



A ranking of the top HR departments based on eight core areas.

HRO Today has annually ranked HR service providers through Baker's Dozen Customer Satisfaction Ratings™ for nearly two decades. Its research revealed that while there are many rankings of various aspects of HR, there isn't one definitive source of which companies are the best for human resources. Enter *HRO Today*'s HR100.

The *HRO Today* research team reviewed nearly 1,100 companies to come up with the top 100 HR departments. *HRO Today*'s HR100 scores and ranks HR departments in eight core areas: workplace culture, employee benefits, diversity and inclusion, employee development and talent management, human resources innovation, leadership development, talent acquisition, and employer brand. Performance in these core categories is aggregated, forming an index that provides a reasonable score for overall HR excellence.

To create the ranking, the *HRO Today* research team collected available public data from nearly 40 established benchmarking and ranking programs in the identified categories. Examples of these programs include *HRO Today*'s Most Admired Employer Brand Awards, *Fortune* 

Magazine's 100 Best Companies to Work For, Training Magazine's Top 100 and Glassdoor ratings. This generated a score based equally on depth and breadth of outside recognition and internal recognition. The data is then aggregated and weighted to create the final score, producing the index used in the ranking.

To generate the score, the *HRO Today* research team first examined the total number of lists within each of the HR areas outlined a particular company appeared on. Weights were assigned to each source depending upon the scope and exclusivity of the list. The raw scores were then summed, and an index was established to create the final score.

From the overall list, *HRO Today* has also ranked the top HR departments in nine vertical markets. These markets were selected based upon the concentration of companies in the HR100 within each vertical. The verticals include pharmaceutical, retail, consumer products, commercial manufacturing, professional services, finance and insurance, technology, transportation and warehousing, and hospitality.

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which can seamlessly integrate with existing talent systems using an open API architecture. *Insights* is the platform's proprietary data aggregator and critical final step in providing the empowering picture of your entire talent ecosystem. Move forward with a new kind of vision.

## SEVENSTEP

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- 1. Adobe www.adobe.com
- 2. Accenture www.accenture.com
- 3. Salesforce www.salesforce.com
- 4. Marriott International www.marriott.com
- 5. Cisco www.cisco.com
- 6. Google www.google.com
- 7. Mastercard www.mastercard.com
- 8. Merck www.merck.com
- 9. Microsoft www.microsoft.com/en-us/
- 10. SAP www.sap.con
- 11. Automatic Data Processing www.adp.com
- 12. Visa usa.visa.com
- 13. HP www.hp.com
- 14. Deloitte www.deloitte.com
- 15. IBM www.ibm.com
- 16. Starbucks www.starbucks.com
- 17. PricewaterhouseCoopers www.pwc.com/gx/en

- 18. Capital One Financial www.capitalone.com
- 19. General Motors www.gm.com
- 20. AbbVie www.abbvie.com
- 21. Johnson & Johnson www.jnj.com
- 22. Protiviti www.protiviti.com
- 23. Nvidia www.nvidia.com
- 24. Ultimate Kronos Group www.ukg.com
- 25. PepsiCo www.pepsico.com
- 26. CVS cvshealth.com
- 27. Thermo Fisher Scientific thermofisher.com
- 28. Huntington National Bank www.huntington.com
- 29. Uber/Uber Freight www.uber.com
- 30. Prudential Financial www.prudential.com
- 31. Procter & Gamble us.pg.com
- 32. Delta Air Lines www.delta.com
- 33. EY www.ey.com
- 34. Bank of America www.bankofamerica.com



- 35. Dell Technologies www.delltechnologies.com
- 36. Nike www.nike.com
- 37. Raytheon Technologies www.rtx.com
- 38. AT&T www.att.com
- 39. Hilton www.hilton.com
- 40. Progressive www.progressive.con

- 46. American Express www.americanexpress.com
- 47. Boston Scientific www.bostonscientific.com/en-US/Home.html
- 48. Cardinal Health www.cardinalhealth.com/ en.html
- 49. PVH (Tommy Hilfiger, Calvin Klein) www.pvh.com
- 50. Bain & CO www.bain.com

### 41. Northrop Grumman www.northropgrumman.com

## NORTHROP GRUMMAN

Northrop Grumman is a technology company, focused on global security and human discovery. Our pioneering solutions equip our customers with capabilities they need to connect, advance and protect the U.S. and its allies. Driven by a shared purpose to solve our customers' toughest problems, our 90,000 employees define possible every day.

The Northrop Grumman HR team has been laser-focused on ensuring our talent is at the center of everything we do, and we are proud to have achieved critical and distinct accomplishments in the areas that matter most to our employees. This includes expansion of our Diversity Recruiting investments, commitments and practices; an increase of Diversity, Equity, and Inclusion training and resources; dynamic and customized enhancements to our technical and leadership development offerings; enhanced succession, assessment and career development tools; the redesign of the majority of HR processes and the launch of a comprehensive and integrated Human Capital Management system (Workday); and the execution of a hybrid and flexible work model and redesign of work spaces to keep the safety of our employees at the forefront, as we navigate through this pandemic together.

- 42. Verizon Communications www.verizon.com
- 43. New York Life www.newyorklife.com
- 44. Booz Allen Hamilton www.boozallen.com
- 45. Stanley Black & Decker www.stanleyblackanddecker. com

- 51. The Estée Lauder Companies www.elcompanies.com/en
- 52. Apeel www.apeel.com
- 53. Ryan LLC www.ryan.com
- 54. Navy Federal Credit Union www.navyfederal.org



- 55. Netflix www.netflix.com
- 56. JPMorgan Chase www.jpmorganchase.com
- 57. Chipotle Mexican Grill www.chipotle.com
- 58. 3M www.3m.com
- 59. Lockheed Martin www.lockheedmartin.com/en-us/ index.html
- 60. Sony www.sony.net
- 61. MetLife www.metlife.com
- 62. Target www.target.com
- 63. Stryker www.stryker.com
- 64. KPMG home.kpmg/us/en/home.html
- 65. L'Oreal Group www.loreal.con
- 66. Bristol Myers Squibb www.bms.com
- 67. Facebook www.facebook.com
- 68. Intuit www.intuit.com
- 69. Wellstar Health System www.wellstar.org
- 70. ServiceNow www.servicenow.com
- 71. Experian www.experian.com

- 72. Comcast corporate.comcast.com
- 73. ArcBest www.arcb.com
- 74. VF Corp www.vfc.com
- 75. Apple www.apple.com
- 76. Sundt Construction, Inc. www.sundt.com
- 77. Gilbane Building Company www.gilbaneco.com
- 78. U.S. Bank www.usbank.com/index.html
- 79. GlaxoSmithKline www.gsk.com/en-gb/
- 80. Regeneron Pharmaceuticals www.regeneron.com
- 81. Jones Financial (Edward Jones) www.edwardjones.com/us-en
- 82. Abbott Laboratories www.abbott.com
- 83. USAA www.usaa.com
- 84. BKD CPA's and Advisors www.bkd.com
- 85. State Compensation Insurance Fund www.statefundca.com
- 86. Cuna Mutual Group www.cunamutual.com
- 87. Charles Schwab www.schwab.com
- 88. Qualcomm www.qualcomm.com



89. Best Buy www.bestbuy.com

- 90. Walt Disney thewaltdisneycompany.com
- 91. Alston & Bird www.alston.com/en/
- 92. Camden Property Trust www.camdenliving.com
- 93. Synchrony Financial www.synchrony.com
- 94. DHL Express www.dhl.com/us-en/home.html?locale=true
- 95. BAE Systems www.baesystems.com/en/home
- 96. Caterpillar www.caterpillar.com
- 97. University of Texas MD Anderson Cancer Center www.mdanderson.org
- 98. Consumers Energy www.consumersenergy.con
- 99. Dish www.dish.com
- 100. General Mills generalmills.com









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14. Alston & Bird



- 11. Facebook
- 12. Intuit
- **13. ServiceNow**
- 14. Comcast
- 15. Apple
- 16. Walt Disney
- 17. Dish

HRO Today's HROE & INSURANCE

- 1. Mastercard
- 2. Visa

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- 3. Capital One Financial
- 4. Huntington National Bank
- 5. Prudential Financial
- 6. Bank of America
- 7. Progressive
- 8. New York Life
- 9. American Express
- **10. Navy Federal Credit Union**
- **11. JPMorgan Chase**
- 12. MetLife
- 13. Experian
- 14. U.S. Bank
- 15. Jones Financial (Edward Jones)
- **16. USAA**
- 17.State Compensation Insurance Fund
- **18. Cuna Mutual Group**
- **19. Charles Schwab**
- **20. Camden Property Trust**
- **21. Synchrony Financial**