

Why would anyone want to work at Facebook, Google and Bain & Company?

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Google, Facebook and Bain & Company are currently the best 3 places in the US. Since Glassdoor began collecting data on Best Places to Work in 2009, these three companies are always in the top 10. Facebook ranked first in 2018, 2017 is Bain & Company and Google are the best places to work in 2015.

There are many reasons to explain this and each company has its own characteristics. But these are the most important factors they all own.

Open culture

Ideal workplace is where there is no gap between management and staff.

At Google, Larry Page and Sergey Brin often hold company-wide meetings on Friday called TGIF, where employees can ask any question they want.



Google still organizes company-wide meetings

'Ask anything, though controversial, is very fair and the manager will keep responding,' wrote an employee on Glassdoor.

Office maximizes labor productivity

For people to work with the best productivity, leading companies always offer a variety of rooms and workspaces.

At Bain & Co., employees can hide in a quiet corner or on campus or sit with everyone.

Facebook and Google have a similar style of office design with many meeting rooms and rest rooms to talk to.

Highly paid

An ordinary counselor in Bain & Co. earned \$ 140,000 with \$ 30,000 in bonuses, profit sharing, dividends. Google employees also achieve that range.

At Facebook, a new engineer usually earns \$ 140,000 a year. If bonuses and dividends are taken into account, the average salary can be up to 258,000 dollars.

Bonus generous and higher than average

Not only pay well salaries, these companies also care about the needs of employees in life.

Bain & Co. and Facebook gives paid 16-week maternity leave to mothers. Google gave them 18 weeks off. Fathers are also easy to take breaks when they are new or adopt children.

There are also other benefits such as egg freezing costs at Facebook and Google (for infertile couples, infertility) or 'Take Two' at Bain & Co. Give employees a 2-month break.

Work hard-Play hard

An ideal workplace also means that besides 10 to 12 hours of work there is a lot of free time. At Mountain View, California, Google's campus also has a volleyball court. Brain & Co. while Bain World Cup, football tournament takes place in 3 days between 1200 employees.



Doing your best to play hard is a remarkable common point

Not only is it building solidarity, these activities also help identify people who want to stay long-term with the company.

Colleagues help each other

With volume, intensity and high work requirements, employees at Facebook, Google and Bain & Co. Do not suffer mental stress. There is a saying in Bain that ' *A Bainie will never let another Bainie colleague fail* '. This sentence means that everyone always shares responsibility to achieve success and not let anyone be abandoned.

At Google, employees also have life benefits. If anyone dies, the employee's relative will receive 50% of the decedent's salary for 10 years.

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