Methodology for the

TALENT TITANS TOP 100

Web3 Employers List

The creation of the Talent Titans Top 100 Web3 Employers list is a multi-phase process designed to assess and rank Web3 companies based on their company culture & values, employee development, approach to innovation as well as compensation and benefits. The process emphasizes inclusivity, community involvement, and expert judgement to ensure the final rankings reflect a balanced and comprehensive evaluation. Below is a detailed breakdown of the methodology used:

NOMINATION PERIOD (3 MONTHS)

The process begins with a three-month open nomination period, during which anyone can submit nominations. This phase ensures broad input from a diverse group of individuals, including employees, candidates, community members and stakeholders helping to identify the most promising employers in the Web3 space.

STAGE 1:
INTERNAL REVIEW OF NOMINATIONS

After the nomination period closes, an internal review is conducted by the Calyptus leadership team.

This review helps filter the list of nominees, ensuring that only those companies that meet the basic criteria (at least one nomination has to be submitted from a company email address) outlined below for consideration proceed to the next stage. The business development team assesses the companies' relevance to the Web3 space, their reputation, and preliminary insights into their hiring practices and work environment.

STAGE 2:
COMPANY INTERVIEWS

In this stage, interviews are conducted with the nominated companies.

The purpose of the interviews is to gather detailed insights into each company's operations, hiring processes, work culture, and overall employee experience. These interviews follow a standardized set of questions, which allows for consistency and fairness in evaluation. The interviews are scored based on predefined criteria, which generates the initial ranking of the companies.

KEY AREAS EXPLORED DURING THE INTERVIEWS INCLUDE:

- Employee satisfaction and benefits.

- Career development opportunities within the organization.

- The company's approach to attracting and retaining talent.

- The diversity and inclusiveness of their workforce.

- The company's contribution to and standing within the Web3 community.

STAGE 3:
COMMUNITY REVIEW

After the initial ranking is established based on interview scores, the results are submitted to a community of over 120,000 individuals for review and feedback.

The community members, many of whom have direct or indirect experience with these companies, offer valuable insights into how these companies are perceived externally. They provide feedback on the company's culture and reputation. Community members are asked to adjust the rankings based on their own knowledge and experiences with the nominated companies. The feedback from the community plays a crucial role in shaping the rankings, ensuring the perspective of the wider Web3 ecosystem is represented.

STAGE 4:
EXPERT JUDGES REVIEW

In the next phase, the adjusted rankings are reviewed by a panel of industry experts and judges.

These judges are carefully selected based on their deep knowledge of Web3, talent management, and organizational culture. Their role is to evaluate the companies based on industry best practices and adjust the rankings accordingly. Importantly, the judges are unable to rank or vote for their own companies.

JUDGES PANEL:

Jacqueline Finnegan
Head of Talent
@ Injective Labs

Pragnya Challapalli
Head of People & Culture
@ Parity Technologies

Kirsten Lovely
Head of People @ Phantom

Ryan Andersen
Head of Talent & Ecosystem
Development @ o1 Labs

Giovana Totini
Chief People Officer
@ Chainlink Labs

The judges' input is critical for adding a level of expert scrutiny and validation to the list. Their experience helps identify standout companies that may not be as widely recognized by the community but excel in key areas.

After the community and judges have provided their adjustments, a custom-built algorithm is used to produce the final rankings. The algorithm combines the three inputs—the initial ranking, the community ranking, and the judges' ranking—according to the following weighting:

40%

Initial Ranking
(based on interview scores)

20%

Community Ranking

40%

Judges Ranking

This weighting system ensures that the final ranking reflects a balance between objective assessments (through interviews and scoring), community perception, and expert evaluation.

TALENT TITANS TOP 100 WEB3 EMPLOYERS

The result of this rigorous process is the Talent Titans Top 100 Web3 Employers list. It provides an independent and reliable ranking of the best companies to work for in the Web3 space, highlighting organizations that prioritize talent, foster positive work environments, and lead innovation within the industry.

TALENT TITANS

This transparent, multi-stage methodology ensures that the Talent Titans Top 100 Web3 Employers list is comprehensive, fair, and reflective of the most respected employers in the sector. The inclusion of multiple perspectives—both internal and external—strengthens the credibility of the final rankings and helps ensure that it accurately reflects the realities of working in the Web3 industry.

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