

Pearl Meyer

2023 Executive Compensation and Benchmarking Survey

PARTICIPANT LIST

Participating Companies List

Company Name	
10x Genomics*	Allegiant Travel Company*
1-800-Flowers.Com	Alpha and Omega Semiconductor Ltd*
1803 Fund	Altria Client Services Inc.*
3M Company	Ambarella, Inc*
908 Devices	AMC Entertainment Holdings Inc*
Abbott Laboratories*	AMCON Distribution Company*
AbbVie Inc.*	Amerant Bank, National Association*
Abercrombie & Fitch Co.*	Ameresco*
Adirondack Health	American Apartment Management Co., Inc.
ADMA Biologics*	American Eagle Outfitters*
Adobe Systems Incorporated*	American Equity Investment Life Holding Company*
ADT Inc	American Homes 4 Rent
Advance Auto Parts Inc	American Institutes for Research
AeroVironment, Inc.*	American International Group (AIG)*
AFLAC Incorporated*	American Realty Advisors
Agenus Inc*	American States Water Co
Agilent Technologies, Inc.*	Ameriprise Bank*
Agilysys Inc.*	Amerisure Insurance Company
Aimco	AMGEN
AIN Media Group	Amherst Holdings, LLC
Akoya Biosciences, Inc.*	Amicus Therapeutics, Inc.*
Alaska Airlines*	Amplitude, Inc.*
Albertsons, Inc.	Amylyx Pharmaceuticals Corp
Aldeyra Therapeutics, Inc.	Analog Devices, Inc.
Align Technology*	Androscoggin Valley Hospital
Allan Myers	Antero Resources Corporation*

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Company Name	
AON Corporation*	Austen Riggs Center
APA Corporation*	Avantor, Inc.
Apple Computer, Inc.*	AvePoint, Inc.*
Applied Industrial Technologies*	Aviat Networks, Inc.*
Applied Materials, Inc.*	Avnet, Inc.*
ARAMARK Corporation*	AXT Inc*
Arbor Health Morton Hospital	Azenta Life Sciences*
ArcBest Corporation*	B&G Foods, Inc.*
Archer Daniels Midland Company*	Bacon County Hospital and Health System
Archrock, Inc.	Ball Aerospace
ARCO Construction	Bank of America Corporation*
Arcosa, Inc.*	Barton Malow Builders
Arctic Slope Regional Corporation	Bassett Healthcare
Argan, Inc.*	Bath & Body Works Inc
Argonne National Laboratory	Battelle Memorial Institute
Arnot Health	BCS Financial Corporation
Arrow Electronics, Inc.	Beacon Communities LLC
Arrowhead Pharmaceuticals*	Beazer Homes USA, Inc.
Ashland Inc.*	Bechtel Global Corporation
Associated Capital Group*	Beck Group
Atara Biotherapeutics	Becton, Dickinson and Company*
Athira Pharma	Bell Flight
Atrion Corporation*	Bell Partners Inc.
Auburn Community Hospital	Benco Dental
Audubon Nature Institute	Bentley Systems
Aushman Properties	Berkshire Hathaway Inc.*

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Berkshire Health Systems	BridgeBio Pharma, Inc.*
Berkshire Medical Center	BrightView, Inc.
Best Buy Co., Inc.*	Brinks Company, The*
Beyond Meat, Inc.*	Bristol Health
BioCryst Pharmaceuticals*	Bristol-Myers Squibb Company*
Biolife Solutions*	Broadcom Corporation*
BioNano Genomics, Inc.*	Broadstone Real Estate, LLC
Bio-Techne*	Brookfield Properties, Inc.
Bixby Land Company	Brookline Bancorp*
BJs Wholesale Club, Inc.*	Brotherhood Mutual Insurance Company
Black & Veatch Corporation	Brown & Brown, Inc.*
BlackRock Inc*	Bruker Corporation*
Block, Inc.*	Buckner International
Bloomin Brands, Inc.*	Builders FirstSource, Inc.*
Blount Memorial Hospital	Bunge Limited*
Blue Cross and Blue Shield of Tennessee	Burns & McDonnell Engineering
BlueLinx Holdings Inc.*	Burroughs & Chapin Company Inc.
Blueprint Medicines Corporation*	C.H. Robinson Worldwide, Inc.*
BNSF Railway Company	Cal-Maine Foods, Inc.*
BNY Mellon*	Campbell Soup Company*
Boise Cascade Company*	Capital One Financial Corporation*
Boldt Holdings	Capitol Square Ltd.
Bon Secours Mercy Health	Cardinal Health*
Booz Allen Hamilton Inc.	CareSource
Boston Beer Company, Inc., The*	CarMax, Inc*
Brady Corporation	Carnival Corporation*

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Company Name	
Cars.com Inc.*	Cirrus Logic, Inc.*
Carthage Area Hospital	Cisco Systems, Inc.
Cascade Medical Center	Citigroup Inc.*
Caseys General Stores, Inc.	Citizens Financial Group*
Casto Management Services Inc.	Civitas Resources, Inc.*
Catalent, Inc.*	Claxton-Hepburn Medical Center
CDW Corporation*	CleanChoice Energy, Inc.
Celsius Holdings, Inc.*	CleanSpark, Inc.*
Cencora*	Clearfield, Inc.*
CENIC	Cleveland-Cliffs Inc.
Centene Corporation*	Clifton-Fine Hospital
Central Maine Healthcare	CLOVER HEALTH INVESTMENTS, CORP.*
CEVA, Inc.*	CNA
CF Evans Construction	Cognex Corporation*
Champions Oncology*	Cognizant Technology Solutions Corporation*
Charter Communications, Inc.	Colquitt Regional Medical Center
Chefs' Warehouse, Inc., The*	Columbia Memorial Hospital - NY
Chemed Corporation*	Columbia Memorial Hospital - Oregon
Cheniere Energy, Inc	Comcast Corporation
Cherokee Nation Businesses, LLC	Comfort Systems USA*
Chesapeake Energy Corporation*	Commercial Real Estate Services Inc.
Chipotle Mexican Grill, Inc.*	Commonwealth Associates
Chord Energy Corporation*	Commonwealth Senior Living
Chuys Holdings, Inc.*	Community HousingWorks
Cincinnati Financial Corporation*	Community Memorial Hospital (NY)
Cinemark Holdings, Inc.	Commvault Systems, Inc.*

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ConAgra Foods, Inc.*	Cushman & Wakefield, Inc.
Concentra	Cyclacel Pharmaceuticals, Inc.*
ConocoPhillips*	Cytek Biosciences Inc.*
Conor Commercial Real Estate	Cytokinetics, Inc.*
Consolidated Nuclear Security, LLC	Dallas Theological Seminary
Constellation Brands, Inc.*	Danaher Corporation*
Construction Partners, Inc.*	Darden Restaurants, Inc.
Cook Inlet Housing Authority	Dartmouth Health
Cook Inlet Tribal Council	Datadog, Inc.*
Core Laboratories LP*	Davis Health System
CoreCard Corp*	DaVita Inc.*
Corning Incorporated*	Day & Zimmermann
Corteva Agriscience*	Dayforce, Inc.*
CorVel Corporation*	Deborah Heart & Lung Center
Costco Wholesale Corporation*	Delek
Couchbase*	Dell*
Covenant Transportation Group, Inc.*	Delta Air Lines, Inc.*
CP Group	Delta Apparel, Inc.*
CPI Security	Dennys Corporation*
Cracker Barrel Old Country Store, Inc.*	Department of Energy's Kansas City National Security Campus
Crawford & Company*	Depot Connect International
Cresa Global Inc.	Devco Management
CRISPR Therapeutics*	Devon Energy Corporation*
Crouse Health	Dewberry
CSX Corporation*	Diamondback Energy, Inc.*
Culp, Inc	Dicks Sporting Goods*

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Company Name	
Digi International Inc.*	Edwards Lifesciences
Digimarc Corp.*	eGain Corporation*
Digital Turbine Inc	eHealth, Inc.*
Dine Brands Global, Inc.*	El Pollo Loco Holdings, Inc.*
Diodes Incorporated*	Elevance Health
Disc Medicine	Eli Lilly and Company*
Discover Financial Services*	Ellis Medicine
DISH Network Corporation	Emcor Group Inc*
DocuSign, Inc.*	Emergent Holdings, Inc.
Dolby Laboratories, Inc.*	Emerson Electric Company*
Dollar Tree Stores, Inc.*	Empower AI
Dominos Pizza, Inc.*	Encompass Health Corporation*
Donalsonville Hospital	Endeavor Global, Inc.
Dorian LPG Ltd.*	Enercon Services
Douglas Elliman	EnerSys*
Downtown Alliance	Enterprise Community Partners
Doximity, Inc.*	Investnet, Inc.*
Draper Laboratory	Envista Holdings Corporation*
Dril-Quip, Inc.*	EOG Resources, Inc.*
DRS Technologies, Inc.	Epiq
DSW Inc.*	Epsilon Data Management, LLC
Duke Energy	Equinix
DXP Enterprises, Inc.*	Era Group, Inc.*
Dycom Industries, Inc.*	Esquire Bank NA*
Dynavax Technologies Corporation*	Evangelical Community Hospital
EastGroup Properties Inc.	Eversource Energy*

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Company Name	
Evolution Petroleum Corp*	Gannett Fleming, Inc.
Expedia, Inc.*	GE Aerospace
Expeditors International of Washington, Inc.*	Genco Shipping and Trading Limited*
Exponent, Inc.*	General Mills, Inc.*
Expro Group Holdings N.V.*	Genuine Parts Company*
ExxonMobil Corporation*	Georgia Tech Research Institute
Facebook	Geospace Technologies Corporation*
Fall Creek Farm & Nursery	GFL Environmental Inc
Fannie Mae	Gilbane, Inc.
Farmer Bros*	Gilead Sciences, Inc.*
Federal Aviation Administration	Ginkgo Bioworks*
FedEx Services*	GK Development Inc.
Fermi National Accelerator Laboratory	Glens Falls Hospital
Fidelity Bank (PA)*	Globe Life Inc.*
First Advantage Corporation*	Globoforce
First Bancorp (NC)*	GoJo Industries
Flowers Foods, Inc.*	Goldman Sachs Trust Company NA*
Flywire Corporation*	Google LLC
Foot Locker, Inc.*	Goosehead Insurance, Inc.*
Ford Motor Company	Grace Cottage Hospital
Forward Air Corporation*	Graham Management Services LP
Franklin Electric Co., Inc.*	Grande Ronde Hospital
FRP Holdings, Inc.*	Granite Construction Inc.
FTI Consulting, Inc.	Granite Properties
FVCBankcorp, Inc.*	Granville Health System
Gaia, Inc.*	Gray, Inc.

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Company Name	
Graybar Electric Company	Hawkins, Inc.*
Great Lakes Dredge & Dock Corporation	HCI Group, Inc.*
Great Southern Bancorp, Inc.*	HDR, Inc.
GreatAmerica Financial Services	Healthequity, Inc*
Greene County Bancorp, Inc.*	Healthy Alliance
Greystar Real Estate Partners	Heartland Express, Inc.*
Griffin Capital Company LLC	Heidrick & Struggles*
Group 1 Automotive, Inc.*	Heritage Insurance Holdings, Inc.*
GSI Technology, Inc.*	Heritage Valley Health System
Guardian Life Insurance Company of America, The	Hershey Foods*
Guidewire Software, Inc.*	Hewlett-Packard Company*
Gulf Island Fabrication, Inc.*	HHHunt Corporation
Gulfport Energy Corp*	HIF USA, LLC
Gunnison Valley Health	Highmark Health
H.B. Fuller Company*	Hilltop Holdings Inc.*
Hain Celestial Group, Inc., The*	Hilton Grand Vacations
Halliburton Company*	HNTB Corporation
Halozyme Therapeutics, Inc.*	Holladay Properties
Hamilton Health Care System	Hologic, Inc.*
Hampshire Memorial Hospital	Holt Group
Hanesbrands Inc.*	Holyoke Medical Center, Inc.
Hanover Company	Holzer Health System
Harmony Biosciences Holdings*	Homesteaders Life
Harris Health System	Hooker Furniture Corporation
Hartford Financial Services Group Inc, The*	Hospital Corporation of America*
Hawaiian Holdings, Inc.*	Houston Healthcare

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Howard Hughes Corp	Intuit Inc.*
Howmet Aerospace, Inc.*	Intuitive Surgical, Inc.*
HP Enterprise Services	Iovance Biotherapeutics, Inc.*
Hub Group, Inc.*	IQHQ, L.P.
Hubbell Inc.*	IQVIA*
HubSpot, Inc.*	iRobot Corporation*
Huggins Hospital	Ironwood Pharmaceuticals*
Humana Inc.*	Iteris, Inc.*
Hunt Companies	Itron, Inc.*
Idaho National Laboratory	J & J Snack Foods Corp.*
IDEXX Laboratories, Inc.*	J.B. Hunt Transport Services, Inc.*
Illumina, Inc.*	Jabil Circuit, Inc.*
Immersion Corporation*	Jack Henry & Associates, Inc.
Independent Living Systems LLC	Jazz Pharmaceuticals*
Ingles Markets, Inc*	JE Dunn Construction Group
Innoviva, Inc.*	Jefferies Financial Group Inc.*
Institute for Defense Analyses	Jefferson Laboratory
Integer Holdings Corp*	Jet Propulsion Laboratory
Integra LifeSciences*	JetBlue Airways Corporation*
Intellia Therapeutics Inc.*	Joby Aviation*
Intelsat US LLC	John B. Sanfilippo & Son, Inc.
Interface, Inc.	John Marshall Bancorp, Inc.*
Intermountain Healthcare	Johns Hopkins University Applied Physics Laboratory
International Paper Company	Johnson & Johnson
International Seaways, Inc.*	Johnson Development
INTL FCStone Inc.*	Just Born

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Karyopharm Therapeutics, Inc.*	Landsea Homes
Kellogg Company*	Lane Construction Corporation
Kemper Corporation*	Lawrence Berkeley National Laboratory
Kennedy/Jenks Consultants, Inc.	Lawrence Livermore National Laboratory
Keros Therapeutics*	Leggat McCall Properties
Keurig Green Mountain, Inc.*	LendingClub Corporation*
Kibo Capital Group	Leupold & Stevens, Inc
Kidder Mathews	Liberty Global plc
Kimball Electronics, Inc.*	Lincoln National Corporation*
Kimley-Horn	Lindblad Expeditions Holdings Inc.*
Kinder Morgan, Inc.*	Live Nation Entertainment*
Kinsale Capital Group, Inc.*	LKQ Corporation*
Kirby Corporation*	Lockheed Martin Corporation
Kito Crosby	Los Alamos National Laboratory
Koch Enterprises, Inc.	Lower Colorado River Authority
Kohls Corporation*	Lumentum Holdings Inc*
Korn Ferry	LV Property Management
Kraft Foods Global, Inc*	LyondellBasell
Kraus-Anderson Realty Company	M&T Bank*
Kronos Bio	M. A. Mortenson Company
Kronos Incorporated	MACOM Technology
Krystal Biotech*	Macys, Inc.*
L&M Development Partners	Magnite, Inc*
L.A. Care Health Plan	Magnolia Oil & Gas Corp*
Lamb Weston Holdings Inc.*	Manar
Lancaster Colony Corporation*	MannKind Corporation*

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Company Name	
ManpowerGroup Inc.*	Merritt Properties
ManTech International Corporation	Merus NV
MapLight Therapeutics, Inc	Mesa Laboratories, Inc.*
Marathon Oil Company*	MetLife, Inc.*
Maravai LifeSciences*	Mettler-Toledo International Inc.*
MarineMax, Inc.*	MGIC Investment Corporation*
Marinus Pharmaceuticals	MGP Ingredients, Inc*
Mark IV Capital, Inc.	Michael Baker International
Markel Group*	Michigan Medicine
Marsh & McLennan Companies, Inc.*	Micron Technology, Inc.*
Marshall Health Network	Midland States Bank*
Marten Transport, Ltd.*	Miners Colfax Medical Center
Mastec Clean Energy & Infrastructure	Mission Produce, Inc.
Matador Resources Company*	MIT Lincoln Laboratory
Matson, Inc.*	MODEC International, Inc.
MBIA Inc.*	Mohawk Valley Health System
McCarthy	Molina Healthcare, Inc.
McCormick & Company, Inc.*	Molson Coors Brewing Company*
McDonalds Corporation*	Monadnock Community Hospital
McKesson Corporation*	Mondelez International, Inc.*
Medallion Financial Corp*	MoneyGram International, Inc.
Medifast, Inc.*	Monolithic Power Systems, Inc.*
Medtronic plc*	Monster Beverage Corporation*
Memorial Hospital and Manor	Morgan Stanley*
Merck & Co., Inc.	Motorola Solutions
Meritex Enterprises	Mount Desert Island Hospital

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Mount Nittany Health	NGL Energy Partners LP*
MRC Global Inc.*	NI Holdings, Inc.*
MSC Industrial Direct Co., Inc.*	Nike, Inc.
MSP Recovery, Inc.	NMI Holdings, Inc.*
Murphy Oil Corporation*	Noblis, Inc.
Museum of Contemporary Art Chicago	Noodles & Company*
Myriad Genetics Inc*	Nordstrom Inc*
NAPCO Security Technologies, Inc.*	Norfolk Southern Corporation*
Nashville General Hospital at Meharry	North Country HealthCare
Nathan Littauer Hospital	Northern Oil & Gas, Inc.*
National Bank Holdings Corp*	Northwest Bancshares, Inc.
National Beverage Corp.*	NOV Inc.*
National CORE	Novartis Corp.
National Renewable Energy Laboratory	Nu Skin Enterprises, Inc*
National Research Corporation*	NVE Corporation*
National Rural Electric Cooperative Association	NVIDIA Corporation*
Nationwide Realty Investors	Oak Ridge National Laboratory UT-Battelle, LLC
Natural Gas Services Group, Inc.*	OC Sports & Entertainment
NCS Multistage*	Occidental Petroleum*
NEC Corporation of America	OceanFirst Bank*
Netflix*	OCH Regional Medical Center
Netgear, Inc.*	ODL Inc
Neurocrine Biosciences, Inc.*	Ohio Health Corporation
New London Hospital	Old Dominion Freight Line, Inc.*
Newell Brands Inc.*	Old Republic International Corporation*
NextGen Healthcare, Inc.*	Olympic Steel, Inc.*

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Company Name	
Omeros Corporation*	Park Electrochemical Corp.*
Omnicom Group, Inc.*	Park Hotels & Resorts
Oncor Electric Delivery Company	Parsons Corporation
Oneida Healthcare Systems	Penn Highlands Brookville
OneSpan Inc.*	Penn Highlands Clearfield
OPENLANE, Inc.*	Penn Highlands Connellsville
Oracle Corporation*	Penn Highlands DuBois
OReilly Automotive, Inc.*	Penn Highlands Elk
Organogenesis Holdings Inc.	Penn Highlands Healthcare
Organon & Co.*	Penn Highlands Huntingdon
Orion Group Holdings Inc*	Penn Highlands Mon Valley
OrthoPediatrics Corp.*	Penn Highlands Tyrone
Oscar Health, Inc.*	Penske Automotive Group, Inc.*
OSI Systems, Inc.*	Performance Food Group Company*
Oswego Health	PerkinElmer, Inc.*
Outfront Media Inc	Permian Resources*
Overseas Shipholding Group, Inc.*	Perrigo Company plc*
P.A.M. Transportation Services, Inc*	PetIQ, Inc.*
PacBio*	PetMed Express, Inc.*
PACCAR Inc*	Pfizer, Inc.*
Page Memorial Hospital	Philip Morris International Inc.*
Palomar Holdings, Inc.*	Pilgrims Pride Corporation*
Pana Community Hospital	Pioneer Natural Resources Company*
Pangaea Logistics Solutions, Ltd.*	PMB Real Estate Services LLC
Par Pacific Holdings, Inc.*	PMV Pharmaceuticals
Paramount Global	PNC Financial Services*

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Company Name	
Pohlad Companies	RaceTrac, Inc.
Pool Corporation*	Radian Group Inc.*
Portillos Inc.*	Radiant Logistics, Inc.*
Post Holdings, Inc.*	Ramboll
POWER Engineers	RAND Corporation
PriceSmart, Inc.*	Range Resources Corporation*
PrimeEnergy Corporation*	Rapid Micro Biosystems*
Primerica, Inc.*	Realty Income Corporation
Principal Financial Group*	Recursion*
ProAssurance Corporation*	REDICO LLC
ProFrac Holding Corp.*	Redwood Living, Inc.
Progyny, Inc.*	Related Group
Promega Corporation	Reliance Steel & Aluminum Co.*
Propetro Holding Corp	Repligen Corporation*
Prosser Memorial Health	Replimune Inc.
Protagonist Therapeutics, Inc.*	Republic Bank & Trust Company*
Provident Bancorp, Inc.*	ResMed*
Prudential Financial Inc.*	Revolution Medicines, Inc.*
Publix Super Markets, Inc.	RH*
PulteGroup, Inc.*	Richardson Electronics, Ltd*
Punxsutawney Area Hospital	Ricoh Americas Corporation
Putnam General Hospital	Ring Energy, Inc.*
QIAGEN*	Rite Aid*
Quanta Services, Inc.*	RLI Corp.*
Quanterix Corporation*	Roane General Hospital
Quantum-Si*	Rock And Roll Hall Of Fame And Museum, Inc

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Company Name	
Roseburg Forest Products Co.	Serco
Ross Stores, Inc.*	Seres Therapeutics, Inc.*
Royal Caribbean Cruises Ltd.*	ServiceNow*
RPC, Inc.*	ServisFirst Bank*
RS&H	Shake Shack Inc.*
Ryder System Inc.	Shenandoah Memorial Hospital
Ryerson Holding Corporation*	Sheppard Pratt Health System
S&T Bank*	Sierra Nevada Corporation
SAIC, Inc.	Sierra Pacific Industries
Sally Beauty Holdings, Inc.*	SIGA Technologies, Inc.*
Samaritan Health	Silicon Laboratories Inc.*
Sandia National Laboratories	Simulations Plus, Inc.*
Saratoga Hospital	SiTime Corporation
ScanSource, Inc.	SitusAMC
Schlumberger Limited*	Six Flags Entertainment Corp.*
Schreiber Foods Inc.	Skyline Champion Corporation
scPharmaceuticals, Inc.	SkyWest, Inc.*
SCYNEXIS, Inc.	SLAC National Accelerator Laboratory
Seacoast National Bank*	SM Energy Company*
SEACOR Marine Holdings Inc*	SMART Global Holdings, Inc.*
Sealy & Company LLC	SolarEdge Technologies, Inc.*
Seer, Inc.*	Solugen
Selective Insurance Group, Inc.*	Sonos, Inc.*
Sempra*	SoundThinking, Inc.*
Seneca Foods Corporation*	South County Health
Senior Star	Southern Copper Corporation*

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Company Name	
Southern Missouri Bancorp, Inc.*	Synchrony Financial*
Southland Holdings, Inc.*	Synnex Corporation*
Southwest Airlines Co.*	SYSCO Corporation*
Southwest Research Institute	TALOS ENERGY INC.*
Southwestern Energy Company*	Target Corporation
Speare Memorial Hospital	Tavistock Development Company
Spirit Airlines, Inc.*	TECAN Trading Ltd.
SpringWorks Therapeutics*	Teleflex*
St. Mary's Healthcare – Amsterdam	Tempur Sealy International Inc.
St. Marys Medical Center	Tenet Healthcare Corporation*
Standard Motor Products, Inc.*	Terracon Consultants, Inc.
Stantec Inc.	Tetra Tech*
Starbucks Corporation*	Teva Pharmaceutical Industries Limited*
StartX	Texas Roadhouse, Inc.*
State Street Corporation*	TFS Financial Corporation*
Sterling Bancorp, Inc.*	The Aerospace Corporation
Sterling Construction Co Inc*	The Allstate Corporation*
Stewart Information Services Corporation*	The Andersons, Inc.*
Stryker Corporation*	The Applied Research Laboratory at PSU
STV Group, Incorporated	The Austin Company
Subaru of America, Inc.	The Bancorp Inc*
Suffolk	The Cigna Group*
Summit Midstream Partners, LP*	The Cooper Companies, Inc.*
Sundance Bay	The Durham Manufacturing Company
Sundt	The Estee Lauder Companies Inc.
SWIFT*	The GAP Inc.*

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The Goodman Group	Topcon Positioning Systems
The Hackett Group, Inc.*	TRACON Pharmaceuticals, Inc.*
The Hampshire Companies LLC	Tractor Supply Company
The Horace Mann Companies*	TradeLane Properties
The Irvine Company	Trammell Crow Residential
The J.M. Smucker Company*	Trane Technologies
The Kroger Co.*	TransMedics Group, Inc.*
The MetroHealth System	TreeHouse Foods, Inc.*
The Michaels Organization	Trevana
The MITRE Corporation	TriCo Bancshares*
The Mosaic Company*	Truist Bank*
The Perelman Center for Performing Arts	Trupanion, Inc.*
The Progressive Corporation*	TSCG Investors
The TJX Companies, Inc.*	Twist Bioscience*
The Wolff Resident Experience Company LLC	Tyson Foods Inc*
Thermo Fisher Scientific, Inc.*	U.S. Energy Development Corporation
Thompson Holdings, Inc.	U.S. Silica Holdings Inc.*
TidalHealth	Uber Technologies, Inc.*
TidalHealth Nanticoke	UC Health
Tidewater Inc.*	Ultra Salon Cosmetics and Fragrance*
Tift Regional Health System	Ultra Clean Holdings, Inc.*
T-Mobile Inc.	Ultragenyx Pharmaceuticals Inc.*
Toll Brothers	Unchained Labs
Tompkins Financial Corporation*	Union Bank*
Tootsie Roll Industries, Inc.*	Union General Hospital System
TopBuild Corp.*	Union Pacific Corporation*

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United Continental Holdings, Inc.*	Vector Group Ltd.*
United Launch Alliance	Ventas, Inc.
United Natural Foods, Inc.	Veracyte, Inc.*
United Security Bank*	Verastem
UnitedHealth Group Incorporated*	Vericel*
Universal Health Services, Inc.*	VERRA MOBILITY Corp.*
Universal Technical Institute	Vesta Corporation
University Corporation for Atmospheric Research (UCAR)	VHB
Univest Financial Corporation*	Vince Holding Corp.*
UnumProvident Corporation*	Vir Biotechnology, Inc.*
Upper Connecticut Valley Hospital	Vital Energy, Inc.*
Upstate University Hospital	W. Bradley Electric
Uranium Energy Corp.*	W.W. Grainger Inc.*
Urban Outfitters, Inc.*	Walgreens Boots Alliance Inc
US Bank*	Wallowa Memorial Hospital
US Foods Holding Corp.*	War Memorial Hospital
USAA	Warby Parker Inc.*
Utz Brands, Inc.*	Ward Memorial Hospital
UVMHN Alice Hyde Medical Center	Warren General Hospital
UVMHN Champlain Valley Physicians Hospital	Warren Memorial Hospital
UVMHN Elizabethtown Community Hospital	Waters Corporation*
Valhi, Inc.*	Watsco, Inc.*
Valley Health	Wawa, Inc.
Valley Regional Hospital	Wayne Memorial Health System
Value Line, Inc.*	Webcor
Vanderhall Motor Works	Weeks Medical Center

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Weis Markets inc*	Yum! Brands Inc*
Wellmark, Inc.	Zachry Industrial Inc.
Wells Fargo & Company*	ZeroEyes
Werner Enterprises, Inc.*	Ziegler CAT
West Pharmaceutical Services, Inc.*	Ziff Davis, Inc.*
Western Digital Corporation*	Zoom Video Communications, Inc.*
Western Growers Association	
Westminster Communities of Florida	
Weyco Group, Inc*	
Whirlpool Corporation*	
White Mountains Insurance Group, Ltd.*	
Willdan Group, Inc.*	
Williams Companies, Inc., The*	
Willis Lease Finance Corp.*	
Willscot Mobile Mini Holdings Corp*	
Winchester Medical Center	
Wingstop Inc.*	
Winmark Corp*	
WinnCompanies	
Witham Health Services	
Wood	
World Kinect Corporation*	
Worley	
WSP	
Wyoming County Community Hospital	
XPO, Inc.*	

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