



Everest Group®

TOP EMPLOYERS FOR TECH TALENT™

Top 30 US Financial Services 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

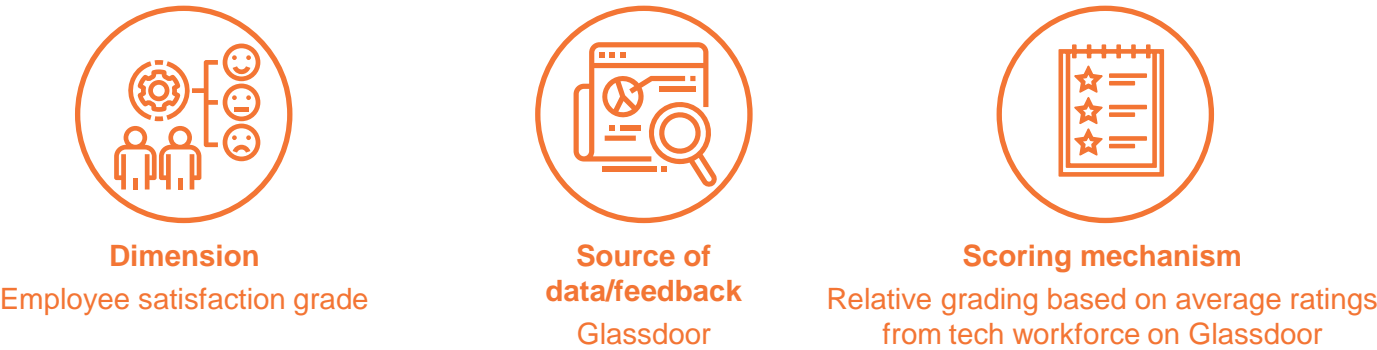
Source	Datasets and feedback used
Glassdoor 	<ul style="list-style-type: none"> Foundational source of aggregated tech workforce ratings across employer attractiveness dimensions Qualitative feedback from the workforce
Indeed 	<ul style="list-style-type: none"> Tech workforce ratings used for directional 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 30 FINANCIAL SERVICES COMPANIES**

Highly unfavorable ○ ○ ○ ○ ○ Highly favorable

Relative rank	Company	Employee satisfaction grade	Compensation and benefits	Work environment	Career opportunities	Diversity and inclusion
1	Alliance Bernstein	A+	\$\$\$	☕☕☕☕☕	★★★★★	▼○♥■▲
2	Capital One	A	\$\$\$	☕☕☕☕	★★★★	▼○♥■
3	Capital Group	B+	\$\$\$	☕☕☕☕	★★★	▼○♥■
4	Fidelity	B+	\$\$\$	☕☕☕☕	★★★★★	▼○♥■
5	TD Bank	C	\$\$\$	☕☕☕☕	★★★★	▼○♥■▲
6	BlackRock	B+	\$\$\$	☕☕☕☕	★★★★★	▼○♥■
7	Franklin Templeton	B	\$\$\$	☕☕☕☕	★★	▼○♥■
8	U.S. Bank	B+	\$\$\$	☕☕☕☕	★★★★	▼○♥■
9	Edward Jones	B	\$\$\$	☕☕☕☕	★★★★	▼○♥
10	KeyBank	B+	\$\$\$	☕☕☕☕	★★★	▼○♥■
11	Northern Trust	B	\$\$\$	☕☕☕☕	★★★★	▼○♥■▲
12	Invesco	B+	\$\$\$	☕☕☕☕	★★	▼○♥
13	Bank of America	C+	\$\$\$	☕☕☕☕	★★★★	▼○♥■
14	Charles Schwab	B	\$\$\$	☕☕☕☕	★★★★	▼○♥■
15	PNC Bank	B	\$\$\$	☕☕☕☕	★★★★	▼○♥■▲
16	Morgan Stanley	C+	\$\$\$	☕☕☕☕	★★★	▼○♥■
17	JPMorgan Chase	C+	\$\$\$	☕☕☕☕	★★★	▼○♥
18	Truist Bank	C+	\$\$\$	☕☕☕☕	★★	▼○♥■
19	Citibank	C	\$\$\$	☕☕☕☕	★★	▼○♥
20	Principal Financial	C	\$\$\$	☕☕☕☕	★★	▼
21	Goldman Sachs	D	\$\$\$	☕☕☕☕	★★★★	▼○♥
22	Wells Fargo	D+	\$\$\$	☕☕☕☕	★★	▼○♥
23	Ameriprise	B+	\$\$\$	☕☕☕☕	★★	▼
24	Citizens Bank	C	\$\$\$	☕☕☕☕	★	▼○
25	Vanguard Group	D+	\$\$\$	☕☕☕☕	★★	▼○♥
26	Fifth Third Bank	D+	\$\$\$	☕☕☕☕	★	▼
27	T. Rowe Price	D	\$\$\$	☕☕☕☕	★	▼
28	BNY Mellon	D	\$\$\$	☕☕☕☕	★	▼
29	State Street	D	\$\$\$	☕☕☕☕	★	▼
30	Wellington	D	\$\$\$	☕☕☕☕	★	▼

Source: Everest Group IT Talent Excellence – Q1 2022



Please reach out to:

Jimit Arora – Partner, enterprise transformation, Dallas
jimit.arora@everestgrp.com

Ashwin Venkatesan – Vice President, enterprise IT services
and talent research, Gurgaon
ashwin.venkatesan@everestgrp.com


Rohitashwa Aggarwal – Vice President, global sourcing
and locations, Gurgaon
rohitashwa.aggarwal@everestgrp.com



About Everest Group

Everest Group is a research firm focused on strategic IT, business services, engineering services, and sourcing. Our clients include leading global companies, service providers, and investors. Clients use our services to guide their journeys to achieve heightened operational and financial performance, accelerated value delivery, and high-impact business outcomes. Details and in-depth content are available at www.everestgrp.com.

For more information about Everest Group, please contact:

 +1-214-451-3110

 info@everestgrp.com

Dallas (Headquarters)

info@everestgrp.com
+1-214-451-3000

Toronto

canada@everestgrp.com
+1-416-388-6765

London

unitedkingdom@everestgrp.com
+44-207-129-1318

Delhi

india@everestgrp.com
+91-124-284-1000

Bangalore

india@everestgrp.com
+91-806-146-3500