Pearl Meyer

2026-2027 Compensation Planning Report

Participating Companies

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Participating Companies

Company	Industry
Advance Auto Parts Inc	Consumer Services and Products
AECOM	Construction & Engineering
AECON	Construction & Engineering
Affinity Federal Credit Union	Finance, Insurance
AgFirst Farm Credit Bank	Finance, Insurance
Air Products & Chemicals	Industrials, Utilities
Albany Medical Center Health System	Health Care, Pharm, Bio
Albertson's, Inc.	Consumer Services and Products
All One Credit Union	Finance, Insurance
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 Express	Finance, Insurance
American Family Insurance Group	Finance, Insurance
American Homes 4 Rent	Finance, Insurance
American Institutes for Research	Government, Defense, NFP
American Savings Bank	Finance, Insurance
American Systems Corporation	Software, Consulting, Services
Ames Laboratory	Government, Defense, NFP
AMGEN	Industrials, Utilities
Amneal Pharmaceuticals, Inc.	Health Care, Pharm, Bio
Amway	Consumer Services and Products
Apogee Enterprises, Inc.	Industrials, Utilities
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP

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Participating Companies

Company	Industry
APTIM	Construction & Engineering
ARCADIS U.S. Inc.	Construction & Engineering
Archrock, Inc.	Industrials, Utilities
Argonne National Laboratory	Government, Defense, NFP
Armstrong World Industries	Consumer Services and Products
Arthur State Bank	Finance, Insurance
Arvest Bank	Finance, Insurance
Ascend Bank	Finance, Insurance
Ascend Federal Credit Union	Finance, Insurance
Auburn Community Hospital	Government, Defense, NFP
AutoZone, Inc.	Consumer Services and Products
Avantor, Inc.	Health Care, Pharm, Bio
Axogen Inc	Health Care, Pharm, Bio
Babson College	Government, Defense, NFP
BAE Systems North America, Inc.	Government, Defense, NFP
Ball Corporation	Industrials, Utilities
Bank of Frankewing	Finance, Insurance
Bank of Oak Ridge	Finance, Insurance
Barry-Wehmiller Design Group, Inc.	Construction & Engineering
Barton Malow	Construction & Engineering
Basin Electric Power Cooperative	Industrials, Utilities
Bassett Healthcare Network	Health Care, Pharm, Bio
Battelle Memorial Institute	Software, Consulting, Services
Bechtel Global Corporation	Construction & Engineering
Becton, Dickinson and Company	Health Care, Pharm, Bio

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Participating Companies

Company	Industry
Bell Flight	Government, Defense, NFP
Bell Lumber & Pole	Industrials, Utilities
Bellco Credit Union	Finance, Insurance
Bellin College	Consumer Services and Products
Billerud Americas Corporation	Industrials, Utilities
Bio-Rad Laboratories, Inc.	Health Care, Pharm, Bio
BioMarin Pharmaceutical Inc.	Health Care, Pharm, Bio
Biotage	Health Care, Pharm, Bio
Black & Veatch Corporation	Construction & Engineering
Black Hills Corporation	Industrials, Utilities
Blaise Cacciola Architect	Construction & Engineering
Blattner Company	Industrials, Utilities
Blue Cross and Blue Shield of Tennessee	Finance, Insurance
BlueScope Buildings North America, Inc.	Industrials, Utilities
Boehringer Ingelheim Pharmaceuticals Inc	Health Care, Pharm, Bio
Bowman Consulting Group Ltd.	Software, Consulting, Services
Bridgewater Bancshares Inc	Finance, Insurance
Bright Horizons Family Solutions	Consumer Services and Products
Bristol-Myers Squibb Company	Health Care, Pharm, Bio
Broadstone Net Lease, Inc.	Finance, Insurance
Brookfield Properties, Inc.	Finance, Insurance
Brown and Caldwell, Inc.	Construction & Engineering
BRPH Companies, Inc.	Software, Consulting, Services
Burke & Herbert Financial Services Corp.	Finance, Insurance
Burns & McDonnell Engineering	Construction & Engineering

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Participating Companies

Company	Industry
Byline Bancorp Inc.	Finance, Insurance
C&F Bank	Finance, Insurance
California Pacific Homes	Construction & Engineering
Canandaigua National Bank & Trust	Finance, Insurance
Canon U.S.A., Inc.	Technology Hardware & Equipment
Canvas Credit Union	Finance, Insurance
Capital Credit Union (ND)	Finance, Insurance
Carleton College	Government, Defense, NFP
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
CDM Smith Inc.	Software, Consulting, Services
Central One Federal Credit Union	Finance, Insurance
Charles Schwab Bank	Finance, Insurance
Chelan County, WA PUD	Industrials, Utilities
Chelsea Groton Bank	Finance, Insurance
Cherokee Nation Businesses, LLC	Software, Consulting, Services
Chicago Bridge & Iron	Construction & Engineering
Chick-Fil-A	Consumer Services and Products
ChoiceOne Bank	Finance, Insurance
Ciena Corp	Technology Hardware & Equipment
Cisco Systems, Inc.	Technology Hardware & Equipment
CITGO Petroleum Corporation	Industrials, Utilities
Citizens State Bank (Somerville, TX)	Finance, Insurance
City of Fort Worth, TX	Government, Defense, NFP
Clearwater Living	Health Care, Pharm, Bio
Clearwater Paper Corporation	Industrials, Utilities
Clune Construction	Construction & Engineering

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Participating Companies

Company	Industry
Coastal Community Bank	Finance, Insurance
Coastal Heritage Bank	Finance, Insurance
Coastal1 Credit Union	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
Covington Housing Authority	Finance, Insurance
Cox Communications, Inc.	Software, Consulting, Services
CP Group	Finance, Insurance
CRM Residential	Finance, Insurance
Cummins, Inc.	Industrials, Utilities
Cuningham Group Architecture	Construction & Engineering
Cushman & Wakefield, Inc.	Finance, Insurance
Darden Restaurants, Inc.	Consumer Services and Products
Day & Zimmermann	Construction & Engineering
DCS Corporation	Software, Consulting, Services
Deloitte LLP	Software, Consulting, Services

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Participating Companies

Company	Industry
Department of Defense	Government, Defense, NFP
Desert Financial	Finance, Insurance
DFCU Financial	Finance, Insurance
Dime Bank	Finance, Insurance
Direct Supply, Inc.	Health Care, Pharm, Bio
Divco West Real Estate Services	Finance, Insurance
Dollar Bank	Finance, Insurance
Dollar General Corporation	Consumer Services and Products
Dominion Energy, Inc.	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP
DTE Energy	Industrials, Utilities
Duke Energy	Industrials, Utilities
E. & J. Gallo Winery	Consumer Services and Products
Eagle Bank	Finance, Insurance
East Adams Rural Hospital	Health Care, Pharm, Bio
Eastern Bank	Finance, Insurance
Eaton Corporation	Industrials, Utilities
Educational Systems Federal Credit Union	Finance, Insurance
Edward Jones	Finance, Insurance
Edwards Lifesciences	Health Care, Pharm, Bio
Eli Lilly and Company	Health Care, Pharm, Bio
Enercon Services	Construction & Engineering
Entergy Corporation	Industrials, Utilities
Enterprise Financial Services Corp.	Finance, Insurance
Enterprise Holdings	Consumer Services and Products
ESL Federal Credit Union	Finance, Insurance

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Participating Companies

Company	Industry
Evergreen Devco Inc.	Finance, Insurance
Evonik Industries	Industrials, Utilities
Exchange Bank (CA)	Finance, Insurance
Fairfield County Bank	Finance, Insurance
Faith Technologies Incorporated	Construction & Engineering
Fannie Mae	Finance, Insurance
Farm Credit Foundations	Software, Consulting, Services
Farm Credit Services of America	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 Financial Bank (TX)	Finance, Insurance
First National Bank	Finance, Insurance
First National Bank (ME)	Finance, Insurance
First National Bank of Michigan	Finance, Insurance
First National Bank of Omaha	Finance, Insurance
First Solar, Inc.	Industrials, Utilities
First State Bank of Texas	Finance, Insurance
Five Star Bank (NY)	Finance, Insurance
Fluor Corporation	Construction & Engineering
Ford Motor Company	Consumer Services and Products
Four Seasons Hotel Limited	Consumer Services and Products
Fox Communities Credit Union	Finance, Insurance
Framatome	Industrials, Utilities
Freese & Nichols, Inc.	Construction & Engineering

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Participating Companies

Company	Industry
Galloway & Company, LLC	Construction & Engineering
Gannett Fleming, Inc.	Construction & Engineering
GBA	Software, Consulting, Services
GBC International Bank	Finance, Insurance
GDS Associates, Inc.	Software, Consulting, Services
Genentech Inc	Health Care, Pharm, Bio
General Atomics	Government, Defense, NFP
General Dynamics Mission Systems	Government, Defense, NFP
Gensler	Software, Consulting, Services
Genuine McCarthy Enterprises, Inc	Construction & Engineering
Georgia System Operations Corp	Industrials, Utilities
GHD	Construction & Engineering
Global Cellulose Fibers	Industrials, Utilities
Graham Management Services LP	Construction & Engineering
Graham Packaging Company Inc.	Industrials, Utilities
Granite Properties	Finance, Insurance
Great Lakes Credit Union	Finance, Insurance
Great Southern Bancorp, Inc.	Finance, Insurance
Guardian Life Insurance Company of America, The	Finance, Insurance
Guidehouse	Software, Consulting, Services
Gulfstream Aerospace Corporation	Government, Defense, NFP
H-E-B	Consumer Services and Products
Halliburton Company	Industrials, Utilities
Harvard Federal Credit Union	Finance, Insurance
Haskell	Construction & Engineering
Hastings Mutual Insurance Company	Finance, Insurance

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Participating Companies

Company	Industry
HDR Corporate Services	Software, Consulting, Services
HGA	Construction & Engineering
HHHunt Corporation	Finance, Insurance
Highmark Health	Finance, Insurance
Hilton Grand Vacations	Consumer Services and Products
HKS, Inc.	Construction & Engineering
HNTB Corporation	Construction & Engineering
Holt Group	Industrials, Utilities
Home Bank of California	Finance, Insurance
HomeBank Texas	Finance, Insurance
Hometown America	Finance, Insurance
Hormel Foods Corp.	Consumer Services and Products
HP Enterprise Services	Technology Hardware & Equipment
Hunt Companies	Finance, Insurance
Hunting PLC	Industrials, Utilities
Huntington Ingalls Industries	Government, Defense, NFP
Hy Cite Enterprises, LLC	Consumer Services and Products
Idaho Housing and Finance Association	Finance, Insurance
Illumina, Inc.	Health Care, Pharm, Bio
Independence Bank of Kentucky	Finance, Insurance
Ingevity	Industrials, Utilities
Interfor U.S., Inc.	Industrials, Utilities
Interlaken Capital Aviation Services, Inc.	Finance, Insurance
Intermountain Healthcare	Health Care, Pharm, Bio
Inwood National Bank	Finance, Insurance
Jacobs Engineering Group Inc.	Software, Consulting, Services

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Participating Companies

Company	Industry
Jet Aviation	Government, Defense, NFP
Jet Propulsion Laboratory	Government, Defense, NFP
JLL	Finance, Insurance
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Johnson Development	Finance, Insurance
Kearny Bank	Finance, Insurance
Keesler Federal Credit Union	Finance, Insurance
Kennedy/Jenks Consultants, Inc.	Construction & Engineering
Kiewit Corporation	Construction & Engineering
Knot Studio	Software, Consulting, Services
Kodiak Gas Services LLC	Industrials, Utilities
Kohler Co.	Consumer Services and Products
Kohls Corporation	Consumer Services and Products
Kraus-Anderson Realty Company	Construction & Engineering
L&B Realty Advisors	Finance, Insurance
Land O'Lakes, Inc.	Consumer Services and Products
Landmark Credit Union	Finance, Insurance
Lane Construction Corporation	Construction & Engineering
Lanxess Corporation	Industrials, Utilities
Lee Bank	Finance, Insurance
Leidos	Software, Consulting, Services
Leonardo DRS	Government, Defense, NFP
Level Access	Software, Consulting, Services
Little Diversified Architectural Consulting	Software, Consulting, Services
Local Bank	Finance, Insurance
Lockheed Martin Corporation	Government, Defense, NFP

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Participating Companies

Company	Industry
Lockwood Companies	Finance, Insurance
Logix Federal Credit Union	Finance, Insurance
Louisiana-Pacific Corporation	Industrials, Utilities
LRS Architects	Software, Consulting, Services
Lumen	Technology Hardware & Equipment
Lutron Electronics, Inc.	Technology Hardware & Equipment
LyondellBasell	Industrials, Utilities
Machias Savings Bank	Finance, Insurance
Magellan Federal	Finance, Insurance
Maine Community Bank	Finance, Insurance
ManTech International Corporation	Software, Consulting, Services
Marion Community Bank	Finance, Insurance
Mark IV Capital, Inc.	Finance, Insurance
Marquette Savings Bank	Finance, Insurance
Massachusetts Mutual Life Insurance Company	Finance, Insurance
MaTec Clean Energy & Infrastructure	Construction & Engineering
Matrix Service Company	Construction & Engineering
MBH Architects	Software, Consulting, Services
McCormack Baron Management, Inc.	Finance, Insurance
McCownGordon	Construction & Engineering
McDermott, Inc.	Construction & Engineering
McGrath RentCorp	Industrials, Utilities
Mechanics Cooperative Bank (MA)	Finance, Insurance
Merck & Co., Inc.	Health Care, Pharm, Bio
Merritt Properties	Finance, Insurance
Merus	Finance, Insurance

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Participating Companies

Company	Industry
Meso Scale	Health Care, Pharm, Bio
Messer North America, Inc.	Industrials, Utilities
Michels Corporation	Construction & Engineering
Michigan Medicine	Health Care, Pharm, Bio
Midland States Bank	Finance, Insurance
Mini Circuits	Technology Hardware & Equipment
MIT Lincoln Laboratory	Government, Defense, NFP
Moderna	Health Care, Pharm, Bio
Mohawk Valley Health System	Health Care, Pharm, Bio
Molina Healthcare, Inc.	Health Care, Pharm, Bio
Monadnock Community Hospital	Health Care, Pharm, Bio
MRIGlobal	Government, Defense, NFP
Multistudio	Software, Consulting, Services
Municipal Employees Credit Union of Baltimore, Inc.	Finance, Insurance
MutualOne Bank	Finance, Insurance
NASA Federal Credit Union	Finance, Insurance
National Bank & Trust	Finance, Insurance
National Laboratory of the Rockies (NLR)	Government, Defense, NFP
National Oilwell Varco	Industrials, Utilities
National Radio Astronomy Observatory	Government, Defense, NFP
Nationwide	Finance, Insurance
Navigant Credit Union	Finance, Insurance
NCCI Holdings, Inc	Finance, Insurance
Nevada H.A.N.D.	Finance, Insurance
New England Biolabs	Health Care, Pharm, Bio
New York Life Insurance Company	Finance, Insurance

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Participating Companies

Company	Industry
NextEra Energy, Inc.	Industrials, Utilities
NFI Industries	Finance, Insurance
Noble Drilling	Industrials, Utilities
Noblis, Inc.	Software, Consulting, Services
NORTHERN TRUST CORP	Finance, Insurance
Northrop Grumman Corporation	Government, Defense, NFP
Northwest Bancshares, Inc.	Finance, Insurance
Northwest Building LLC	Finance, Insurance
Northwest Federal Credit Union	Finance, Insurance
Northwest Real Estate Capital Corp.	Finance, Insurance
Northwestern Mutual Life Insurance Company, The	Finance, Insurance
Numerica Credit Union	Finance, Insurance
Nusenda Credit Union	Government, Defense, NFP
Oak Ridge National Laboratory UT-Battelle, LLC	Government, Defense, NFP
Oak Valley Community Bank	Finance, Insurance
Old Missouri Bank	Finance, Insurance
Oncor Electric Delivery Company	Industrials, Utilities
Opsis Architecture	Software, Consulting, Services
Oriental Bank	Finance, Insurance
Pacific Northwest National Laboratory	Government, Defense, NFP
Pacific Valley Bank	Finance, Insurance
Packaging Corporation of America	Industrials, Utilities
Panasonic Avionics	Technology Hardware & Equipment
Panduit Corp.	Industrials, Utilities
Parsons Corporation	Construction & Engineering
PCL Constructors Inc.	Construction & Engineering

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Participating Companies

Company	Industry
PenFed Credit Union	Finance, Insurance
Pennsylvania State Employees Credit Union	Finance, Insurance
PHC Corporation	Health Care, Pharm, Bio
Pinnacle Bank (CA)	Finance, Insurance
Plexus Worldwide	Consumer Services and Products
Port Authority of NY/NJ	Industrials, Utilities
Port Blakely Companies	Industrials, Utilities
Predicta Biosciences	Health Care, Pharm, Bio
Premier Members Credit Union	Finance, Insurance
Primoris Services Corporation	Construction & Engineering
Process Applications Inc	Software, Consulting, Services
Proeza	Consumer Services and Products
Property Reserve Inc.	Finance, Insurance
Propetro Holding Corp	Industrials, Utilities
Prudential Financial Inc.	Finance, Insurance
Publix Super Markets, Inc.	Consumer Services and Products
QIAGEN	Health Care, Pharm, Bio
Qualico	Finance, Insurance
Quatt Associates	Software, Consulting, Services
Queenstown Bank Of Maryland	Finance, Insurance
Ramaker & Associates	Construction & Engineering
Ramboll	Construction & Engineering
RAND Corporation	Software, Consulting, Services
Rayonier Advanced Materials	Industrials, Utilities
Rayonier, Inc.	Finance, Insurance
Regent Bank	Finance, Insurance

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Participating Companies

Company	Industry
Related Management Co.	Finance, Insurance
Ricoh Americas Corporation	Technology Hardware & Equipment
RNB State Bank	Finance, Insurance
Robert A.M. Stern Architects	Software, Consulting, Services
Rosedale Federal Savings & Loan Association	Finance, Insurance
RS&H	Construction & Engineering
Ryan Companies	Construction & Engineering
Ryder System Inc.	Industrials, Utilities
S & B Engineers & Constructors, Ltd.	Construction & Engineering
S&T Bank	Finance, Insurance
Salt River Project	Industrials, Utilities
Sanofi	Health Care, Pharm, Bio
Sargent & Lundy, LLC	Industrials, Utilities
Schlumberger Limited	Industrials, Utilities
Schnitzer West	Finance, Insurance
SchoolsFirst Federal Credit Union	Finance, Insurance
Schreiber Foods Inc.	Consumer Services and Products
SciPlay	Consumer Services and Products
Serco	Software, Consulting, Services
Shanghai Commercial Bank Ltd	Finance, Insurance
Shawmut Design and Construction	Construction & Engineering
Sheppard Pratt Health System	Health Care, Pharm, Bio
Sherwin-Williams	Industrials, Utilities
Shimadzu Scientific Instruments, Inc.	Health Care, Pharm, Bio
Shive-Hattery Group, Inc.	Construction & Engineering
Signal Systems Corporation	Government, Defense, NFP

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Participating Companies

Company	Industry
SK Engineering & Construction Co., Ltd.	Industrials, Utilities
Skanska	Construction & Engineering
Smith College	Government, Defense, NFP
SmithGroup	Software, Consulting, Services
Solarity Credit Union	Finance, Insurance
Sony Electronics, Inc.	Technology Hardware & Equipment
SOS International, Ltd.	Software, Consulting, Services
Southern Bancorp, Inc	Finance, Insurance
Southern Company	Industrials, Utilities
Southwest Research Institute	Government, Defense, NFP
Southwire	Government, Defense, NFP
Space Dynamics Lab	Government, Defense, NFP
Space Telescope Science Institute	Government, Defense, NFP
Stanford University	Consumer Services and Products
Stantec, Inc.	Construction & Engineering
Starbucks Corporation	Consumer Services and Products
Starr Equipment Corp	Finance, Insurance
STCU	Finance, Insurance
StonehamBank	Finance, Insurance
Subaru of America, Inc.	Consumer Services and Products
Suffolk	Construction & Engineering
Sugar River Bank	Finance, Insurance
Swagelok Company	Industrials, Utilities
Synchrony Bank	Finance, Insurance
Target Corporation	Consumer Services and Products
Terracon Consultants, Inc.	Construction & Engineering

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Participating Companies

Company	Industry
Texana Bank, N.A.	Finance, Insurance
Texas Health Resources	Health Care, Pharm, Bio
Texas Security Bank	Finance, Insurance
The Antwerp Exchange Bank	Finance, Insurance
The Applied Research Laboratory at PSU	Government, Defense, NFP
The Austin Company	Construction & Engineering
The Boeing Company	Government, Defense, NFP
The Capital Group	Finance, Insurance
The Chubb Corporation	Finance, Insurance
The City National Bank of Taylor	Finance, Insurance
The EW Scripps Company	Technology Hardware & Equipment
The Goodman Group	Finance, Insurance
The Habitat Company	Government, Defense, NFP
The Hershey Company	Consumer Services and Products
The Home Depot Inc.	Consumer Services and Products
The Huntington National Bank	Finance, Insurance
The Irvine Company	Finance, Insurance
The Lyons National Bank	Finance, Insurance
The MITRE Corporation	Government, Defense, NFP
The Progressive Corporation	Finance, Insurance
The TJX Companies, Inc.	Consumer Services and Products
The Vertex Companies	Software, Consulting, Services
The Walt Disney Company	Finance, Insurance
The Washington Trust Company	Finance, Insurance
The Weitz Company	Construction & Engineering
Think Bank	Finance, Insurance

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Participating Companies

Company	Industry
Tighe & Bond	Construction & Engineering
Timber Products Company	Industrials, Utilities
Timmons Group	Construction & Engineering
TJA Engineering, Inc	Construction & Engineering
Tolko Industries (U.S.) Ltd.	Industrials, Utilities
Toshiba	Industrials, Utilities
Toyota Motor North America	Consumer Services and Products
TradeLane Properties	Finance, Insurance
Tradition Senior Living	Finance, Insurance
TriMark USA	Consumer Services and Products
TriMet	Industrials, Utilities
Trinity Health	Health Care, Pharm, Bio
Trumark Credit Union	Finance, Insurance
Trustmark Corporation	Finance, Insurance
Tyler Technologies	Technology Hardware & Equipment
UL Research Institutes	Government, Defense, NFP
Ulteig	Construction & Engineering
UNC Health Care System	Health Care, Pharm, Bio
Unchained Labs	Health Care, Pharm, Bio
Underwriters Laboratories, Inc	Software, Consulting, Services
Unico Properties	Finance, Insurance
Union Bank	Finance, Insurance
United Fire Group, Inc.	Finance, Insurance
United Therapeutics Corporation	Health Care, Pharm, Bio
University of Minnesota	Consumer Services and Products
University of Pennsylvania	Government, Defense, NFP

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Participating Companies

Company	Industry
University Of Wisconsin Credit Union	Finance, Insurance
Upstate University Hospital	Health Care, Pharm, Bio
USAA	Finance, Insurance
Valaris plc	Industrials, Utilities
Valley Health	Health Care, Pharm, Bio
Vantage Bank	Finance, Insurance
Vector Security	Software, Consulting, Services
Verdantas	Software, Consulting, Services
VeriSign, Inc.	Software, Consulting, Services
Veterans Health Administration	Health Care, Pharm, Bio
VHB	Construction & Engineering
Virgin Galactic	Government, Defense, NFP
Visa Inc.	Finance, Insurance
Vontier Corporation	Government, Defense, NFP
VyStar Credit Union	Finance, Insurance
Walsh University	Government, Defense, NFP
Washington State Employees Credit Union	Finance, Insurance
Water & Air Research, Inc	Software, Consulting, Services
Wayne Memorial Hospital	Health Care, Pharm, Bio
Webster Five Cents Savings Bank	Finance, Insurance
West Shore Bank	Finance, Insurance
West Yost	Construction & Engineering
Westat	Software, Consulting, Services
Western Forest Products	Industrials, Utilities
Westminster Communities of Florida	Health Care, Pharm, Bio
Weston Solutions	Software, Consulting, Services

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Participating Companies

Company	Industry
WinCo Foods	Consumer Services and Products
WinnCompanies	Finance, Insurance
Winter Hill Bank, FSB	Finance, Insurance
Wiss, Janney, Elstner Associates, Inc	Construction & Engineering
WithersRavenel	Construction & Engineering
Wood	Construction & Engineering
Woods Bagot	Construction & Engineering
Workers' Credit Union	Finance, Insurance
Worley	Construction & Engineering
WSP	Construction & Engineering
Xcel Energy	Industrials, Utilities
Zachry Industrial Inc.	Construction & Engineering
Ziegler CAT	Industrials, Utilities
Zimmer Biomet	Health Care, Pharm, Bio

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