100 Legit Remote Companies

A starting list of real companies known for hiring remote workers, grouped by field. Always confirm current openings on each company's own careers page before applying.

Tech, Software & SaaS

- GitLab
- Automattic (WordPress.com, WooCommerce, Tumblr)
- Zapier
- Buffer
- Doist (Todoist, Twist)
- Hotjar
- Help Scout
- Close
- DuckDuckGo
- Elastic
- Toggl
- Basecamp
- InVision
- Grafana Labs
- Ashby
- Notion
- Figma
- Deel
- Atlassian
- Canonical (Ubuntu)
- Mozilla
- Postmark / ActiveCampaign
- Wildbit
- DigitalOcean
- Kit (formerly ConvertKit)

Customer Support & Contact Center

- TELUS International
- Concentrix
- TTEC

- Sutherland
- Alorica
- Working Solutions
- LiveOps
- ModSquad
- Foundever (Sitel Group)
- Percepta
- Arise Virtual Solutions

Healthcare & Insurance (remote-friendly roles)

- UnitedHealth Group
- Elevance Health
- Cigna
- Humana
- CVS Health / Aetna
- Stride, Inc.
- Included Health
- Teladoc Health
- Hinge Health

Freelance & Talent Marketplaces

- Toptal
- Upwork (in-house roles)
- We Work Remotely
- X-Team
- 10up
- Codeable
- Contra

Finance & Fintech

- Deel
- Klaviyo
- Copper
- Robert Half (remote placements)
- Intuit (seasonal remote roles)
- H&R; Block (seasonal remote tax roles)

Education & Tutoring

- Multiverse
- Outschool
- Varsity Tutors
- Chegg
- Preply
- Course Hero

Retail, E-commerce & Seasonal Remote

- Amazon (virtual customer service)
- Williams-Sonoma (seasonal remote)
- Kelly Services (remote staffing)
- American Express (virtual customer care)

Nonprofit & Mission-driven

- Wikimedia Foundation
- Khan Academy
- Mercy Corps
- American Cancer Society (select remote roles)

Marketing, Content & Design

- Animalz
- Scripted
- Superside
- Wpromote
- SEMrush (select remote roles)
- Articulate

Enterprise & Large Tech (hybrid/remote roles vary by team)

- Dell Technologies
- IBM
- Oracle
- Salesforce
- HubSpot
- Twilio
- Shopify

- SAP

(86 companies listed above.) Hiring needs and remote policies change often — treat this as a starting shortlist to research, not a guarantee of open roles.