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**MEMBER**  


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Job seekers looking for a new gig in 2020 might want to apply to some of the best places to work. Glassdoor recently compiled its annual 100 Best Places to Work ranking, based on more than 55 million employee reviews for more than 1 million companies on the jobs site. Glassdoor reports that 75% of employees say they are OK or satisfied with their current jobs, and the average company rating on the site is 3.5 on a 5-point scale. But some employers go above and beyond in terms of offering career opportunities, compensation and benefits, culture and values, effective leadership within senior management and work-life balance. High marks in these categories from employees helped HubSpot secure the No. 1 spot for the first time. The marketing and growth platform holds a company rating of 4.6 and has been on Glassdoor's top-companies list five times previously. While some employees cite rapid growth and difficulty establishing work-life balance as some of the downsides to working for HubSpot, others praise the company's unlimited vacation time, paid family leave (16 weeks for a primary caregiver and six weeks for a secondary caregiver) and ample health insurance options that help them prioritize family and flexibility while working. Additionally, employees who hit their five-year anniversary are given a four-week paid sabbatical with the equivalent of a \$5,000 bonus. Management consulting firm Bain & Company comes in at No. 2 and is one of only three companies to appear on Glassdoor's annual ranking every year since its inception 12 years ago. (The other two are Google and Apple, though the two tech giants don't make it to the top 10 this year.) With a 97% employee approval rating, Bain & Company CEO Manny Maceda is one of the top-rated chief executives in the country, according to Glassdoor's reviews. Rounding out the top three is DocuSign, an electronic signature company based in San Francisco. 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The balance between work and life is priority here and where there are areas of problem, there is an incredible transparency on what is done to address it. It's not a 100% perfect company, but it's the closest I've ever experienced. Open PTO, competitive wages, products and internal processes CutureEver Was this review helpful? YesThere are 1 helpful reviews1 Software Engineer (Current Employee) - San Francisco, CA - May 17th 2021 Culture is great and I'm learning tuna here! I have total property on my job and I feel really appreciated here. Keep doing what you do Glassdoor! Was this review helpful? YesThere are 2 useful reviews2Business Engineer (Current Employee) - San Francisco, CA - 2 March 2021 I would recommend glass as a great employer. I met some of the brightest minds here and I can't wait to work with them. New ideas are appreciated and you get to do a significant job. Was this review helpful? YesThere are 3 useful reviews3No There are 1 uncomfortable reviews1Title Clerk (Former Employee) - Peoria, IL - 25 January 2021 On a typical day I don't think we were allowed to take our breaks, the company is very good to work for the rest. The work sometimes dictates if / when you could take your breaks. Was this review helpful? YesThere are 2 useful reviews2No There are 2 reviews scomode2 Software Engineer (ex employee) - Bangor, PA - 12 October 2020pros: good work balance of life: Nothing observed so far in last 1 yrsfor cooler good place to start your career. the location is good. Was this review helpful? 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Every 6 months or so I've been given new responsibilities, had the opportunity to learn new skills, or even had the chance to try a new function. I never get bored and I see other teams promoting from within as well. Commuting to Mill Valley was a pain but we're moving to SF HQ soon, whenever remote ends.Was this review helpful?YesThere are 1 helpful reviews1Staffing Account Executive, SMB, Glassdoor (Former Employee) - Chicago, IL - May 21, 2020Glassdoor was a great place to work! I had the opportunity to work with amazing sales managers who were able to excel my growth as a rep. The culture allowed you to be your authentic self at work and earn the commission you worked hard for.Was this review helpful?YesThere are 1 helpful reviews1Sr. Account Executive - Mid Market (Former Employee) - Mill Valley, CA - May 12, 2020A great Product for job seekers and great company. Is closing one chapter and starting another as focusing on being the best employer branding resource in the world.Was this review helpful?YesThere are 1 helpful reviews1Account Executive (Former Employee) - Mill Valley, CA - May 8, 2020The best workplace experience yet. Collaborative, engaging, fun and competitive. Awesome benefits, gym, food and great The people are amazing and everyone wants you to succeed.Was this review helpful?YesThere are 2 helpful reviews2Do people working at Glassdoor have the time and location flexibility they need? IndeedeÀÀÀs Work Happiness survey asked over 53 current and former employees. Of the respondents, 45% said that they strongly agreed that they have the flexibility they need in terms of both time and location, and 19% said that they agreed.Learn more about work-life balance at Glassdoor.IndeedeÀÀÀs Work Happiness survey asked over 46 current and former employees if they felt stressed working at Glassdoor. Of the respondents, 37% said that they strongly agreed or agreed that they felt stressed at work most of the time.Learn more about work-life balance at Glassdoor.IndeedeÀÀÀs Work Happiness survey asked over 54 current and former employees whether they often learn something at work. Of the respondents, 67% said that they strongly agreed or agreed that they do.Read more about benefits at Glassdoor.IndeedeÀÀÀs Work Happiness survey asked over 54 current and former employees whether their manager at Glassdoor helped them succeed. 46% of the respondents said that they strongly agreed that their manager helped them succeed, and 17% said that they agreed. agreed.



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