



## Zillow Group Named One of Fortune's 2019 100 Best Companies to Work For

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SEATTLE, Feb. 14, 2019 /PRNewswire/ -- Zillow®Group, Inc. (NASDAQ: Z) (NASDAQ: ZG), which houses a portfolio of the largest and most vibrant real estate and home-related brands on mobile and web, has been named one of the 2019 FORTUNE 100 Best Companies to Work For®, according to global research and consulting firm Great Place to Work® and Fortune.

"It's an honor to have earned a place on the Fortune 100 Best Companies to Work For list this year," said Spencer Rascoff, Zillow Group CEO. "Our company's top priority is to develop a best-in-class culture and team. This recognition further fuels our commitment toward building an inclusive, respectful, high performance culture where employees can own their professional growth while building a fulfilling career they can be proud of."

Zillow Group's inclusion on [the list](#) is based on survey feedback from employees, who rated their workplace culture, including trust in managers, compensation, fairness, camaraderie and workplace traits linked to innovation. Highlights of Zillow Group's workplace culture include:

- Our benefits package reflects what's most important to our employees and their families. Our commitment is to provide them with benefits that are both competitive and comprehensive with a primary focus on encouraging work-life balance by addressing all areas of an employee's life. Highlights include 100% employee premiums paid for medical, dental, and eye care, 16 weeks paid maternity leave and eight weeks paid parental leave for non-delivering parents, free breast milk shipping for mothers traveling on business, infertility treatment covered by insurance, 401K matching, an Equity Choice program that allows employees to tailor their equity-based compensation, six weeks of sabbatical after six years of employment and generous time off.
- At Zillow Group, we have a dedicated team whose focus is to lead the company to a more equitable and inclusive environment through various initiatives called "Core Pathways." Through employee participation in our Core Pathways, we are able to impact an environment where employees feel they can belong, thrive and create the best work of their careers. Pathways include employee-led Affinity Networks (or Employee Resource Groups) and Community Conversations with external speakers who cover topics like philanthropy, Equity and Belonging, and current events.
- Our Learning & Development team empowers employees to increase their knowledge, build their skills, and own their careers. Our dedicated internal mobility team helps employees navigate new job opportunities at the company, Insights Training provides employees a chance to learn more about workplace relationships and Careers Onstage gives employees an opportunity to learn about colleagues' career paths and how it could inspire their own. Our Learning & Development team also created a Leadership Playbook to provide common language around what it means to be a leader at Zillow Group.
- Our work affects one of the biggest decisions a person can make – the place they will call 'home.' We collaborate in small teams to tackle big ideas to give everybody a chance to impact what we do and how we do it.

To learn more about Zillow Group's culture and explore career opportunities, [click here](#).

### About Zillow Group:

Zillow Group, Inc. (NASDAQ: Z) (NASDAQ: ZG) houses a portfolio of the largest real estate and home-related brands on mobile and the web, which focus on all stages of the home lifecycle: renting, buying, selling and financing. Zillow Group is committed to empowering consumers with unparalleled data, inspiration and knowledge around homes, and connecting them with great real estate professionals. The Zillow Group portfolio of consumer brands includes Zillow®, Trulia®, Mortgage Lenders of America, L.L.C. (MLOA), StreetEasy®, HotPads®, Naked Apartments®, RealEstate.com and Out East®. In addition, Zillow Group provides a comprehensive suite of marketing software and technology solutions to help real estate professionals maximize business opportunities and connect with millions of consumers. Zillow Offers™ provides homeowners in some metropolitan areas with the opportunity to receive offers to purchase their home from Zillow. When Zillow buys a home, it will make necessary updates and list the home for resale on the open market. Zillow Group operates a number of business brands for real estate, rental and mortgage professionals, including Mortech®, dotloop®, Bridge Interactive® and New Home Feed®. The company is headquartered in Seattle, Washington.

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