



TOP EMPLOYERS FOR TECH TALENT™
Top 20 US Insurance Companies

2022

OVERVIEW

THE BACKGROUND

Companies across industries around the world are vying for the same tech talent. At the same time, expectations of technology-focused workers are transforming, and companies are having to carefully track and evolve their employer brand, including their value propositions.

Previous employer perception studies have been very broad, covering the entire organizational workforce. There has been no view specifically capturing and tracking employer perceptions among the tech workforce – until now.

Everest Group's Top Employers for Tech Talent™ fulfills this need, offering a comprehensive analysis of how the tech workforce perceives firms, leveraging feedback from popular public sites that are critical sources for candidates conducting employer research.

THE CONCEPT

Everest Group's Top Employers for Tech Talent™ rankings provides a comparative snapshot of tech workers' perceptions of leading firms across key employer attractiveness dimensions.

The rankings capture the prevailing voice of the market and provide an outside-in proxy on how prospective candidates who are pursuing careers in tech functions perceive employer companies – aggregated from the most widely-used avenues of feedback.

WHY NOW

It's simple – based on a recent Everest Group poll, three in four tech workers are looking for a change in role or organization.

HOW TO USE THE RESULTS

The results offer a directional view of your firm's on-the-ground market perception among tech workers compared to your immediate peers. This is a useful starting point to gauge the effectiveness of your historical efforts and identify dimensions that require further scrutiny and dedicated attention to build a superior Employer Value Proposition (EVP) for tech talent.

We derived the rankings based on a relative rating mechanism – so the gap among firms has been exaggerated to a certain degree to bring out the required resolution. But in a cutthroat tech talent market, we believe small gaps can create a meaningful difference.



FAQs

1. WHAT TECH WORKFORCE DEMOGRAPHICS ARE CONSIDERED FOR THESE RANKINGS?

Everest Group's Top Employers for Tech Talent™ rankings in this document represent the perception of the tech workforce across IT functions and roles based in the US only.

2. HOW HAVE THE FIRMS RANKED IN THE ANALYSIS BEEN IDENTIFIED?

We identified the leading firms for comparison based on market share metrics relevant to each industry (revenues, assets under management, etc.).

3. HOW ARE EVEREST GROUP'S TOP EMPLOYERS FOR TECH TALENT™ RANKINGS BEING CREATED?

Everest Group's Top Employers for Tech Talent™ rankings are based on aggregation and analysis of feedback and ratings from:

1. Established public sources such as Glassdoor, LinkedIn, and Indeed
2. Everest Group's independent market conversations

Please refer to the next page for further details.

4. HAS EVEREST GROUP ALSO CONDUCTED AN INDEPENDENT WORKFORCE SURVEY COVERING THESE FIRMS TO BUILD THE TOP EMPLOYERS FOR TECH TALENT RANKINGS?

No, Everest Group has not conducted an independent quantitative survey for the inaugural analysis and results. However, we have incorporated analyst inputs based on ongoing market interactions into the analysis.

5. ARE THERE LIMITATIONS AROUND SHARING THESE RESULTS IN ANY FORUM(S)?

No. Because this is an aggregation and analysis of publicly available data and feedback, there are no restrictions on circulating or republishing the results.







DIMENSIONS AND SOURCES OF FEEDBACK

What are the dimensions and data/information sets that constitute Everest Group's Top Employers for Tech Talent™ rankings?

Dimensions along which workforce perceptions are captured






| Core dimensions | Description |
|---|--|
|  Employee satisfaction grade | Overall degree of satisfaction with the employer and willingness to recommend to others |
|  Compensation and benefits | Degree of satisfaction and perceived market competitiveness of the firm with respect to salary, benefits, and annual increases |
|  Work environment | Flexibility and autonomy offered, perceived quality of leadership, culture, and values |
|  Career opportunities | Pace of career growth experienced/expected across tech roles and functions, perceived opportunities, and variety of projects to learn/develop/explore skills |
|  Diversity and inclusion | Visible firm focus and investments into driving diversity and inclusion across levels |

Datasets and feedback used to create/validate the normalized ratings

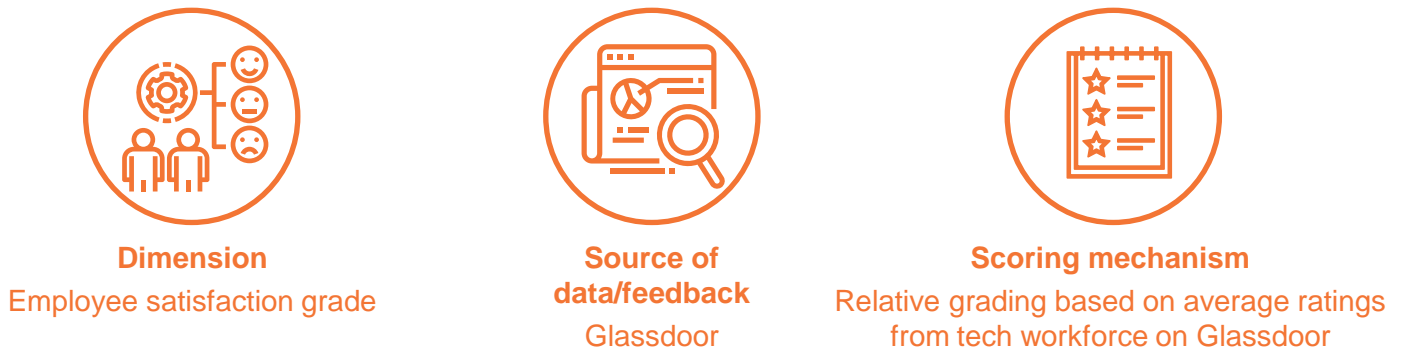
| Source | Datasets and feedback used |
|---|---|
| Glassdoor  | <ul style="list-style-type: none"> • Foundational source of aggregated tech workforce ratings across employer attractiveness dimensions • Qualitative feedback from the workforce |
| Indeed  | <ul style="list-style-type: none"> • Tech workforce ratings used for directional validation of data aggregated across dimensions • Qualitative feedback from the workforce |
| LinkedIn  | Attrition data and joiners and exits data for directional validation of overall rankings |
| Everest Group's market conversations  | Analyst points of view (SMEs from Talent Excellence and Global Sourcing programs) |

METHODOLOGY

Mapping of dimensions on Glassdoor (for IT and engineering talent) and Everest Group's Top Employers for Tech Talent™ tabulation

| Everest Group's Top Employers for Tech Talent™ dimension | Glassdoor dimensions |
|---|--|
|  Employee satisfaction grade | Recommend to a friend |
|  Compensation and benefits | Compensation and benefits |
|  Work environment | <ul style="list-style-type: none"> • Work/life balance • Senior management • Culture and values |
|  Career opportunities | Career opportunities |
|  Diversity and inclusion | Diversity and inclusion |

Illustrative view of methodology used to determine dimensional ratings



| Employee satisfaction grade in Everest Group's Top Employers for Tech Talent™ tabulation | Glassdoor "Recommend to a Friend" rating |
|--|--|
| A+ | 93%+ |
| A | 87-93% |
| B+ | 82-87% |
| B | 77-82% |
| C+ | 71-77% |
| C | 66-71% |
| D+ | 61-66% |
| D | <61% |

EVEREST GROUP'S TOP EMPLOYERS FOR TECH TALENT™ (US REGION)

Relative ranking of LARGEST 20 INSURANCE COMPANIES

Highly unfavorable  Highly favorable

| Relative rank | Company | Employee satisfaction grade | Compensation and benefits | Work environment | Career opportunities | Diversity and inclusion |
|---------------|---------------------------|-----------------------------|---------------------------|------------------|----------------------|-------------------------|
| 1 | New York Life | A+ | \$\$\$ | ☕☕☕☕ | ★★★★★ | ▼○♥■▲ |
| 2 | Liberty Mutual | B+ | \$\$\$\$ | ☕☕☕☕ | ★★★★★ | ▼○♥■ |
| 3 | Travelers | B+ | \$\$\$ | ☕☕☕☕ | ★★★★★ | ▼○♥■ |
| 4 | Northwestern Mutual | B | \$\$\$ | ☕☕☕☕ | ★★★★★ | ▼○♥■ |
| 5 | American Family Insurance | B+ | \$\$\$\$ | ☕☕☕ | ★★★★ | ▼○♥■ |
| 6 | Marsh & McLennan | B+ | \$\$\$ | ☕☕☕ | ★★★★ | ▼○♥■ |
| 7 | Prudential | B | \$\$\$\$ | ☕☕☕ | ★★★★ | ▼○♥■ |
| 8 | Nationwide | B | \$\$ | ☕☕☕☕ | ★★★★★ | ▼○♥■▲ |
| 9 | Hartford | C+ | \$\$\$ | ☕☕☕☕ | ★★★★ | ▼○♥■▲ |
| 10 | State Farm | B | \$\$\$ | ☕☕☕☕ | ★★★★ | ▼○♥■ |
| 11 | Farmers Insurance Group | C+ | \$\$\$ | ☕☕ | ★★★ | ▼○■ |
| 12 | USAA | B | \$\$\$ | ☕☕☕ | ★★ | ▼○♥■ |
| 13 | MassMutual | C | \$\$\$ | ☕☕☕ | ★ | ▼○♥■ |
| 14 | Allstate | C+ | \$\$ | ☕☕☕ | ★★★ | ▼○♥ |
| 15 | Progressive | C+ | \$\$\$ | ☕☕☕ | ★★★ | ▼○♥■ |
| 16 | MetLife | C | \$\$\$ | ☕☕ | ★ | ▼○♥■ |
| 17 | Lincoln Financial Group | D+ | \$\$\$ | ☕☕ | ★★ | ▼○♥■ |
| 18 | AIG | D | \$\$\$ | ☕ | ★ | ▼○ |
| 19 | CNA Financial | D | \$\$\$ | ☕ | ★ | ▼ |
| 20 | Chubb | D | \$ | ☕ | ★ | ▼ |

Source: Everest Group IT Talent Excellence – Q1 2022



Our experts have answers



Want to connect with our analysts?

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About Everest Group

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