1. 10up (2nd Year)

A relatively young company, 10up already has over 100 full-time employees on its “distributed, elite team,” which helps clients develop and maintain websites. 10up is one of the many virtual companies on FlexJobs that hires a full-time staff.

2. A Small Orange

Though this web hosting company is based in Austin, Texas, its team “remotely works” while asking its locally based employees to head into the office “when they can,” so the atmosphere is fairly laid back. “We’ve found that team meet-ups and frequent ‘Town Hall’ meetings via webcam (among other things) are great ways to get everyone up to speed.”

3. Acceleration Partners

Acceleration Partners is a digital marketing agency and all of the job listings on Acceleration Partners’ site offer remote work options. In addition, its full-time employee benefits include “work from home or flex offices” and “work/life balance for all employees.” We think those are pretty great benefits!

4. appendTo (2nd Year)

Describing itself as “100% distributed,” appendTo does have an office in Illinois, but “everyone in the company has the freedom to work from wherever they feel makes them the most productive.” In fact, the ability to work from anywhere is one of the company’s core values. Virtual companies are finding that when people are comfortable in their personal work environment, they are more productive and efficient in their jobs.

5. Art & Logic (2nd Year)

As this company says, “being a distributed company is built into Art & Logic’s DNA,” having been a virtual team since the software development company’s founding in 1991. And during that time, this remote team has amassed quite a bit of experience and know-how when it comes to working remotely. “The tools, infrastructure, and work practices that we’ve adopted over the years let us work together effectively, efficiently, and very collaboratively without regard to the physical distances between any two of us.” Virtual companies often offer supportive, collaborative work environments where employees feel very much a part of the team.

6. Articulate (2nd Year)

Articulate develops award-winning web, mobile, and desktop applications for the rapidly growing online learning space. Every one of its 150 employees works from home 100 percent of the time. Executive Vice President of Brand Lucy Suros says, “We’ve always been fully distributed, so it’s in our DNA. Because working remotely requires a lot of trust, you have to put people front and center. Ours are smart, kind, fun, and results-oriented, which makes Articulate a pretty magical place to work.”

7. Automattic (2nd Year)

At posting time, web services company Automattic Inc., has 312 Automatticians working in 26 countries, 174 cities, and 36 U.S. states—all working from home. It also offers flexible schedules and staffers can set their own hours so they can work when they’re most productive.

8. Acceleration Partners

9. AgileBits

10. Aha!

11. AIDS-Free World

12. Attentiv

13. Authentic Form & Function

14. Axelerant

15. Balsamiq

Balsamiq is a small software company that knows what it’s about and looks for people who are all about that, too. It even admit that working from home gets lonely to prepare any potential job candidates. And its name will make you drool because it says balsamic vinegar, “has a lot in common with what we want our software to be: rich, smooth, pleasurable, expensive. OK our software is actually pretty affordable but we still want it to feel like a treat!”

16. Baremetrics

Baremetrics is a one-click solution for SaaS analytics that helps “ordinary, busy, business folks make sense of their Stripe data.” This 100 percent remote team also boasts a “loose vacation policy” and the chance to “influence all the things” when you’re a part of its team.

17. Basecamp (2nd Year)

“Basecamp is a company spread out across 26 different cities around the world. Our office is in Chicago, but everyone at Basecamp is free to live and work wherever they want.”

18. Basho Technologies

This tech company specializes in building distributed systems like databases and storage systems, and it embraces remote work. “Basho has remote team members across the globe and offices in Washington, DC; London; Seattle (coming soon); and Tokyo” and it offers telecommuting and flexible work options for most of its team.

19. Batchbook (2nd Year)

This company helps small businesses manage and grow customer relationships. And it’s happy to let staff work from home, but it has a few rigid requirements: “Must love the Internet, having a flexible schedule, and donut cake.”

20. Beutler Ink

A content marketing agency, Beutler Ink is a small but growing distributed team of about 15 people. To give you a sense of its quirky culture, its job descriptions ask, “Do you like to spend time with people who express their thoughts in GIFs, Internet culture, and literary nerdom?” Well, do you?

21. Buffer (2nd Year)

One of the perks listed on Buffer’s jobs page is that staffers can “move or live anywhere” and its values explicitly say, “You choose to be at the single place on Earth where you are the happiest, and most productive, and you are not afraid to find out where that is.” A beautiful approach to work and life.

22. Beutler Ink

23. Big Universe

24. Blossom

25. Bluespark

26. Cheat Sheet

The Cheat Sheet aims to distill the day’s news for readers to quickly peruse and digest, and its model clearly resonates with its 15 million unique visitors a month. Though based in Asheville, North Carolina, The Cheat Sheet’s staff is completely distributed and “welcome to work from anywhere: your home, a coffee shop, or even the beach! We care more about high-quality results than your location in space-time while you create things our readers love.”

27. Chef

This IT automation company proclaims its support of “having a life outside of work” right from the get-go on its careers page, and says, “We’ve worked hard to create a remote-friendly culture and believe you can have a big impact no matter where you live.” In addition to telecommuting, Chef offers flextime options and unlimited paid time off.

28. Clevertech (2nd Year)

Creators of apps for organizations large and small, Clevertech has “a global team solving global challenges.” Many of those team members work remotely, and in hiring for those positions, the company looks for people who fit this bill: “You understand the advantages of working remotely, have a good Internet connection, and some quiet space to video chat or share your screen.”

29. Codebusters

“Codebusters is a hardworking team of passionate health information specialists. We love working with healthcare providers to capture accurate and meaningful patient data. We work as a distributed team, openly collaborating to solve problems, from documentation to coding to claim review.” It also offers interview and resume tips on its careers page for anyone interested in applying to work at Codebusters.

30. Canonical

31. Catalyze

32. Chargify

33. Chef

34. Ciao Bambino!

35. Citrix

36. CloudPeeps

37. Collage.com

38. DataStax

39. Devrix

40. Doist

41. DuckDuckGo

42. DVMelite

43. Elastic

Elastic is a distributed team with two hubs, one in the Netherlands and one in San Francisco. But it stresses, “we also have colleagues in Germany, France, the Czech Republic, Spain, the UK and Romania—to name but a few. We care deeply about the quality of the team, which is infinitely more important to us than where you’re based.” Plus, they purport to offer salary packages that may be well above the industry average—not a bad combination!

44. Equation Research

The team at FlexJobs can certainly relate to Equation Research’s reasoning for being a distributed company: “When we launched back in 2000, we set out to build and grow a company that NEVER HAD AN OFFICE. It was not a fear of the old food in the back of the refrigerator that drove us—it was the inspiration of building a different kind of experience for the people that shared in this adventure. It was part of the innovation we craved.”

45. Evolving Wisdom

Evolving Wisdom is an online education organization dedicated to helping people with personal growth and spiritual transformation. It’s also a virtual company. This, “allows you to engage instantly with anyone in the company from the comfort of your own home. Combine this luxury with the chance to work in such a dynamic and creative environment, and it probably starts to sound like it might be a dream job to have.”

46. ElevenYellow

47. Evolving Wisdom

48. Fire Engine RED (2nd Year)

This marketing and technology company loves working virtually, and it offers perks like a virtual walking group, a virtual book club, and bring-your-pet-to-work day every day, because everyone works from home!

49. Five Q

Five Q is a web and mobile solutions company that offers digital marketing and growth strategies for nonprofits and ministries throughout the world. When applying to jobs with this company, its work environment is made pretty clear: “Five Q is a distributed company. We all work from home, and spend most of our time using online communication tools like Skype.”

50. FlexJobs (2nd Year)

Yes, FlexJobs is a completely virtual team! We have over 60 staffers working from home offices throughout every time zone in the U.S. Most of us also have flexible schedules so we can better balance our lives. FlexJobs’ Director of Client Services, Jeremy Anderson, knows why working from home is so great: “It’s hard to boil it down to one thing for me, but I would sum it up in one word: freedom. Freedom from a commute and from office politics. The freedom to get work done without the typical office distractions.”

51. Four Kitchens

The team at Four Kitchens calls themselves Web Chefs because they’re experts when it comes to web consulting, strategy, design, and development. The company is also distributed, saying, “We believe good talent is where you find it. Our headquarters is in Austin, Texas, but the Web Chefs span nine time zones and two continents. We strive to make physical distances irrelevant and have all team members feel like they are working together in the same room.”

52. FlexProfessionals

53. Genuitec (2nd Year)

Though the leadership of this company is headquartered in Dallas, Texas, the jobs offered by this company are described as “100% work-from-home” opportunities.

54. The Ghost Foundation

A nonprofit blogging platform committed to publishing—that’s Ghost. To add to its uniqueness, it says of its work environment, “Our headquarters is the Internet. If you have a wifi connection, we have an office near you. We’re a distributed team working online from all corners of the planet. We don’t care about counting the number of hours you spend in a chair at a desk in a small room each week. You can live wherever you want, and work however you like. As long as you’re online, you can be ‘at work.’”

55. GitHub

A well-known marketplace for development work, GitHub is also a distributed team, with over 260 people working across the world. As “a remote and flexible workplace,” GitHub says, “Work/life balance is important to us, which is why we offer flexible work schedules and unlimited PTO. We believe that if a job allows for it, people should work wherever they’re happiest.”

56. Go Fish Digital

This online reputation management company offers flexible work schedules and says, “We’re a remote workforce, so you will not have the additional expense of commuting, and can enjoy working from any location. With that freedom also comes responsibility, so you’ll need to be the type of worker who is disciplined enough to get things done without someone watching over your shoulder.”

57. Greenback Expat Tax Services

Providing a specific and unique service to thousands of clients in over 140 countries makes working virtually a no-brainer. In fact, in this company’s FAQ section, when asked how it’s able to keep prices so low, it responded that being virtual is a big part of the answer! “Because we are a virtual team, we do not have the additional hefty cost of offices, commutes, etc. This allows us to spend money where it matters: On ensuring our customers have a reason to return every year.”

58. Groove

Groove helps companies by creating “simple help desk software,” and it does so as a distributed team. In an interview on Pajamas.io recently, CEO Alex Turnbull said this about his decision to start Groove as a remote company: “My past two companies rented office space, and frankly I didn’t see a huge benefit from it. I wanted the best talent I could find, regardless of where people were based, so a remote team was a natural choice.”

59. GitLab

61. Help Scout

Though Help Scout has a Boston office, it says, “most positions allow you to work remotely” and it also offers coveted things like flexible vacation time, a new Mac and 27-inch monitor for every employee, 100 percent covered health and dental insurance, and complete transparency where “everyone has full access to business metrics and information.” Wow.

62. Hippo Education

Creating content for “fun” medical education is the focus of this remote company, which delivers educational services in audio and video formats. Though based in Los Angeles, the team at Hippo Education is also located around the world and remotely.

63. Hope Street Group

Hope Street Group “builds and manages blueprints for social change.” In its job descriptions, this nonprofit dedicated to solutions for education, health, and jobs in the U.S. describes itself as a virtual organization, letting applicants “maintain their own physical workspaces.”

64. Haynes and Company

65. Help Scout

66. Hubstaff

67. ICUC Social

ICUC is a social media management company that works with clients all over the world, speaking all sorts of languages, so it makes sense that it would have a far-flung team. Its job listings feature a long list of countries from which work can be done, including the option to work remotely from home, wherever that may be.

68. iDoneThis

With a mission to make people “happier and better at work” through collaboration tools, it’s no wonder that iDoneThis is a distributed team. While it has an office in New York for some of its staff, it says, “We operate just like we did when everyone worked remotely. That means lots of written, asynchronous communication using tools like Github, Hipchat, Asana, and iDoneThis. We strive to over-communicate and to be transparent.”

69. Incsub

This leading commercial WordPress company is based in Melbourne, Australia, and welcomes its team to work there, but it certainly doesn’t require it. In its job listings it says, “Candidates don’t need to be based in Melbourne, but if you are you can join us in our new South Melbourne digs. If you are overseas that’s cool, most of our team already is.”

70. InVision (2nd Year)

We couldn’t have put it better ourselves: “Who says you need to move to work at a great company? Not us. We know there’s great talent all over the place and we are a completely distributed company. Do great work from an environment that you’re comfortable in.”

71. Inspired HR

72. InVision

73. Jackson River (2nd Year)

As “primarily a virtual company of over 30 people,” Jackson River is a consulting firm that works with nonprofits and socially responsible businesses to help align people, processes, and technology for efficiency and success.

74. LoveToKnow (2nd Year)

This online media company is a virtual work environment that “offers telecommuting opportunities with geographic flexibility.” LoveToKnow is one of FlexJobs’ virtual companies with staff dispersed throughout the world.

75. Lullabot (2nd Year)

This proud distributed team details some of the “highly effective habits of our intercontinental team,” including getting dressed for work (even when you work from home), drawing boundaries between work and home life, taking time to be active every day, and taking advantage of the comforts of working from home. The company also openly admits that they’re all nerds, but swears that’s completely unrelated from the fact that they all work from home.

76. Kin HR

77. Mobomo

This web design and development agency considers itself a full-service, global company, able to help clients around the world. To support this, it hires people to work from home. As a bonus, flexible scheduling is also available, and it has a handy blog post called “An Introvert’s Guide to Working Remote.”

78. MCFTech

As a company that works with many of the world’s leading companies, MCFTech offers employees the “ability to work from anywhere,” making it available to businesses large and small in locations around the globe.

79. MomsRising

We couldn’t say it better ourselves: “Our core team of paid staff and volunteers work collaboratively to develop our strategies and campaigns. As a virtual organization, we use conference calls, IM, and email extensively to communicate, to create, and to care for each other. Our team enjoys a results oriented work environment where the challenges and joys of balancing work, family, and personal time are understood.”

80. Mozilla (2nd Year)

The maker of Firefox, Mozilla is a nonprofit organization with a distributed team and a lot of remote workers around the world. As the company says, “We have 13 global offices and people working in more than 30 countries. If you work best from home, that’s not a problem. We can support you anywhere.” Most of the open jobs on the company’s career page right now are remote positions.

81. nGen Works

One of the core values of this web development and app design company is that “what you believe is more important than where you live. As a result, we’ve worked with talented people in eight countries and over half the states in the good old U.S. of A.”

82. MariaDB

83. MeetEdgar

84. Melewi

85. Modern Tribe

86. Mokriya

87. MoveOn.Org

88. MySQL

89. NodeSource

90. OnTheGoSystems

As the makers of a well-known WordPress multilingual plugin, OnTheGoSystems is the perfect company to use a distributed team. Sixty full-time staff members work from 6 continents, 32 countries, and 53 cities, with a headquarters in Hong Kong. The one main qualification across all jobs? Being able to “coomunicate in English.” Bah-dum ching!

91. Origin Eight

While this company, a web development agency, is based in Minneapolis, Minnesota, and proud of its Midwestern roots, it also hires “the best talent independent of location.”

92. PeopleG2 (2nd Year)

A very unique addition to this list, PeopleG2 started out as an office-based company but made the switch to a virtual company in 2008. “Chris Dyer, PeopleG2’s founder and chief executive, initially made the switch because his expanding workforce was bursting out of the company’s existing office space, but also to weather financial pressures caused by the recession. Operating as a virtual business worked so well, he never looked back.” Virtual companies such as PeopleG2 have discovered the benefits of virtual teams and are operating successfully in the online world.

93. Percona

This MySQL support and consulting company actually has a page dedicated to explaining the “Percona Lifestyle” to potential employees. “We work from home, interacting through Skype, IRC, and email. We frequently get together at conferences or for business meetings.” Another great benefit is Percona’s 20 vacation days and 10 holidays offered each year.

94. ProofHQ

While ProofHQ, a company that supports marketing teams in the online proofing process, is technically based in Dallas, Texas, and asks many of its hires to be based in the Dallas area, it also says that, “All our roles are remote working, so you can be based anywhere and work from your home office, the garden shed, the beach, the slopes, or local coffee shop. We don’t care as long as you deliver and get the job done!”

95. Olark

96. Origin Eight

97. Plex

98. Scrapinghub

The team at this web crawling platform company is completely distributed, with 90 people working from around the world in areas like professional services, sales, support, and more. The company looks for people who “thrive in an environment where you can operate autonomously…and have great communication skills.”

99. [A]

This content technology company makes no bones about its virtual workspace. “We operate from everywhere via virtual offices. We also work onsite at the offices of agency partners, clients, and occasionally on the road at conferences.”

100. SitePen (2nd Year)

SitePen has a wicked sense of humor and a remote workforce. As the company says to potential job seekers, “The only traffic you’ll ever get stuck in is a series of tubes.” And when it comes to your work wardrobe, “Our dress code is whatever you can stand to look at on yourself in the mirror.”

101. SoftwareMill

A self-described “small, but growing softwarehouse,” SoftwareMill is a team of 30 people who work throughout the world in places like Australia, South Africa, Nigeria, England, and the United States. The company supports remote work, saying, “We all work from our homes, co-working offices or sometimes even from Bieszczady Mountains.”

102. Sqwiggle (2nd Year)

The makers of online collaboration software for virtual teams, Sqwiggle practices what it preaches. “Building a fun and social culture within a remote team can sometimes seem impossible.” Sqwiggle aims to make the impossible possible.

103. Summit CPA Group

As a distributed team itself, though based in Indiana, Summit CPA Group helps other “remote, virtual, distributed, and multi-local companies maximize profits, minimize taxes, and build personal wealth while offering excellent customer service, professionalism, and responsiveness.”

104. Receiptful

105. Remote Year

106. RevolutionEHR

107. Seeq

108. Severalnines

109. Simple [A]

110. Skillcrush

111. Sococo

112. SpiderOak

113. Sticker Mule

114. StudySoup

115. Summit CPA Group

116. Sutherland Global Services

117. TeamGantt

Citing long, uninterrupted stretches of focused work as one of its main reasons for being a remote company, TeamGantt says, “We all know what it’s like to work in an office. While it can be a lot of fun, there are meetings to attend and countless interruptions from coworkers with questions, small talk, etc.” And Nathan Gilmore, a co-founder of the company, says, “I think that some employees who work from home could get more done in one highly focused, uninterrupted two hour stretch of work then some people would be able to get done in 8+ hours working in an interruption filled office.”

118. TeamSnap

The founding members of this team management company includes “social scientists and an improv comedian,” and while it’s not shy about cracking jokes throughout its website, it is serious about helping people better manage team sports and groups. About its distributed environment, TeamSnap says, “Some people work in our headquarters in Boulder, Colorado, while many others work remotely from all corners of the USA as well as a few in Canada, UK, Australia and Croatia. In the US, we’ve got people in Portland, Raleigh/Durham, Pittsburgh, Washington DC, Austin and San Diego, just to name drop some cities.”

119. Tessitura Network (2nd Year)

Specializing in technology services for the arts and culture industry, this organization is committed to virtual working. “We are virtual and open to our team living and working where they want; thus, we do not force people to move.”

120. TNTP – The New Teacher Project

TNTP – The New Teacher Project is a national nonprofit that fights to end educational inequality in elementary and secondary schools. About its approach to virtual work, it says, “The classrooms we serve are nationwide—and so are we. As a virtual organization with a small Brooklyn headquarters, some of us work in school districts, others in home offices and coffee shops across the country.”

121. Toptal

A Toptal representative explained to us that the company is “a marketplace for expert-level remote developers. We have over 1500 in our network. Our core team is located in 20+ countries—many of us have no permanent address, and travel continuously—often working literally from the beach.”

122. Taksa

123. Teleport

124. TELUS

125. Cheat Sheet

126. The Geller Law Group

127. The Wirecutter

128. ThirdPath Institute

129. Time Doctor

130. Tropical Travelers

131. UltraViolet

UltraViolet is a global community dedicated to fight sexism and expand women’s rights, and its workers are based across the U.S. “UltraViolet operates a virtual office, so the positions posted can be based anywhere in the U.S. We have staff all over the country.”

132. Universal Mind

On its careers page, Universal Mind touts its remote and distributed team: “Our team members are located across the United States and around the globe. We hire the best of the best regardless of geographic location.” And when explaining why people would want to work at Universal Mind, it says, “Our workforce was virtual before virtual was cool. Whether we work in our company office, on our dining room tables, or at a hip coworking loft, we believe in individuality and autonomy—not set hours or corporate face time.”

133. Upworthy (2nd Year)

This ubiquitous media company doesn’t have a virtual workforce. Instead, it says it has a “distributed team” and allows people to work from anywhere. “Work from home, from a coffee shop, from a coworking space—anywhere with good enough Internet to do a Google Hangout. Go move to Montana for a month and work from there if you want. (And if you already live in Montana, keep on living there!)” Virtual companies such as Upworthy make it possible for people to work wherever Internet is available.

134. Ushahidi

Ushahidi has a unique goal—to gather crisis information from the public during real-time events happening around the globe. To do this difficult and important work, the company says, “We are first and foremost a virtual organization, with team members hailing from across the globe.”

135. Varsity Tutors

This private academic tutoring and test prep company offers tutoring services online, in-home, at libraries, or wherever is convenient for its students. All of its employees work from home in remote positions, which it points out, means “no commuting time!”

136. VLP Law Group (2nd Year)

This group, formerly “Virtual Law Partners,” has really embraced the benefits employers receive from telecommuting work arrangements. It is one of FlexJobs’ virtual companies that has “invested in technology rather than expensive offices. We work in a lean, low-overhead environment.” And, “Where and when you work is entirely up to you and your clients. Most of us work from home or at our clients’ offices, allowing us to better coordinate work and personal commitments.”

137. CLUBWAKA

This social sports and events company is all about fun and its goal is to “create 100 million smiles” through its events. Operating in 35 states in the U.S., WAKA says, “Our employees all work from home, almost all of the time. While this lifestyle comes with its own challenges, we believe it is the best way to balance a fun work and personal life.”

138. The Wirecutter

The Wirecutter is a resource that helps people locate the best gadgets based on its research, testing, and editorial content. “The Wirecutter is a 100% remote organization and as such applicants should feel comfortable (and preferably have a good deal of experience) with this arrangement. You should feel comfortable conducting a majority of your correspondence with the team over the phone, team chat, IM and video calls.”

139. WooThemes

This designer of premium WordPress themes, plugins, and ecommerce solutions knows that building a team culture doesn’t require any particular location. Though headquartered in Cape Town, South Africa, “Our distributed team spans 16 countries…and we believe most brilliant people are a little bit crazy. Whoever you are and wherever you’re roaming, we’ll simply ask that you add your uniqueness to our company culture and become an engaged member of the team.”

140. World Wide Web Hosting (formerly Site5) (2nd Year)

A web hosting company, World Wide Web Hosting makes a pretty good case for why people should come to work for it: “Our company is exceptional in that all of team members work remotely—from wherever they want in the world. All that’s required is a computer and a reliable high speed Internet connection. Many of our staff work from home, saving the commute time to and from an office, and arguably their sanity. Other team members may take advantage of the potential nomadic flexibly and travel to new places to explore when they aren’t working their shift.”

141. Yarnee

Acknowledging that building a company with a distributed team comes with its own rulebook, Yarnee has written blog posts on how it runs a happily distributed team, and the 17 tools and services it couldn’t live without. Great reading for anyone either working for, or managing a distributed team!

142. YNAB – You Need a Budget (2nd Year)

Founded by a husband when he and his wife were broke students just starting a family, YNAB – You Need a Budget is a budgeting system and service that aims to help people understand and control their finances. The team, now with 25 people, is distributed all throughout the U.S. and even Switzerland.

143. Zapier (2nd Year)

Zapier is open to job candidates from any location as long as they’re based in the U.S. As the company says, “We’re open to a lot of different working arrangements, as well. Zapier is a distributed team, currently spread across Missouri, Colorado, California, Illinois, and Nebraska. We have worked with full timers, part timers, contractors, and interns.” Zapier is one of FlexJobs’ virtual companies that offers a variety of flexible work options.

144. Wordfence

145. Workfrom

146. Working Solutions

147. X-Team