

## Aniline Overall Company Score

# 52

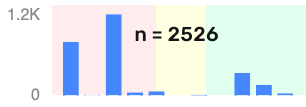
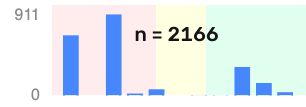
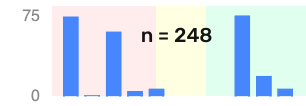
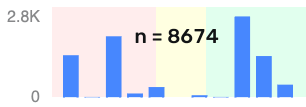
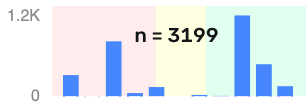
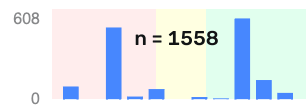
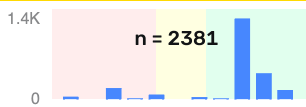
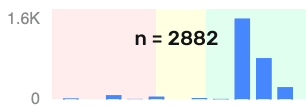
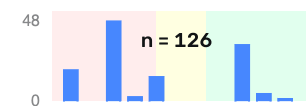
vs.52  
(3 months ago)

Meta's overall score has changed by +0%, indicating overall stable organizational health.

Industry: Data Processing, Hosting, and Related Services  
Headcount: 10K+  
Total # of Reviews: 23760



▼▲ Score Change vs. 3 Months Ago    ■ Below Peer Benchmark    ■ Above Peer Benchmark

|                  | Category  | Aniline Score | %-tile Rank | Distribution & # Reviews (24 months)  | Top 3 Most Cited Positive & Negative Words   |
|------------------|---|---------------|-------------|---|--|
| Organization     | Leadership  | 29 ▼          | 14%         |  n = 2526   | Supportive leadership, Great management, Autonomy<br>Poor leadership, Bad management, Lack of direction  |
|                  | Integrity   | 30 ▲▼         | 8%          |  n = 2166   | Strong culture, Great benefits, High impact<br>Constant layoffs, Lack of transparency, Poor leadership   |
|                  | DE&I  | 41 ▼          | 14%         |  n = 248    | Inclusive work environment, Diverse team, Strong engineering culture<br>Lack of diversity, Gender equality, Racial bias                        |
|                  | <b>Key Insights:</b> Meta's employee feedback highlights significant concerns in leadership, integrity, and DEI. Key issues include frequent leadership changes, lack of clear direction, and a cutthroat performance culture, leading to low morale and job insecurity. Integrity concerns focus on political maneuvering and a perceived decline in company values. DEI feedback indicates a need for genuine inclusivity and addressing biases. These issues impact organizational health and employee satisfaction. |               |             |   |  |
| Work Environment | Workplace   | 53 ▼          | 26%         |  n = 8674  | Smart people, Great benefits, Great culture<br>Toxic culture, High pressure, Work life balance   |
|                  | Career  | 58 ▲▼         | 63%         |  n = 3199 | Career growth, Great experience, Learning opportunities<br>Job security, Performance review, Career progression                                |
|                  | Work Life Balance   | 54 ▼          | 26%         |  n = 1558 | Great work life balance, Good work life balance, Flexible work schedule<br>Poor work life balance, No work life balance, Bad work life balance |
|                  | <b>Key Insights:</b> Meta's employee feedback highlights a mix of positive and negative sentiments. Positively, employees appreciate the competitive compensation, smart colleagues, and opportunities for growth and learning. However, concerns about a toxic and high-pressure work culture, frequent layoffs, and poor work-life balance are prevalent. The performance-driven environment and internal politics also contribute to employee dissatisfaction.   |               |             |   |  |
| Comp & Benefits  | Compensation  | 76 ▲▼         | 98%         |  n = 2381 | Great pay, Good pay, High salary<br>Low salary, Not great, Not enough pay  |
|                  | Benefits  | 81 ▲▼         | 98%         |  n = 2882 | Great benefits, Amazing benefits, Free food<br>Cutting benefits, Benefits cut, Benefits reduced  |
|                  | Hiring  | 42 ▼          | 24%         |  n = 126  | Good onboarding, Good pay, Good benefits<br>Hiring freeze, Return offer, Over hiring   |
|                  | <b>Key Insights:</b> Meta employees frequently highlight competitive compensation and excellent benefits as key positives, contributing to high satisfaction. However, concerns about benefit reductions and hiring practices, including layoffs and overhiring, are prevalent. These issues impact employee morale and organizational health, despite the attractive pay and perks.  |               |             |   |  |

Aniline scores are calculated based on tone, frequency, and intensity of employee reviews. All scores start at neutral (50) and move based upon NP contextualization, Aniline AI LLM model sentiment analysis. Scores commensurately increase/decrease from the neutral starting point based upon Aniline AI's 5+ years of training in assessment.

## Employee Review Quotes

### Workplace

Toxic culture and clueless managers are popular.

### Leadership

Poor quality managers who make bad decisions and then hide them.

### Compensation

Top of market pay and seems like people work here does care about the money.

■ Negative
 ■ Neutral
 ■ Positive

