

Pearl Meyer

2024-2025 Compensation Planning Survey

PARTICIPANT LIST

Participating Companies List

Company	Industry
1st Century Bank	Finance, Insurance
A. W. Perry Inc.	Finance, Insurance
A/R/C Associates, Inc.	Construction & Engineering
AAM	Consumer Services and Products
Adirondack	Software, Consulting, Services
ADT Inc	Software, Consulting, Services
Affinity Federal Credit Union	Finance, Insurance
AgCountry FCS	Government, Defense, NFP
AgWest Farm Credit	Finance, Insurance
Air Products & Chemicals	Industrials, Utilities
Allegion PLC	Consumer Services and Products
Allegro MicroSystems, Inc.	Technology Hardware & Equipment
Allegro Senior Living, LLC	Health Care, Pharm, Bio
ALLETE, Inc.	Industrials, Utilities
Alliance Bank Central Texas	Finance, Insurance
American Airlines Federal Credit Union	Government, Defense, NFP
American Bank (TX)	Finance, Insurance
American Business Bank	Finance, Insurance
American Electric Power	Industrials, Utilities
American Homes 4 Rent	Finance, Insurance
American Institutes for Research	Government, Defense, NFP
American Savings Bank	Finance, Insurance
American Systems Corporation	Software, Consulting, Services
AmeriHealth Caritas	Finance, Insurance
AMGEN	Health Care, Pharm, Bio
Amway	Consumer Services and Products
ANSER	Software, Consulting, Services
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP
Arbor Health Morton Hospital	Health Care, Pharm, Bio
ARCADIS U.S. Inc.	Construction & Engineering

Participating Companies List

Company	Industry
Archer	Government, Defense, NFP
Archrock, Inc.	Industrials, Utilities
Argonne National Laboratory	Government, Defense, NFP
Arrow Financial Corporation	Finance, Insurance
Asbury Communities	Health Care, Pharm, Bio
Astellas Pharmaceuticals	Health Care, Pharm, Bio
Athol Savings Bank	Finance, Insurance
Auburn Community Hospital	Government, Defense, NFP
Aushman Properties	Finance, Insurance
Austin Bank, Texas N.A.	Finance, Insurance
Austin Industries	Construction & Engineering
Avidia Bank	Finance, Insurance
Ayres Associates	Construction & Engineering
Azenta Life Sciences	Industrials, Utilities
BAE Systems North America, Inc.	Government, Defense, NFP
Ball Aerospace	Government, Defense, NFP
Banc of California	Finance, Insurance
Bank of Frankewing	Finance, Insurance
BankFive	Finance, Insurance
Barton Malow Builders	Construction & Engineering
Bassett Healthcare	Health Care, Pharm, Bio
Battelle Memorial Institute	Software, Consulting, Services
Beacon Communities LLC	Finance, Insurance
Bechtel Global Corporation	Construction & Engineering
Becton, Dickinson and Company	Health Care, Pharm, Bio
Bell Partners Inc.	Finance, Insurance
Bellco Credit Union	Finance, Insurance
Bellin College	Consumer Services and Products
Berkshire Health Systems	Health Care, Pharm, Bio
Billerud Americas Corporation	Industrials, Utilities

Participating Companies List

Company	Industry
Biotage	Health Care, Pharm, Bio
Bixby Land Company	Finance, Insurance
Black & Veatch Corporation	Construction & Engineering
Blattner Company	Industrials, Utilities
Blue Cross and Blue Shield of Louisiana	Finance, Insurance
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
Boldt Holdings	Construction & Engineering
Bon Secours Mercy Health	Health Care, Pharm, Bio
Borr Drilling UK Ltd	Industrials, Utilities
Bremer Bank	Finance, Insurance
Bristol County Savings Bank	Finance, Insurance
Broadridge Financial Solutions, Inc.	Finance, Insurance
Broadstone Real Estate, LLC	Finance, Insurance
Brookhaven National Laboratory	Government, Defense, NFP
Brotherhood Mutual Insurance Company	Finance, Insurance
Brown University	Government, Defense, NFP
BRS Architects	Software, Consulting, Services
Bunge Limited	Consumer Services and Products
Burlington Stores, Inc.	Consumer Services and Products
Burns & McDonnell Engineering	Construction & Engineering
Byline Bancorp Inc.	Finance, Insurance
C&N Bank	Finance, Insurance
CACI International, Inc.	Technology Hardware & Equipment
CAE, Inc.	Government, Defense, NFP
Cambridge Savings Bank	Finance, Insurance
Camden National Corporation	Finance, Insurance

Participating Companies List

Company	Industry
Campbellsville University	Consumer Services and Products
Canandaigua National Bank & Trust	Finance, Insurance
Cape Ann Savings Bank	Finance, Insurance
Capital Farm Credit	Finance, Insurance
Carelton Hart Architecture	Construction & Engineering
Carleton College	Government, Defense, NFP
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
Casto Management Services Inc.	Finance, Insurance
CEM Corporation	Technology Hardware & Equipment
CENIC	Software, Consulting, Services
Centene Corporation	Health Care, Pharm, Bio
Central Bank (TX)	Finance, Insurance
Central College	Government, Defense, NFP
Central One Federal Credit Union	Finance, Insurance
Charles River Laboratories International, Inc.	Government, Defense, NFP
Charles Schwab Bank	Finance, Insurance
Cherokee Nation Businesses, LLC	Software, Consulting, Services
Chick-Fil-A	Consumer Services and Products
Ciena Corp	Technology Hardware & Equipment
Cisco Systems, Inc.	Technology Hardware & Equipment
City First Bank, N. A.	Finance, Insurance
City of San Antonio	Government, Defense, NFP
Cleveland-Cliffs Inc.	Industrials, Utilities
CNA	Government, Defense, NFP
CNL Lifestyle Properties	Finance, Insurance
Coastal Community Bank	Finance, Insurance
Coastal1 Credit Union	Finance, Insurance
Colas	Construction & Engineering
College of the Holy Cross	Government, Defense, NFP
Combined Properties Inc.	Finance, Insurance

Participating Companies List

Company	Industry
Comcast Corporation	Technology Hardware & Equipment
Conduent	Software, Consulting, Services
Consolidated Nuclear Security, LLC	Government, Defense, NFP
Cornerstone Community Bank	Finance, Insurance
CP Group	Finance, Insurance
Crane NXT	Technology Hardware & Equipment
Cresa Global Inc.	Finance, Insurance
Crisp Regional Hospital	Health Care, Pharm, Bio
Cushman & Wakefield, Inc.	Finance, Insurance
Darden Restaurants, Inc.	Consumer Services and Products
Day & Zimmermann	Construction & Engineering
Deloitte LLP	Software, Consulting, Services
Delta Engineers, Architects, & Surveyors	Construction & Engineering
Department of Energy's Kansas City National Security Campus	Government, Defense, NFP
DePaul University	Consumer Services and Products
Desert Financial	Finance, Insurance
Dewberry	Construction & Engineering
Diamond Offshore	Industrials, Utilities
Digital Federal Credit Union	Government, Defense, NFP
Dollar General Corporation	Consumer Services and Products
Dominion Energy, Inc.	Industrials, Utilities
Domtar Paper Company	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP
DRS Technologies, Inc.	Government, Defense, NFP
Duke Energy	Industrials, Utilities
E. & J. Gallo Winery	Consumer Services and Products
Eaton Corporation	Industrials, Utilities
Edward Jones	Finance, Insurance
Edwards Lifesciences	Health Care, Pharm, Bio
Elara Engineering	Software, Consulting, Services

Participating Companies List

Company	Industry
Elements Financial Federal Credit Union	Finance, Insurance
Eli Lilly and Company	Health Care, Pharm, Bio
Empire State Realty Trust	Finance, Insurance
Enercon Services	Construction & Engineering
EnPro Industries	Industrials, Utilities
Ent Credit Union	Finance, Insurance
Enterprise Bank	Finance, Insurance
Enterprise Holdings	Consumer Services and Products
Epcor Utilities Inc	Industrials, Utilities
Epiq	Software, Consulting, Services
Epsilon Data Management, LLC	Software, Consulting, Services
Equity Commonwealth	Finance, Insurance
Essex Savings Bank	Finance, Insurance
Evosep	Health Care, Pharm, Bio
Exelixis, Inc.	Health Care, Pharm, Bio
Exelon Corporation	Industrials, Utilities
Fairfield University	Government, Defense, NFP
Fannie Mae	Finance, Insurance
Farm Credit Bank of Texas	Finance, Insurance
Farm Credit Services of America	Finance, Insurance
Fermi National Accelerator Laboratory	Government, Defense, NFP
FFB Bank	Finance, Insurance
Fidelity Investments	Finance, Insurance
Firelands Federal Credit Union	Finance, Insurance
First Business Bank	Finance, Insurance
First Command Bank	Finance, Insurance
First Commercial Bank NA	Finance, Insurance
First National Bank	Finance, Insurance
First National Bank of Omaha	Finance, Insurance
First Southwest Bank	Finance, Insurance

Participating Companies List

Company	Industry
First State Bank of Uvalde	Finance, Insurance
First Technology Federal Credit Union	Finance, Insurance
FirstBank Southwest	Finance, Insurance
FIS Global	Technology Hardware & Equipment
Flatiron Construction	Construction & Engineering
Fluor Marine Propulsion	Government, Defense, NFP
FNBC Bank	Finance, Insurance
Fortis Private Bank	Finance, Insurance
Fortive Corporation	Industrials, Utilities
Founders Credit Union	Government, Defense, NFP
Four Seasons Hotel Limited	Consumer Services and Products
Framatome	Industrials, Utilities
Friedkin Aviation	Consumer Services and Products
FrontDoor	Software, Consulting, Services
G&W Electric	Industrials, Utilities
Gannett Fleming, Inc.	Construction & Engineering
GBA	Software, Consulting, Services
GECU	Government, Defense, NFP
General Atomics	Government, Defense, NFP
General Dynamics Corp.	Government, Defense, NFP
General Dynamics Mission Systems	Government, Defense, NFP
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
Georgias Own Credit Union	Finance, Insurance
GHD	Construction & Engineering
Gilbane, Inc.	Construction & Engineering
Glens Falls Hospital	Health Care, Pharm, Bio
Golden Bank, National Association	Finance, Insurance

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Company	Industry
Goodyear Tire and Rubber Company	Consumer Services and Products
Gorman & Company LLC	Finance, Insurance
Graham Management Services LP	Construction & Engineering
Granite Construction Inc.	Construction & Engineering
Great Lakes Credit Union	Finance, Insurance
Greater Texas Federal Credit Union	Finance, Insurance
Green Diamond Resource Company	Industrials, Utilities
Greenwood Credit Union	Finance, Insurance
Grupo Ferré Rangel	Technology Hardware & Equipment
GSB	Finance, Insurance
Guidehouse	Software, Consulting, Services
Hacker Architects	Software, Consulting, Services
Halliburton Company	Industrials, Utilities
HarborOne Bank	Finance, Insurance
Harcum College	Government, Defense, NFP
Harmony Bank	Finance, Insurance
Harris & Associates	Software, Consulting, Services
Harris Health System	Health Care, Pharm, Bio
Harvest Properties	Finance, Insurance
Haskell	Construction & Engineering
Hastings Mutual Insurance Company	Finance, Insurance
HDR, Inc.	Software, Consulting, Services
Helmerich & Payne, Inc.	Industrials, Utilities
Herbert, Rowland, and Grubic	Construction & Engineering
Heritage Bank	Finance, Insurance
Highmark Health	Finance, Insurance
Hilltop Holdings Inc.	Finance, Insurance
Hilton Grand Vacations	Consumer Services and Products
HNTB Corporation	Construction & Engineering
Holladay Properties	Finance, Insurance

Participating Companies List

Company	Industry
Holland Partner Group	Finance, Insurance
Holy Family University	Consumer Services and Products
Holyoke Medical Center, Inc.	Health Care, Pharm, Bio
Home Bank	Finance, Insurance
Hometown America	Finance, Insurance
Honeywell International, Inc.	Industrials, Utilities
Hormel Foods Corp.	Consumer Services and Products
Housing Authority of the City of Austin	Finance, Insurance
Howard Hughes Corp	Finance, Insurance
HP Enterprise Services	Technology Hardware & Equipment
Hunt Companies	Finance, Insurance
Hy Cite Enterprises, LLC	Consumer Services and Products
Hylant	Finance, Insurance
ICW Group	Finance, Insurance
Idaho National Laboratory	Government, Defense, NFP
IDB Bank	Finance, Insurance
Independence Bank of Kentucky	Finance, Insurance
Indiana Institute of Technology	Government, Defense, NFP
Ingevity	Industrials, Utilities
Interfor U.S., Inc.	Industrials, Utilities
Intermountain Healthcare	Health Care, Pharm, Bio
International Paper Company	Industrials, Utilities
ISO New England Inc.	Industrials, Utilities
Jacobs Engineering Group Inc.	Software, Consulting, Services
JE Dunn Construction Group	Construction & Engineering
Jefferson Laboratory	Government, Defense, NFP
Jet Aviation	Government, Defense, NFP
Jet Propulsion Laboratory	Government, Defense, NFP
Jewett City Savings Bank	Finance, Insurance
Johns Hopkins Health System	Health Care, Pharm, Bio

Participating Companies List

Company	Industry
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Johnson Development	Finance, Insurance
KBR, Inc.	Software, Consulting, Services
Kennebec Savings Bank	Finance, Insurance
Kirby Corporation	Industrials, Utilities
KLJ Engineering Services	Software, Consulting, Services
Kodiak Gas Services LLC	Industrials, Utilities
Kohls Corporation	Consumer Services and Products
L&M Development Partners	Finance, Insurance
Laboratory Corp. of America Holdings	Health Care, Pharm, Bio
Lake Flato Architects	Construction & Engineering
Landmark Credit Union	Finance, Insurance
Lane Construction Corporation	Construction & Engineering
Leader Bank, N.A.	Finance, Insurance
Ledyard National Bank	Finance, Insurance
Leggat McCall Properties	Finance, Insurance
Leidos	Software, Consulting, Services
Leominster Credit Union	Finance, Insurance
Leupold & Stevens, Inc	Consumer Services and Products
Lexmark International, Inc.	Technology Hardware & Equipment
Liberty Bank (CA)	Finance, Insurance
Lincoln Financial Group	Finance, Insurance
LINKBANK	Finance, Insurance
Little Diversified Architectural Consulting	Software, Consulting, Services
Locality Bank	Finance, Insurance
Lockheed Martin Corporation	Government, Defense, NFP
Logix Federal Credit Union	Government, Defense, NFP
Lord Aeck Sargent	Software, Consulting, Services
LPL Financial	Finance, Insurance
LRS Architects	Software, Consulting, Services

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Company	Industry
Lumen	Technology Hardware & Equipment
LyondellBasell	Industrials, Utilities
M. A. Mortenson Company	Construction & Engineering
Macalester College	Government, Defense, NFP
Machias Savings Bank	Finance, Insurance
Magellan Federal	Finance, Insurance
Magellan Health Inc	Health Care, Pharm, Bio
Manasquan Bank	Finance, Insurance
ManTech International Corporation	Software, Consulting, Services
Marquette Savings Bank	Finance, Insurance
Mascoma Bank	Finance, Insurance
Massachusetts Mutual Life Insurance Company	Finance, Insurance
Matrix Service Company	Construction & Engineering
McCarthy	Construction & Engineering
McDermott, Inc.	Construction & Engineering
McFarland-Johnson, Inc.	Industrials, Utilities
McGrath RentCorp	Industrials, Utilities
McWhinney	Finance, Insurance
Memphis Light, Gas and Water	Industrials, Utilities
Merck & Co., Inc.	Health Care, Pharm, Bio
Merrick & Company, Inc.	Construction & Engineering
Merritt Properties	Finance, Insurance
Meso Scale	Health Care, Pharm, Bio
Messer North America, Inc.	Industrials, Utilities
Mettler-Toledo International Inc.	Health Care, Pharm, Bio
Michael Baker International	Construction & Engineering
Michigan Medicine	Health Care, Pharm, Bio
MidCountry Bank	Finance, Insurance
Middlesex Savings Bank	Finance, Insurance
Midland States Bank	Finance, Insurance

Participating Companies List

Company	Industry
Mini Circuits	Technology Hardware & Equipment
MIT Federal Credit Union	Finance, Insurance
MIT Lincoln Laboratory	Government, Defense, NFP
MODEC International, Inc.	Industrials, Utilities
Moffatt & Nichol	Construction & Engineering
Molina Healthcare, Inc.	Health Care, Pharm, Bio
Moore Holding Company	Construction & Engineering
Mount St. Joseph University	Consumer Services and Products
Municipal Employees Credit Union of Baltimore, Inc.	Finance, Insurance
NASA Federal Credit Union	Finance, Insurance
Nashville General Hospital at Meharry	Health Care, Pharm, Bio
National Fuel Gas Company	Industrials, Utilities
National Radio Astronomy Observatory	Government, Defense, NFP
Navigant Credit Union	Finance, Insurance
NBT Bank, N.A.	Finance, Insurance
NCCI Holdings, Inc	Finance, Insurance
NEC Corporation of America	Technology Hardware & Equipment
NextEra Energy, Inc.	Industrials, Utilities
NFI Industries	Finance, Insurance
Nike, Inc.	Consumer Services and Products
Nintendo of America, Inc.	Consumer Services and Products
Noble Drilling	Industrials, Utilities
Noblis, Inc.	Software, Consulting, Services
NORPAC	Industrials, Utilities
North Brookfield Savings Bank	Finance, Insurance
North Easton Savings Bank	Finance, Insurance
NORTHERN TRUST CORP	Finance, Insurance
NorthForest	Finance, Insurance
Northrop Grumman Corporation	Government, Defense, NFP
Northwest Bancshares, Inc.	Finance, Insurance

Participating Companies List

Company	Industry
Norway Savings Bank	Finance, Insurance
NS2 Mission	Software, Consulting, Services
Numerica Credit Union	Finance, Insurance
O-I Glass Inc	Industrials, Utilities
Oak Ridge National Laboratory UT-Battelle, LLC	Government, Defense, NFP
Oak Valley Community Bank	Finance, Insurance
OC Sports & Entertainment	Consumer Services and Products
Old Missouri Bank	Finance, Insurance
Old National Bancorp	Finance, Insurance
Oncor Electric Delivery Company	Industrials, Utilities
Oneida Healthcare Systems	Health Care, Pharm, Bio
OneLocal Bank	Finance, Insurance
OnPoint Community Credit Union	Finance, Insurance
Oregon Community Credit Union	Finance, Insurance
Origin Bank	Finance, Insurance
Orion Group Holdings Inc	Construction & Engineering
Oswego Health	Health Care, Pharm, Bio
Outfront Media Inc	Technology Hardware & Equipment
Pacific Northwest National Laboratory	Government, Defense, NFP
Pacific Premier Bank	Finance, Insurance
Packaging Corporation of America	Industrials, Utilities
PAE Consulting Engineers	Construction & Engineering
Park Hotels & Resorts	Finance, Insurance
Parker Drilling	Industrials, Utilities
Parsons Corporation	Construction & Engineering
Patelco Credit Union	Finance, Insurance
Patterson-UTI Energy Inc.	Industrials, Utilities
PB&T Bank	Finance, Insurance
Peapack Gladstone Bank	Finance, Insurance
Penn State Health	Health Care, Pharm, Bio

Participating Companies List

Company	Industry
Pennsylvania State Employees Credit Union	Finance, Insurance
Peoples Bank (OH)	Finance, Insurance
Pepperdine University	Consumer Services and Products
Peraton	Technology Hardware & Equipment
Petrofac, Inc.	Industrials, Utilities
PHC Corporation	Health Care, Pharm, Bio
Pinecroft Realty, LLC	Finance, Insurance
Pinnacle Bank (CA)	Finance, Insurance
Port Authority of NY/NJ	Industrials, Utilities
Port Blakely Companies	Industrials, Utilities
Port of Seattle	Industrials, Utilities
PotlatchDeltic Corporation	Industrials, Utilities
Prologis	Finance, Insurance
Propetro Holding Corp	Industrials, Utilities
Protective Life Corp	Finance, Insurance
Protolabs	Industrials, Utilities
Prudential Financial Inc.	Finance, Insurance
Publix Super Markets, Inc.	Consumer Services and Products
QIAGEN	Health Care, Pharm, Bio
QK	Construction & Engineering
Qualico	Finance, Insurance
Ramboll	Construction & Engineering
RAND Corporation	Software, Consulting, Services
Raymond James Bank	Finance, Insurance
Rayonier Advanced Materials	Industrials, Utilities
Raytheon Technologies	Government, Defense, NFP
Redwood Living, Inc.	Finance, Insurance
Related Group	Finance, Insurance
Related Management Co.	Finance, Insurance
Republic Services, Inc.	Software, Consulting, Services

Participating Companies List

Company	Industry
RES Group	Industrials, Utilities
Rhode Island School of Design	Consumer Services and Products
Richwood Banking Company	Finance, Insurance
Riverside Research Institute	Government, Defense, NFP
Rockland Trust Company	Finance, Insurance
Rosalind Franklin University of Medicine and Science	Government, Defense, NFP
Royal Business Bank	Finance, Insurance
RS&H	Construction & Engineering
Ryan Companies	Construction & Engineering
S & B Engineers & Constructors, Ltd.	Construction & Engineering
S3 Shared Service Solutions	Finance, Insurance
Salt River Project	Industrials, Utilities
Sanofi Pasteur	Health Care, Pharm, Bio
Sargent & Lundy, LLC	Industrials, Utilities
Savannah River National Laboratory	Government, Defense, NFP
Schlumberger Limited	Industrials, Utilities
Schreiber Foods Inc.	Consumer Services and Products
SciPlay	Consumer Services and Products
Scripps	Technology Hardware & Equipment
Sealed Air Corp	Industrials, Utilities
SeamonWhiteside	Construction & Engineering
Seven Islands Land Company	Industrials, Utilities
Sheppard Pratt Health System	Health Care, Pharm, Bio
Sherwin-Williams	Industrials, Utilities
Sierra Nevada Corporation	Government, Defense, NFP
Sinceri Senior Living	Finance, Insurance
Skanska	Construction & Engineering
Smith College	Government, Defense, NFP
Sound Community Bank	Finance, Insurance
South County Health	Health Care, Pharm, Bio

Participating Companies List

Company	Industry
Southern Bancorp, Inc	Finance, Insurance
Southern Company	Industrials, Utilities
Southwest Research Institute	Government, Defense, NFP
Space Dynamics Lab	Government, Defense, NFP
SSOE, Inc.	Construction & Engineering
St. Annes Credit Union	Finance, Insurance
Stanley Consultants Inc.	Construction & Engineering
Stantec Inc.	Software, Consulting, Services
Star Valley Health	Health Care, Pharm, Bio
State Bank (IN)	Finance, Insurance
STCU	Finance, Insurance
Steven Kratchman Architect, PC	Software, Consulting, Services
StonehamBank	Finance, Insurance
Structure Tone, Inc.	Construction & Engineering
Summit State Bank	Finance, Insurance
Sundt	Construction & Engineering
Swagelok Company	Industrials, Utilities
SWCA	Software, Consulting, Services
Sylvan Road	Finance, Insurance
T.Y. Lin International Group	Construction & Engineering
Target Corporation	Consumer Services and Products
TCOM, L.P.	Government, Defense, NFP
Terracon Consultants, Inc.	Construction & Engineering
Teva Pharmaceutical Industries Limited	Health Care, Pharm, Bio
Texas Capital Bancshares, Inc.	Finance, Insurance
The Apple Creek Banking Company	Finance, Insurance
The Austin Company	Construction & Engineering
The Cooperative Bank of Cape Cod	Finance, Insurance
The First Bank of Greenwich	Finance, Insurance
The Goodman Group	Finance, Insurance

Participating Companies List

Company	Industry
The Hamler State Bank	Finance, Insurance
The Irvine Company	Finance, Insurance
The Lyons National Bank	Finance, Insurance
The MITRE Corporation	Government, Defense, NFP
The Pittsfield Cooperative Bank	Finance, Insurance
The Procter & Gamble Company	Consumer Services and Products
The Progressive Corporation	Finance, Insurance
The Village Bank	Finance, Insurance
The Walt Disney Company	Consumer Services and Products
Third Coast Bank, SSB	Finance, Insurance
Tift Regional Health System	Health Care, Pharm, Bio
Toast	Software, Consulting, Services
Tolko Industries (U.S.) Ltd.	Industrials, Utilities
Toshiba	Industrials, Utilities
TradeLane Properties	Finance, Insurance
Trane Technologies	Industrials, Utilities
TriMet	Industrials, Utilities
Tyler Technologies	Technology Hardware & Equipment
Tyson Foods Inc	Consumer Services and Products
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
Unit Corporation	Industrials, Utilities
United Fire Group, Inc.	Finance, Insurance
United Launch Alliance	Government, Defense, NFP
United Rentals	Consumer Services and Products
United Therapeutics Corporation	Health Care, Pharm, Bio
Unitus Community Credit Union	Finance, Insurance

Participating Companies List

Company	Industry
University Corporation for Atmospheric Research (UCAR)	Government, Defense, NFP
University of Dayton Research Institute	Consumer Services and Products
University of Minnesota	Consumer Services and Products
University of San Francisco	Government, Defense, NFP
University Of Wisconsin Credit Union	Finance, Insurance
USAA	Finance, Insurance
Utilities Employees Credit Union	Finance, Insurance
Valaris plc	Industrials, Utilities
Vantage Bank Texas	Finance, Insurance
Vantage West Credit Union	Finance, Insurance
Vector Security	Software, Consulting, Services
Ventas, Inc.	Finance, Insurance
VeriSign, Inc.	Software, Consulting, Services
Verizon Communications Inc.	Technology Hardware & Equipment
VHB	Construction & Engineering
Victoria's Secret & Co.	Consumer Services and Products
Visa Inc.	Finance, Insurance
Volunteers of America	Government, Defense, NFP
VyStar Credit Union	Finance, Insurance
W.R. Grace & Co.	Industrials, Utilities
Wallick Company	Finance, Insurance
Walsh University	Government, Defense, NFP
Washington State Employees Credit Union	Finance, Insurance
Waterton Property Management LLC	Finance, Insurance
Wawa, Inc.	Consumer Services and Products
Webster Five Cents Savings Bank	Finance, Insurance
West Fraser Timber Company, Ltd.	Industrials, Utilities
West Yost	Construction & Engineering
Westat	Software, Consulting, Services
Western Forest Products	Industrials, Utilities

Participating Companies List

Company	Industry
Westerra Credit Union	Finance, Insurance
Weston Solutions	Software, Consulting, Services
Winchester Co-operative Bank	Finance, Insurance
WinnCompanies	Finance, Insurance
Winter Hill Bank, FSB	Finance, Insurance
Wood	Construction & Engineering
Woodard & Curran Inc.	Construction & Engineering
Woodblock Architecture	Construction & Engineering
Workers Credit Union	Finance, Insurance
Worley	Construction & Engineering
WSP	Construction & Engineering
Wyoming County Community Hospital	Health Care, Pharm, Bio
Zachry Industrial Inc.	Construction & Engineering
Ziegler CAT	Industrials, Utilities
Zimmer Biomet	Health Care, Pharm, Bio