



Pearl Meyer

2025-2026 Compensation Planning Survey

PARTICIPANT LIST

Participating Companies

Company	Industry
10x Genomics	Health Care, Pharm, Bio
1803 Fund	Government, Defense, NFP
A/R/C Associates, Inc.	Construction & Engineering
AbbVie Inc.	Health Care, Pharm, Bio
Adirondack Bank	Finance, Insurance
Adirondack Health	Health Care, Pharm, Bio
ADT Inc	Consumer Services and Products
Advance Auto Parts Inc	Consumer Services and Products
Advanced Cooling Technologies	Government, Defense, NFP
AECOM	Construction & Engineering
Affinity Federal Credit Union	Finance, Insurance
Aimco	Finance, Insurance
Air Products & Chemicals	Industrials, Utilities
Alberici Corporation	Construction & Engineering
Albertsons, Inc.	Consumer Services and Products
ALCOA Inc.	Industrials, Utilities
Allegro MicroSystems, Inc.	Technology Hardware & Equipment
Ally Financial Inc.	Finance, Insurance
Amalgamated Bank of Chicago	Finance, Insurance
American Apartment Management Co., Inc.	Finance, Insurance
American Electric Power	Industrials, Utilities
American Family Insurance Group	Finance, Insurance
American Homes 4 Rent	Finance, Insurance
American House Senior Living Residences	Finance, Insurance
American Institutes for Research	Government, Defense, NFP
American Savings Bank	Finance, Insurance

Participating Companies

Company	Industry
American Systems Corporation	Software, Consulting, Services
American University	Government, Defense, NFP
Ames Laboratory	Government, Defense, NFP
Amway	Consumer Services and Products
Androscoggin Bank	Finance, Insurance
Apogee Enterprises, Inc.	Industrials, Utilities
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP
APTIM	Construction & Engineering
Archrock, Inc.	Industrials, Utilities
Argonne National Laboratory	Government, Defense, NFP
Arvest Bank	Finance, Insurance
Ascend Federal Credit Union	Finance, Insurance
Atlantic Housing Foundation, Inc.	Finance, Insurance
Ausherman Properties	Finance, Insurance
Austin Bank, Texas N.A.	Finance, Insurance
Avantor, Inc.	Health Care, Pharm, Bio
Avidbank	Finance, Insurance
Azenta Life Sciences	Industrials, Utilities
Babson College	Government, Defense, NFP
Baker Engineering and Risk Consultants, Inc.	Software, Consulting, Services
Balboa Thrift & Loan Association	Finance, Insurance
Bank of Frankewing	Finance, Insurance
Bank of Oak Ridge	Finance, Insurance
Bassett Healthcare Network	Health Care, Pharm, Bio
Bath & Body Works Inc	Consumer Services and Products

Participating Companies

Company	Industry
Battelle Memorial Institute	Software, Consulting, Services
Bechtel Global Corporation	Construction & Engineering
Bellin College	Consumer Services and Products
Bench Dog Architects	Software, Consulting, Services
Billerud Americas Corporation	Industrials, Utilities
Black & Veatch Corporation	Construction & Engineering
Blattner Company	Industrials, Utilities
Blue Cross and Blue Shield of Tennessee	Finance, Insurance
BlueScope Buildings North America, Inc.	Industrials, Utilities
Bluestone Bank	Finance, Insurance
BNSF Railway Company	Industrials, Utilities
Boehringer Ingelheim Pharmaceuticals Inc	Health Care, Pharm, Bio
Bon Secours Mercy Health	Health Care, Pharm, Bio
Borr Drilling UK Ltd	Industrials, Utilities
Bright Horizons Family Solutions	Consumer Services and Products
Brookfield Properties, Inc.	Finance, Insurance
Brookhaven National Laboratory	Government, Defense, NFP
Brown University	Government, Defense, NFP
Buckeye Community Bank	Finance, Insurance
Buist Electric, Inc.	Construction & Engineering
Burlington Stores, Inc.	Consumer Services and Products
Burns & McDonnell Engineering	Construction & Engineering
Burroughs & Chapin Company Inc.	Finance, Insurance
Byline Bancorp Inc.	Finance, Insurance
CAE, Inc.	Government, Defense, NFP
California Pacific Homes	Construction & Engineering

Participating Companies

Company	Industry
CalPrivate Bank	Finance, Insurance
Cambridge Savings Bank	Finance, Insurance
Canandaigua National Bank & Trust	Finance, Insurance
Canon U.S.A., Inc.	Technology Hardware & Equipment
Canvas Credit Union	Finance, Insurance
Cape & Coast Bank	Finance, Insurance
Carleton College	Government, Defense, NFP
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
Carrier Global Corporation	Industrials, Utilities
Casto Management Services Inc.	Finance, Insurance
CCC Group, Inc.	Construction & Engineering
CDI Engineering Solutions, LLC	Construction & Engineering
CEM Corporation	Technology Hardware & Equipment
Central College	Government, Defense, NFP
Central One Federal Credit Union	Finance, Insurance
Charles River Laboratories International, Inc.	Government, Defense, NFP
Chelsea Groton Bank	Finance, Insurance
Cheniere Energy, Inc	Industrials, Utilities
Cherokee Nation Businesses, LLC	Software, Consulting, Services
ChoiceOne Bank	Finance, Insurance
Ciena Corp	Technology Hardware & Equipment
Cisco Systems, Inc.	Technology Hardware & Equipment
CITGO Petroleum Corporation	Industrials, Utilities
City of Fort Worth, TX	Government, Defense, NFP
Civil & Environmental Consultants	Software, Consulting, Services
Clinton Savings Bank	Finance, Insurance

Participating Companies

Company	Industry
CNA	Government, Defense, NFP
Coastal Heritage Bank	Finance, Insurance
COCC	Consumer Services and Products
Coffee Regional Medical Center	Health Care, Pharm, Bio
Colas	Construction & Engineering
Colliers	Finance, Insurance
Columbia Credit Union (WA)	Finance, Insurance
Combined Properties Inc.	Finance, Insurance
Commerce Bancshares	Finance, Insurance
Commercial Bank of California	Finance, Insurance
Community Trust Bancorp, Inc.	Finance, Insurance
Conduent	Software, Consulting, Services
ConnectOne Bank	Finance, Insurance
Consolidated Nuclear Security, LLC	Government, Defense, NFP
Cooper Carry, Inc.	Software, Consulting, Services
Cox Communications, Inc.	Software, Consulting, Services
CRB Group	Construction & Engineering
Creare	Software, Consulting, Services
Darden Restaurants, Inc.	Consumer Services and Products
DCS Corporation	Software, Consulting, Services
Dean Bank	Finance, Insurance
Dechert LLP	Software, Consulting, Services
Deloitte LLP	Software, Consulting, Services
Desert Financial	Finance, Insurance
Dewberry	Construction & Engineering
DFCU Financial	Finance, Insurance

Participating Companies

Company	Industry
Direct Supply, Inc.	Health Care, Pharm, Bio
Dollar General Corporation	Consumer Services and Products
Dominion Energy, Inc.	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP
Duke Energy	Industrials, Utilities
E. & J. Gallo Winery	Consumer Services and Products
EAH Housing	Finance, Insurance
EastGroup Properties Inc.	Finance, Insurance
Eaton Corporation	Industrials, Utilities
Edward Jones	Finance, Insurance
Edwards Lifesciences	Health Care, Pharm, Bio
Elara Engineering	Software, Consulting, Services
Eli Lilly and Company	Health Care, Pharm, Bio
Empire State Realty Trust	Finance, Insurance
Enercon Services	Construction & Engineering
ENGIE North America Inc.	Industrials, Utilities
Enterprise Bank	Finance, Insurance
Enterprise Holdings	Consumer Services and Products
Epcor Utilities Inc	Industrials, Utilities
Epiq	Software, Consulting, Services
ESL Federal Credit Union	Finance, Insurance
Eureka College	Government, Defense, NFP
EVS, Inc.	Software, Consulting, Services
Faith Technologies Incorporated	Construction & Engineering
Fannie Mae	Finance, Insurance
Farm Credit Services of America	Finance, Insurance

Participating Companies

Company	Industry
Farmers & Merchants Bank of Long Beach	Finance, Insurance
Federal Reserve Bank of Philadelphia	Finance, Insurance
Fermi National Accelerator Laboratory	Government, Defense, NFP
Fidelity Investments	Finance, Insurance
Firelands Federal Credit Union	Finance, Insurance
First Business Bank	Finance, Insurance
First Federal Savings & Loan Association of San Rafael	Finance, Insurance
First Interstate Bank	Finance, Insurance
First National Bank	Finance, Insurance
First National Bank of Central Texas	Finance, Insurance
First National Bank of Omaha	Finance, Insurance
First Technology Federal Credit Union	Finance, Insurance
FirstBank Southwest	Finance, Insurance
Florence Bank	Finance, Insurance
Fortive Corporation	Industrials, Utilities
Four Seasons Hotel Limited	Consumer Services and Products
Framatome	Industrials, Utilities
Freedom Bank (NJ)	Finance, Insurance
Freese & Nichols, Inc.	Construction & Engineering
Friedkin Aviation	Consumer Services and Products
FrontDoor	Software, Consulting, Services
Frontier Communications Corp	Technology Hardware & Equipment
Gannett Fleming, Inc.	Construction & Engineering
GBA	Software, Consulting, Services
GBC International Bank	Finance, Insurance
GDS Associates, Inc.	Software, Consulting, Services

Participating Companies

Company	Industry
General Atomics	Government, Defense, NFP
General Dynamics Corp.	Government, Defense, NFP
General Dynamics Mission Systems	Government, Defense, NFP
Genisys Credit Union	Finance, Insurance
Gensler	Software, Consulting, Services
Genuine McCarthy Enterprises, Inc	Construction & Engineering
George Regional Health System	Health Care, Pharm, Bio
George Washington University	Consumer Services and Products
Georgia System Operations Corp	Industrials, Utilities
Georgia Tech Research Institute	Government, Defense, NFP
Georgian Court University	Government, Defense, NFP
GHD	Construction & Engineering
Gilbane, Inc.	Construction & Engineering
Glens Falls Hospital	Health Care, Pharm, Bio
Global Projects Services AG	Industrials, Utilities
Goodyear Tire and Rubber Company	Consumer Services and Products
Graham Management Services LP	Construction & Engineering
Granite Construction Inc.	Construction & Engineering
Granite Properties	Finance, Insurance
Great Lakes Credit Union	Finance, Insurance
Great Southern Bancorp, Inc.	Finance, Insurance
Green Diamond Resource Company	Industrials, Utilities
Greenwood Credit Union	Finance, Insurance
Gresham Smith	Software, Consulting, Services
Griffin Capital Company LLC	Finance, Insurance
GSB	Finance, Insurance

Participating Companies

Company	Industry
Gulfstream Aerospace Corporation	Government, Defense, NFP
H2M Group	Construction & Engineering
Halliburton Company	Industrials, Utilities
Harris Health	Health Care, Pharm, Bio
Haskell	Construction & Engineering
Hastings Mutual Insurance Company	Finance, Insurance
HDR Corporate Services	Software, Consulting, Services
HED	Software, Consulting, Services
Helmerich & Payne, Inc.	Industrials, Utilities
Heritage Bank	Finance, Insurance
HGA	Construction & Engineering
Highmark Health	Finance, Insurance
Highwoods Properties	Finance, Insurance
Hilltop Holdings Inc.	Finance, Insurance
Hilton Grand Vacations	Consumer Services and Products
Hispanic Housing Development Corporation	Finance, Insurance
HKS, Inc.	Construction & Engineering
HNTB Corporation	Construction & Engineering
HOK Group, Inc.	Software, Consulting, Services
Holland Partner Group	Finance, Insurance
Holt Group	Industrials, Utilities
Holyoke Medical Center, Inc.	Health Care, Pharm, Bio
Hometown America	Finance, Insurance
Howard Hughes Corp	Finance, Insurance
HP Enterprise Services	Technology Hardware & Equipment
Humana Inc.	Finance, Insurance

Participating Companies

Company	Industry
Hunt Companies	Finance, Insurance
Hunting PLC	Industrials, Utilities
Hy Cite Enterprises, LLC	Consumer Services and Products
ICW Group	Finance, Insurance
Idaho Forest Group	Industrials, Utilities
IDB Bank	Finance, Insurance
Illumina, Inc.	Health Care, Pharm, Bio
Independence Bank of Kentucky	Finance, Insurance
Independent Bank (MI)	Finance, Insurance
Ingevity	Industrials, Utilities
Institute for Defense Analyses	Government, Defense, NFP
Interfor U.S., Inc.	Industrials, Utilities
Intermountain Healthcare	Health Care, Pharm, Bio
International Paper Company	Industrials, Utilities
ISO New England Inc.	Industrials, Utilities
J.B. Hunt Transport Services, Inc.	Industrials, Utilities
Jacobs Engineering Group Inc.	Software, Consulting, Services
JE Dunn Construction Group	Construction & Engineering
Jeanne D'Arc Credit Union	Finance, Insurance
Jefferson Laboratory	Government, Defense, NFP
Jet Propulsion Laboratory	Government, Defense, NFP
JLG Architects	Construction & Engineering
JLL	Finance, Insurance
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Johnson & Johnson	Health Care, Pharm, Bio
Johnson Development	Finance, Insurance

Participating Companies

Company	Industry
KBR, Inc.	Software, Consulting, Services
Kearny Bank	Finance, Insurance
Kennedy/Jenks Consultants, Inc.	Construction & Engineering
Kiewit Corporation	Construction & Engineering
Kirby Corporation	Industrials, Utilities
KLJ Engineering Services	Software, Consulting, Services
Knot Studio	Software, Consulting, Services
Knox Community Hospital	Health Care, Pharm, Bio
Kodiak Gas Services LLC	Industrials, Utilities
Kohler Co.	Consumer Services and Products
Kohls Corporation	Consumer Services and Products
Kohn Pedersen Fox Assoc.	Industrials, Utilities
Kraus-Anderson Realty Company	Construction & Engineering
Landmark Credit Union	Finance, Insurance
Lane Construction Corporation	Construction & Engineering
Lawrence Berkeley National Laboratory	Government, Defense, NFP
Leidos	Software, Consulting, Services
Lennar Homes	Finance, Insurance
Leonardo DRS	Government, Defense, NFP
Level Access	Software, Consulting, Services
Lexmark International, Inc.	Technology Hardware & Equipment
Liberty Bank and Trust Co	Finance, Insurance
Liberty Mutual Group	Finance, Insurance
Lincoln Financial Group	Finance, Insurance
LINKBANK	Finance, Insurance
Little Diversified Architectural Consulting	Software, Consulting, Services

Participating Companies

Company	Industry
Lockheed Martin Corporation	Government, Defense, NFP
Louisiana-Pacific Corporation	Industrials, Utilities
LPL Financial	Finance, Insurance
LRS Architects	Software, Consulting, Services
LyondellBasell	Industrials, Utilities
M. A. Mortenson Company	Construction & Engineering
Machias Savings Bank	Finance, Insurance
Mackey Mitchell Architects	Software, Consulting, Services
Magellan Federal	Finance, Insurance
ManTech International Corporation	Software, Consulting, Services
Marblehead Bank	Finance, Insurance
Mark IV Capital, Inc.	Finance, Insurance
Marquette Savings Bank	Finance, Insurance
Marshall Health Network	Health Care, Pharm, Bio
Massachusetts Mutual Life Insurance Company	Finance, Insurance
Mastec Clean Energy & Infrastructure	Construction & Engineering
Matrix Service Company	Construction & Engineering
McDermott, Inc.	Construction & Engineering
McFarland-Johnson, Inc.	Industrials, Utilities
McGrath RentCorp	Industrials, Utilities
Mead & Hunt	Construction & Engineering
Mechanics Cooperative Bank (MA)	Finance, Insurance
Memphis Light, Gas and Water	Industrials, Utilities
Menorah Housing Foundation	Finance, Insurance
Merchants Bank of Indiana	Finance, Insurance
Merck & Co., Inc.	Health Care, Pharm, Bio

Participating Companies

Company	Industry
Merrick & Company, Inc.	Construction & Engineering
Merrill Gardens LLC	Health Care, Pharm, Bio
Merritt Properties	Finance, Insurance
Meso Scale	Health Care, Pharm, Bio
Messer North America, Inc.	Industrials, Utilities
Metron, Inc.	Software, Consulting, Services
Michael Baker International	Construction & Engineering
Michels Corporation	Construction & Engineering
Michigan Medicine	Finance, Insurance
Midland States Bank	Finance, Insurance
Mini Circuits	Technology Hardware & Equipment
Mission Federal Credit Union	Finance, Insurance
Mission National Bank	Finance, Insurance
MIT Lincoln Laboratory	Government, Defense, NFP
Mithun	Software, Consulting, Services
Moffatt & Nichol	Construction & Engineering
Mohawk Valley Health System	Health Care, Pharm, Bio
Molina Healthcare, Inc.	Health Care, Pharm, Bio
Mott MacDonald	Construction & Engineering
Mount Saint Marys University	Consumer Services and Products
Mountain Commerce Bank	Finance, Insurance
MutualOne Bank	Finance, Insurance
Nashville General Hospital	Health Care, Pharm, Bio
National Fuel Gas Company	Industrials, Utilities
National Oilwell Varco	Industrials, Utilities
National Renewable Energy Laboratory	Government, Defense, NFP

Participating Companies

Company	Industry
Nationwide	Finance, Insurance
Navigant Credit Union	Finance, Insurance
NCCI Holdings, Inc	Finance, Insurance
Nelson Worldwide	Software, Consulting, Services
New England Biolabs	Health Care, Pharm, Bio
New Haven Bank	Finance, Insurance
New York Life Insurance Company	Finance, Insurance
NextEra Energy, Inc.	Industrials, Utilities
Nintendo of America, Inc.	Consumer Services and Products
Noble Drilling	Industrials, Utilities
Noblis, Inc.	Software, Consulting, Services
NORPAC	Industrials, Utilities
NORR	Software, Consulting, Services
NORTHERN TRUST CORP	Finance, Insurance
Northfield Savings Bank	Finance, Insurance
NorthForest	Finance, Insurance
Northwest Bancshares, Inc.	Finance, Insurance
Northwestern Mutual Life Insurance Company, The	Finance, Insurance
Norway Savings Bank	Finance, Insurance
Nusenda Credit Union	Government, Defense, NFP
Oak Ridge National Laboratory UT-Battelle, LLC	Government, Defense, NFP
Obayashi Corporation	Construction & Engineering
Old Missouri Bank	Finance, Insurance
Olson Kundig Architects	Construction & Engineering
Omaha Public Power District	Industrials, Utilities
Oneida Health	Health Care, Pharm, Bio

Participating Companies

Company	Industry
OnPoint Community Credit Union	Finance, Insurance
Opsis Architecture	Software, Consulting, Services
Oregon Community Credit Union	Finance, Insurance
Oriental Bank	Finance, Insurance
Oswego Health	Health Care, Pharm, Bio
Owen and White	Construction & Engineering
Packaging Corporation of America	Industrials, Utilities
PAE Consulting Engineers	Construction & Engineering
Park Hotels & Resorts	Finance, Insurance
Parsons Corporation	Construction & Engineering
Patterson-UTI Energy Inc.	Industrials, Utilities
PCL Constructors Inc.	Construction & Engineering
Peapack Gladstone Bank	Finance, Insurance
PenFed Credit Union	Finance, Insurance
Pennsylvania State Employees Credit Union	Finance, Insurance
Pepper Construction	Construction & Engineering
PHC Corporation	Health Care, Pharm, Bio
Phillips Edison & Company	Finance, Insurance
Pinnacle Bank (CA)	Finance, Insurance
Plexus Worldwide	Consumer Services and Products
Plumas Bank	Finance, Insurance
Port Authority of NY/NJ	Industrials, Utilities
Port Blakely Companies	Industrials, Utilities
PotlatchDeltic Corporation	Industrials, Utilities
Premier America Credit Union	Finance, Insurance
Progressive AE	Construction & Engineering

Participating Companies

Company	Industry
Prologis	Finance, Insurance
Promega Corporation	Health Care, Pharm, Bio
Propetro Holding Corp	Industrials, Utilities
Prudential Financial Inc.	Finance, Insurance
pSemi Corporation	Technology Hardware & Equipment
Publix Super Markets, Inc.	Consumer Services and Products
QIAGEN	Health Care, Pharm, Bio
QK	Construction & Engineering
Qualico	Finance, Insurance
Quatt Associates	Software, Consulting, Services
RAND Corporation	Software, Consulting, Services
Rapid Micro Biosystems	Health Care, Pharm, Bio
Rayonier Advanced Materials	Industrials, Utilities
Redwood Living, Inc.	Finance, Insurance
Related Management Co.	Finance, Insurance
Republic Services, Inc.	Software, Consulting, Services
RES Group	Industrials, Utilities
Rhode Island School of Design	Consumer Services and Products
Ricoh Americas Corporation	Technology Hardware & Equipment
River City Bank (CA)	Finance, Insurance
Riverside Research Institute	Software, Consulting, Services
Riverview Community Bank	Finance, Insurance
Robert A.M. Stern Architects	Software, Consulting, Services
Rockland Trust Company	Finance, Insurance
Roseburg Forest Products Co.	Industrials, Utilities
Round Top State Bank	Finance, Insurance

Participating Companies

Company	Industry
Royal Business Bank	Finance, Insurance
RS&H	Construction & Engineering
Ryan Companies	Construction & Engineering
S & B Engineers & Constructors, Ltd.	Construction & Engineering
S&T Bank	Finance, Insurance
S3 Shared Service Solutions	Finance, Insurance
Safe Credit Union	Finance, Insurance
Salem Five Bank	Finance, Insurance
Salt River Project	Industrials, Utilities
Sandia National Laboratories	Government, Defense, NFP
Sanofi Pasteur	Health Care, Pharm, Bio
Saratoga Hospital	Health Care, Pharm, Bio
Sauk Valley Bank & Trust Company	Finance, Insurance
Savannah River National Laboratory	Government, Defense, NFP
Schlumberger Limited	Industrials, Utilities
SchoolsFirst Federal Credit Union	Finance, Insurance
Schreiber Foods Inc.	Consumer Services and Products
SciPlay	Consumer Services and Products
Seadrill Management Ltd	Industrials, Utilities
Seven Islands Land Company	Industrials, Utilities
Signal Systems Corporation	Government, Defense, NFP
Simpson Gumpertz & Heger Inc. (SGH)	Construction & Engineering
SK Engineering & Construction Co., Ltd.	Industrials, Utilities
Skanska	Construction & Engineering
Skowhegan Savings Bank	Finance, Insurance
SLAC National Accelerator Laboratory	Government, Defense, NFP

Participating Companies

Company	Industry
Smith College	Government, Defense, NFP
SmithGroup	Software, Consulting, Services
Solugen	Industrials, Utilities
Sony Electronics, Inc.	Consumer Services and Products
SOS International, Ltd.	Software, Consulting, Services
Sound Community Bank	Finance, Insurance
South County Health	Health Care, Pharm, Bio
Southern Company	Industrials, Utilities
Southwest Research Institute	Government, Defense, NFP
Space Dynamics Lab	Government, Defense, NFP
SSOE, Inc.	Construction & Engineering
St. Mary's Healthcare - Amsterdam	Health Care, Pharm, Bio
Stantec, Inc.	Construction & Engineering
Starbucks Corporation	Consumer Services and Products
Starr Equipment Corp	Finance, Insurance
Stimson Lumber Company	Industrials, Utilities
Structure Tone, Inc.	Construction & Engineering
Stryker Corporation	Health Care, Pharm, Bio
Sugar River Bank	Finance, Insurance
Summit State Bank	Finance, Insurance
Sundt	Construction & Engineering
Sutter Health	Health Care, Pharm, Bio
Swagelok Company	Industrials, Utilities
Sylvan Road	Finance, Insurance
Synchrony Bank	Finance, Insurance
Target Corporation	Consumer Services and Products

Participating Companies

Company	Industry
Terracon Consultants, Inc.	Construction & Engineering
Texas Capital Bancshares, Inc.	Finance, Insurance
Texas Health Resources	Health Care, Pharm, Bio
The Adirondack Trust Company	Finance, Insurance
The Austin Company	Construction & Engineering
The City National Bank of Taylor	Finance, Insurance
The Community Preservation Corporation	Finance, Insurance
The EW Scripps Company	Technology Hardware & Equipment
The First Bank of Greenwich	Finance, Insurance
The Goodman Group	Finance, Insurance
The Hershey Company	Consumer Services and Products
The Home Depot Inc.	Consumer Services and Products
The Irvine Company	Finance, Insurance
The Lyons National Bank	Finance, Insurance
The MITRE Corporation	Government, Defense, NFP
The Peoples Bank Co.	Finance, Insurance
The Progressive Corporation	Finance, Insurance
The TJX Companies, Inc.	Consumer Services and Products
The University of Vermont Health Network	Health Care, Pharm, Bio
The Village Bank	Finance, Insurance
The Walt Disney Company	Consumer Services and Products
The Washington Trust Company	Finance, Insurance
Third Coast Bank, SSB	Finance, Insurance
Tighe & Bond	Construction & Engineering
Tolko Industries (U.S.) Ltd.	Industrials, Utilities
Toshiba	Industrials, Utilities

Participating Companies

Company	Industry
Trane Technologies	Industrials, Utilities
Transocean	Industrials, Utilities
Trellis Company	Finance, Insurance
TriMark USA	Consumer Services and Products
Trinity Health	Health Care, Pharm, Bio
Trustmark Corporation	Finance, Insurance
Tyler Technologies	Technology Hardware & Equipment
UNC Health Care System	Health Care, Pharm, Bio
Unchained Labs	Health Care, Pharm, Bio
Unico Properties	Finance, Insurance
Unified Bank	Finance, Insurance
Union Bank	Finance, Insurance
United Fire Group, Inc.	Finance, Insurance
United Launch Alliance	Government, Defense, NFP
United Therapeutics Corporation	Health Care, Pharm, Bio
University Corporation for Atmospheric Research (UCAR)	Government, Defense, NFP
University of Minnesota	Consumer Services and Products
University of Pennsylvania	Government, Defense, NFP
University of Rochester	Consumer Services and Products
University of San Francisco	Government, Defense, NFP
University Of Wisconsin Credit Union	Finance, Insurance
USAA	Finance, Insurance
USALLIANCE Federal Credit Union	Finance, Insurance
Utilities Employees Credit Union	Finance, Insurance
Valaris plc	Industrials, Utilities
Van Buskirk Companies	Finance, Insurance

Participating Companies

Company	Industry
Vantage Bank	Finance, Insurance
Vantage West Credit Union	Finance, Insurance
Vector Security	Software, Consulting, Services
VeriSign, Inc.	Software, Consulting, Services
Vesta Corporation	Finance, Insurance
VHB	Construction & Engineering
Vinton County National Bank	Finance, Insurance
Visa Inc.	Finance, Insurance
Volunteers of America	Government, Defense, NFP
Vontier Corporation	Government, Defense, NFP
VyStar Credit Union	Finance, Insurance
W.R. Grace & Co.	Industrials, Utilities
Walden Environmental Engineering	Construction & Engineering
Wallick Company	Finance, Insurance
Walsh Group	Construction & Engineering
Walsh University	Government, Defense, NFP
Washington State Employees Credit Union	Finance, Insurance
Washington Trust Bank	Finance, Insurance
Watchmaker Genomics	Health Care, Pharm, Bio
Waterton Property Management LLC	Finance, Insurance
Watertown Savings Bank	Finance, Insurance
Wawa, Inc.	Consumer Services and Products
Webcor	Construction & Engineering
Webster Five Cents Savings Bank	Finance, Insurance
West Coast Community Bank	Finance, Insurance
West Fraser Timber Company, Ltd.	Industrials, Utilities

Participating Companies

Company	Industry
West Yost	Construction & Engineering
Westat	Software, Consulting, Services
Weyerhaeuser Company	Finance, Insurance
WideOpenWest (WOW)	Technology Hardware & Equipment
William Jessup University	Consumer Services and Products
Winchester Co-operative Bank	Finance, Insurance
Winchester Savings Bank	Finance, Insurance
WinnCompanies	Finance, Insurance
Winter Hill Bank, FSB	Finance, Insurance
Wiss, Janney, Elstner Associates, Inc	Software, Consulting, Services
Wood	Construction & Engineering
Workers Credit Union	Finance, Insurance
WSP	Construction & Engineering
Wyoming County Community Health System	Health Care, Pharm, Bio
Yampa Valley Bank	Finance, Insurance
Zachry Industrial Inc.	Construction & Engineering
Ziegler CAT	Industrials, Utilities
Zimmer Biomet	Health Care, Pharm, Bio