

December 6, 2017



## **AvalonBay Communities, Inc. Selected as a Top 100 Best Places to Work by Glassdoor**

ARLINGTON, Va.--(BUSINESS WIRE)-- AvalonBay Communities, Inc. (NYSE: AVB) – a leading apartment REIT, today announced it has been honored with a Glassdoor Employees' Choice Award, acknowledging the Best Places to Work in 2018. Ranked among the top 100 companies, AvalonBay Communities is the highest ranking real estate investment trust (REIT), of two that made the list, and the only multifamily REIT to receive this recognition. The Employees' Choice Awards program, now in its 10<sup>th</sup> year, relies solely on the input of employees, who elect to provide feedback on their jobs, work environments and companies via Glassdoor.

"We are honored to be recognized among the top 100 Best Places to Work," said Tim Naughton, AvalonBay Chairman and CEO. "We have long believed in the importance of creating a workplace culture that attracts and retains the best talent. It's very gratifying to know that our associates think so highly about the company and share that with others on Glassdoor."

"We know today's job seekers are more informed than ever about where they go to work, researching everything from company culture to career opportunities to pay philosophy and more. To help people find companies that stand out from the pack, the Glassdoor Employees' Choice Awards recognize employers that are truly Best Places to Work because they're determined by those who really know best – the employees," said Robert Hohman, Glassdoor CEO and co-founder. "Employers where employees love to work continue to prove that they have a recruiting and business performance advantage. We're proud to celebrate the 2018 winners as we mark our tenth anniversary of the Glassdoor Employees' Choice Awards."

On Glassdoor, current and former employees of companies worldwide can share insights and opinions about their work environments by sharing a company review, designed to capture a genuine and authentic inside look at what it's like to work at particular jobs and companies. When sharing a company review on Glassdoor, employees are asked to rate their satisfaction with the company overall, and key workplace factors like career opportunities, compensation, benefits, work/life balance, senior management, as well as

culture and values. In addition, employees are asked to describe the best reason to work at their companies as well as any downsides.

The Best Places to Work are determined using company reviews shared by U.S.-based employees between November 1, 2016 and October 22, 2017. To be considered for the large category, a company must have at least 1,000 or more employees and have received at least 75 ratings across eight workplace attributes from U.S.-based employees during the period of eligibility. The final list is compiled based on Glassdoor's proprietary algorithm, and takes into account quantity, quality and consistency of reviews.

For the complete list of the Glassdoor Best Places to Work in 2018, please visit:  
[https://www.glassdoor.com/Award/Best-Places-to-Work-LST\\_KQ0.19.htm](https://www.glassdoor.com/Award/Best-Places-to-Work-LST_KQ0.19.htm)

### **About AvalonBay Communities, Inc.**

As of September 30, 2017, the Company owned or held a direct or indirect ownership interest in 286 apartment communities containing 82,964 apartment homes in 11 states and the District of Columbia, of which 23 communities were under development and ten communities were under redevelopment. The Company is an equity REIT in the business of developing, redeveloping, acquiring and managing apartment communities in leading metropolitan areas primarily in New England, the New York/New Jersey Metro area, the Mid-Atlantic, the Pacific Northwest, and the Northern and Southern California regions of the United States. More information may be found on the Company's website at <http://www.avalonbay.com>. For career opportunities visit <https://jobs.avalonbay.com/>

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