



EDITOR'S PICK | August 24, 2020, 10:00am

# America's Best Employers By State

Edited By [Vicky Valet](#)

**F**orbes partnered with market research company Statista to pinpoint those organizations liked best by employees in our second annual ranking of America's best employers by state. The list is divided into 51 rankings—one for each of the 50 states, plus the District of Columbia—and was compiled by surveying 80,000 Americans working for businesses with at least 500 employees. Surveys were conducted on a rolling basis from October 2019 to May 2020, and responses regarding the same employers were compared throughout the process, so as to account for any statistically significant variations in the results collected before and after the onset of the coronavirus pandemic. The ranking features some companies whose appearance on the list, in light of recent events, might come as a surprise, but they are a reflection of the feeling of their own workforces at the time they were surveyed.

For the full story and methodology, [click here](#).

# AMERICA'S BEST EMPLOYERS BY STATE 2020 LIST

BY STATE

OR

SEARCH BY NAME

Rank	Company	Employees	Headquarters	CEO	Year Founded
1	Delta Air Lines	88,680	Atlanta, Georgia	Edward Herman Bastian	1924
2	In-N-Out Burger	16,000	Irvine, California	Lynsi Snyder	1948
3	Costco Wholesale	163,000	Issaquah, Washington	Walter Craig Jelinek	1983
4	Microsoft	92,335	Redmond, Washington	Satya Nadella	1975
5	Long Beach Unified School District		Long Beach, California	Christopher Steinhauser	1885
6	Sacramento Municipal Utility District	2,293	Sacramento, California	Arlen Orchard	1923
7	Jet Propulsion Laboratory	6,000	Pasadena, California	Michael Watkins	1936
8	University of California, Davis	25,743	Davis, California	Gary S. May	1908
9	Sony	14,124	New York, New York	Kenichiro Yoshida	1946
10	Amtrak	19,600	Washington, District of Columbia	Richard H. Anderson	1971
11	Loma Linda University Health	16,000	Loma Linda, California	Richard Hart	1905
12	Hilton	55,500	McLean, Virginia	Christopher J. Nassetta	1919
13	Adobe	22,000	San Jose, California	Shantanu Narayen	1982
14	San Diego Zoo	3,000	San Diego, California	Douglas Myers	1916
15	Placer County		Auburn, California	Todd Leopold	1851
16	Google	98,771	Mountain View, California	Sundar Pichai	1998
17	Sherwin-Williams	53,368	Cleveland, Ohio	John George Morikis	1866
18	Foot Locker	32,240	New York, New York	Richard A. Johnson	1974
19	Sharp HealthCare	18,000	San Diego, California	Michael W. Murphy	1955
20	First Republic Bank	4,025	San Francisco, California	James H. Herbert, II	1985
21	Cisco Systems	39,000	San Jose, California	Charles H. Robbins	1984
22	Boston Scientific	36,000	Marlborough, Massachusetts	Michael F. Mahoney	1979
23	California State University, Los Angeles	49,000	Los Angeles, California	William Covino	1889

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24	Stanford Health Care	11,891	Stanford, California	David Entwistle	1959
25	WinCo Foods	18,000	Boise, Idaho	Steven L. Goddard	1967
26	Nissan Motor	140,603	Smyrna, Tennessee	Makoto Uchida	1933
27	IKEA	208,000	Conshohocken, Pennsylvania	Michael Ward	1943
28	Toyota North America	179,000	Plano, Texas	Akio Toyoda	1933
29	Direct Energy	4,000	Houston, Texas	John Schultz	2000
30	Red Robin Gourmet Burgers	27,283	Greenwood Village, Colorado	Paul Murphy III	1969
31	UCSF Medical Center	25,000	San Francisco, California	Mark R. Laret	1906
32	NVIDIA	7,275	Santa Clara, California	Jen-Hsun Huang	1993
33	Workday	8,552	Pleasanton, California	Aneel Bhusri	2005
34	E. & J. Gallo Winery	6,500	Modesto, California	Joseph E. Gallo	1933
35	Waste Management	43,700	Houston, Texas	James C. Fish, Jr.	1971
36	Philips	77,400	Andover, Massachusetts	Frans van Houten	1891
37	NASA	17,000	Washington, District of Columbia	James Frederick Bridenstine	1958
38	Palo Alto Networks	5,348	Santa Clara, California	Nikesh Arora	2005
39	Parker-Hannifin	57,170	Cleveland, Ohio	Thomas L. Williams	1918
40	Johnson & Johnson	132,200	New Brunswick, New Jersey	Alex Gorsky, Ryohei Tanemura	1886
41	Hacienda La Puente Unified School District	1,975	City of Industry, California	Annie Bui	1915
42	Chick-fil-A	120,000	Atlanta, Georgia	Dan T. Cathy	1946
43	hoag	5,500	Newport Beach, California	Robert Braithwaite	1944
44	California State University, Northridge	4,000	Northridge, California	Timothy p. White	1958
45	University of California, Irvine	15,100	Irvine, California	Howard Gillman	1965
46	Department of Commerce	46,608	Washington, District of Columbia	Wilbur Ross	1903
47	Genentech	13,638	South San Francisco, California	Alexander Hardy	1976
48	Stanford University	13,028	Stanford, California	Marc Tessier-Lavigne	1891
49	City and County of San Francisco	32,749	San Francisco, California	London Breed	1776
50	Esri	3,800	Redlands, California	Jack Dangermond	1969
51	California Institute of Technology	3,900	Pasadena, California	Thomas F. Rosenbaum	1891
52	Entertainment Partners		Burbank, California	Mark Goldstein	1976
53	Kaiser Permanente	217,173	Oakland, California	Greg A. Adams	1945
54	VSP Global	6,000	Rancho Cordova, California	Michael J. Guyette	1955
55	Ernst & Young	70,341	New York, New York	Carmine Di Sibio	1989

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56	Illumina	5,500	San Diego, California	Francis A. deSouza	1998
57	Visa	19,500	Foster City, California	Alfred F. Kelly, Jr.	1958
58	Boeing	153,027	Chicago, Illinois	David L. Calhoun	1916
59	24 Hour Home Care	8,325	El Segundo, California	David Allerby	2008
60	County of Santa Clara		Santa Clara, California	Jeffrey V. Smith	1850
61	San Diego State University	6,000	San Diego, California	Adela de la Torre	1897
62	Northrop Grumman	85,000	Falls Church, Virginia	Kathy J. Warden	1939
63	Golden 1 Credit Union	1,700	Sacramento, California	Donna Bland	1933
64	County of San Diego	17,034	San Diego, California	Helen N. Robbins-Meyer	1850
65	3M	37,412	St. Paul, Minnesota	Michael F. Roman	1902
66	FedEx	112,330	Memphis, Tennessee	Frederick Wallace Smith	1973
67	Enloe Medical Center		Chico, California	Mike Wiltermood	1913
68	UCLA Health	20,000	Los Angeles, California	John C. Mazziotta	1955
69	Walt Disney	223,000	Burbank, California	Robert Chapek	1923
70	McKesson	80,000	Irving, Texas	Brian Scott Tyler	1833
71	Lockheed Martin	105,000	Bethesda, Maryland	Marillyn A. Hewson	1912
72	Coca-Cola	11,400	Atlanta, Georgia	James Quincey	1886
73	Sempra Energy	16,823	San Diego, California	Jeffrey Walker Martin	1998
74	Netflix	7,100	Los Gatos, California	Reed Hastings, Jr.	1997
75	Caterpillar	44,600	Deerfield, Illinois	Donald James Umpleby, III	1925
76	Amgen	21,000	Thousand Oaks, California	Robert A. Bradway	1980
77	Trader Joe's	10,001	Monrovia, California	Dan Bane	1967
78	City of San Diego		San Diego, California	Kevin Faulconer	1769
79	Marriott International	133,227	Bethesda, Maryland	Arne M. Sorenson, Fumio Takashima	1927
80	Comerica	7,865	Dallas, Texas	Curtis Chatman Farmer	1849
81	Southwest Airlines	60,590	Dallas, Texas	Gary C. Kelly	1967
82	Universal Music Group	7,912	Santa Monica, California	Lucian Grainge	1995
83	UC Davis Health	25,743	Sacramento, California	David Lubarsky	1973
84	Community Medical Centers - Central California	13,840	Fresno, California	Tim Joslin	1897
85	Petsmart	56,000	Phoenix, Arizona	Alan Blundell	1986
86	Accounting Principals	1,022	Jacksonville, Florida	David Alexander	1989
87	YMCA of the USA	20,000	Chicago, Illinois	Kevin Washington	1844
88	Century 21 Real Estate		Madison, New Jersey	Michael Miedler	1972
89	Intuit	9,400	Mountain View, California	Sasan K. Goodarzi	1983
90	SAP	96,498	Newtown Square, Pennsylvania	Christian Klein, Jennifer B. Morgan	1972

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91	JPMorgan Chase	170,000	New York, New York	Jamie Dimon	2000
92	Riverside Unified School District	3,599	Riverside, California	David Hansen	
93	Cedars-Sinai Health System	14,523	Los Angeles, California		1902
94	Scripps Health	15,000	San Diego, California	Chris Van Gorder	1924
95	Agilent Technologies	4,000	Santa Clara, California	Michael R. McMullen	1999
96	Sutter Health	55,000	Sacramento, California	Sarah Krevans	1921
97	Apple	90,000	Cupertino, California	Tim Cook	1976
98	Jacobs Engineering	48,000	Dallas, Texas	Steven J. Demetriou	1947
99	United States Department of Defense	2,870,000	Arlington County, Virginia	Patrick Shanahan	1947
100	Starbucks	218,000	Seattle, Washington	Kevin Johnson	1971

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Companies with listings in bold have paid a fee to do so.