

COMPUTERWORLD

Best Places to Work in IT 2026

32nd
ANNUAL
REPORT

Amid unprecedented AI-driven disruption, **IT leaders retool their talent strategies to stay resilient and responsive** to changing organizational needs.

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Best Places to Work in IT

4 **This year's leaders** lean into a people-first approach amid AI-driven disruption.

BY BETH STACKPOLE

COMPUTERWORLD

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Human touch

IT leaders prioritize a people-first approach to maintain a strong culture as the workforce reorients around AI and automation.

[BY BETH STACKPOLE]

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**Best
Places
to Work
in IT 2026**

The artificial intelligence (AI) juggernaut has yet to fully upend the IT job market. But there are clear signs that disruption is coming as companies prioritize new skill sets, reevaluate key roles, and increase automation of critical IT functions and workflows.

AI initiatives, now scaling beyond proof of concept (POC) into production, are causing IT leaders to rethink their IT talent strategies. Geopolitics, global unrest, and economic uncertainty also are taking a toll on the job market, including technology-related hiring.





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Top 10

[RANKINGS]

Best of the Best

Inside: Organizations that excel in six areas of human resources:

- IT Growth
- Workplace Modernization
- Career Development & Training
- Benefits & Compensation
- Retention & Engagement
- Workplace Culture

Although there are clear signs of contraction, honorees in Computerworld’s 2026 Best Places to Work in IT survey still recognize the value of their IT teams, emphasizing community, culture, and talent development to keep IT professionals engaged in their mission. Hiring remains up, and organizations are moving ahead with annual raises and promotions.

Most companies are investing heavily in upskilling and training initiatives for IT staff, much of it centered on AI, building business acumen, and soft skills. Instead of using AI and automation as a reason to replace IT workers, firms are building processes

that keep humans in the loop for oversight and problem-solving while actively retooling IT skill sets for the new paradigm. At the same time, companies are recruiting and nurturing highly specialized talent and resources to fill in-demand skill gaps in areas such as AI, cybersecurity, and systems architecture.

“We are building for the long term, and with that aperture in mind, we strongly believe that our biggest differentiator is the talent and skills we have as part of our organization,” says Ravi Mohan, chief technology officer at Credit Acceptance, the No. 2 midsize company in this year’s rankings.

“We continue to hire for the needs we think are durable ... which include fundamental software engineering skills, new skills like AI and agentic AI, and the age-old skills required for any enterprise, which is the ability to collaborate with cross-functional teams.”

Staffs are growing, but the makeup is changing

According to this year’s survey, more than half (56%) of the respondents plan to increase the number of IT hires over the next fiscal year, targeting a 9% increase on average. The percentage of companies growing



We are building for the long term, and with that aperture in mind, we strongly believe that **our biggest differentiator is the talent and skills we have as part of our organization.**

RAVI MOHAN, CHIEF TECHNOLOGY OFFICER, CREDIT ACCEPTANCE



Top 10

COMPANIES [IT GROWTH]

Demonstrating leadership in growing the IT ranks »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	H. Lee Moffitt Cancer Center & Research Institute	Aeroflow Health	MetroStar
2	Stanford Health Care	Credit Acceptance	Prezzee PTY Limited
3	Johns Hopkins University Applied Physics Laboratory	Power Home Remodeling	Saint Mary's College
4	USAA	National Information Solutions Cooperative	Consumers Credit Union
5	Dayforce HCM	CME Group	Nationale-Nederlanden Vida Compañía de Seguros y Reaseguros, S.A.E.
6	Johns Hopkins Medicine	Altia	Abarca Health
7	The Hartford	Choice Hotels International	Dataprise LLC
8	Baptist Health (Jacksonville)	Miami University	BCU
9	Blue Cross and Blue Shield of North Carolina	Five9	Data Intensity
10	CareSource	American Fidelity Assurance Company	Hanscom Federal Credit Union



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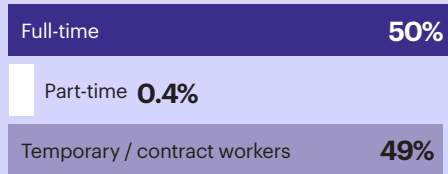
Credit Acceptance: Gathering to recognize progress toward our Big, Hairy, Audacious Goals!

IT head count is up over last year (50%) but still a big drop from the 2024 survey’s 71%. Only 6% of the respondents expect cutbacks to IT staff, and 38% anticipate the hiring cadence to remain steady, down from 46% last year. Midsize firms are more

apt to be in growth mode, with 68% looking to increase the number of hires in 2026, by 10% on average. Fewer than half (48%) of the large organizations are planning IT workforce expansion, by 7% on average. In general, IT turnover remains consistent — about a 9% churn

rate in most companies, compared to 10% in the previous two years. Smaller companies had slightly higher IT turnover, 12%. Much of the current growth comes from the contract workforce — clocking twice the hiring rate of full-time employees in this year’s survey. The number of temporary or contract workers rose 12% over the past 12 months, compared to full-time employees, at 0.3%, and contractors currently constitute almost half (49%) of the total IT workforce.

IT staffs show an even split between full-time and contract workers.



SOURCE: 2026 BEST PLACES TO WORK IN IT SURVEY

A growing contingent of contract workers can help quickly fill skill gaps for specific projects, and adding contract workers can also be an effective approach for trying out potential employees. “The contract-to-permanent hire is a good way to culturally test an individual and pressure-test their technology skills,” notes Rob Mills, executive vice president and chief technology, digital, and corporate strategy officer at Tractor Supply, the top-ranked large company in this year’s survey. Survey respondents also show a preference for external candidates when filling open positions. Organizations tapped internal employees for only one-third of IT vacancies in 2024. One reason is that many organizations require new AI competencies that don’t exist internally. Over the next year, the majority of IT organizations are looking to add expertise in AI/machine learning



At Dayforce, engineers work alongside AI to automate repetitive work, accelerate decision-making, and focus on higher-value initiatives.

(93%, compared to 86% last year) and generative AI (genAI) — 82%. Agentic AI, AI ethics, and AI governance are other in-demand skill sets that are relatively new and highly specialized.

At Dayforce, ranked No. 8

among this year’s large companies, AI disruption and economic uncertainty are prompting the leadership team to reevaluate its employee makeup to create greater balance between new hires and developing internal

talent, says Carrie Rasmussen, Dayforce’s chief digital officer.

“You can’t go out and hire a five-year AI veteran — it just doesn’t exist,” she explains. “We balance hiring new talent who might have a fresh perspective on how to use AI [with] reskilling our internal team members to give them a chance to jump into new roles and be AI-focused.”

Top 5 IT skills organizations are planning to hire over the next 12 months.

AI / machine learning	93%
GenAI	82%
Cloud / multicloud	79%
Data science / analytics	77%
Cybersecurity	75%

SOURCE: 2026 BEST PLACES TO WORK IN IT SURVEY

The modern workplace: heavily automated and hybrid

AI capabilities are already reshaping the IT workforce as organizations embrace the latest AI technologies. Most respondents have tested or implemented AI (96%), including genAI (97%), over the last 12 months.

The biggest impacts of these technologies on IT teams include the automation of routine or manual functions (94%), refocusing new staff hires on AI-specific skills or expertise (78%), and fostering more collaboration between IT and data science teams (74%). Nearly seven in 10 organizations (69%) are creating new roles focused on AI management or governance, creating fresh opportunities for IT professionals who fear being automated out of their current role. Already, 45% of the IT tasks handled by internal IT

Top 10

COMPANIES [WORKPLACE MODELS

COMPANIES [**WORKPLACE MODERNIZATION**]

Making strong commitments to a flexible workplace »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	Cedars-Sinai	VyStar Credit Union	IT Convergence, Inc.
2	Probe CX	Genesis HealthCare System	Warsteiner Brauerei Haus Cramer KG
3	Stanford Health Care	Credit Acceptance	Hanscom Federal Credit Union
4	CDW	ChenMed	Abarca Health
5	The MITRE Corporation	IGS Energy	Tokio Marine North America Services
6	GSK plc	Aeroflow Health	Connexus Credit Union
7	Blue Cross and Blue Shield of North Carolina	Miami University	Data Intensity
8	Dayforce HCM	KnowBe4	Amerisure Mutual Insurance Company
9	Tractor Supply Company	Power Home Remodeling	MetroStar
10	Children’s Healthcare of Atlanta	Choice Hotels International	Saint Mary’s College

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“Our engineers are working alongside AI to automate repetitive

“

They have identified and resolved bugs and cut two months out of testing, **which frees our team up for new opportunities that would have been lost in the past.**”

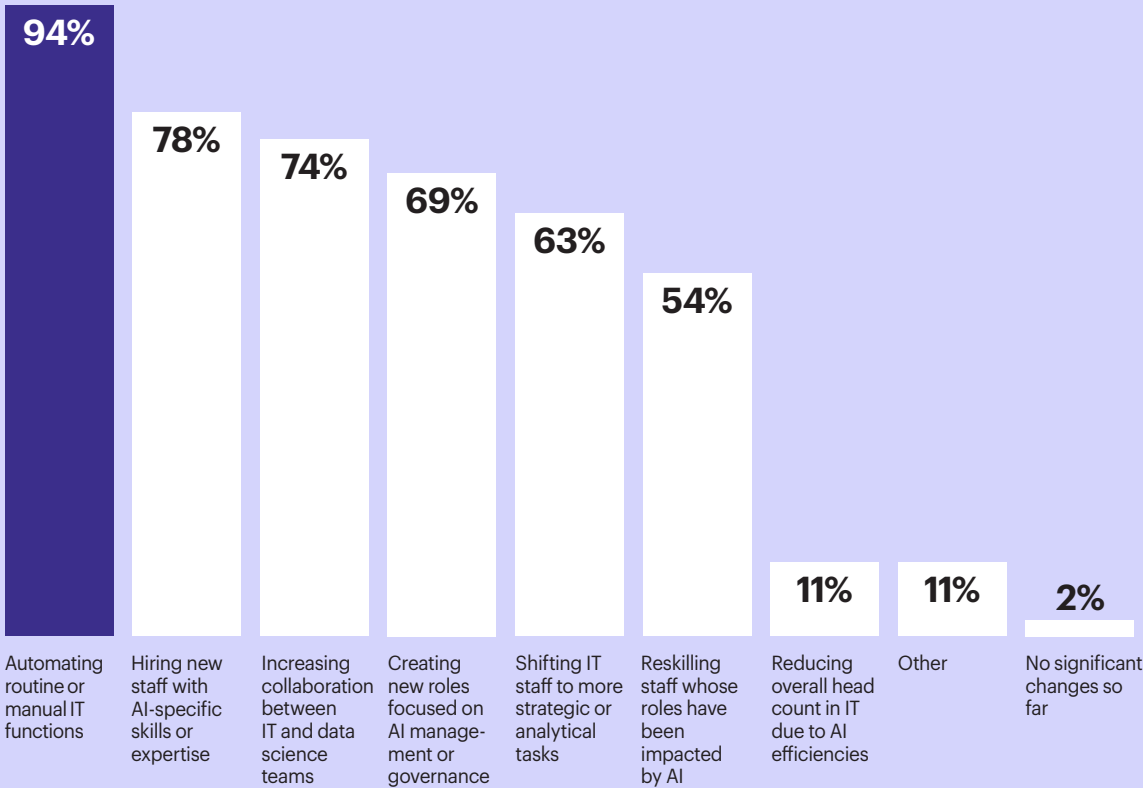
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work, accelerate decision-making, and focus on higher-value initiatives,” Rasmussen says. “It’s shifted our talent focus less on technical expertise and more toward adaptability, digital fluency and creativity, and problem-solving.”

IT leaders understand the importance of giving employees — including their own IT staff members — access to new AI tools to improve their comfort level with the new technology.

CME Group, ranked No. 6 among the midsize companies, has given all 1,750 members of its technology group access to genAI tools such as Google Gemini and Gemini Code Assist, which are now embedded in the firm’s development environment. The tools have enabled the team to streamline a lot of time-consuming work, resulting in substantial productivity gains, according to Sunil Cutinho, CIO of the financial services company.

How AI is changing the makeup of the IT workforce



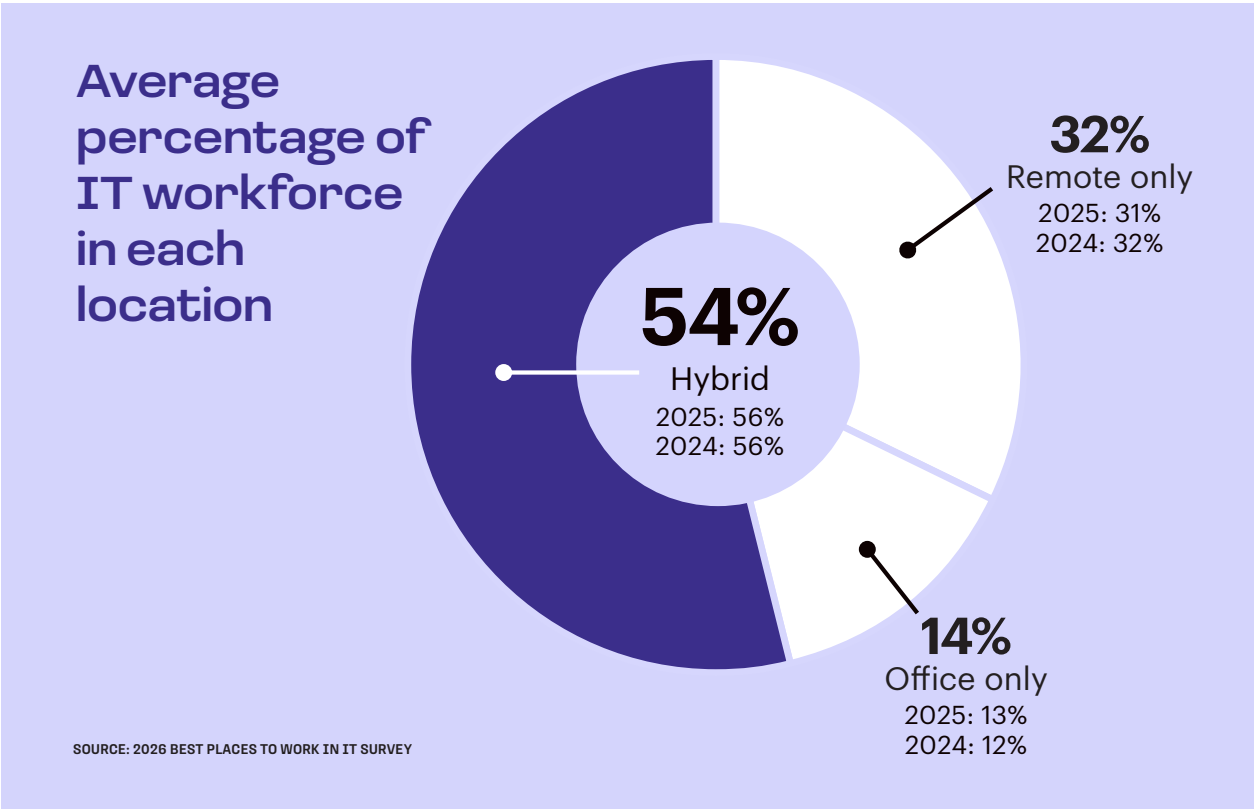
SOURCE: 2026 BEST PLACES TO WORK IN IT SURVEY

“They are using the tools as a copilot to write features and architecture documents and to generate test scripts from code,” Cutinho explains. “They have

identified and resolved bugs and cut two months out of testing, which frees our team up for new opportunities that would have been lost in the past.”

Just as automation is a defining characteristic of the modern IT workplace, hybrid work is the preferred model for the majority of the survey respondents. On average, more than half (54%) of the IT teams have a flexible work option, splitting time between office and remote locations. About one-third (32%) of the average IT staff is fully remote, and 14% are in the office full-time. Regardless of the model, nearly all the respondents (97%) give IT employees some flexibility regarding their work location, but only 35% of employees have the freedom to choose where they work on any given day.

Credit Acceptance operates as a remote-first organization, with 95% of its IT team fully remote. This model has been instrumental in the company’s ability to attract talent, but CTO Mohan notes the need to be intentional about building a



high-functioning remote culture that facilitates both collaboration and cohesion.

To establish bonds among employees who aren’t colocated, Credit Acceptance strives to create a “one team” culture, featuring regular in-person gatherings, including a twice-yearly day-long hackathon in

which engineering teams come together to practice outside-the-box collaboration. There are also quarterly roundtables held at five regional hubs across the United States, and once a year, the engineering team convenes at company headquarters, in Michigan, for a summer picnic and a holiday party.

A sharper focus on continuous learning

With all signs pointing to AI-driven transformation, reskilling and upskilling are top priorities. IT training budgets are holding steady, with 36% of the responding companies increasing spending this year, compared to 39% in the 2025 survey.

Although a significant focus remains on technical training (100%) and technical certification programs (95%), IT organizations are also emphasizing soft skills, with 91% of the respondents offering business skills training. Among these organizations, 87% are encouraging cross-training to help IT employees stay on top of high-profile technical and business skills. Management and professional/career development is another major area of focus, cited by 94% of the respondents.

Training has become a key

Top 10

COMPANIES [CAREER DEVELOPMENT / TRAINING]

Investing in IT employees to help them grow their skills and careers »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	Jack Henry & Associates	American Fidelity Assurance Company	Axon Active Vietnam Co., Ltd.
2	Navy Federal Credit Union	Power Home Remodeling	BCU
3	The Hartford	CME Group	Warsteiner Brauerei Haus Cramer KG
4	Stanford Health Care	OCLC	Tokio Marine North America Services
5	EtonHouse International Education Group	FINRA (Financial Industry Regulatory Authority)	Data Intensity
6	Sophos Ltd.	Cambia Health Solutions	Ostfriesische Tee Gesellschaft GmbH & Co. KG
7	Total Quality Logistics	Kinaxis	Consumers Credit Union
8	Johns Hopkins University Applied Physics Laboratory	Plante Moran	Amerisure Mutual Insurance Company
9	Worthington Steel	Choice Hotels International	MetroStar
10	SUNY Upstate Medical University	National Information Solutions Cooperative	Saint Mary's College

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lever for helping IT teams stay resilient in times of economic uncertainty, with most efforts focused on in-demand skills in areas such as AI, cybersecurity, and cloud (97%). More than half (54%) of the IT organizations said they are committed to reskilling IT employees whose roles have been impacted by AI. Tuition reimbursements, career pathing, job shadowing, and innovation challenges are among the tactics organizations are using to upskill employees, facilitate career development, and develop a more well-rounded business orientation.

Outside of upskilling or reskilling IT personnel, IT teams play a critical role in promoting and supporting AI literacy across the entire organization. Democratization of AI capabilities is a core strategy, with some companies providing sandbox-type environments in

which employees can securely and easily experiment with large language models (LLMs) and other AI and automation tools and platforms.

Dayforce embraces democratization as part of a three-pronged program for enterprise AI change management:

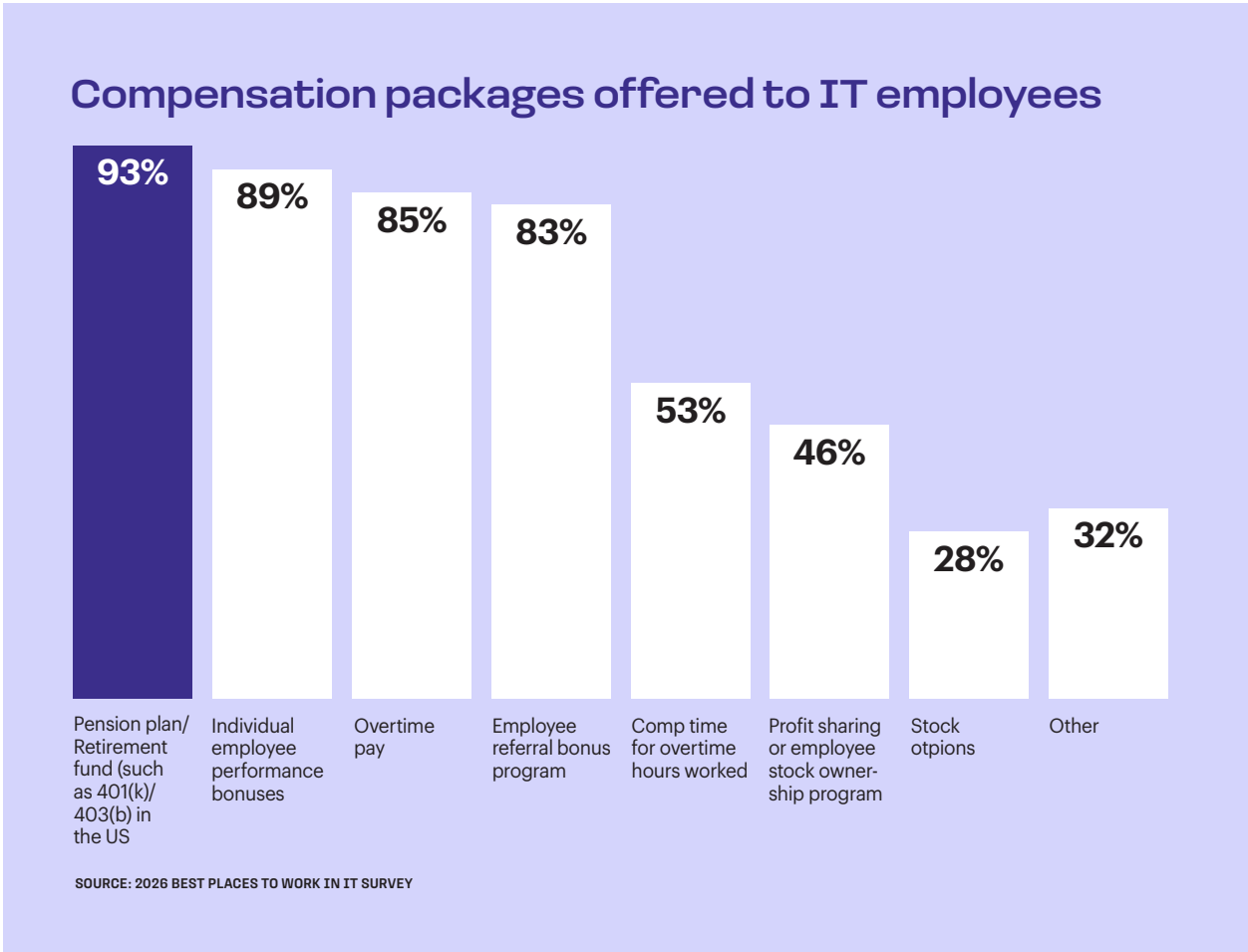
- > AI learning pathways prepare employees to work with AI through basic training on how to create prompts and AI agents.
- > AI champions, handpicked by the different business units for their inquisitive nature and willingness to embrace change, are tasked with helping raise AI literacy among their colleagues in various business functions.
- > Executive sponsorship and participation in special AI events, conference tracks, and showcases help the company demonstrate that senior executives are leading by example.

“We want to showcase that AI

is for everyone,” Rasmussen explains. “It’s that Oprah moment where ‘everyone gets a tool,’” she says. “We see it as an investment in our people ... so they feel empowered and that they are part of the journey.”

Promotions and perks remain robust

Economic headwinds and AI-driven automation aren’t diminishing the value companies place on the IT workforce. Most organizations are still promoting employees,



Top 10

COMPANIES [BENEFITS & COMPENSATION]

Taking compensation and employee perks to the next level »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	Dayforce HCM	CME Group	Warsteiner Brauerei Haus Cramer KG
2	Tractor Supply Company	OCLC	Amerisure Mutual Insurance Company
3	GSK plc	Extreme Networks	BCU
4	The Christ Hospital Health Network	Kinaxis	Dataprise LLC
5	Oshkosh Corporation	KnowBe4	Data Intensity
6	The Hartford	Plante Moran	MetroStar
7	UKG	A+E Global Media	Consumers Credit Union
8	Motorola Solutions, Inc.	Janney Montgomery Scott LLC	Tokio Marine North America Services
9	Graphic Packaging, Inc.	Credit Acceptance	IT Convergence, Inc.
10	RSM US LLP	FINRA (Financial Industry Regulatory Authority)	Prezzee PTY Limited



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increasing salaries, and offering the usual perks and benefits. This year’s survey shows that IT employee promotions held steady at 12%, which is on par with the 2025 survey results but slightly lower than 2024’s (15%).

Raises also remain the norm. Among IT employees, 90% received a salary bump in 2025, consistent across different company sizes, and 97% of the respondents said that salary freezes are not being considered.

Companies continue to take a variety of actions to boost employee engagement, including “open door” policies among management (97%), bonuses and other high-value items for high-performing employees (93%), and framing clear career paths with attainable milestones (91%).

Recognition and rewards programs, town halls, and surveys are widely utilized to keep

IT employees engaged and satisfied. For example, Tractor Supply hosts monthly IT town halls to celebrate the achievements of team members who go above and beyond in their roles. Team accomplishments are spotlighted through “Barn Raiser” awards.

“We have an extremely strong culture that is all about community and family,” Mills says. “We believe that drives a level of passion and commitment with our team members.”

Diversity efforts continue despite backlash

Organizations are still taking steps to foster belonging and encourage diverse perspectives across their IT teams, despite political backlash over formal diversity, equity, and inclusion (DEI) policies. This year’s honorees cited a wide



variety of initiatives to promote diverse company cultures, including efforts that celebrate employee differences (88%), recruitment strategies aimed at attracting diverse employees (83%), and formal diversity and inclusion training (80%). Initiatives to create employee resource groups based on common goals and interests rose this year, reaching 91%, compared to 86% in 2024.

However, just 35% of the companies supported internships targeting women and minorities this year, compared to 50% last year.

Data Intensity, the No. 7 small company in this year’s survey, takes diversity seriously, given the global nature of its remote-first IT workforce, which is spread across the United States, the United Kingdom, Australia, and India. The managed services

Top 10

COMPANIES [RETENTION & ENGAGEMENT]

Fostering deeper connections and employee well-being »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	Probe CX	National Information Solutions Cooperative	Consumers Credit Union
2	Liberty Mutual Insurance	Power Home Remodeling	Axon Active Vietnam Co., Ltd.
3	Navy Federal Credit Union	Guardant Health	IT Convergence, Inc.
4	Children's Healthcare of Atlanta	Cambia Health Solutions	Dataprise LLC
5	The Hartford	Credit Acceptance	Tokio Marine North America Services
6	Total Quality Logistics	ChenMed	Ostfriesische Tee Gesellschaft GmbH & Co. KG
7	UKG	Plante Moran	Amerisure Mutual Insurance Company
8	Worthington Steel	Kinaxis	Connexus Credit Union
9	Cedars-Sinai	VyStar Credit Union	Warsteiner Brauerei Haus Cramer KG
10	University of Notre Dame	Choice Hotels International	BCU



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Some women opt out of the workforce because they don't have flexibility. **We are committed to helping them balance their personal and work lives."**

CARRIE RASMUSSEN, CHIEF DIGITAL OFFICER, DAYFORCE

provider specializing in Oracle solutions has launched several employee resource groups and holds regular diversity events.

Co-CEO/technology chief Clint Harder takes diversity efforts a step further by working in the company's Hyderabad,

India, office for one to two months every year. "It helps me understand cultural differences, so we can acknowledge the differences and figure out a way to use them to our advantage," Harder says. "Being face to face with that team helps them understand that I believe in them and appreciate the cultural differences."

Minority representation in IT is down year over year, to 32% this year from 36% in 2025. But ongoing efforts to entice more women into the IT workforce seem to be working. Women made up 30% of the IT workforce among the respondents this year, up from 27% last year. The percentage of women IT managers is also climbing, reaching 31% this year, compared to 26% in 2025.

At Dayforce around half of the 40 or so IT managers are women, with nearly the same

ratio for the full IT staff. Rasmussen says the company is very intentional about diversity in hiring — selecting an equal number of male and female candidates for interviews whenever possible and giving all of the company's hiring leaders access to unconscious-bias training to ensure that they are equipped to make objective and inclusive hiring decisions.

The company's virtual-first policy, which doesn't require people to be in-office, also helps attract and retain women employees. "Some women opt out of the workforce because they don't have flexibility," says Rasmussen. "We are committed to helping them balance their personal and work lives." ♦

BETH STACKPOLE is a veteran reporter who has covered the intersection of business and technology issues for more than 20 years.

Top 10

COMPANIES [WORKPLACE CULTURE]

A commitment to foster belonging and encourage diverse perspectives »

	[LARGE COMPANIES]	[MIDSIZE COMPANIES]	[SMALL COMPANIES]
1	Cedars-Sinai	Power Home Remodeling	Warsteiner Brauerei Haus Cramer KG
2	USAA	Credit Acceptance	Dataprise LLC
3	Blue Cross and Blue Shield of North Carolina	VyStar Credit Union	Tokio Marine North America Services
4	UKG	OCLC	BCU
5	Tractor Supply Company	Plante Moran	Prezzee PTY Limited
6	H. Lee Moffitt Cancer Center & Research Institute	Extreme Networks	Axon Active Vietnam Co., Ltd.
7	AdventHealth	Five9	Connexus Credit Union
8	CDW	Janney Montgomery Scott LLC	Amerisure Mutual Insurance Company
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Tractor Supply

Investing in an innovation culture drives success.

BY BETH STACKPOLE

COMPUTERWORLD
Best
Places
to Work
in IT 2026

PROFILE

NO.1 | LARGE

Among Organizations with
5,000 or more employees

ONE MIGHT NOT equate a mature brick-and-mortar retailer serving the “rural lifestyle” sector with digital innovation. But that’s exactly what Tractor Supply has built its IT culture around: a zeal for innovation, supported by training and hands-on experience that promote continuous learning and professional growth.

Founded in 1938, Tractor Supply now has more than 2,330 stores in the U.S. and close to \$15 billion in annual sales. Its strategic focus is on digital acceleration, which gives its 400-plus IT employees an





opportunity to work with cutting-edge tools on state-of-the-art projects. Those initiatives include mobile-first, highly personalized customer experiences and early adoption of OpenAI ChatGPT Enterprise to improve a range of business processes.

For example, the IT team developed a suite consisting of custom generative pretrained trans-

formers (GPTs) for specific roles and business needs, including an Emergency Community Response GPT for managing local customer outreach and supply coordination during natural disasters. Another marquee effort was the Cloud Cost Optimizer GPT, which was designed to improve cloud resource management, which has already reduced

cloud costs by 20%.

Tractor Supply, the No. 1 large company in this year's Best Places to Work in IT rankings, cultivates and reinforces its innovation culture through company-wide events as well as a broad spectrum of training and education programs. Tractor Supply IT employees are encouraged to spend time in-store to get first-hand experience in what front-line team members accomplish on a daily basis. Job shadowing





Tractor Supply's Rob Mills: "We have a very strong culture that is all about community and family."

lets IT staffers to explore new roles they may be interested in. There are numerous online learning and training initiatives, including a Skills Development Academy that offers targeted workshops on essential topics such as AI or storytelling and business presentation skills.

In addition, Tractor Supply hosts regular hackathons and has forged close partnerships with universities to enrich career development, encourage innovation, and create a pipeline for next-generation talent.

Other opportunities to learn and grow include quarterly town halls and the week-long Learning EXPO-RAMA, a conference-style

development experience. At one recent town hall, team members were encouraged to publicly share how they are using AI in their own work. When a public announcement was made that ChatGPT 5 would roll out to the entire organization three days after it was announced, 1,500-plus attendees burst out in rousing cheers, according to Rob Mills, Tractor Supply's executive vice president and chief technology officer.

"All these vehicles for training and development help our team members drive innovation," says Mills. "AI is considered a well-ness investment we're making in our future."



Tractor Supply, the No. 1 large company in this year's Best Places to Work in IT rankings, **cultivates and reinforces its innovation culture through company-wide events as well as a broad spectrum of training and education programs.**





“It’s all about culture — from how we treat team members to our legendary customer service. **My belief is you hire for compatibility and train for core competencies.**”

ROB MILLS,
EXECUTIVE VP AND CTO,
TRACTOR SUPPLY COMPANY

Beyond an innovative mind-set, Tractor Supply emphasizes community and family and is grounded by core values such as balance and respect. This pervasive culture serves as a

guidepost for IT hiring and keeping employees both happy and engaged.

“It’s all about culture — from how we treat team members to our legendary customer service,”

says Mills. “My belief is you hire for compatibility and train for core competencies.”

The best cultural fit for Tractor Supply is individuals who are self-starters and have the

curiosity to ask questions and learn the business, Mills says. “For employees with an ability to learn,” he says, “we are willing to invest and teach.” ♦

COMPUTERWORLD
Best
Places
to Work
in IT 2026

LARGE

COMPANY RANKINGS

Among Organizations with
5,000 or more employees

No. 1
for Workplace
Modernization

1	Tractor Supply Company
2	The Hartford
3	Cedars-Sinai
4	Navy Federal Credit Union
5	Blue Cross and Blue Shield of North Carolina
6	USAA

No. 1
for
Benefits &
Compensation

7	UKG
8	Dayforce HCM
9	CDW
10	Sophos Ltd.
11	Johns Hopkins Medicine
12	Stanford Health Care
13	University of Notre Dame
14	CareSource
15	Children's Healthcare of Atlanta
16	Oshkosh Corporation
17	Baptist Health (Jacksonville)
18	Unum Group
19	GSK plc
20	AdventHealth
21	H. Lee Moffitt Cancer Center & Research Institute
22	The Christ Hospital Health Network

No. 1
for
IT Growth

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COMPUTERWORLD
Best
Places
to Work
in IT 2026

No. 1
for Career
Development

23	NewYork-Presbyterian Hospital	30	The MITRE Corporation
24	Jack Henry & Associates	31	Informatica
25	SUNY Upstate Medical University	32	Graphic Packaging, Inc.
26	RSM US LLP	33	Worthington Steel
27	Avnet, Inc.	34	Banner Health
28	Liberty Mutual Insurance	35	Probe CX
29	Health Care Service Corporation	36	Portland State University
		37	Zebra Technologies Corporation



Liberty Mutual Global CIO Monica Caldas kicks off the Ignite Hackathon, a three-day event where employees collaborate to tackle real business challenges.

Cybersecurity moves fast — and so do the leaders driving it.

Host Joan Goodchild brings sharp, candid conversations with top CISOs, strategists and industry voices.

EPISODE 1

CYBER SESSIONS
WITH JOAN GOODCHILD

Inside Black Hat Hype

WITH GUEST: ANDY ELLIS ▶

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CYBER SESSIONS
WITH JOAN GOODCHILD

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 YouTube

38	PPG
39	TIAA
40	Total Quality Logistics
41	Johns Hopkins University Applied Physics Laboratory
42	Avery Dennison
43	ADM
44	Children's Hospital of Philadelphia (CHOP)
45	The Kroger Co.
46	Motorola Solutions, Inc.

47	FedEx Corporation
48	CVS Health
49	Casey's General Stores
50	Amedisys
51	EtonHouse International Education Group
52	UT Dallas
53	DHL Express U.S.
54	Applied Materials, Inc.



TOTAL QUALITY LOGISTICS

TQL Cancer Awareness Month fundraising event Push for a Cure – a push-up challenge.



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COMPUTERWORLD
**Best
Places
to Work
in IT 2026**

PROFILE

NO. 6 | MIDSIZE

*Among organizations
with 1,001 to 4,999
employees*

AS A LEADING destination for managing investment risk, CME Group's derivatives marketplace is a testament to precision software engineering. The company manages 24 billion events every day, each processed in around 100 microseconds. To support that level of activity, CME Group depends on a technology organization that is nimble, possesses a robust skill set, and is open-minded in its

CME Group

Taking a hands-on approach to talent development
BY BETH STACKPOLE





CME Group is a place where clients come to manage risk in every investable asset class, and we look for engineers capable of solving problems with that mission."

SUNIL CUTINHO,
CIO AT CME GROUP



clients come to manage risk in every investable asset class, and we look for engineers capable of solving problems with that mission," says Sunil Cutinho, CIO at CME Group, which ranked No. 6 among midsize companies on Computerworld's 2026 Best Places to Work in IT survey and No. 1 in the Benefits & Compensation category. "CME Group has outlasted many technologies and will outlast many more to come. What's important is solving business problems and using the best available tools to do so."

CME Group strives to create a home for technology professionals who can collaborate on solving extremely complex technical problems without being overly fixated on any one particular tool or approach.

"We want people who can learn the business and new technology quickly but who don't get too comfortable with what

approach to solving tough business problems.
Flexibility is crucial because the 180-year-old firm has seen its

share of game-changing technology and business trends come and go. That perspective has shaped an IT hiring strategy focused on

recruiting and developing people who are able to adapt to whatever tool works best for the job.
"CME Group is a place where



they know,” Cutinho says. “They are comfortable with the idea that the things they know today might not be things they’re able to use tomorrow.”

Cutinho is a big believer in hands-on learning. His team ensures that the organization has access to new technologies such as genAI, not just for experimentation but also to solve real business problems. For example, the entire company now has access to Gemini Workspace and a secure place where they can build and share agents for specific tasks, such as prioritizing and summarizing emails or converting data into slides for client presentations.

The hands-on approach has been particularly impactful for improving the skills of the IT organization. In one instance, about 500 of the company’s 1,750 IT employees participated in a pilot in which they were



We want people who can learn the business and new technology quickly **but who don’t get too comfortable with what they know.”**

SUNIL CUTINHO,
CIO AT CME GROUP

granted access to Google Gemini and Gemini Code Assist to readily apply the technologies to their day-to-day work. Participants used the tools to draft designs and documentation and



Engineers are sharing ideas with each other and learning from their cohort. **It's a more effective approach than a lecture, because if you don't use it, you lose it.**

SUNIL CUTINHO,
CIO AT CME GROUP



to accelerate coding and testing. The pilot group reported an average time savings of around 10.5 hours a month, and based

on those productivity gains, all IT employees now have access to the tools.
“When they can use the tools to

solve real problems, they learn better than by just taking periodic courses,” Cutinho says. “Engineers are sharing ideas with each other

and learning from their cohort. It’s a more effective approach than a lecture, because if you don’t use it, you lose it.” ♦

COMPUTERWORLD
Best Places
to Work
in IT 2026

MIDSIZE

COMPANY RANKINGS

Among Organizations with
1,001 to 4,999 employees

No. 1
for
Workplace
Culture

1	Power Home Remodeling
2	Credit Acceptance
3	OCLC
4	Plante Moran
5	VyStar Credit Union
6	CME Group
7	Kinaxis

8	Extreme Networks
9	KnowBe4
10	ChenMed
11	Cambia Health Solutions
12	Five9
13	Choice Hotels International
14	National Information Solutions Cooperative
15	Enova
16	Aeroflow Health
17	Miami University
18	Guardant Health
19	IGS Energy
20	Janney Montgomery Scott LLC

No. 1
for
IT Growth

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23	American Fidelity Assurance Company	27	Altia
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No. 1
for Career
Development

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COMPUTERWORLD

Best Places to Work in IT 2026

PROFILE

NO. 7 | SMALL

Among Organizations with 1,000 or fewer employees

A I IS DOMINATING news headlines, business discourse, and boardroom presentations. But for IT leaders at Data Intensity, a managed services provider specializing in Oracle solutions, the goal is to let some of the air out of the AI hype balloon in favor of a more pragmatic approach.

Data Intensity certainly recognizes AI’s potential, and executives are on board with using the technology to advance the needs of the company’s customers. But for its internal initiatives, Data Intensity is content with

Data Intensity

Building an AI culture:
‘Attitude vs. aptitude’
BY BETH STACKPOLE





Clint Harder, co-CEO, Data Intensity

testing and deploying AI abilities only when a legitimate use case presents itself, says Clint Harder, co-CEO of the firm. Data Intensity earned the No. 7 small company spot on the 2026 Best Places to Work in IT list.

Data Intensity’s measured approach to AI stems from an IT culture built around accountability, transparency, and being direct, according to Harder. He

believes strongly that IT professionals should have a safe, simple environment in which to pursue their career, especially against the backdrop of accelerating complexity and anxiety about the high-stakes, but largely unknown, impact of AI on the future of work.

“I think there’s something to keeping it simple,” says Harder. “People here have certainty that we understand there’s uncertainty. We’re not pretending that we have all the answers, so they need to be part of every solution.”

An open mind about AI

Although IT employees are not expected to be experts in AI, Data Intensity does prefer people who are open to the promise of the technology. “We need people who are going to embrace AI and not view it as a threat,” he explains. “It’s really about attitude vs. aptitude. They need to have an open mind.”

Harder is intentional about selling the benefits of AI and automation to his IT staff, emphasizing that AI investment is not predicated solely on reducing costs but also on getting the right work to the right person. He also plays up the quality-of-life aspects of automation, including not having to be

constantly on call for clients. “It’s changing the focus of what we celebrate in the organization and what we’re trying to change,” he explains. “It’s a parallel path of assessing the technology and waiting for the right moments to deploy it.”

Don’t confuse Data Intensity’s efforts to create a “chill” vibe with





encouraging complacency. Employee growth and development are top priorities as the company aims to promote from within whenever possible. Open roles are shared internally on a weekly basis to encourage internal mobility and career growth. IT staff members also get a say in the projects they work on, which lets them choose areas that align closely with their interests and expertise, leading to increased job satisfaction and higher productivity.

Further investment in professional growth comes by way of DI University, a comprehensive training and educational initiative designed to empower the

workforce and keep skills current. Customer-facing employees are treated to another layer of training through extensive Oracle and AI certifications to ensure that they retain competency in emerging technologies, Harder says.

For employees still figuring out their path, Data Intensity has started a mentorship program that pairs seasoned professionals with rising stars in the IT department. The Hi-Potential (Hi-Po) development program and structured job shadowing initiatives are also designed to help employees explore potential career pathways and mature into leadership roles.

“There’s a lot of empowerment for people to advance their own career and solve our problems,” says Harder. “There’s not a top-down ‘Here’s how we’re going to solve problems’ but rather ‘Here’s what we need to do, and here are the things that are standing in our way.’” ♦



There’s not a top-down ‘Here’s how we’re going to solve problems’ but rather **‘Here’s what we need to do, and here are the things that are standing in our way.’**”

CLINT HARDER, CO-CEO, DATA INTENSITY



COMPUTERWORLD
Best Places
to Work
in IT 2026

SMALL

COMPANY RANKINGS

Among Organizations with
1,000 or fewer employees

No. 1
for
Workplace
Culture

1	Warsteiner Brauerei Haus Cramer KG
2	BCU
3	Tokio Marine North America Services
4	Dataprise LLC
5	Amerisure Mutual Insurance Company

6	Consumers Credit Union
7	Data Intensity
8	Prezzee PTY Limited
9	Axon Active Vietnam Co., Ltd.
10	IT Convergence, Inc.
11	MetroStar
12	Connexus Credit Union
13	Nationale-Nederlanden Vida Compañía de Seguros y Reaseguros, S.A.E.
14	Abarca Health
15	Saint Mary's College
16	Ostfriesische Tee Gesellschaft GmbH & Co. KG
17	Hanscom Federal Credit Union
18	Telecontact S.L.

No. 1
for
Workplace
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how products work



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FOUNDRY



COMPUTERWORLD conducted the 32nd annual survey to identify the best places to work for IT professionals. On April 15, 2025, it began accepting nominations from organizations that met the following criteria: a minimum of 100 total employees and at least five IT employees.

Beginning on April 15, 2025, prior program participants and newly nominated organizations received a 59-question company survey covering a variety of topics, including workplace culture, IT growth, workplace modernization, IT employee retention and engagement strategies, benefits, and IT career development and training opportunities. The survey included a mix of closed- and open-ended questions.

The nomination and company surveys were conducted online.



How we chose the Best Places to Work

The methodology behind our selection of the organizations on this year's Best Places to Work in IT lists

The responses to the company survey were collected and tabulated by a third-party research vendor, Research Results, Inc., in Fitchburg, Massachusetts. The company survey closed at the end of July 2025.

For the purposes of this program, small companies are those with 1,000 or fewer employees, midsize companies those with 1,001 to 4,999 employees, and large companies those with 5,000 or more employees.

Scoring the responses from the company survey involved weighting the results in accordance with an established scoring system that was reviewed internally and vetted by a panel of industry veterans from within and outside of Computerworld/Foundry.

The survey process was managed by Jen Garofalo, research director in Foundry's Global Services group. ♦