



**Pearl Meyer**

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**2023 EXECUTIVE COMPENSATION AND  
BENCHMARKING SURVEY**

Participating Companies List

## Participating Companies List

Company Name	
10x Genomics*	Allegiant Travel Company*
3D Systems Corporation*	Alpha & Omega Semiconductor Limited*
3M Company	Alterra Mountain Company
908 Devices	Altimune, Inc.
Abbott Laboratories*	Altria Client Services Inc.*
AbbVie Inc.*	AMC Entertainment Holdings, Inc.*
Abercrombie & Fitch Co.*	AMCON Distributing Company*
Accesso	Amerant Bancorp Inc.*
Activision Blizzard, Inc.*	Ameresco*
ADDvantage Technologies Group, Inc.	American Airlines*
Adirondack Health	American Eagle Outfitters*
ADMA Biologics, Inc.*	American Equity Investment Life Holding Company*
Advance Auto Parts Inc	American Homes 4 Rent
AECOM	American Institutes for Research
AFLAC Incorporated*	American International Group (AIG)*
Agenus Inc.*	American Wholesale Furniture Inc.
Agilent Technologies, Inc.*	Ameriprise Financial, Inc.*
Agilysys Inc.*	AmerisourceBergen Corporation
Akoustis Technologies, Inc.	Amerisure Insurance Company
Akoya Biosciences, Inc.*	AMGEN
Alamar Biosciences, Inc.	Amicus Therapeutics, Inc.*
Alaska Airlines*	Amplify Education
Aldeyra Therapeutics, Inc.	Amplitude, Inc.*
Align Technology*	Amylyx Pharmaceuticals Corp
Alignment Healthcare USA, LLC	Analog Devices, Inc.
Allan Myers	Androscoggin Valley Hospital

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Company Name	
Antero Resources Corporation*	Austen Riggs Center
Aon Corporation*	AutoZone, Inc.
Apple Computer, Inc.*	Avantor, Inc.
Applied Industrial Technologies*	Aviat Networks, Inc.*
Applied Materials, Inc.*	Avnet, Inc.*
Apyx Medical Corporation	AXT, Inc.*
Aramark*	Azenta Life Sciences
Arbor Health Morton Hospital	B&G Foods, Inc.*
ArcBest Corporation*	Bacon County Hospital and Health System
Archer Daniels Midland Company*	Bank of America Corporation*
Archrock, Inc.	Bankwell Bank
ARCO Construction	Barton Malow Builders
Arcosa, Inc.*	Battelle Memorial Institute
Arctic Slope Regional Corporation	Beazer Homes USA, Inc.
Argan, Inc.*	Beck Group
Argonne National Laboratory	Becton, Dickinson and Company*
Arnot Health	Benco Dental
Arrow Electronics, Inc.	Berkshire Hathaway Inc.*
Artesian Resources Corporation	Berkshire Health Systems
Ashland Inc.*	Berkshire Medical Center
Associated Capital Group, Inc.*	Best Buy Co., Inc.*
AT&T Inc.	BEYOND MEAT, INC.*
Athira Pharma	Bingham Memorial Hospital
Atlantic General Hospital	BioCryst Pharmaceuticals, Inc.*
Atlas Air Worldwide Holdings, Inc.*	Biogen Idec Inc.
Auburn Community Hospital	BioNano Genomics, Inc.*

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Company Name	
Bio-Techne	Brotherhood Mutual Insurance Company
Bixby Land Company	Brown & Brown, Inc.*
Black & Veatch Corporation	Bruker Corporation*
BlackRock Inc*	Builders FirstSource, Inc.*
Blend Labs, Inc.	Bunge Limited*
Block, Inc.*	Burns & McDonnell Engineering
Bloomin Brands, Inc.*	C.H. Robinson Worldwide, Inc.*
Blount Memorial Hospital	Cabell Huntington Hospital
Blue Cross and Blue Shield of Louisiana	Cal-Maine Foods, Inc.*
bluebird bio, Inc.*	Campbell Soup Company*
BlueLinx Holdings Inc.*	Capital One Financial Corporation*
BNSF Railway Company	Capitol Square Ltd.
BNY Mellon*	Capstone Turbine Corporation
Boise Cascade Company*	Cardinal Health*
Booz Allen Hamilton Inc.	CareSource
Borr Drilling	Carnival Corporation*
BridgeBio Pharma, Inc.*	Carrier Global Corporation
BrightView, Inc.	Carrols Restaurant Group, Inc.*
Brinker International, Inc.	Cars.com Inc.*
Bristol Health	Carthage Area Hospital
Bristol-Myers Squibb Company*	Cascade Medical Center
Broadcom Corporation*	Catalent, Inc.*
Broaddus Hospital	Catalog DNA
Broadstone Real Estate, LLC	Caterpillar
Brookfield Residential Properties	CAVA
Brookline Bancorp*	Celsius Holdings, Inc.*

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Company Name	
CENIC	Clifton-Fine Hospital
Centene Corporation*	Clover Health Investments, Corp.*
Centers Plan For Healthy Living LLC	CNA
Central Maine Healthcare	Coca-Cola Bottling Company United, Inc.
Ceridian Corporation*	Cognex Corporation*
CEVA, Inc.*	Cognizant Technology Solutions Corporation*
CF Evans Construction	Colas
CGG Services (US) Inc.	Colquitt Regional Medical Center
Champions Oncology*	Columbia Memorial Hospital - NY
Chemed Corporation*	Columbia Memorial Hospital - Oregon
Cheniere Energy, Inc	Comcast Corporation
Chesapeake Energy Corporation*	Comfort Systems USA*
Chevron Corporation	Community Memorial Hospital (NY)
Chicago Zoological Society	Commvault Systems, Inc.*
Chord Energy Corporation*	Compass Therapeutics LLC
Chuys Holdings, Inc.*	Comtech Telecommunications Corp
Cincinnati Financial Corporation*	ConAgra Foods, Inc.*
Cirrus Logic, Inc.*	ConocoPhillips*
Cisco Systems, Inc.*	Consolidated Nuclear Security, LLC
Citigroup Inc.*	Constellation Brands, Inc.*
Civil & Environmental Consultants	Construction Partners, Inc.*
Civitas Resources, Inc.*	Continental Properties
Claxton-Hepburn Medical Center	Continental Resources, Inc.*
Clearfield, Inc.*	Cook Inlet Housing Authority
Clearspeed, Inc.	Core Laboratories LP*
Cleveland-Cliffs Inc.	CoreCard Corp*

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Company Name	
Corning Incorporated*	Devon Energy Corporation*
CorVel Corporation*	Diamond Offshore
Costco Wholesale Corporation*	Digi International Inc.*
Covenant Transportation Group, Inc.*	Digimarc Corp.*
Cracker Barrel Old Country Store, Inc.*	Dine Brands Global, Inc.*
Crawford & Company*	Diodes Incorporated*
Crisp Regional Hospital	Discover Financial Services*
Crouse Health	DocuSign, Inc.*
CSX Corporation*	Dolby Laboratories, Inc.*
Cyclacel Pharmaceuticals, Inc.*	Dollar Tree Stores, Inc.*
Cyteir Therapeutics	Dominos Pizza, Inc.*
Cytek Biosciences Inc.*	Dorian LPG Ltd.*
Danaher Corporation*	Doximity, Inc.*
Darden Restaurants, Inc.	Draper Laboratory
Dartmouth Health	Dril-Quip, Inc.*
Datadog, Inc.*	DSW Inc.*
Davis Health System	DXP Enterprises, Inc.*
DaVita Inc.*	Dycom Industries, Inc.*
DealerPolicy	Eagle Bulk Shipping Inc.*
Deborah Heart & Lung Center	Earthstone Energy, Inc.*
Deciphera Pharmaceuticals	EastGroup Properties Inc.
Dell*	Edwards Lifesciences
Delta Air Lines, Inc.*	eGain Corporation*
Delta Apparel, Inc.*	eHealth, Inc.*
Denny's Corporation*	El Pollo Loco Holdings, Inc.*
Department of Energy's Kansas City National Security Campus	Electriq Power, Inc.

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Company Name	
Elevance Health, Inc.*	Facebook
Eli Lilly and Company*	Fairview Hospital
Ellis Medicine	Fall Creek Farm & Nursery
Emcor Group Inc*	Farmer Bros*
Emerson Electric Company*	Federal Aviation Administration
Encompass Health Corporation*	FedEx Services*
Enercon Services	Fermi National Accelerator Laboratory
EnerSys*	Fidelity D & D Bancorp, Inc.*
EnPro Industries	Fiesta Restaurant Group
Envestnet, Inc.*	Finger Lakes Health
Envista Holdings Corporation*	First Advantage Corporation*
EOG Resources, Inc.*	First Bancorp (NC)*
Epiq	First Command Financial Services
Eppendorf North America	First Financial Bank N.A.
Epsilon Data Management, LLC	Flame Acquisition Corp
Era Group, Inc.*	Flowers Foods, Inc.*
Esquire Bank NA*	Flywire Corporation*
Evangelical Community Hospital	Foot Locker, Inc.*
Evolution Petroleum Corp*	Fortive Corporation
Evonik Industries	Forward Air Corporation*
Expedia, Inc.*	Four Seasons Hotel Limited
Expeditors International of Washington, Inc.*	Franchise Group, Inc.
Exponent, Inc.*	Franklin Electric Co., Inc.*
Expro Americas, LLC	FRP Holdings, Inc.*
Expro Group Holdings N.V.*	FVCBankcorp, Inc.*
ExxonMobil Corporation*	Gaia, Inc.*

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Company Name	
Gannett Fleming, Inc.	GSI Technology, Inc.*
Genco Shipping and Trading Limited*	Guardian Life Insurance Company of America, The
General Mills, Inc.*	Guidewire Software, Inc.*
Genuine Parts Company*	Gulf Island Fabrication, Inc.*
Geospace Technologies Corporation*	Gulfport Energy Corp*
GFL Environmental Inc	Gunnison Valley Health
Gilbane, Inc.	H.B. Fuller Company*
Gilead Sciences, Inc.*	H.W. Lochner, Inc.
Ginkgo Bioworks Holdings, Inc.*	Haemonetics Corporation
Glens Falls Hospital	Hain Celestial Group, Inc., The*
Globe Life Inc.*	Halliburton Company*
Globoforce	Halozyme Therapeutics, Inc.*
Goldman Sachs Trust Company NA*	Hamilton Health Care System
Goodwill Industries of Houston	Hampshire Memorial Hospital
Google LLC	Hanesbrands Inc.*
Goosehead Insurance, Inc.*	Harmony Biosciences Holdings*
Grace Cottage Hospital	Harris Health System
Graham Management Services LP	Harsco Corporation
Grande Ronde Hospital	Hawaiian Holdings, Inc.*
Granite Construction Inc.	Hawkins, Inc.*
Granville Health System	HCI Group, Inc.*
Gray, Inc.	HDR, Inc.
Great Lakes Dredge & Dock Corporation	Healthequity, Inc*
Great Southern Bancorp, Inc.*	Heartland Express, Inc.*
Greene County Bancorp, Inc.*	Heidrick & Struggles*
Group 1 Automotive, Inc.*	Helmerich & Payne, Inc.

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Henry Schein, Inc.	IDEXX Laboratories, Inc.*
Heritage Insurance Holdings, Inc.*	Illumina, Inc.*
Heritage Valley Health System	Immersion Corporation*
Hershey Foods*	Independence Contract Drilling
Heska Corporation*	Indiana Regional Medical Center
Hewlett-Packard Company*	Ingersoll Rand, Inc
Highwoods Properties	Ingevity
Hilltop Holdings Inc.*	Ingles Markets, Inc*
Hilton Grand Vacations	Innoviva, Inc.*
HNTB Corporation	Institute for Defense Analyses
Holyoke Medical Center, Inc.	Integer Holdings Corp*
Holzer Health System	Integra LifeSciences*
Hood Companies, Inc.	Intel Corporation
Hospital Corporation of America*	Intellia Therapeutics Inc.*
Hostess Brands, Inc.*	Intelsat US LLC
Houston Healthcare	Intermountain Healthcare
Howard Hughes Corp	International Seaways, Inc.*
HP Enterprise Services	INTL FCStone Inc.*
Hub Group, Inc.*	Intuit Inc.*
HubSpot, Inc.*	iovance Biotherapeutics, Inc.*
Huggins Hospital	IQVIA*
Humana Inc.*	iRobot Corporation*
Hunt Companies	Ironwood Pharmaceuticals*
Hunting PLC	Iteris, Inc.*
Hyzon Motors	J & J Snack Foods Corp.*
Idera Pharmaceuticals Inc	J.B. Hunt Transport Services, Inc.*

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Jabil Circuit, Inc.*	Kronos Incorporated
Jazz Pharmaceuticals*	L&M Development Partners
JE Dunn Construction Group	Lamb Weston Holdings Inc.*
Jefferies Financial Group Inc.*	Lancaster Colony Corporation*
Jefferson Laboratory	Landsea Homes
Jet Propulsion Laboratory	Lawrence Berkeley National Laboratory
JetBlue Airways Corporation*	Lawrence Livermore National Laboratory
John Marshall Bancorp, Inc.*	LendingClub Corporation*
Johns Hopkins University Applied Physics Laboratory	Leupold & Stevens, Inc
Johnson & Johnson	Lewis County Health System
Just Born	Liberty Global plc
Karyopharm Therapeutics, Inc.*	Lifetime Brands, Inc.
Kellogg Company*	Lincoln Community Hospital
Kelly Services, Inc.	Lincoln National Corporation*
Kemper Corporation*	Lindblad Expeditions Holdings Inc.*
Kennedy/Jenks Consultants, Inc.	LKQ Corporation*
Keurig Green Mountain, Inc.*	Lockheed Martin Corporation
Kewaunee Scientific Corporation	Los Alamos National Laboratory
Kimball Electronics, Inc.*	Lower Colorado River Authority
Kimley-Horn	Lowes Companies, Inc.
Kinder Morgan, Inc.*	Lumber Liquidators, Inc.
Kinsale Capital Group, Inc.*	Lumentum Holdings Inc*
Kirby Corporation*	M&T Bank*
Kohls Corporation*	M. A. Mortenson Company
Kraft Foods Global, Inc*	Macy's, Inc.*
Kronos Bio	Magnite, Inc.*

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Magnolia Oil & Gas Corp*	Memorial Park Conservancy
Magnolia Regional Health Center	Merck & Co., Inc.
MannKind Corporation*	Mercury Broadband LLC
ManpowerGroup Inc.*	Mercy Health Partners-Southwest Ohio
ManTech International Corporation	Merit Medical Systems, Inc.
MapLight Therapeutics, Inc	Meritage Homes Corporation
Marathon Oil Company*	Meritex Enterprises
Maravai LifeSciences*	Mersana Therapeutics
Marcos Franchising LLC	Merus NV
MarineMax, Inc.*	MetLife, Inc.*
Marinus Pharmaceuticals	Mettler-Toledo International Inc.*
Marsh & McLennan Companies, Inc.*	MGIC Investment Corporation*
Marten Transport, Ltd.*	MGP Ingredients, Inc*
MasTec, Inc.*	Michael Baker International
MasterCard Incorporated	Micron Technology, Inc.*
Matador Resources Company*	Mid-America Apartment Communities Inc. (MAA)
Matson, Inc.*	Midland States Bank*
MBIA Inc.*	MIT Lincoln Laboratory
McCarthy	MKS Instruments, Inc.
McCormick & Company, Inc.*	Mohawk Valley Health System
McCownGordon	Molina Healthcare, Inc.
McDonalds Corporation*	Molson Coors Brewing Company*
McKesson Corporation*	Monadnock Community Hospital
Medallion Financial Corp*	Mondelez International, Inc.*
Medifast, Inc.*	Monolith Materials, Inc.
Memorial Health System	Monolithic Power Systems, Inc.*

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Monroe Group, Ltd.	NCS Multistage Holdings, Inc.*
Monster Beverage Corporation*	NEC Corporation of America
Morgan Stanley*	Netflix*
Mount Desert Island Hospital	Netgear, Inc.*
Mount Nittany Health	Neural Payments
Mountain Health Network	Neurocrine Biosciences, Inc.*
MRC Global Inc.*	New London Hospital
MRIGlobal	Newell Brands Inc.*
MSC Industrial Direct Co., Inc.*	NextCure, Inc.
Murphy Oil Corporation*	NextEra Energy, Inc.
Myriad Genetics Inc*	NextGen Healthcare, Inc.*
Nabors	NGL Energy Partners LP*
Nanobiotix	NI Holdings, Inc.*
NAPCO Security Technologies, Inc.*	NMI Holdings, Inc.*
Nashville General Hospital at Meharry	Noble Drilling
Nathan Littauer Hospital	Noodles & Company*
National Bank Holdings Corp*	Nordstrom Inc*
National Beverage Corp.*	Norfolk Southern Corporation*
National Instruments Corporation*	North Country HealthCare
National Oilwell Varco	Northern Oil & Gas, Inc.*
National Renewable Energy Laboratory	Northwest Bancshares, Inc.
National Research Corporation*	NOV Inc.*
National Rural Electric Cooperative Association	Novavax, Inc
Nationwide Realty Investors	Nu Skin Enterprises, Inc*
Natural Gas Services Group, Inc.*	NVE Corporation*
Nautilus Biotechnology*	NVIDIA Corporation*

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Oak Ridge National Laboratory UT-Battelle, LLC	PACCAR Inc*
Occidental Petroleum*	Pacific Biosciences of California, Inc.*
OceanFirst Bank*	Pactiv Evergreen
OCH Regional Medical Center	Page Memorial Hospital
Ohio Health Corporation	Palomar Holdings, Inc.*
Old Dominion Freight Line, Inc.*	Pana Community Hospital
Old Republic International Corporation*	Pantheon Resources Plc
Ollies Bargain Outlet Holdings Inc	Par Pacific Holdings, Inc.*
Olympic Steel, Inc.*	Paramount Global
Omeros Corporation*	Park Electrochemical Corp.*
Omnicom Group, Inc.*	Park Hotels & Resorts
Oncor Electric Delivery Company	Parker Drilling
Oneida Healthcare Systems	Parker Hannifin Corporation*
OneSpan Inc.*	Parsons Corporation
OPENLANE, Inc.*	Patelco Credit Union*
Option Care, Inc.	PDC Energy, Inc.*
Oracle Corporation*	Penn Highlands Brookville
Organon & Co.*	Penn Highlands Clearfield
Orion Group Holdings Inc*	Penn Highlands Connellsville
Osborne County Memorial Hospital	Penn Highlands DuBois
Oscar Health, Inc.*	Penn Highlands Elk
OSI Systems, Inc.*	Penn Highlands Healthcare
Oswego Health	Penn Highlands Huntingdon
Outfront Media Inc	Penn Highlands Mon Valley
Overseas Shipholding Group, Inc.*	Penn Highlands Tyrone
P.A.M. Transportation Services, Inc*	Penske Automotive Group, Inc.*

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Performance Food Group Company*	Promega Corporation
PerkinElmer, Inc.	Propetro Holding Corp
Perrigo Company plc*	Prosser Memorial Health
Perry Hospital	Protagonist Therapeutics, Inc.*
PetIQ, Inc.*	Provident Bancorp, Inc.*
PetMed Express, Inc.*	Prudential Financial Inc.*
Pfizer, Inc.*	Publix Super Markets, Inc.
Phenomenex*	Punxsutawney Area Hospital
Philip Morris International Inc.*	Putnam General Hospital
Pieris Pharmaceuticals Inc	QIAGEN
Pikes Peak Energy Ltd.	Quanta Services, Inc.*
Pilgrims Pride Corporation*	Quanterix Corporation*
Pioneer Natural Resources Company*	Radian Group Inc.*
PMV Pharmaceuticals	Radiant Logistics, Inc.*
PNC Financial Services*	Ramboll
Pool Corporation*	RAND Corporation
PosiGen Inc	Range Resources Corporation*
Post Holdings, Inc.*	Realty Income Corporation
PriceSmart, Inc.*	Reliance Steel & Aluminum Co.*
PrimeEnergy Corporation*	Repligen Corporation*
Primerica, Inc.*	Republic Bank & Trust Company*
Princeton Plasma Physics Laboratory	Resolute Investment Managers
Principal Financial Group*	Resolve Biosciences*
ProAssurance Corporation*	RH*
ProFrac Holding Corp.*	Richardson Electronics, Ltd*
Progyny, Inc.*	Ricoh Americas Corporation

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Company Name	
Rigel Pharmaceuticals, Inc.	scPharmaceuticals, Inc.
Ring Energy, Inc.*	SCYNEXIS, Inc.
Rite Aid*	Seacoast National Bank*
RLI Corp.*	SEACOR Marine Holdings Inc*
Royal Caribbean Cruises Ltd.*	Seadrill Management Ltd
RPC, Inc.*	Sealy & Company LLC
RS&H	Seaman Paper
RSF Partners, Inc.	Seer, Inc.*
Ruths Hospitality Group, Inc.*	Selective Insurance Group, Inc.*
RXO Inc	Seneca Foods Corporation*
Ryder System Inc.	Serco
Ryerson Holding Corporation*	Seres Therapeutics, Inc.*
S&T Bank*	ServisFirst Bank*
SAIC, Inc.	Shake Shack Inc.*
Sally Beauty Holdings, Inc.*	Shelf Drilling Offshore Holdings Limited
Salt River Project	Shenandoah Memorial Hospital
Samaritan Health	Sheppard Pratt Health System
Sandia National Laboratories	Sierra Pacific Industries
Santa Cruz County Bank	Silicon Laboratories Inc.*
Saratoga Hospital	Simulations Plus, Inc.*
Sargent & Lundy, LLC	Six Flags Entertainment Corp.*
ScanSource, Inc.	SkyWest, Inc.*
Schlumberger Limited*	SLAC National Accelerator Laboratory
Schnitzer Steel Industries	SMART Global Holdings, Inc.*
Schnitzer West	Snider Fleet Solutions
Schreiber Foods Inc.	SolarEdge Technologies, Inc.*

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Solaris Oilfield Infrastructure Inc	Steel Technologies
SomaLogic*	Sterling Bancorp, Inc.*
Sonos, Inc.*	Sterling Construction Co Inc*
Sony Electronics, Inc.	Stewart Information Services Corporation*
SoundThinking, Inc.*	STV Group, Incorporated
South County Health	Subaru of America, Inc.
South Jersey Industries	Sumitomo Rubber North America
Southern Copper Corporation*	Summit Midstream Partners, LP*
Southern Missouri Bancorp, Inc.*	Sundance Bay
Southland Holdings, Inc.*	Sundt
Southwest Airlines Co.*	Sunnova Energy International, Inc.
Southwest Research Institute	SunOpta, Inc.
Southwestern Energy Company*	SUNY Upstate Medical University
SPARK Holland BV*	SWIFT*
Speare Memorial Hospital	Symbotic
Spirit Airlines, Inc.*	Synchrony Financial*
St. Marys Hospital Amsterdam	Synnex Corporation*
St. Marys Medical Center	SYSCO Corporation*
Standard Motor Products, Inc.*	Sysmex America, Inc.*
Stanford University	Taboola, Inc.
Stantec Inc.	TALOS ENERGY INC.*
Star of Hope	Tamlyn
Star Valley Health	Target Corporation
Starbucks Corporation*	Tavistock Development Company
State of Missouri	TECAN Trading Ltd.
State Street Corporation*	TechnipFMC

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Teknova*	The J.M. Smucker Company*
Teleflex*	The Kroger Co.*
Tenet Healthcare Corporation*	The MetroHealth System
Terracon Consultants, Inc.	The MITRE Corporation
Tetra Tech*	The Mosaic Company*
Teva Pharmaceutical Industries Limited*	The Progressive Corporation*
TFS Financial Corporation*	The TJX Companies, Inc.*
The Aerospace Corporation	The Travelers Companies
The Allstate Corporation*	The Westervelt Company
The Andersons, Inc.*	The Williams Companies, Inc.*
The Austin Company	TidalHealth
The Bancorp Inc*	TidalHealth Nanticoke
The Boston Beer Company, Inc.*	Tidewater Inc.*
The Brink's Company*	Tift Regional Health System
The Capital Group	T-Mobile Inc.
The Chefs' Warehouse, Inc.*	Toll Brothers
The Cigna Group*	Tompkins Financial Corporation*
The Coca-Cola Company	Tootsie Roll Industries, Inc.*
The Cooper Companies, Inc.*	TopBuild Corp.*
The Durham Manufacturing Company	TRACON Pharmaceuticals, Inc.*
The GAP Inc.*	Trajan Scientific & Medical
The Goodman Group	Trammell Crow Residential
The Hackett Group, Inc.*	Trane Technologies
The Hartford Financial Services Group Inc*	Transocean
The Home Depot Inc.	Tredegar Corporation
The Horace Mann Companies*	TreeHouse Foods, Inc.*

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Trevana	Upper Connecticut Valley Hospital
TriCo Bancshares*	Urban Outfitters, Inc.*
Trupanion, Inc.*	US Bank*
Turner Construction	US Foods Holding Corp.*
Twist Bioscience*	USAA
Tyson Foods Inc*	UVMHN Champlain Valley Physicians Hospital
U.S. Silica Holdings Inc.*	Valaris plc
Uber Technologies, Inc.*	Valhi, Inc*
UC Health	Valley Health
Ultra Clean Holdings, Inc.*	Valley Regional Hospital
Ultragenyx Pharmaceuticals Inc.*	Value Line, Inc.*
Unchained Labs	Vanderhall Motor Works
Unico Properties	Vector Group Ltd.*
Union Bank*	Ventas, Inc.
Union General Hospital System	Veritiv Corporation*
Union Pacific Corporation*	VERRA MOBILITY Corp.*
United Continental Holdings, Inc.*	Vertex Energy Inc
United Launch Alliance	Vince Holding Corp.*
United Parcel Service	Vir Biotechnology, Inc.*
United Security Bank*	Vital Energy, Inc.*
UnitedHealth Group Incorporated*	Vontier Corporation
Uniti Group Inc	W.W. Grainger Inc.*
Universal Health Services, Inc.*	Waitr Holdings Inc.*
University Corporation for Atmospheric Research (UCAR)	Walgreens Boots Alliance Inc
Univest Financial Corporation*	Wallowa Memorial Hospital
UnumProvident Corporation*	Wanzek Construction

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Company Name	
War Memorial Hospital	Wingstop Inc.*
Warby Parker Inc.*	Winmark Corp*
Ward Memorial Hospital	Witham Health Services
Warren Memorial Hospital	Wood
Waters Corporation*	Workise Technologies Inc
Watsco, Inc.*	World Kinect Corporation*
Wawa, Inc.	World Wrestling Entertainment, Inc.
Wayne Memorial Health System	Worley
Webcor	WSP
Webster County Memorial Hospital	WVU Medicine
Weeks Medical Center	Wyoming County Community Hospital
Weis Markets, Inc.*	XPO, Inc.*
Wells Fargo & Company*	Yum! Brands Inc*
Welltower Inc.	Zachry Industrial Inc.
Werewolf Therapeutics	Ziff Davis, Inc.*
Werner Enterprises, Inc.*	Zoetis
West Pharmaceutical Services, Inc.*	Zoom Video Communications, Inc.*
Western Digital Corporation*	
Weyco Group, Inc*	
Whirlpool Corporation*	
White Mountains Insurance Group, Ltd.*	
White River Health System	
Willdan Group, Inc.*	
Willis Lease Finance Corp.*	
Willscot Mobile Mini Holdings Corp*	
Winchester Medical Center	

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