

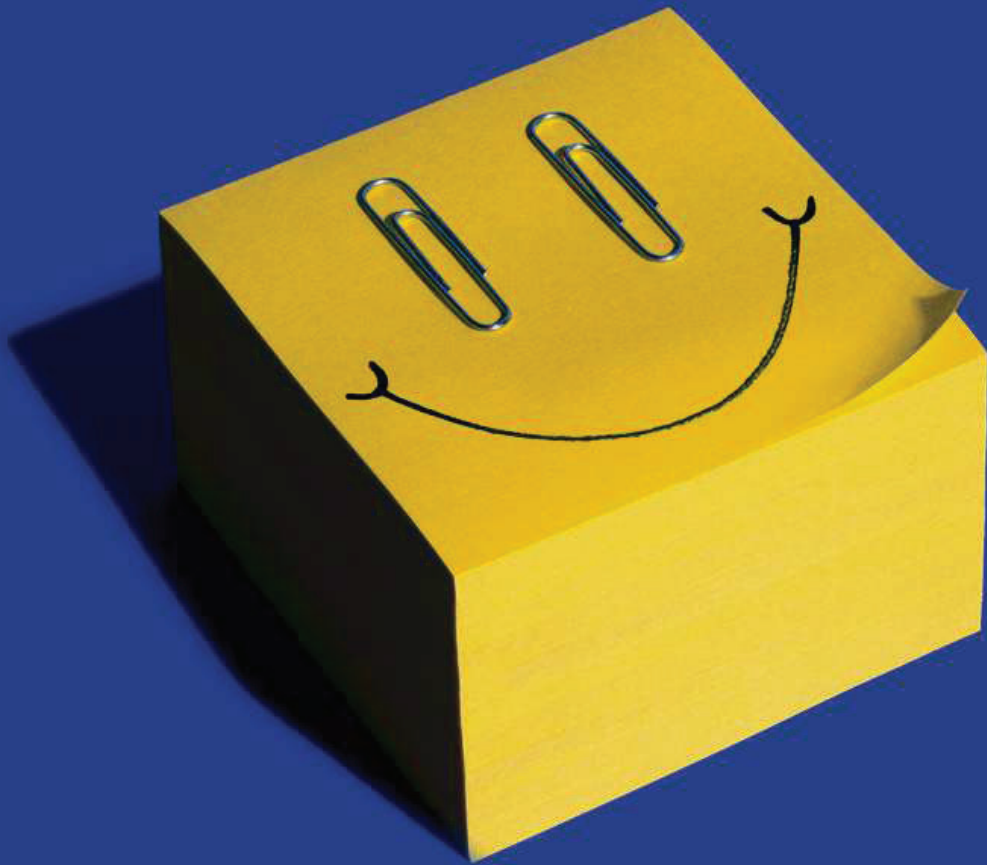
# The Boston Globe

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## Top Places to Work 2021

THE 150 COMPANIES WITH THE HAPPIEST EMPLOYEES IN THE STATE.

EDITED BY KATIE JOHNSTON



IT'S SAFE TO SAY the way we work is being transformed like never before. Corporate practices that have been set in stone for decades — going to an office every day, living near your place of employment, trying to make it seem like your family doesn't come first — have been upended by the pandemic.

And by and large, it's workers who are reaping the rewards.

Realizing how productive, and happy, so many employees have been working from home, when their jobs allow for it, employers are letting them work remotely more often and maintain more flexible hours. Seeing people dealing with their children and pets and personal lives over Zoom has made managers realize how much more support they could be giving their staffs in terms of child care.

Employers are increasingly aware their companies don't exist in a bubble and they need to respond to workers' needs, as well as to societal changes, especially during these unprecedented times of racial unrest and political upheaval, not to mention a global health crisis. This means doing more to support employees' mental health and expanding efforts to diversify their staffs to include, learn from, and promote people of all ethnicities and orientations.

Of course, these efforts are self-serving, too. In the midst of a historic wave of resignations and a full-blown hiring crisis, employers know they have to pull out all the stops to attract new employees, as well as to keep the ones they have. And the companies that made *The Boston Globe's* Top Places to Work list this year are going gangbusters.

Managers are washing their employees' cars and delivering champagne to their doors. Parenting coaches are being brought in and free therapy sessions are being offered. Some companies are conducting no-holds-barred "stay interviews" to figure out how to better support existing employees.

To compile our 14th annual Top Places to Work

list, the *Globe* partnered with Energage, the Exton, Pennsylvania-based employee research and consulting firm, to administer anonymous employee surveys rating companies on their flexibility, leadership, values, and more. More than 80,000 employees at 363 companies in Massachusetts participated and 150 employers came out on top, including prominent newcomers such as Encore Boston Harbor and Boston Medical Center Health System. The winners are broken down into four size categories: largest, with 1,000 or more employees; large, with 250-999 employees; medium, with 100-249; and small, with 50-99.

Tsedal Neeley, a professor at Harvard Business School, calls this moment a "work revolution." And the companies that are really responding to their employees' needs — the ones willing to ask workers what they want, adjust their policies to fit the moment, and truly put their people first — will be the ones leading the charge.

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**TO PARTICIPATE IN NEXT YEAR'S TOP PLACES TO WORK SURVEY, VISIT [BOSTONGLOBE.COM/NOMINATE](https://www.bostonglobe.com/nominate).**

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PHOTO ILLUSTRATION BY MATT CHASE FOR THE BOSTON GLOBE

## #1 LARGE COMPANY

### META BOSTON

Though it is part of a major international company, the 500-employee strong Boston arm of social media giant Meta — known until recently as Facebook — has its own culture and personality. Challenging work, creative thinking, and commitment to community all contribute to employees giving their workplace a thumbs-up.

**IN A WORD:** Connections

**VIEW FROM THE TOP:** “Everything is talked about very openly internally,” says Perry Stoll, engineering director and domain lead for community and culture. “You’re not going to get better if you can’t talk about the challenges you’re facing.”



**COVID CONNECTIONS:** When the pandemic shut down the Boston office just months after Kimberly Wilson started her job as office lead for

communications, culture, and events, she was intimidated: She’d hardly had any time to develop the sense of belonging she was tasked with creating. But then she was inundated with messages from her new colleagues introducing themselves, sharing office insights, and inviting her to virtual coffee. “It didn’t end up being scary or hard,” she says. “I felt like I belonged.”

**INTELLECTUAL ENGAGEMENT:** Meta’s social media apps generate an enormous amount of data. Finding efficient ways to process that information is an immense and ongoing challenge. That’s exactly why software engineer Gabriela Jacques da Silva wanted to work there in the first place. “I was looking to come to a place where you could work with really large-scale systems,” she says. “Seeing how people get together to solve these problems is really exciting.” —S.S.

Rank	Organization	Description	Mass. employees	US employees	US headquarters	Last year's rank	Years on the list
1	<b>Meta Boston</b> (formerly Facebook Boston)	Mass market apps, software	500	500	Cambridge	NEW	4
2	<b>New England Biolabs</b>	Life science tools provider	493	493	Ipswich	-	3
3	<b>Wequassett Resort and Golf Club</b>	Hospitality and recreation	250	340	East Harwich	NEW	12
4	<b>Enterprise Bank</b>	Banking	536	541	Lowell	1	12
5	<b>Fairway Independent Mortgage Corp.</b>	Mortgage lender	299	8,410	Madison, Wisconsin	NEW	1
6	<b>Slalom</b>	Consulting	325	8,000	Seattle	4	7
7	<b>ERA Key Realty Services</b>	Residential real estate sales	374	374	Whitinsville	-	6
8	<b>Beam Therapeutics</b>	Life sciences	257	257	Cambridge	NEW	3
9	<b>LAER Realty</b>	Real estate	538	538	Chelmsford	-	3
10	<b>Rapid7</b>	Software	681	1,173	Boston	5	9
11	<b>Jack Conway &amp; Co.</b>	Real estate	695	700	Norwell	3	11
12	<b>Progress Software</b>	Enterprise software	396	515	Bedford	-	2
13	<b>Cape Cod 5</b>	Banking	543	543	Hyannis	7	4
14	<b>Beacon Hill Staffing Group</b>	Staffing and human resources consulting	265	992	Boston	NEW	8
15	<b>Consigli Construction Co.</b>	Construction	518	830	Milford	13	13
16	<b>Intellia Therapeutics</b>	Biotechnology	400	400	Cambridge	NEW	1
17	<b>Definitive Healthcare</b>	Health care provider intelligence	550	550	Framingham	14	5
18	<b>Big Night Entertainment Group</b>	Hospitality, entertainment, recreation, and travel	338	600	Boston	-	8
19	<b>CallMiner</b>	Enterprise software	256	267	Waltham	NEW	1
20	<b>Klaviyo</b>	E-commerce marketing	571	571	Boston	-	2
21	<b>VHB</b>	Consulting	453	900	Watertown	-	4
22	<b>Maloney Properties</b>	Property management	353	452	Wellesley	37	7
23	<b>Nantucket Island Resorts</b>	Hospitality	332	362	Nantucket	21	8
24	<b>GreenLight Biosciences</b>	Biotechnology	260	260	Medford	NEW	1
25	<b>Massachusetts Medical Society</b>	Nonprofit	455	487	Waltham	10	13
26	<b>STR</b> (formerly Systems & Technology Research)	Defense research and development	435	513	Woburn	16	5
27	<b>Leader Bank</b>	Banking	389	389	Arlington	-	5
28	<b>EngageSmart</b>	Software	255	600	Braintree	NEW	1
29	<b>Wingate Cos.</b>	Property management	457	660	Newton	38	2
30	<b>Curriculum Associates</b>	Education technology	562	1,490	North Billerica	2	8
31	<b>Quantech Services</b>	Consulting	261	440	Lexington	-	3
32	<b>New York Life / NYLIFE Securities</b>	Financial planning	840	11,388	New York	8	8
33	<b>Copyright Clearance Center</b>	Copyright licensing	275	275	Danvers	NEW	1
34	<b>Christianbook</b>	Religious catalog and Internet retailer	560	560	Peabody	32	11
35	<b>Imprivata</b>	Health care IT	538	538	Lexington	9	8
36	<b>Nutter McClennen &amp; Fish</b>	Legal services	266	305	Boston	-	4
37	<b>Deciphera Pharmaceuticals</b>	Biotechnology	251	393	Waltham	NEW	2
38	<b>The Fairmont Copley Plaza, Boston</b>	Hotel	270	270	Boston	-	6
39	<b>Nuance Communications</b>	Software, technology	802	2,893	Burlington	26	2
40	<b>The RMR Group</b>	Real estate investment	278	611	Newton	28	2

NOTE: COMPANIES MARKED "NEW" MAY HAVE APPEARED IN A DIFFERENT SIZE CATEGORY IN PREVIOUS YEARS / - DENOTES COMPANIES THAT WEREN'T ON THE 2020 LIST  
EMPLOYEE COUNTS WERE AS OF THE TIME OF THE SURVEY.