168	3.63	69,168
⊕ Wholesale Trade	3.57	300,466	3.45	300,278	3.65	296,491	3.30	300,300	3.37	300,304	3.19	300,286	3.37	300,296
<b>Total</b>	<b>3.72</b>	<b>9,667,924</b>	<b>3.65</b>	<b>9,663,960</b>	<b>3.85</b>	<b>9,584,570</b>	<b>3.50</b>	<b>9,664,398</b>	<b>3.47</b>	<b>9,664,389</b>	<b>3.34</b>	<b>9,664,116</b>	<b>3.51</b>	<b>9,664,376</b>

# Glassdoor Ratings by InsideView Industry

Rating Category	Overall		Culture		DEI		Career Opportunities		Compensation (Pay & Benefits)		Management		Work-Life Balance	
InsideView Industry	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count	Rating	Count
⊕ Aerospace and Defense	3.71	113,537	3.52	113,523	3.77	112,708	3.52	113,527	3.59	113,526	3.19	113,524	3.68	113,524
⊕ Agriculture and Forestry	3.85	47,124	3.73	47,068	3.85	46,235	3.51	47,068	3.67	47,073	3.39	47,066	3.56	47,067
⊕ Automotive	3.65	150,484	3.49	150,395	3.72	149,012	3.39	150,411	3.53	150,410	3.22	150,404	3.33	150,413
⊕ Banks	3.81	373,802	3.78	373,714	3.94	371,737	3.63	373,730	3.66	373,724	3.45	373,725	3.61	373,722
⊕ Chemicals	3.68	56,719	3.52	56,692	3.66	56,136	3.35	56,692	3.62	56,692	3.20	56,692	3.45	56,693
⊕ Civic, Non-Profit and Membership Groups	3.64	140,416	3.64	140,238	3.71	136,987	3.30	140,248	3.32	140,237	3.22	140,228	3.48	140,241
⊕ Computer Hardware	3.85	136,346	3.78	136,330	3.94	135,754	3.59	136,331	3.65	136,331	3.46	136,334	3.66	136,334
⊕ Computer Software	3.93	639,377	3.94	639,317	4.02	635,173	3.74	639,328	3.73	639,326	3.64	639,326	3.90	639,332
⊕ Construction and Building Materials	3.78	314,171	3.67	313,745	3.78	307,442	3.60	313,804	3.62	313,791	3.40	313,768	3.47	313,792
⊕ Consumer Product Manufacturing	3.69	342,241	3.63	342,119	3.78	339,024	3.34	342,139	3.49	342,143	3.30	342,131	3.44	342,140
⊕ Consumer Services	3.55	329,787	3.48	329,422	3.77	323,252	3.29	329,447	3.20	329,452	3.19	329,423	3.37	329,447
⊕ Corporate Services	3.79	1,724,507	3.77	1,724,017	3.91	1,709,156	3.62	1,724,085	3.41	1,724,087	3.46	1,724,046	3.66	1,724,083
⊕ Electronics	3.65	60,477	3.53	60,449	3.70	59,664	3.35	60,453	3.41	60,454	3.24	60,448	3.53	60,455
⊕ Energy and Environmental	3.73	184,271	3.59	184,196	3.76	182,560	3.45	184,196	3.67	184,202	3.26	184,198	3.47	184,199
⊕ Financial Services	3.85	511,337	3.83	511,249	3.99	508,941	3.71	511,259	3.63	511,257	3.51	511,256	3.59	511,260
⊕ Food and Beverage	3.58	191,318	3.42	191,228	3.67	189,741	3.30	191,235	3.43	191,243	3.16	191,230	3.23	191,237
⊕ Government	3.74	174,215	3.55	174,030	3.87	172,410	3.73	174,026	3.81	174,034	3.15	174,030	3.24	174,040
⊕ Holding Companies	3.89	76,115	3.81	76,107	3.95	75,927	3.66	76,109	3.65	76,109	3.43	76,106	3.70	76,106
⊕ Hospitals and Healthcare	3.55	780,609	3.50	779,837	3.73	769,084	3.41	779,924	3.38	779,913	3.15	779,849	3.39	779,903
⊕ Industrial Manufacturing and Services	3.60	202,507	3.47	202,335	3.62	198,701	3.33	202,356	3.47	202,359	3.18	202,333	3.42	202,351
⊕ Insurance	3.70	295,505	3.72	295,471	3.89	294,432	3.53	295,473	3.63	295,475	3.39	295,473	3.60	295,475
⊕ Leisure, Sports and Recreation	3.60	711,179	3.46	710,754	3.81	704,215	3.32	710,796	3.17	710,785	3.20	710,755	3.28	710,806
⊕ Media	3.85	254,965	3.81	254,909	3.91	253,171	3.56	254,917	3.61	254,919	3.47	254,909	3.78	254,913
⊕ Mining and Metals	3.62	33,685	3.39	33,649	3.59	33,152	3.35	33,657	3.66	33,658	3.16	33,658	3.28	33,657
⊕ Pharmaceuticals and Biotechnology	3.82	195,058	3.74	195,024	3.93	194,120	3.54	195,029	3.72	195,032	3.39	195,028	3.61	195,031
⊕ Real Estate	3.78	142,661	3.72	142,547	3.85	139,922	3.61	142,563	3.57	142,562	3.53	142,547	3.63	142,562
⊕ Retail	3.51	1,461,914	3.41	1,461,594	3.76	1,455,668	3.29	1,461,635	3.29	1,461,641	3.11	1,461,622	3.20	1,461,639
⊕ Schools and Education	3.94	648,667	3.81	648,255	3.92	643,128	3.57	648,289	3.44	648,282	3.48	648,256	3.75	648,291
⊕ Telecommunications	3.81	239,458	3.75	239,434	4.02	238,476	3.61	239,439	3.78	239,443	3.40	239,443	3.59	239,443
⊕ Transportation	3.56	274,668	3.39	274,546	3.72	272,029	3.42	274,552	3.53	274,558	3.15	274,551	3.22	274,556
<b>Total</b>	<b>3.71</b>	<b>10,807,120</b>	<b>3.64</b>	<b>10,802,194</b>	<b>3.85</b>	<b>10,707,957</b>	<b>3.49</b>	<b>10,802,718</b>	<b>3.47</b>	<b>10,802,718</b>	<b>3.33</b>	<b>10,802,359</b>	<b>3.50</b>	<b>10,802,712</b>

# Indeed Happiness Ratings by Employer (Top 100 Employers Based on Response Counts)

Employer	Overall	Achievement	Appreciation	Belonging	Compensation	Energy	Flexibility	Inclusion	Learning	Management	Purpose	Satisfaction	Stress-free	Support	Trust
7-Eleven	61	68	64	55	55	64	63	59	64	58	63	54	54	62	57
ABM Industries, Inc.	59	66	62	53	56	63	64	59	61	55	65	54	59	60	53
ALDI	54	65	62	54	66	58	58	60	60	57	64	56	47	61	56
Allied Universal	56	60	58	49	53	57	57	55	56	50	59	51	60	56	49
Amazon.com	59	67	62	56	66	60	64	63	61	58	66	58	55	63	58
Applebee's	58	65	64	56	57	63	63	58	61	57	62	53	51	63	56
Arby's	58	67	65	56	56	63	64	60	62	60	63	54	52	64	57
AT&T	60	70	66	57	72	62	61	65	69	62	66	58	48	66	58
AutoZone	58	65	64	53	50	61	60	59	67	57	64	54	54	62	55
Bank of America	63	70	69	62	69	63	66	68	71	65	70	64	52	69	64
Bath & Body Works	70	74	72	65	70	71	70	72	70	67	72	67	61	73	67
Best Buy	67	73	73	64	66	68	71	72	72	66	71	64	55	72	66
Brookdale Senior Living	55	63	60	51	52	59	60	53	59	51	66	52	51	57	49
Buffalo Wild Wings	56	65	63	54	58	62	63	57	58	55	61	52	51	61	55
Burger King	59	66	64	56	57	64	64	60	63	59	63	54	52	63	57
Burlington Stores	57	63	63	53	51	59	62	59	59	55	61	53	55	62	55
Chick-fil-A	64	70	71	63	63	67	72	66	67	64	71	63	50	71	65
Chili's	57	65	64	56	60	62	63	59	60	57	62	54	48	64	57
Chipotle Mexican Grill	55	64	64	54	58	59	63	61	62	57	63	54	46	63	56
Circle K	57	65	61	51	51	61	60	56	61	55	60	51	52	59	52
Comcast	61	70	67	59	65	62	66	67	69	62	68	60	49	67	60
Concentrix	58	65	63	56	61	59	63	62	66	62	65	60	50	65	58
Costco Wholesale	70	75	74	68	81	71	69	72	71	68	75	69	56	74	69
Cracker Barrel	57	66	65	56	58	61	64	59	61	56	64	54	50	65	58
CVS Health	51	60	60	50	55	54	58	57	59	55	59	51	47	59	52
Dairy Queen	60	68	66	58	58	64	68	62	62	60	64	56	53	65	60
DHL	57	65	60	53	61	60	59	56	60	54	63	56	57	60	53
Dillard's, Inc.	53	63	58	48	62	56	53	51	57	51	58	52	51	57	48
Dollar General	53	62	59	48	49	57	54	54	57	53	57	48	50	58	50
Dollar Tree	60	68	65	55	50	64	63	60	62	59	63	53	55	63	57
DoorDash	69	68	55	55	56	70	83	64	60	48	72	63	66	51	56
Dunkin' Donuts	56	64	61	52	53	60	62	56	59	54	60	51	49	60	53
Enterprise Holdings	62	70	70	61	60	64	65	67	66	65	68	61	56	69	62
Family Dollar	55	66	60	50	51	61	57	55	61	54	60	50	52	59	51
FedEx	64	71	67	61	65	67	67	65	66	63	70	58	56	66	61
FedEx Express	64	70	69	62	64	66	63	66	66	63	72	62	55	68	62
FedEx Ground	58	66	63	55	60	61	61	60	59	59	66	56	55	62	57
<b>Total</b>	<b>60</b>	<b>67</b>	<b>65</b>	<b>57</b>	<b>60</b>	<b>63</b>	<b>64</b>	<b>62</b>	<b>63</b>	<b>59</b>	<b>66</b>	<b>57</b>	<b>53</b>	<b>64</b>	<b>58</b>

# Happiness Ratings by NAICS Industry

Sector	Overall	Achievement	Appreciation	Belonging	Compensation	Energy	Flexibility	Inclusion	Learning	Management	Purpose	Satisfaction	Stress-free	Support	Trust
⊕ Accommodation and Food Services	61	68	66	58	59	65	66	62	64	60	66	58	53	65	59
⊕ Administrative and Support and Waste Management and Remediation Services	58	64	61	54	58	60	61	59	62	56	64	56	58	61	55
⊕ Agriculture, Forestry, Fishing and Hunting	61	68	64	57	63	63	63	61	66	59	67	59	56	63	57
⊕ Arts, Entertainment, and Recreation	65	70	69	62	60	67	66	66	66	63	69	63	58	68	61
⊕ Construction	63	69	66	59	64	65	63	62	68	60	69	61	57	65	59
⊕ Educational Services	70	74	74	67	64	70	74	71	74	68	76	67	60	73	68
⊕ Finance and Insurance	58	66	65	57	63	59	65	63	66	60	65	58	52	65	58
⊕ Health Care and Social Assistance	59	65	64	56	58	62	64	59	66	57	68	57	53	63	56
⊕ Information	62	68	65	58	63	63	67	64	66	60	67	60	55	65	59
⊕ Management of Companies and Enterprises	60	67	66	57	60	63	65	62	64	58	65	58	54	64	58
⊕ Manufacturing	59	67	63	55	63	61	61	59	64	56	65	57	55	62	55
⊕ Mining, Quarrying, and Oil and Gas Extraction	63	69	65	59	68	65	64	62	69	60	69	63	58	65	58
⊕ Other Services (except Public Administration)	59	66	64	56	57	61	63	60	63	57	66	57	55	63	56
⊕ Professional, Scientific, and Technical Services	62	68	66	58	62	63	67	63	67	61	68	60	57	65	60
⊕ Public Administration	67	72	71	66	65	68	67	67	73	66	74	65	56	70	65
⊕ Real Estate and Rental and Leasing	62	69	66	59	60	65	66	63	66	60	67	60	56	65	59
⊕ Retail	59	67	65	55	57	61	63	61	63	58	64	56	54	63	57
⊕ Transportation and Warehousing	60	66	62	55	61	62	62	59	62	56	67	58	57	61	56
⊕ Utilities	60	67	64	56	65	61	63	61	65	58	66	59	55	63	57
⊕ Wholesale Trade	57	65	62	54	59	60	61	58	62	56	63	56	54	61	55
<b>Total</b>	<b>60</b>	<b>67</b>	<b>65</b>	<b>57</b>	<b>60</b>	<b>62</b>	<b>64</b>	<b>61</b>	<b>65</b>	<b>58</b>	<b>66</b>	<b>58</b>	<b>55</b>	<b>64</b>	<b>57</b>

# Happiness Ratings by InsideView Industry

InsideView Industry	Overall	Achievement	Appreciation	Belonging	Compensation	Energy	Flexibility	Inclusion	Learning	Management	Purpose	Satisfaction	Stress-free	Support	Trust
⊕ Aerospace and Defense	64	70	68	59	66	64	68	64	68	60	69	62	58	66	60
⊕ Agriculture and Forestry	64	70	67	60	63	66	66	63	67	61	69	62	57	66	60
⊕ Automotive	57	65	61	53	59	59	58	56	63	55	63	55	54	60	53
⊕ Banks	58	66	64	56	61	59	63	62	66	59	64	58	52	64	58
⊕ Chemicals	56	64	60	52	61	58	59	55	62	53	61	55	55	59	52
⊕ Civic, Non-Profit and Membership Groups	62	68	67	60	59	64	67	63	68	61	71	59	56	66	59
⊕ Computer Hardware	63	69	67	59	63	63	66	64	68	61	67	61	56	66	61
⊕ Computer Software	62	67	63	56	60	63	71	63	65	57	67	60	59	62	58
⊕ Construction and Building Materials	61	68	65	58	64	64	63	61	67	59	67	60	57	64	58
⊕ Consumer Product Manufacturing	60	67	65	57	60	62	63	61	64	58	65	58	56	64	57
⊕ Consumer Services	61	66	64	56	56	63	66	61	63	57	67	57	56	62	57
⊕ Corporate Services	60	66	63	56	60	61	64	61	64	58	65	58	58	63	57
⊕ Electronics	58	66	62	54	61	60	62	58	63	56	63	57	56	61	55
⊕ Energy and Environmental	61	67	64	56	64	63	63	60	66	58	66	59	56	63	57
⊕ Financial Services	61	69	67	59	63	62	67	65	68	62	67	61	54	66	61
⊕ Food and Beverage	57	65	61	54	62	60	59	57	61	55	63	56	54	60	54
⊕ Government	68	73	72	68	67	69	66	68	74	67	75	66	55	71	67
⊕ Holding Companies	61	69	65	57	65	63	64	61	67	58	66	59	57	64	57
⊕ Hospitals and Healthcare	60	66	65	56	59	62	64	59	66	57	69	58	53	63	56
⊕ Industrial Manufacturing and	56	64	60	52	62	58	58	55	62	53	62	55	54	59	52
⊕ Insurance	58	65	65	57	63	59	66	63	66	60	66	58	52	65	58
⊕ Leisure, Sports and Recreation	61	68	66	58	59	65	66	62	64	60	66	58	53	65	59
⊕ Media	65	71	69	62	63	66	69	67	68	63	70	63	57	68	63
⊕ Mining and Metals	56	64	61	52	65	59	57	55	63	53	62	56	56	59	52
⊕ Pharmaceuticals and Biotechnology	59	66	64	56	64	60	64	60	65	57	67	58	55	63	56
⊕ Real Estate	62	69	65	58	62	64	66	62	67	60	67	60	57	64	59
⊕ Retail	58	66	64	55	59	61	63	61	62	57	64	56	54	63	56
⊕ Schools and Education	69	73	73	66	63	69	73	70	73	67	75	66	59	72	66
⊕ Telecommunications	60	69	66	58	66	62	64	65	68	62	66	58	51	66	59
⊕ Transportation	59	65	62	55	62	61	59	58	63	56	66	57	56	61	55
<b>Total</b>	<b>60</b>	<b>67</b>	<b>65</b>	<b>57</b>	<b>60</b>	<b>62</b>	<b>64</b>	<b>61</b>	<b>65</b>	<b>58</b>	<b>66</b>	<b>58</b>	<b>55</b>	<b>64</b>	<b>57</b>

**Employer Ratings** are pre-aggregated review responses on the Glassdoor and Indeed respective platforms by employer from various sources. Ratings are based on a five-point scale by category. Not all categories are required.

**Indeed Happiness Survey** as introduced in March 2020 in collaboration with experts on happiness from the UN, Oxford University, and the University of California. The Indeed survey measures fifteen categories of workplace happiness and scores range from 1-100 with 100 being highest level of happiness.