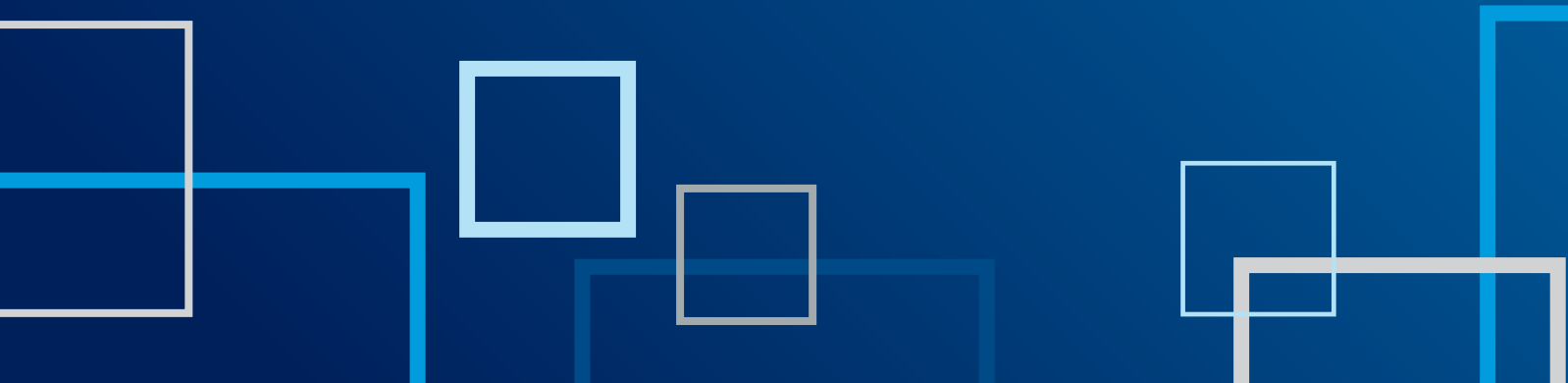


50TH ANNUAL

SALARY BUDGET SURVEY 2023–2024

PARTICIPANT LIST



PARTICIPANT LISTING

U.S. ORGANIZATIONS

Accommodation and Food Services

Bloomin Brands
 CKE Restaurants Holdings, Inc.
 Darden Restaurants, Inc.
 Hershey Entertainment and Resorts
 Hilton
 Hilton Grand Vacations
 In-N-Out Burger
 Inspire Brands
 International Dairy Queen, Inc.
 Jollibee Foods USA
 Loews Hotels & Co
 Marcus Corp/Entertainment & Lodging
 McDonald's
 Remington Hotels
 Seminole Hard Rock Support Services
 Sodexo
 Sonesta International Hotels Corporation
 Towne Park, LLC
 Travel + Leisure Co.
 Whataburger Restaurants, LLC
 White Castle System, Inc

Administrative and Support and Waste Management and Remediation Services

ABM Industries
 ADT Inc.
 EnergySolutions
 Kelly Services, Inc.
 Mission Support and Test Services, LLC
 Navient
 QTI Group
 Rentokil-Terminix
 Republic Services Inc.
 Retail Business Services
 Ritchie Brothers
 Savannah River Mission Completion
 Washington River Protection Solutions
 WM

Agriculture, Forestry, Fishing and Hunting

AgReserves Inc.
 CHS Inc.
 Driscoll's
 Green Diamond Resource Company
 Green Thumb Industries
 GROWMARK, Inc.
 Land O'Lakes
 Nutrien
 Reiter Affiliated Companies
 The Andersons Inc.
 Weyerhaeuser

Arts, Entertainment, and Recreation

AAA Washington
 AMC Networks
 Cherokee Nation Businesses
 Chicken Soup for the Soul Entertainment
 Cineplex Inc.
 DoubleDown Interactive
 Endeavor Group Holdings
 Getty Images
 J. Paul Getty Trust
 Kuoni Tumlare
 LAIKA, LLC
 Lincoln Center for the Performance Arts
 Meow Wolf Inc.
 Monterey Bay Aquarium
 Penguin Random House
 playstudios
 SciPlay
 The Historic New Orleans Collection
 The Walt Disney Company
 Topgolf Callaway Brands Corp
 United States Olympic and Paralympic Committee

Construction

AECOM
 Al. Neyer
 Alterman Group, Inc.
 APTIM
 Badger Infrastructure Solutions
 Bechtel
 BrandSafway
 Centuri Group, Inc.
 Day & Zimmermann
 DPR Construction
 EMCOR Group, Inc.
 Fluor
 Graham Construction Company
 Graham Management Services
 Granite Construction Inc.
 Great Lakes Dredge and Dock Corp.
 HDR Inc
 Holcim
 Kiewit Corporation
 Matrix Service Company
 Mattamy Homes
 McKinstry
 Meritage Homes
 Miller Integrated Solutions
 Mitek USA
 NVR
 Olsson
 Pariseault Builders, Inc.
 Pepper Construction Group
 Performance Contracting Group
 Primoris Services Corporation
 PulteGroup, Inc.
 S&ME, Inc.
 Skanska USA

Taylor Morrison Home Corporation
 The Boldt Company
 The Heritage Group
 The Walsh Group
 The Weitz Company
 Tri Pointe Homes
 US LBM Holdings, LLC
 Wanzek Construction
 Zachry Group

Educational Services

Amplify Education
 Auburn University
 Boston College
 Brigham Young University
 Brown University
 California Institute of Technology
 Carnegie Mellon University
 Cengage Group
 Columbia University
 Denver Public Schools
 Duke University
 Edison Institute DBA The Henry Ford
 Emory University
 Florida State College at Jacksonville
 Follett Higher Education
 Fox Valley Technical College
 Gateway Technical College
 Gemological Institute of America, Inc.
 George Washington University
 Guild
 Harvard University
 Johnson & Wales University
 Massachusetts Institute of Technology
 Medical College of Wisconsin
 Medical University of South Carolina
 Milton Hershey School
 Milwaukee Area Technical College
 Montgomery College
 National University
 Near North Montessori School
 New York University
 NJIT
 Princeton University
 Project Management Institute
 Rensselaer Polytechnic Institute
 Rhode Island School of Design
 Rochester Institute of Technology
 Seattle University
 Smith College
 Stanford University
 TAL Education Group
 Tufts University
 Universal Technical Institute
 University of California, Office

of the President
 University of Maryland- College Park
 University of Maryland Global Campus
 University of Massachusetts Systems Office
 University of Michigan
 University of Minnesota
 University of New Hampshire
 University of Pennsylvania
 University of Phoenix
 University of Richmond
 University of Wisconsin System
 Washington University in St. Louis
 West Virginia University
 World Education Services
 YES Prep Public Schools

Finance and Insurance

Credit Intermediation and Related Activities

Affinity Plus Federal Credit Union
 Affirm
 AgFirst Farm Credit Bank
 Ally Financial
 American Express
 Bread Financial
 Capital Farm Credit
 CardWorks Inc.
 Carrington Mortgage Holdings
 Comerica, Inc.
 Community First Credit Union
 Compeer Financial
 Cullen/Frost Bankers, Inc.
 Emprise Bank
 Experian
 Farm Credit Services of America
 HomeTrust Bank
 Inter-American Development Bank
 M&T Bank
 Magnifi Financial Credit Union
 Mountain America Credit Union
 Mr Cooper
 oportun
 Planet Home Lending
 PREMIER Bankcard/First PREMIER Bank
 PSCU
 Royal Bank of Canada
 Scotiabank
 Spokane Teachers Credit Union (STCU)
 TAB Bank
 Travis Credit Union
 UW Credit Union
 VyStar Credit Union
 Wex Inc.
 Wings Financial Credit Union

PARTICIPANT LISTING U.S. ORGANIZATIONS

Finance and Insurance

Funds, Trusts and Other Financial Vehicles

Arvest Bank
Ascensus
Cambridge Associates
Canadian Imperial Bank of Commerce
Canadian Imperial Bank of Commerce
Charles Schwab
DRGinvest Employee Co LLC
Enterprise Bank & Trust
Fairway Independent Mortgage Corporation
First Citizens Bank
Franklin Templeton
MassMutual
NBT Bank
Newport
Northern Trust
Purpose Financial
S3 Shared Service Solutions
Thrivent Financial
Wespath Benefits & Investments

Finance and Insurance

Insurance Carriers and Related Activities

AAA Club Alliance
AAA Northeast
Aflac
AIPSO
Alera Group
Allstate Corporation
American Equity Life Insurance Company
American Family Insurance
American Financial Group Inc.
Amerisure Mutual Insurance Company
Ameritas
Argo Group
Arkansas Blue Cross Blue Shield
Assurance IQ LLC
Assurant, Inc
Asurion
Athena
Automobile Club of Southern California
Blue Cross and Blue Shield of Kansas
Blue Cross Blue Shield MN
Blue Cross Blue Shield of Arizona
Blue Cross Blue Shield of MA
Blue Cross Blue Shield of Michigan
Blue Cross Blue Shield of Rhode Island
BlueCross BlueShield of Tennessee

Boost Health Insurance
Brighthouse Financial
California Casualty Management Company
Cambia Health Solutions
Capital Blue Cross
Central Insurance Companies
Church Mutual Insurance Company, S.I.
Cigna Corporation
Cinch Home Services
COUNTRY Financial
Crum & Forster
CSAA Insurance Group
Delta Dental of California
Delta Dental of Michigan, Ohio, and Indiana
Employers Mutual Casualty Company
Equitable Financial Life Insurance Company
Erie Insurance Group
Everest
F&G Annuities & Life
Farmers Insurance
Federated Mutual Insurance Company
Florida Blue
FM Global
Foresters Financial
Frankenmuth Insurance
Genworth Financial
Global Atlantic Financial Group
Grange Insurance Company
Guardian Life Insurance
GuideOne Insurance
Hannover Re
Horace Mann Educators Corp
Horizon Blue Cross Blue Shield of NJ
ICW Group
IMT Insurance
Independence Pet Group
Jackson
Kansas City Life Insurance Company
Kemper
LAMMICO
Liberty Mutual Insurance Group
Lumeris
Manulife
MAPFRE INSURANCE
McLarens
Medical Mutual of Ohio
MetLife
Molina Healthcare, Inc
Moriah Insurance Agency Corp.
Munich Reinsurance America Corp.
Mutual of Omaha
Nationwide
NEIL Services, Inc.
New York Life Insurance Company

NJM Insurance Group
OneAmerica
OneDigital
Pacific Life
PacificSource
Penn Mutual Life Insurance Company
Penn National Insurance
Philadelphia Insurance Companies
Point32Health
Prime Therapeutics LLC
ProAssurance
Protective Life
QBE Insurance Corporation
Quartz Health Solutions
Radian Group
Reinsurance Group of America, Inc.
Reliance Matrix
ReSource Pro
RLI
Safety National Casualty Corporation
SAIF
Sammons Financial Group
Securian Financial
Security First Managers, LLC
Sedgwick Claims Management Services, Inc.
Selective Insurance Company of America
Southern Farm Bureau Life Insurance
Starr Companies
State Farm Insurance
Sun Life Financial
Swiss Re
Symetra Life Insurance Company
Texas Mutual Insurance Company
The Bar Plan Mutual Insurance Company
The Beacon Mutual Insurance Company
The Doctors Company
The Progressive Corporation
The Standard
Tokio Marine America
Tokio Marine HCC
Transamerica
Trustmark
United Fire & Casualty Company
Unum
USAA
Utica National Insurance
VSP Vision
Wawanesa
Wellmark Blue Cross Blue Shield
Westfield Insurance
WoodmenLife

World Insurance Associates LLC
Zurich Insurance North America

Finance and Insurance

Monetary Authorities - Central Bank

AgCountry Farm Credit Services
Alliant Credit Union
Atlantic Union Bank
Axiom Bank, N.A.
Bank of Hawaii
Banner Bank
Broadview Federal Credit Union
Brundage Management Company, Inc.
C&N Bank
Connexus Credit Union
Desert Financial Federal Credit Union
Eastern Bank
Elevations Credit Union
ESL Federal Credit Union
Federal Home and Loan Bank of Boston
Federal Home Loan Bank of Pittsburgh
Federal Reserve Bank of Atlanta
Federal Reserve Bank of Cleveland
Federal Reserve Bank Of Dallas
Federal Reserve Bank of Kansas City
Federal Reserve Bank of Philadelphia
Federal Reserve Bank of Richmond
Federal Reserve Bank of San Francisco
Federal Reserve Bank of St. Louis
First Business Bank
First Financial Bank
First Merchants Bank
First National Bank
First National Bank of Omaha
Fulton Bank
GBank
Greater Texas Credit Union
HTLF
Huntington Bancshares, Inc.
Independence Bank of Kentucky
Logix Federal Credit Union
Midland States Bank
Navigant Credit Union
Northwest Federal Credit Union
Northrim Bank
Pacific Premier Bank
Pathward National Association
Provident Bank
PSECU
SAFE Credit Union
Sandy Spring Bank

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Finance and Insurance

Monetary Authorities - Central Bank (continued)

SchoolsFirst Federal Credit Union
Security Service Federal Credit Union
Synovus
Washington Trust Bank
Western Union

Finance and Insurance

Securities, Commodity Contracts and Other Financial Investments

Advisor Group
BentallGreenOak
Capital One
CME Group
CoBank ACB
Edward Jones
Fannie Mae
FHLB Cincinnati
Freddie Mac
IDB Bank
Janney Montgomery Scott
MFS Investment Management
Mitsubishi Corporation (Americas)
Moody's
Morningstar
MSCI
Nasdaq, Inc.
National Futures Association
Numerica Credit Union
Ocwen Financial
Primerica, Inc.
Principal Financial Group
Robert W Baird
Sumitomo Corporation of Americas
TD Bank Group
The Friedkin Group
Voya Financial

Health Care and Social Assistance

Ambulatory Health Care, Nursing and Residential Care and Social Assistance

Accolade
Adelante Healthcare
Alignment Health
AMN Healthcare
ARUP Laboratories
Asbury Communities
ATI Physical Therapy
Atrius Health
Bancroft
Benchmark Senior Living
Blue Shield of California
Brookdale Senior Living
Cadence Education
Carbon Health Technologies, Inc.

Careforth
Cascadia Health
Centene
ChenMed
ChristianaCare
Covenant Management Systems/ARC
Crossover Health
Crystal Clinic Orthopaedic Center
CVS Health
Dana-Farber Cancer Institute
Dentsply Sirona
Donor Network of Arizona
Eating Recovery Center
EmblemHealth
Ethos Veterinary Health
Exact Sciences
Fred Hutchinson Cancer Center
Fresenius Medical Care North America
Gateway Foundation
Guardian Pharmacy
Hackensack Meridian Health
HarmonyCares
HCA
Healthfirst
HealthPartners
HealthPoint
Help at Home
Hennepin Healthcare System
Hinge Health
Humana Inc.
KARL STORZ Endoscope America
Kelsey Seybold
KinderCare Learning Companies, Inc.
Life Care Services
Magellan Health
Medica
Medifast, Inc.
Molnlycke Health Care
MyPath
National Marrow Donor Program
North American Partners in Anesthesia
Northern Rivers Family services
Northwest Permanente, PC
On Lok
OneBlood, Inc.
Option Care Health
Otterbein SeniorLife
PDS
Pinehurst Medical Clinic
Population Services International
Premise Health
QTC Management, Inc.
Quest Diagnostics
Ro
San Ysidro Health
Satellite Healthcare
Sevita Health

Sonora Quest Laboratories
SpecialtyCare
Springfield Clinic LLP
Strive Health, LLC
Summit Orthopedics
Talkspace
The Joint Commission
Thirty Madison
Tivity Health
United Cerebral Palsy of Central Pennsylvania, Inc.
UnitedHealth Group
Vancouver Clinic
WakeMed Health and Hospitals
We Are Blood

Health Care and Social Assistance

Hospitals

Allina Health System
Altru Health System
Ascension
Banner Health
Baptist Health
Baptist Health South Florida
Beacon Health System
Bellin Health
BJC Health Care
Bon Secours Mercy Health
Boston Medical Center
Cape Cod Healthcare, Inc.
Cedars-Sinai Medical Center
Children's Health System of Texas
Children's Hospital of Philadelphia
Children's Wisconsin
CHKD
Christus Health
Cincinnati Children's Hospital Medical Center
City of Hope
Cleveland Clinic
Cone Health
Covenant Health
Emanate Health
Encompass Health Corporation
Franciscan Alliance
Froedtert Health
Geisinger
Harris Health System
Harris Health System
Hartford HealthCare
Henry Ford Health
Inova Health System
Intermountain Health
Johns Hopkins Health System
Kaiser Permanente
Kennedy Krieger Institute
Lehigh Valley Health Network
Loretto
Loretto Hospital
Main Line Health
Marshfield Clinic Health System

Mayo Clinic
McLaren Health Care Corporation
MD Anderson Cancer Center
Memorial Healthcare System
Memorial Hermann Health System
Memorial Sloan Kettering Cancer Center
MemorialCare Health System
Mercy Health
Michigan Medicine
Nemours Childrens Health / Hospital
NMC Health
North Memorial Health
Oregon Health & Science University
Orlando Health
OSF Healthcare System
Phoenix Children's Hospital
Premier Health
Prisma Health
ProHealth Care
Providence St Joseph Health
Regions Hospital
Renown Health
Ridgeview Medical Center
Rush University Medical Center
Saint Francis Health System
Saint Luke's Health System
Sarasota Memorial Health Care System
Sauk Prairie Healthcare
South Shore Health
Southcoast Health
SSM Health
St. Charles Health System
St. Luke's Health System
Texas Children's Hospital
Texas Health Resources
The Queen's Medical Center
The University of Kansas Health System
The Valley Health System
Trinity Health
Tufts Medicine
UF Health - Shands
UnityPoint Health
University Health
University of Rochester
University of Texas Medical Branch
University of Vermont Medical Center
UPMC
UT Southwestern Medical Center
Vanderbilt University Medical Center
VCA Animal Hospitals
VCU Health System
Veterans Health Administration
WellSpan Health

PARTICIPANT LISTING U.S. ORGANIZATIONS

Information

Data Processing, Hosting and Related Services

ACI Worldwide
Alteryx Inc
Ancestry
Ansys
Apptio, Inc
Arctic Wolf Networks
Attentive Mobile
AuditBoard
Aurora Operations
Bluebeam, Inc.
Bold Penguin
Carfax, Inc.
Cart.com
Collabora
CSG
Cyara Inc.
DAT Freight & Analytics
Data Center, Inc.
Dataiku
Demand Science Group, LLC
Docebo Inc
DoorDash, Inc.
Dun & Bradstreet, Inc.
E2open, LLC
Edmentum, Inc.
Ellucian
eMoney Advisor
EngageSmart
Enverus
Epic Games, Inc.
Epicor
EPSILON
Equinix
Equus Software, LLC
ESET LLC
FactSet Research Systems
Figma, Inc.
Five9, Inc.
ForeScout Technologies
Freshworks
Gate Sentry, LLC
Global Payments, Inc.
GoodRx
Guidewire Software
Here Technologies
Hewlett Packard Enterprise
Houzz Inc
Hubspot
Ibotta
IFS Energy & Resources
Infoblox
Insight Enterprise
Integrate, Inc
Interactions, LLC
Interos Inc.
Intrado Life & Safety, Inc.
Intuit
Invicti Security
Jamf
Kajabi LLC
Kinaxis

Kong Inc
LastPass
Leidos Inc
LiveVox
Magnite, Inc.
Match Group
Medable
Modernizing Medicine
NCSoft West
Nextiva, Inc.
NTT Global Data Centers
Americas, Inc.
Nuvei
o9 Solutions Inc.
OCHIN
OCLC
Pax8
Paycor, Inc.
Paylocity
Payscale
Pendo.io
Posit
Precisely Software, Inc
Procore Technologies
Progressive Leasing
Prosper Marketplace
Pure Storage
QlikTech Inc.
QSC, LLC
Qumulo
Recharge
Red Hat
Reddit
Redfin
Renaissance Learning
Roblox
S&P Global
Samsung SARC
SAP
SAS Institute
Shift-Technology
SmartBear Software
SmartRent, Inc.
Smith Micro Software, Inc.
Squarespace
STARLIMS
Surescripts
Synamedia
Take Two Interactive
Talend
TD SYNNEX
Telesign Corporation
Teradata
The Jellyvision Lab, Inc.
Toast
Trace3
Trellix
Trimble, Inc.
TuSimple
Tyler Technologies
Uniphore Technologies Inc.
Verisign
Vestmark, Inc.
Vimeo

Visier
Workiva Inc
Xactly
YPrime
Zscaler

Informaion

Other

Access Intelligence, LLC
AMC Networks International
Conde Nast
EBSCO Information Services
The E.W. Scripps Company
Los Angeles Times
Communications LLC
Scholastic, Inc.
Star Tribune Media Company
LLC
The New York Times

Management of Companies and Enterprises

Arctic Slope Regional
Corporation
Carlson
DMB Associates, Inc.
eSOURCES
Globalization Partners
Hilltop Holdings
Prism Compensation

Manufacturing

Chemical Manufacturing

3M Company
Acadia Pharmaceuticals
Air Liquide USA
Air Products & Chemicals
Alnylam Pharmaceuticals
American Type Culture
Connection
Arxada
Asahi Kasei America
Avient
Barr Brands International, Inc.
BASF
Cabot Corporation
Cambrex
CF Industries
Chevron Phillips Chemical
CITGO Petroleum
Cordis
Covestro, LLC
Dow Chemical
Dräger Inc
Drive DeVilbiss Healthcare
Ecobat
Ecolab, Inc
FMC Corporation
Fresenius Kabi
Givaudan
H.B. Fuller Company
ICL Americas LLC
IDEXX
Imperative Care, Inc.

Kyowa Kirin, Inc.
Lannett Company, Inc.
LANXESS Corporation
Lexicon Pharmaceuticals
Lonza
Lotte Chemical USA Corp
Momentive Performance
Materials
Morton Salt, Inc.
MTF Biologics
NewMarket
NOVA Chemicals
NOW Health Group
Nu Skin Enterprise, Inc
Nuvaira, Inc.
Optinose US, Inc.
Perfect Day, Inc.
QuidelOrtho
Repligen
Roche
Scotts Miracle-Gro
Siemens Healthineers
Silk Road Medical
Stepan Company
Stryker
Surmodics, Inc.
Syngenta Crop Protection AG
Synthomer
Takeda Pharmaceuticals USA,
Inc.
Teknova, Inc
Teleflex
The Mosaic Company
The Sherwin-Williams Company
United Therapeutics
Corporation
US Pharmacopeia
Valent North America, LLC
Veolia Water Technologies &
Solutions
Viskase Companies, Inc.
W.R. Grace & Co
Zeon Chemicals

Manufacturing Computer and Electronic Product Manufacturing

Advanced Energy Industries
AFL
Avnet, Inc.
Benchmark Electronics
Canon USA
Canon Virginia, Inc.
Celestica
Digi International Inc
Hexagon Manufacturing
Intelligence
Laird Connectivity
LG Electronics USA, Inc.
Lithion Battery Inc.
Maxar Technologies
Nova Ltd.
QORVO
Samsung Electronics America

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Manufacturing

Computer and Electronic Product

Manufacturing (continued)

Shure Incorporated
Sick Sensors
Snap One
STMicroelectronics, Inc.
Texas Instruments
Unisys Corporation
Vontier Corporation
Western Digital Corporation
Zebra Technologies
Manufacturing

Electrical Equipment, Appliance and Component Manufacturing

A. O. Smith Corporation
AMETEK, Inc.
Armstrong World Industries
Barnes Group
Belkin International, Inc.
BISSELL Homecare, Inc.
Blue Current
Brother International
Corporation
Daikin Comfort North America
Dolby Laboratories, Inc.
Dover Corporation
Eaton
Electrolux
Energizer Inc
Entegris, Inc.
Excelitas Technologies
Fortive
G&W Electric
General Dynamics
Integer Holdings
iRobot
Johnson Controls
KEMET
Knowles Corporation
Kyocera International Inc.
Legrand North & Central
America
onsemi
OSI Systems, Inc.
Panasonic Corporation of North
America
Pelican Products, Inc
Plexus
Raytheon Technologies
Research Products Corporation
Resideo Technologies, Inc
Robinson Fans, Inc.
Schneider Electric
Sensata Technologies
SGH
Signify North America
Skyworks Solutions
Standex International
Corporation
Starkey Hearing Technologies
Sub-Zero Group, Inc.
TE Connectivity

Textron Systems
The Chamberlain Group
Toppan Photomasks, Inc.
TTM Technologies
Watlow Electric Manufacturing
Company
Zimmer Biomet

Manufacturing

Food, Beverage and Tobacco

Product Manufacturing

Agropur inc.
Altria Group, Inc.
Amway Corporation
Attitude Wellness LLC
Blue Diamond Growers
Campbell Soup Company
Conagra Brands Inc
Constellation Brands
Dairy Farmers of America, Inc.
Danone North America
Dawn Food Products, Inc.
Dutch Bros Coffee
E. & J. Gallo Winery
Florida Crystals/American Sugar
Refinery
General Mills
Grande Cheese Company
Herbalife
Hormel Foods Corporation
Hoshizaki America
ITG Brands, LLC
John B Sanfilippo & Son, Inc
JR Simplot
JT International
Just Born, Inc
Kerry Ingredients
King & Prince Seafood
Lamb Weston
Maple Leaf Foods
MARS Inc.
McCain Foods Ltd
Molson Coors Beverage
Company
Mom's Meals
Mondelez International
Natural Choice Foods
Nestle Purina PetCare
Niagara Bottling LLC
Ocean Spray Cranberries, Inc.
PepsiCo, Inc.
Perdue Farms, Inc
Reynolds American
Sargento Foods Inc
Sazerac, Inc.
Schreiber Foods Inc.
Silver Oak Cellars
Sutter Home Winery, Inc.
Swire Coca-Cola, USA
Tate and Lyle
The Hershey Company
The JM Smucker Co
TreeHouse Foods, Inc.
Unilever

Westrock Coffee Company

Manufacturing

Machinery Manufacturing

Arthrex, Inc
ASML
Barry Wehmiller
Chart Industries
Cleaver-Brooks
Deere & Company
Giesecke+Devrient Currency
Technology America, Inc.
Hollister Inc
Husky Technologies
IDEX Corp
Illinois Tool Works, Inc.
Ingersoll Rand
Komatsu Mining Corp
Lennox International Inc
Lockheed Martin
Nordson Corporation
RTI Surgical, Inc.
Scherer Inc
SKF
Spida USA
SPX FLOW, Inc.
Sundyne LLC
The Timken Company
The Toro Company
Vyaire Medical, Inc
Wagner Spray Tech
Wahl Clipper Corporation
Weir ESCO

Manufacturing

Metal Manufacturing

ArcelorMittal North America
Arconic Corp.
Ball Corporation
BLUESCOPE
ClarkDietrich
CMC
GAF
Gerdau
High Company LLC
Huntington Ingalls Shipbuilding
Logan Aluminum
Pentair
Reynolds Consumer Products
SPX Technologies, Inc.
Valmont Industries
Worthington Industries
Zurn Elkay Water Solutions

Manufacturing

Miscellaneous Manufacturing

ABC Technologies
Acushnet Company
AEye, Inc
Akzo Nobel
Allegion
Andersen Corporation
Apogee Enterprises, Inc.
ArcelorMittal North America

Boston Scientific
Bracco Medical Technologies
Brunswick Corporation
Builders FirstSource
Canfor
Carestream Health
Church & Dwight
Coilplus
CoorsTek, Inc.
CPI Card Group, Inc.
CVR Energy
Dematic
DSM
Fortune Brands Innovations, Inc.
Greif
Hillenbrand
Hologic, Inc.
Hyperion Materials &
Technologies
Integra Lifesciences Holding
Corporation
JELD-WEN, Inc.
Johnson Outdoors
Leggett & Platt, Incorporated
L'Oreal USA
Marathon Petroleum
Masco Corporation
Masonite International
Corporation
Materion Corporation
Mattel, Inc.
National Gypsum
NWH
ODL, Inc
Oerlikon Group
OI Glass Inc
Owens Corning
Saint-Gobain North America
Schwan Cosmetics USA
Simpson Manufacturing Co., Inc.
Sloan
Southland Industries
STERIS
TaylorMade Golf Company, Inc.
Teknion Corporation
Tetra Pak Group
The Estee Lauder Companies
The Westervelt Company
Ultra I&C Ltd
USANA Health Sciences Inc.
USG Corporation
Valero Energy
Vericast
Viega
Walker Industries
West Fraser

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Manufacturing

Paper Manufacturing, Printing and Related Support Activities

Avery Dennison
Cimpress/Vista
Clearwater Paper Corporation
DCG ONE, LLC
Deluxe Corp
Domtar Paper Company, LLC
Dubnium
Graphic Packaging International
International Paper
Miraclon Corporation
OpSec Security
Packaging Corporation of America
Quad
RR Donnelley
Showdown Displays
Shutterfly, Inc.
Southern Champion Tray
Taylor Corp
WestRock
Manufacturing
Plastics and Rubber Products
Manufacturing
Amcort Rigid Packaging
Ascend Performance Materials
Berry Global, Inc.
Ecore International
Graham Packaging Company
Ipex USA LLC
Medicom
North American Lighting
PureCycle Technologies, Inc.
Tervis
The AZEK Company
The Goodyear Tire & Rubber Company
Viant Medical

Manufacturing

Textile Mills, Apparel, Leather and Allied Product Manufacturing

Fruit of the Loom, Inc.
Gildan Activewear Inc
Interface, Inc.
Mohawk Industries
Manufacturing
Transportation Equipment
Manufacturing
Aerojet Rocketdyne
Allison Transmission, Inc.
American Axle
Austal USA
BAE Systems, Inc.
Ball Aerospace
BMW Manufacturing Co.
Boeing Insitu
cascade corporation
Certified Power, Inc
Curtiss-Wright
Daimler Truck North America
Donaldson

Elbit Systems of America
Ford Motor Co
Ford Motor Co
General Dynamics Land Systems
General Dynamics Mission Systems
Genuine Machine Products, Inc.
Gulfstream Aerospace Corp
Hendrickson
Hexcel Corporation
Huntington Ingalls Industries
Hyster-Yale Group, Inc.
Hyundai Motor Manufacturing Alabama
J.B. Poindexter & Co., Inc.
Kawasaki Motors Corp., U.S.A.
Kawasaki Motors Manufacturing Corp., U.S.A.
Magna International Inc.
Moog, Inc
NA
Navistar, Inc.
Newport News Shipbuilding
Northrop Grumman
Nova Bus Inc.
Orscheln Industries
Oshkosh Corporation
Otis Worldwide Corporation
Panasonic Avionics Corporation
Polaris, Inc.
Precision Castparts
Schaeffler Group USA Inc
Sierra Nevada Corporation
Stellantis N.V.
Stoneridge, Inc
The Boeing Company
The Shyft Group
TriMas Corporation
Trinity Industries Inc
UGN, Inc.
Valvoline Global Operations
Volkswagen Group of America
Volvo
Wabtec
ZF

Mining, Quarrying, and Oil and Gas Extraction

Alcoa Corporation
Arch Resources, Inc.
Ascent Resources Management Services, LLC
BNI Coal
BP
Cameco Corporation
Carmeuse Americas
Cleveland Cliffs
Compass Minerals
Coterra Energy, Inc.
Diamond Offshore
Drummond Company, Inc.
Dyno Nobel
Empire Southwest

Enerflex Ltd.
EOG Resources, Inc.
First Majestic Silver Corp.
Freeport McMoRan Inc.
Genesis Energy
Gibson Energy Inc
Heidelberg Materials
Hess Corporation
Intrepid Potash, Inc
Kodiak Gas Services
Luck Companies
Marathon Oil Company
Martin Marietta
NCS Multistage, LLC
Oceaneering International, Inc.
ParkerWellbore
Parkland Corporation
Patterson-UTI
Peabody Energy
Range Resources
Salt River Materials Group
Sibanye-Stillwater
STEP Energy Services Ltd.
Subsea 7
Summit Midstream
Terra Energy Partners
The Doe Run Company
US Silica
Vale S.A.
Vulcan Materials Company

Other Services (except Public Administration)

AAA, Inc.
American Academy of Dermatology
American Academy of Neurology
American Chemical Society
American College of Emergency Physicians
American Mathematical Society
American Medical Association
American Red Cross
American Society for the Prevention of Cruelty to Animals
Aramark Uniform Services
Archdiocese of Omaha
ASPEP
Bill & Melinda Gates Foundation
Boys Town
Catholic Diocese of Richmond
Christian Care Ministry
College of American Pathologists
Cru (Campus Crusade for Christ)
Cystic Fibrosis Foundation
Environmental Defense Fund
Family Residences & Essential Enterprises, Inc
Greater Lawrence Community Action Council
GuideStone Financial

Resources of the SBC
Habitat for Humanity International
Houston Endowment
HR Source
IEEE
Institute of Real Estate Management
International Rescue Committee
Investment Company Institute
Lions Clubs International
PATH
Public Company Accounting Oversight Board (PCAOB)
Seed Company
Service Coordination, Inc.
Smart Care Solutions
Southwestern Medical Foundation
The National Academies of Sciences, Engineering, and Medicine
University of Chicago
W.K. Kellogg Foundation
WildEarth Guardians
Wycliffe Bible Translators Inc.
Year Up
YMCA of Metro Atlanta
YMCA of the USA

Professional, Scientific, and Technical Services (includes Consulting)

A2 Biotherapeutics
Accenture
Adaptive Biotechnologies
ADP
agilon health services
Akamai Technologies, Inc.
Akebia Therapeutics Inc
Alight Solutions
Alimentiv
Alliance Compensation LLC
American Systems
Amneal Pharmaceuticals
Aon
Aon/Radford
Apellis Pharmaceuticals
Applied HR Strategies, Inc.
Applied Research Associates, Inc.
Applied Research Laboratories at the University of Texas at Austin
Arrow Electronics
Aspen Neurosciences
Astellas
Astron Solutions
Bain & Company
Banfield Pet Hospital
Barr Engineering Co
Battelle Memorial Institute
Bechtel Plant Machinery, Inc.
BeiGene

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Professional, Scientific, and Technical Services (includes Consulting) continued

Benaroya Research Institute	Foundation Risk Partners	Mitsubishi Tanabe Pharma Americas	Institute (SCRI)
Berkeley Research Group	FTI Consulting	Morgan, Lewis & Bockius LLP	Savannah River National Lab
Berry Appleman & Leiden LLP	FutureSense	Motional	Sidley Austin LLP
Bio-Rad Laboratories	General Dynamics Information Technology	MRC Global	Sikich
Blo-Techne	Gensler	Myriad Genetics	Slalom
Brown and Caldwell	Golden Hippo	NAMSA	SNC-Lavalin
Burns & McDonnell	Guidehouse	National Radio Astronomy Observatory	Southwest Research Institute
California Dental Association	H&R Block	National Renewable Energy Laboratory (NREL)	SRC, Inc
CDM Smith, Inc.	Henry M Jackson Foundation	NECI	Stantec
Celltrion USA, Inc.	Herbein HR Consulting	Neurocrine Biosciences	Take2 Consulting LLC
Cerence	HGA	nHR consulting, LLC	TalentBridge
CGI	HII Mission Technologies	NORC at the University of Chicago	Tandem Diabetes
Charles River Laboratories	Hiring Solutions LLC	North Highland	Terracon Consultants, Inc.
Cherry Bekaert Advisory LLC	Horizon Therapeutics	Noven Pharmaceuticals, Inc.	The Croner Company
Circana	Howard Hughes Medical Institute	Novo Nordisk	The Harding Group LLC
CLA	HR4ALL	Novocure	The Scripps Research Institute
Clearwater Human Capital	Human Resource Management Inc.	NSF International	The Whitney Smith Company
Coca-Cola Bottlers' Sales & Services	Huron Consulting Group	Oak Ridge Associated Universities (ORAU)	Thomson Reuters
COLSA Corporation	ICF International	Olympus	Traverse Therapeutics
Comp360	IDA	OperationsInc	Trimble Sustainment Engineering, Inc
Compensation Advisory Partners	Idaho National Laboratory	Organon	UIC Government Services, LLC
Compensation Connections LLC	Imageon Consulting, Inc.	Orrick, Herrington & Sutcliffe LLP	Ultragenyx
Compensation Management Strategies	Indigo Ag	Otsuka America Pharmaceutical Inc.	Underwriters Laboratories
Compensation Works	Innovative Compensation and Benefit Concepts LLC	OutSystems	University Corporation for Atmospheric Research
Conduent	Insmed, Incorporated	Parexel International	Utah State University Space Dynamics Laboratory
Corporate Compensation Strategies	Insperty, Inc.	Parsons Corporation	Vector Security, Inc.
Corporation for Education	Interpublic Group	Paul Hastings LLP	Ventech Solutions, Inc.
Network Initiatives in California	Ipsen	Personalis	Vizient, Inc.
CRB Group, Inc.	J. J. Keller & Associates Inc	Pfizer	W.K. Kellogg Foundation
CSA Group	Jacobs Technology, Inc.	Pontifex Consulting Group	Waters Corp
Culpepper and Associates, Inc.	Jasper Therapeutics, Inc.	Population Council	Weil, Gotshal, & Manges LLP
Daiichi Sankyo Inc.	JBR Consulting, LLC	Poseida Therapeutics	Wolters Kluwer
Dechert, LLP	Jefferson Lab	Princeton Plasma Physics Laboratory	Woods Hole Oceanographic Institution
Deloitte LLP Services	KardasLarson, LLC	PRM Consulting Group	Wrapbook
Development Dimensions International, Inc.	Karius	PTC Therapeutics, Inc.	Xeris Pharmaceuticals, Inc.
Devo	KBR	Qualcomm	Zayla Partners
Dewberry	Keystone Compensation Group LLC	Rahmberg Stover & Associates, LLC	Zoetis Inc
Draper Laboratory	labcorp	Ramboll	
DWD & Associates, Inc.	Latham & Watkins	RAND Corporation	
Dynata	Lawrence Livermore National Lab LLNL	Remington Advisors	
Edwards Lifesciences	Leonardo DRS	RGP	
Eisai Inc	Lighthouse Global	Rincon Research Corporation	
Elanco Animal Health	Linqest	Riveron Consulting	
Elevar	LMI	Robinson Compensation LLC	
Eli Lilly and Company	Los Alamos National Laboratory	Ropes & Gray LLP	
Endo Pharmaceuticals	Lundbeck Pharmaceuticals	RS&H	
Entos	Management Sciences for Health	RSC Advisory Group	
Epiq	Marco Technologies	RSM US LLP	
ERG	Maritz	RTI International	
Farm Credit Foundations	MarshMcLennan	Rubino Consulting Services	
Fermi National Accelerator Laboratory	Mathematica	Samsung Semiconductor, Inc.	
First Person Advisors	Maximus	Sanford Burnham Prebys Medical Discovery Institute	
Fluor Marine Propulsion	Mayer Brown	Sanofi	
FMI Corporation	McKinley Irvin	Sarah Cannon Research	
	Merck KGaA		
	Milliman		
	MIT Lincoln Laboratory		

Public Administration

AkChin Indian Community
 Arapahoe County Government
 Argonne National Laboratory
 Arlington County Government
 Board of Governors of the Federal Reserve System
 Borough of Carlisle
 Brookhaven National Laboratory
 Central Plateau Cleanup Company
 City and County of Denver
 City of Ann Arbor
 City of Asheville
 City of Baytown, TX
 City of Bellevue
 City of Charlotte
 City of Columbus
 City of Detroit
 City of Fort Worth
 City of Gainesville

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Public Administration (continued)

City of Georgetown
City of Haltom City
City of Jacksonville NC
City of Lakewood
City of Lee's Summit
City of Minneapolis
City of Redmond
City of San Marcos
City of Southlake, Texas
City of Tacoma
City of Wheat Ridge
Collin County Government
County of Kent
County of San Luis Obispo
Department of Defense
Federal Home Loan Bank of Indianapolis
Hennepin County
Jordan Valley Water Conservancy District
Lawrence Berkeley National Laboratory
Lexington-Fayette Urban County Government
Louisiana State Civil Service
Louisiana State Civil Service
Maricopa County
Marshall Municipal Utilities
Mecklenburg County
Metropolitan Government of Nashville and Davidson County
North Texas Tollway Authority
Office of the Comptroller of the Currency
Office of the Comptroller of the Currency
Ohio Police and Fire Pension Fund
Oregon State Lottery
Pinellas County Govt.
Port of Seattle
Salt Lake City
Sandia National Laboratories
South Suburban Park and Recreation District
State of Hawaii
State of North Dakota
Tarant Regional Water District
Teacher Retirement System of Texas
The Port Authority NY/NJ

Real Estate, Rental and Leasing

Aaron's LLC
AvalonBay Communities
Beacon Communities
BECU
Broadstone Net Lease, Inc.
Brookfield Properties
Corporate Office Properties Trust

Cube Smart
Cushman & Wakefield
Element Fleet Management
Enterprise Holdings
Equity Residential
Essex Property Trust
Evolve Vacation Rental
Great Clips, Inc.
Hines Interests Limited Partnership
Hunt Companies
MAA (Mid-America Apartment Communities)
McGrath
Morgan Properties
Phillips Edison & Co
Progress Residential
PROLOGIS
Realty Income Corporation
Regency Centers, LP
Rockefeller Group
Sunstate Equipment Co. LLC
The Meritex Company
Transwestern
Tricon Residential
Unibail-Rodamco-Westfield
United Rentals
VineBrook Homes
Vornado Realty Trust
WeWork
Zillow

Retail Trade

1-800 Contacts
4Patriots, LLC
7-Eleven, Inc.
Ace Hardware Corporation
AEO, Inc.
Big Lots
Big Y Foods, Inc.
Bose
Brooks Sports, Inc.
Caleres, Inc.
Casey's
Chanel, Inc.
Chewy
Circle K Stores Inc
Clarks
Columbia Sportswear Company
Crate and Barrel Holdings
Custom Ink
Designer Brands
Dollar General
Dollar Tree
Domino's Pizza LLC
Ethan Allen Global Inc.
Fanatics
FedEx Office
Foot Locker, Inc.
Gap Inc.
Genuine Parts Corporation
Goodwill Industries of SE WI, Inc.
HanesBrands

Hy-Vee, Inc.
IKEA North America Services, LLC
Interstate Batteries, Inc.
Kohl's, Inc.
Krause Group
L.L.Bean
Living Spaces
LS&Co.
Macy's, Inc.
Mary Kay Inc
Mattress Firm
MidwayUSA
Murphy Oil USA, Inc.
New Balance Athletics, Inc.
O'Reilly Auto Parts
Pandora Jewelry
QVC
Raley's
Replacements, Ltd.
Ross Stores, Inc.
Rural King
Scentsy, Inc.
Sleep Number
Starbucks
Tailored Brands
Target Corporation
The RealReal
The Save Mart Companies
Tiffany & Co
Valvoline, Inc.
Victoria's Secret & Co.
Walgreens
Wawa, Inc.
Wolverine Worldwide
Yum! Brands

Telecommunications

Alaska Communications
Armstrong Group
AT&T
Aviat Networks
Calix
Charter Communications
Ciena Corporation
Crown Castle
EchoStar
Intelsat
Iridium Satellite Communications, LLC
KVH Industries, Inc.
ManTech International Corporation
Midco
National Exchange Carrier Association
NEC Corporation of America
Peraton
Qualcomm
RF Connect, LLC
Segra
Syniverse Technologies
T-Mobile US, Inc
TDS Telecom

Telesat (Canada), Skynet (United States)
TrellisWare Technologies, Inc.
UScellular
Verizon
Vonage
Windstream
Zayo Group LLC

Transportation and Warehousing

Air Transportation
Air Canada
Alaska Airlines
Aviation Technical Services Inc.
Beyond Gravity
DFW Airport
Jacksonville Aviation Authority
Metropolitan Washington Airports Authority
United Airlines

Transportation and Warehousing

All Other Transportation
Amerifleet Transportation Inc DBA ACERTUS
Amtrak (National Railroad Passenger Corporation)
Avis Budget Group, Inc.
Canadian National Railway Company
Canoo Inc
Central Ohio Transit Authority
CH Robinson
Dorman Products
GATX Corporation
Holman Enterprises
JB Hunt Transport Services
Kinder Morgan
Loram Maintenance of Way
Metropolitan Transit Authority of Harris County, Tx
Metropolitan Transportation Authority, State of New York
Omnitrans
Purolator Inc.
Reno-Tahoe Airport Authority
Reyes Holdings
Ruan Transportation
Schneider
Sound Transit
Southeastern Freight Lines, Inc.
Steam Logistics
Stericycle
Suburban Propane, LP
Suddath
TriMet
Uber Freight
UPS
Utah Transit Authority
Veterans Trading Company

PARTICIPANT LISTING

U.S. ORGANIZATIONS

Transportation and Warehousing

All Other Transportation (continued)

Washington Metropolitan Area Transit Authority
Wheels, LLC
Wilcox and Flegel

Transportation and Warehousing

Other

Bozzuto's Inc
KeHE Distributors
Kenco Group
Mc Lane Company, Inc
Neovia Logistics
Orgill Inc
syncreon A DP World Company
True Value

Utilities

ACRT Services / ACRT Pacific / ACRT Inc. / Bermex LLC.
Alliance for Cooperative Energy Services Power Marketing LLC
Altagas-Washington Gas
Ameren
American Electric Power
Archrock
Arizona Public Service
Associated Electric Cooperative Inc
ATCO Ltd.
Atmos Energy Corporation
Avista Corporation
Berkshire Hathaway Energy
Black Hills Energy
Blattner Company
Boardwalk Pipelines
Calpine Corporation
Capital Power Corporation
CenterPoint Energy
Central Arizona Project
Central Iowa Power Cooperative
Centrus Energy Corp.
Cheniere Energy Inc
Citizens Energy Group
Clearway Energy Group LLC
Colonial Group, Inc.
Colorado Springs Utilities
Colquitt EMC
Corix
Dairyland Power Cooperative
Dominion Energy, Inc.
Duke Energy
EDF Renewables NA
Electric Reliability Council of Texas, Inc.
ElectriCities of North Carolina, Inc.
Enbridge Inc

Energy Northwest
ENGIE North America
EnLink Midstream
Entergy
EPCOR USA
Eversource Energy
Eversource Energy
First Solar
FirstEnergy Corp
FirstLight Power
Fluor Federal Petroleum Operations
Golden Spread Electric Cooperative, Inc.
Great River Energy
GreyStone Power
Halliburton
Hawaiian Electric
Holland Board of Public Works
Hoosier Energy
Idaho Power Company
Interstate Gas Supply, LLC
Irving Oil
ISO New England
ITC Holdings Corp.
JERA Americas
Knoxville Utilities Board
Magellan Midstream Partners, L.P.
MDU Resources Group Inc
Metropolitan Utilities District
MPUA
National Fuel Gas Company
National Rural Electric Cooperative Association
Nebraska Public Power District
New York Power Authority
NextEra Energy, Inc.
NiSource
Noble Corporation plc
NorthWestern Energy
NTMWD
NW Natural
OGE Energy Corp
Ohio Gas Company
Old Dominion Electric Cooperative
Omaha Public Power District
Oncor Electric Delivery
ONE Gas Inc
Pacific Gas and Electric Company
PJM Interconnection
PNM Resources, Inc.
PPL Services Corporation
Public Service Enterprise Group
Public Utility District #1 of Chelan County
Public Utility District No. 1 of Benton County
Puget Sound Energy
Renewable Energy Systems Americas Inc
Salt River Project

Savannah River Nuclear Solutions
Sempra
Seneca Resources LLC
Southern Company
Southwest Gas Corporation
Spire Inc.
SunPower Corp
Tellurian Inc
TerraPower, LLC
The Water Works Board of the City of Birmingham
The Williams Companies
TransAlta Corporation
Unit Corporation
Vistra Corp.
WEC Energy Group
Xcel Energy

Wholesale Trade

Agilix Solutions
Associated Food Stores
BARK
BGC
C&S Wholesale Grocers, Inc
Coborn's, Inc.
Gordon Food Service
Hitachi High-Tech America
Hy Cite Enterprises LLC
JM Family Enterprises
Johnstone Supply NJ
Konica Minolta Business Solutions U.S.A., Inc.
Kontoor Brands
LKQ Corporation
Miele, Inc.
MSC Industrial Supply
OPENLANE (formerly KAR Auction Services, Inc.)
Patterson Companies, Inc.
Primo Water Corporation
PUMA North America
R.D. Offutt Company
Rakuten
Ricoh USA, Inc.
RNDC
Smart & Final
Sonepar USA
Spectrum Brands
TIDI Products
Toshiba America Business Solutions, Inc.
TriMark USA
Uline
US Foods
US Venture
Vetsource
Viterra
Young's Holdings, Inc.
Ziegler CAT

PARTICIPANT LISTING CANADIAN ORGANIZATIONS

Agriculture, Forestry, Fishing and Hunting

AgReserves Inc.
CHS Inc.
Driscoll's
GROWMARK, Inc.
Nutrien
Weyerhaeuser

Arts, Entertainment, and Rec- reation

Cineplex Inc.
Civeo Canada
Endeavor Group Holdings
Getty Images
Loto-Quebec
SciPlay
Topgolf Callaway Brands Corp

Construction

AECOM
APTIM
Badger Infrastructure Solutions
Bechtel
BrandSafway
Centuri Group, Inc.
Day & Zimmermann
Fluor
Graham Management Services
HDR Inc
Kenaidan Contracting Ltd.
Kiewit Corporation
Matrix Service Company
Mattamy Homes
Mitek USA
Primoris Services Corporation
Cengage Group
Follett Higher Education
McMaster University
Project Management Institute
Seneca
TAL Education Group
World Education Services

Finance and Insurance

Credit Intermediation and Related Activities

Ally Financial
American Express
ATB Financial
BlueShore Financial Credit
Union
Canadian Western Bank Finan-
cial Group
Comerica, Inc.
Desjardins
Experian
MCAP
Meridian Credit Union
Royal Bank of Canada
Scotiabank
Wex Inc.

Finance and Insurance Funds, Trusts and Other Financial Vehicles

Canadian Imperial Bank of
Commerce
Canadian Imperial Bank of
Commerce
First Citizens Bank
Ivanhoe Cambridge
Northern Trust

Finance and Insurance Insurance Carriers and Related Activities

Assurance IQ LLC
Asurion
Canada Life
Co-operators Group Ltd.
Cooperators
Definity Insurance Company
Empire Life
Everest
FCT
FM Global
Foresters Financial
GreenShield
Manitoba Blue Cross
Manulife
McLarens
Medavie Blue Cross
Munich Life Management Cor-
poration
Northbridge Financial Corpo-
ration
Saskatchewan Government
Insurance
Sedgwick Claims Management
Services, Inc.
Sun Life Financial
Swiss Re
Wawanesa

Finance and Insurance Securities, Commodity Contracts and Other Financial Investments

BentallGreenOak
CME Group
MFS Investment Management
Moody's
Morningstar
MSCI
Nasdaq, Inc.
Primerica, Inc
Sumitomo Corporation of
Americas
TD Bank Group

Health Care and Social Assis- tance

Accolade
Alberta Health Services
Dentsply Sirona
Dynacare
Exact Sciences
First Nations Health Authority
Hinge Health
Masimo

Molnlycke Health Care
Sephora Canada
UnitedHealth Group

Information

Data Processing, Hosting and Related Services

ACI Worldwide
Alteryx Inc
Ancestry
Ansys
Apptio, Inc
Arctic Wolf Networks
AuditBoard
Bench Accounting
Bluebeam, Inc.
Carfax, Inc.
Collabora
Dataiku
Demand Science Group, LLC
Docebo Inc
Dun & Bradstreet, Inc.
E2open, LLC
Ellucian
Enverus
Epic Games, Inc.
Equinix
ESET LLC
Figma, Inc.
Five9, Inc.
ForeScout Technologies
Global Payments, Inc.
Guidewire Software
Here Technologies
Hubspot
IFS Energy & Resources
Infoblox
Insight Enterprise
Intrado Life & Safety, Inc.
Intuit
Invicti Security
Jamf
Kajabi LLC
Kinaxis
Kong Inc
LastPass
Magnite, Inc.
Match Group
Nextiva, Inc.
Nuvei
o9 Solutions inc.
Pax8
Paycor, Inc.
Payscale
Procore Technologies
Prodigy Education
Pure Storage
QlikTech Inc.
QSC, LLC
Recharge
Red Hat
Reddit
Renaissance Learning
Roblox
S&P Global
SAP

SAS Institute
Shift-Technology
STARLIMS
Symcor
Synamedia
Take Two Interactive
Talend
TD SYNnex
Teradata
Toast
Trellix
Trimble, Inc.
Uniphore Technologies Inc.
Visier
Workiva Inc
Xactly
Zscaler

Manufacturing

Chemical Manufacturing

3M Company
Air Liquide
Air Products & Chemicals
Alnylam Pharmaceuticals
Apotex Inc.
Avient
BASF
Cabot Corporation
Cambrex
CF Industries
Dow Chemical
Dräger Inc
Drive DeVilbiss Healthcare
Ecolab, Inc
ERCO Worldwide LP
FMC Corporation
H.B. Fuller Company
IDEXX
Jamieson Wellness Inc.
Kyowa Kirin, Inc.
LANXESS Corporation
Methanex Corporation
Morton Salt, Inc.
NewMarket
NOVA Chemicals
Nu Skin Enterprise, Inc
QuidelOrtho
Scotts Miracle-Gro
Syngenta Crop Protection AG
Teleflex
The Mosaic Company
United Therapeutics Corpora-
tion
Valent North America, LLC
Veolia Water Technologies &
Solutions
W.R. Grace & Co

PARTICIPANT LISTING CANADIAN ORGANIZATIONS

Manufacturing Computer and Electronic Product Manufacturing

Celestica
Digi International Inc
Hexagon Manufacturing Intel-
ligence
Laird Connectivity
STMicroelectronics, Inc.
Unisys Corporation
Vontier Corporation
Zebra Technologies

Manufacturing Electrical Equipment, Appliance and Component Manufacturing

A. O. Smith Corporation
Armstrong World Industries
Barnes Group
Belkin International, Inc.
BISSELL Homecare, Inc.
Daikin Comfort North America
Dolby Laboratories, Inc.
Dover Corporation
Electrolux
Energizer Inc
Entegris, Inc.
Excelitas Technologies
Fortive
G&W Electric
iRobot
Johnson Controls
Legrand North & Central
America
onsemi
OSI Systems, Inc.
Pelican Products, Inc
Raytheon Technologies
Resideo Technologies, Inc
Schneider Electric
Sensata Technologies
Signify North America
Skyworks Solutions
Standex International Corpo-
ration
Starkey Hearing Technologies
TE Connectivity
TTM Technologies

Manufacturing Food, Beverage and Tobacco Prod- uct Manufacturing

Conagra Brands Inc
Constellation Brands
E. & J. Gallo Winery
Florida Crystals/American Sugar
Refinery
General Mills
JT International
Kerry Ingredients
Lamb Weston
Maple Leaf Foods
McCain Foods Ltd
Mondelez International
Ocean Spray Cranberries, Inc.
PepsiCo, Inc.
Sazerac, Inc.

Sofina Foods Inc.
TreeHouse Foods, Inc.
Unilever
Manufacturing
Machinery Manufacturing
Deere & Company
Giesecke+Devrient Currency
Technology America, Inc.
Hollister Inc
Husky Technologies
IDEX Corp
Illinois Tool Works, Inc.
Ingersoll Rand
Lennox International Inc
Nordson Corporation
SKF
SPX FLOW, Inc.
The Timken Company
Vyaire Medical, Inc
Wahl Clipper Corporation
Weir ESCO

Manufacturing

Metal Manufacturing
ArcelorMittal North America
Arconic Corp.
Ball Corporation
BLUESCOPE
CMC
GAF
Gerdau
SPX Technologies, Inc.
Valmont Industries
Zurn Elkay Water Solutions

Manufacturing

Miscellaneous Manufacturing
ABC Technologies
Akzo Nobel
Allegion
Apogee Enterprises, Inc.
ArcelorMittal North America
Boston Scientific
Brunswick Corporation
Canfor
Carestream Health
Church & Dwight
Coilplus
CoorsTek, Inc.
Dematic
DSM
Fortune Brands Innovations, Inc.
Fruit of the Loom, Inc.
Gildan Activewear Inc
Greif
Hillenbrand
Hologic, Inc.
Integra Lifesciences Holding
Corporation
Interface, Inc.
JELD-WEN, Inc.
Johnson Outdoors
Marathon Petroleum
Masco Corporation
Masonite International Corpo-
ration

Mattel, Inc.
Mohawk Industries
ODL, Inc
Oerlikon Group
Owens Corning
Saint-Gobain North America
Simpson Manufacturing Co., Inc.
STERIS
Teknion Corporation
Tetra Pak Group
The Estee Lauder Companies
Ultra I&C Ltd
USG Corporation
Valero Energy
Viega
Walker Industries
West Fraser

Manufacturing Paper Manufacturing, Printing and Related Support Activities

Avery Dennison
Cimpress/Vista
Deluxe Corp
Domtar Paper Company, LLC
Graphic Packaging International
International Paper
Miraclon Corporation
Shutterfly, Inc.
Manufacturing
Plastics and Rubber Products
Manufacturing
Balcan Innovations Inc
Berry Global, Inc.
Graham Packaging Company
IPEX USA LLC.
Medicom
The AZEK Company

Manufacturing Transportation Equipment Manu- facturing

Cascade Corporation
Certified Power, Inc
Curtiss-Wright
Hendrickson
Magna International Inc.
Moog, Inc
Nova Bus Inc.
Oshkosh Corporation
Otis Worldwide Corporation
Panasonic Avionics Corporation
Polaris, Inc.
Precision Castparts
Schaeffler Group USA Inc
Valvoline Global Operations
Wabtec

Mining, Quarrying, and Oil and Gas Extraction

Agnico Eagle Mines Limited
Alcoa Corporation
bp
Cameco Corporation
Carmeuse Americas
Cleveland Cliffs
Compass Minerals

Dyno Nobel
Enerflex Ltd.
First Majestic Silver Corp.
Fortuna Silver Mines
Gibson Energy Inc
Heidelberg Materials
IAMGOLD
Oceaneering International, Inc.
ParkerWellbore
Parkland Corporation
STEP Energy Services Ltd.
Vale S.A.

Other Services (except Public Administration)

Bill & Melinda Gates Foundation
CAA Club Group
Canadian Medical Association
Environmental Defense Fund
Habitat for Humanity Interna-
tional
Mental Health Commission of
Canada
Municipal Property Assessment
Corporation
PATH
Right To Play International
The Royal College of Physicians
and Surgeons of Canada

Professional, Scientific, and Technical Services (includes Consulting)

Accenture
ADGA GROUP
ADP
Akamai Technologies, Inc.
Alight Solutions
Aon
Apellis Pharmaceuticals
Arrow Electronics
Bain & Company
Barr Engineering Co
Bio-Rad Laboratories
Blo-Techne
Boehringer Ingelheim Canada
Ltd.
Boehringer Ingelheim Canada
Ltd.
Burns & McDonnell
CDM Smith, Inc.
Celero Solutions
Cerence
Charles River Laboratories
Circana
Comp Savvy Inc.
CRB Group, Inc.
CSA Group
Devo
Dynata
Eckler Ltd.
Edwards Lifesciences
Elanco Animal Health
Endo Pharmaceuticals
Epiq
FTI Consulting

PARTICIPANT LISTING CANADIAN ORGANIZATIONS

Professional, Scientific, and Technical Services (includes Consulting) continued

Gensler
Guidehouse
H&R Block
ICF International
Information Services Corpora-
tion
Ipsen
KBR
KPMG Canada
labcorp
Lighthouse Global
MarshMcLennan
Merck KGaA
Milliman
Mitsubishi Tanabe Pharma
Americas
Novo Nordisk
Novocure
NSF International
NVS Professional Corporation
Olympus
Organon
Osler Hoskin & Harcourt
Otsuka America Pharmaceutical
Inc.
Parexel International
PTC Therapeutics, Inc.
Qualcomm
RGP
RSM US LLP
Sanofi
SNC-Lavalin
Stantec
Tandem Diabetes
Technorm
Thomson Reuters
Ultragenyx
Underwriters Laboratories
Waters Corp
Western Compensation & Bene-
fits Consultants
Wolters Kluwer
Wrapbook
Zoetis Inc

Real Estate, Rental and Leasing

Aaron's LLC
BCLC
Chartwell Retirement Residenc-
es
Cushman & Wakefield
Element Fleet Management
Enterprise Holdings
Great Clips, Inc.
Hines Interests LP
Parkbridge Management LP
PROLOGIS
RioCan Management Inc.
Skyline Group of Companies
Tricon Residential
United Rentals
WeWork
Zillow

Retail Trade

AEO, Inc.
Brooks Sports, Inc.
Clarks
Columbia Sportswear Company
Crate and Barrel Holdings
Domino's Pizza LLC
Fanatics
Federated Co operatives
Limited
Foot Locker, Inc.
Gap Inc.
HanesBrands
Home Hardware Stores Limited
Interstate Batteries, Inc.
Liquor Control Board of Ontario
(LCBO)
LS&Co.
Mary Kay Inc
New Balance Athletics, Inc.
Pandora Jewelry
Starbucks
Tailored Brands
The Beer Store
The Brick
Tiffany & Co
Valvoline, Inc.
Victoria's Secret & Co.
Wolverine Worldwide

Telecommunications

Calix
CBC/Radio-Canada
Ciena Corporation
Qualcomm
Telesat (Canada), Skynet (Unit-
ed States)
Zayo Group LLC

Transportation and Warehous- ing

Air Canada
Avis Budget Group, Inc.
Canadian National Railway
Company
Dorman Products
FedEx Express Canada
GTAA
Holman Enterprises
Kenco Group
Orgill Inc
Plains Midstream Canada ULC
Purolator Inc.
Stericycle
Syncreon A DP World Company
The Calgary Airport Authority
Uber Freight
United Airlines
Wheels, LLC

Utilities

Alectra Inc.
Altagas-Washington Gas
ATCO Ltd.
BC Hydro Power & Authority
Berkshire Hathaway Energy

Capital Power Corporation
Corix
EDF Renewables NA
Emera Inc.
Enbridge Inc
ENGIE North America
EPCOR USA
FirstLight Power
Flint Corp
Halliburton
Independent Electricity System
Operator (IESO)
Irving Oil
Renewable Energy Systems
Americas Inc
SunPower Corp
TransAlta Corporation

Wholesale Trade

Empire Company Limited
Gordon Food Service
Grainger Canada
Konica Minolta Business Solu-
tions U.S.A., Inc.
LKQ Corporation
MSC Industrial Supply
OPENLANE (formerly KAR Auc-
tion Services, Inc.)
Rakuten
Ricoh USA, Inc.
Spectrum Brands
UFA
Uline
Vetsource
Vittera

Other Industries

Hilton Grand Vacations
EnergySolutions
Globalization Partners
Ritchie Brothers
Scholastic, Inc.
WM
Workplace Safety and Insurance
Board (WSIB)

PARTICIPANT LISTING INDIAN ORGANIZATIONS

Finance and Insurance

American Express
Bread Financial
CME Group
Ivanhoe Cambridge
MetLife
Moody's
Morningstar
Mr Cooper
MSCI
Nasdaq, Inc.
Northern Trust
oportun
Principal Financial Group
Scotiabank
TD Bank Group
Wex Inc.

Information

Data Processing, Hosting and Related Services

ACI Worldwide
Alteryx Inc
Ansys
Apptio, Inc
Collabora
Cyara Inc.
Dataiku
Demand Science Group, LLC
Dun & Bradstreet, Inc.
E2open, LLC
Ellucian
Enverus
Epicor
Equinix
FactSet Research Systems
Forescout Technologies
Freshworks
Global Payments, Inc.
Guidewire Software
Here Technologies
IFS Energy & Resources
Infoblox
Intuit
Kinaxis
Kong Inc
LiveVox
Nextiva, Inc.
o9 Solutions inc.
Precisely Software, Inc
Pure Storage
QlikTech Inc.
QSC, LLC
Red Hat
Roblox
S&P Global
SAP
SAS Institute
SmartBear Software
SmartRent, Inc.
STARLIMS
Synamedia
Take Two Interactive
Talent
TD SYNnex
Telesign Corporation
Teradata

Toast
Trellix
Trimble, Inc.
Uniphore Technologies Inc.
Vimeo
Xactly
Zscaler

Manufacturing

Chemical Manufacturing

Air Products & Chemicals
Avient
Cabot Corporation
FMC Corporation
H.B. Fuller Company
IDEXX
Momentive Performance
Materials

NewMarket
Perfect Day, Inc.
QuidelOrtho
Syngenta Crop Protection AG
Teleflex
US Pharmacopeia
Veolia Water Technologies &
Solutions
W.R. Grace & Co

Manufacturing

Computer and Electronic Product

Manufacturing
Advanced Energy Industries
Celestica
Hexagon Manufacturing
Intelligence
QORVO
QORVO
Shure Incorporated
Texas Instruments
Unisys Corporation
Vontier Corporation
Zebra Technologies

Manufacturing

Electrical Equipment, Appliance and Component Manufacturing

A. O. Smith Corporation
Barnes Group
Belkin International, Inc.
Dolby Laboratories, Inc.
Dover Corporation
Fortive
Johnson Controls
Knowles Corporation
onsemi
OSI Systems, Inc.
Raytheon Technologies
Resideo Technologies, Inc
Schneider Electric
Sensata Technologies
SGH
Skyworks Solutions
Standex International
Corporation
Starkey Hearing Technologies
TE Connectivity

Manufacturing

Machinery Manufacturing

Chart Industries
Deere & Company
Hollister Inc
Husky Technologies
Illinois Tool Works, Inc.
Ingersoll Rand
Lennox International Inc
Nordson Corporation
SKF
SPX FLOW, Inc.
Sundyne LLC
The Timken Company
Vyaire Medical, Inc
Wahl Clipper Corporation
Weir ESCO

Manufacturing

Miscellaneous Manufacturing

Ascend Performance Materials
Avery Dennison
Ball Corporation
Berry Global, Inc.
BLUESCOPE
Carestream Health
Church & Dwight
Cimpress/Vista
CMC
General Mills
Hillenbrand
Hyperion Materials &
Technologies
Interface, Inc.
Mattel, Inc.
OpSec Security
PepsiCo, Inc.
Sazerac, Inc.
STERIS
Teknion Corporation
Tetra Pak Group
The Estee Lauder Companies
Valmont Industries

Manufacturing

Transportation Equipment

Manufacturing
Allison Transmission, Inc.
Curtiss-Wright
Hexcel Corporation
Hyster-Yale Group, Inc.
Magna International Inc.
Moog, Inc
Oshkosh Corporation
Otis Worldwide Corporation
Panasonic Avionics Corporation
Polaris, Inc.
Valvoline Global Operations

Other Services (except Public Administration)

Bill & Melinda Gates Foundation
Environmental Defense Fund
Habitat for Humanity
International

IEEE

Lions Clubs International
PATH

Professional, Scientific, and Technical Services (includes Consulting)

Accenture
ADP
agilon health services
Akamai Technologies, Inc.
Alight Solutions
Amneal Pharmaceuticals
Arrow Electronics
Bain & Company
Bio-Rad Laboratories
Burns & McDonnell
CDM Smith, Inc.
Cerence
Charles River Laboratories
Circana
CSA Group
Devo
Dynata
Edwards Lifesciences
Endo Pharmaceuticals
Eqip
FTI Consulting
Gensler
Guidehouse
H&R Block
Huron Consulting Group
ICF International
KBR
labcorp
Lighthouse Global
MarshMcLennan
Merck KGaA
Milliman
NSF International
Organon
OutSystems
Parexel International
Population Council
Qualcomm
Ramboll
RGP
RSM US LLP
Sikich
SNC-Lavalin
Stantec
Thomson Reuters
Underwriters Laboratories
Waters Corp
Wolters Kluwer
Zoetis Inc

Retail Trade

Clarks
Columbia Sportswear Company
Fanatics
Gap Inc.
HanesBrands
LS&Co.
New Balance Athletics, Inc.
Target Corporation

PARTICIPANT LISTING INDIAN ORGANIZATIONS

Retail Trade (continued)

Tiffany & Co
Victoria's Secret & Co.
Wolverine Worldwide
Telecommunications
Calix
Ciena Corporation
Intelsat
KVH Industries, Inc.
Qualcomm
Syniverse Technologies

All Other Industries

Bechtel
BP
Dentsply Sirona
Dorman Products
Endeavor Group Holdings
Enerflex Ltd.
First Solar
Fluor
Getty Images
Globalization Partners
Halliburton
Hinge Health
Kontoor Brands
Kuoni Tumlare
LKQ Corporation
Molnlycke Health Care
Oceaneering International, Inc.
ParkerWellbore
Project Management Institute
PROLOGIS
Rakuten
SciPlay
United Airlines
UnitedHealth Group
WM

PARTICIPANT LISTING UK ORGANIZATIONS

Arts, Entertainment, and Recreation

Endeavor Group Holdings
Getty Images
Kuoni Tumlare
SciPlay
Topgolf Callaway Brands Corp
Construction
Bechtel
Day & Zimmermann
Fluor
HDR Inc
Mitek USA

Finance and Insurance Insurance Carriers and Related

Activities
American Financial Group Inc.
Asurion
Everest
FM Global
Foresters Financial
McLarens
MetLife
Tokio Marine HCC
Unum

Finance and Insurance Securities, Commodity Contracts and Other Financial Investments

BentallGreenOak
CME Group
MFS Investment Management
Moody's
Morningstar
MSCI
Nasdaq, Inc.
Principal Financial Group
TD Bank Group

Finance and Insurance All Other Subcategories

American Express
Cambridge Associates
Canadian Imperial Bank of
Commerce
Ivanhoe Cambridge
Northern Trust
Royal Bank of Canada
Scotiabank
Wex Inc.

Health Care and Social Assistance

Boston Scientific
Dentsply Sirona
Exact Sciences
Hinge Health
Mayo Clinic
Molnlycke Health Care

Information Data Processing, Hosting and Related Services

ACI Worldwide
Alteryx Inc
Ancestry
Ansys
Apptio, Inc
Arctic Wolf Networks
Attentive Mobile
AuditBoard
Bluebeam, Inc.
Collabora
Cyara Inc.
Dataiku
Demand Science Group, LLC
Docebo Inc
Dun & Bradstreet, Inc.
E2open, LLC
Edmentum, Inc.
Ellucian
Enverus
Epic Games, Inc.
Epicor
Equinix
Equus Software, LLC
FactSet Research Systems
Figma, Inc.
Five9, Inc.
Forescout Technologies
Freshworks
Global Payments, Inc.
Guidewire Software
Here Technologies
Houzz Inc
Hubspot
Infoblox
Intuit
Invicti Security
Jamf
Kinaxis
Kong Inc
LastPass
Magnite, Inc.
Match Group
Medable
Nuvei
o9 Solutions inc.
P2P Validator (P2P.org)
Pax8
Payscale
Pendo.io
Precisely Software, Inc
Procore Technologies
Pure Storage
QlikTech Inc.
QSC, LLC
Red Hat
Reddit
Renaissance Learning
Roblox
S&P Global
SAP
SAS Institute
Shift-Technology
SmartBear Software

STARLIMS
Synamedia
Take Two Interactive
Talend
TD SYNnex
Telesign Corporation
Teradata
Toast
Trellix
Trimble, Inc.
Uniphore Technologies Inc.
Vimeo
Visier
Workiva Inc
Xactly
YPrime
Zscaler

Manufacturing

Chemical Manufacturing
Air Products & Chemicals
Alnylam Pharmaceuticals
Avient
Cabot Corporation
Cambrex
CF Industries
Drive DeVilbiss Healthcare
FMC Corporation
H.B. Fuller Company
IDEXX
Lonza
Momentum Performance
Materials
NewMarket
Perfect Day, Inc.
QuidelOrtho
Syngenta Crop Protection AG
Synthomer
Teleflex
United Therapeutics
Corporation
Veolia Water Technologies &
Solutions
W.R. Grace & Co

Manufacturing Computer and Electronic Product Manufacturing

Advanced Energy Industries
Celestica
Digi International Inc
Hexagon Manufacturing
Intelligence
Laird Connectivity
QORVO
QORVO
Shure Incorporated
Unisys Corporation
Vontier Corporation
Western Digital Corporation
Zebra Technologies
Manufacturing
Electrical Equipment,
Appliance and Component
Manufacturing
A. O. Smith Corporation

Barnes Group
Belkin International, Inc.
Dolby Laboratories, Inc.
Dover Corporation
Energizer Inc
Entegris, Inc.
Excelitas Technologies
Fortive
iRobot
Johnson Controls
Knowles Corporation
onsemi
OSI Systems, Inc.
Pelican Products, Inc
Raytheon Technologies
Resideo Technologies, Inc
Schneider Electric
Sensata Technologies
SGH

Skyworks Solutions
Standex International
Corporation
Starkey Hearing Technologies
TE Connectivity
Toppan Photomasks, Inc.
TTM Technologies

Manufacturing Food, Beverage and Tobacco Product Manufacturing

E. & J. Gallo Winery
Florida Crystals/American Sugar
Refinery
General Mills
JT International
Ocean Spray Cranberries, Inc.
PepsiCo, Inc.
Sazerac, Inc.
Manufacturing
Machinery Manufacturing
Chart Industries
Deere & Company
Hollister Inc
Husky Technologies
Illinois Tool Works, Inc.
Ingersoll Rand
Nordson Corporation
SKF
SPX FLOW, Inc.
Sundyne LLC
The Timken Company
Vyaire Medical, Inc
Wahl Clipper Corporation
Weir ESCO

Manufacturing Metal Manufacturing

Arconic Corp.
Ball Corporation
CMC
SPX Technologies, Inc.
Valmont Industries
Manufacturing
Miscellaneous manufacturing
Allegion
Ascend Performance Materials

PARTICIPANT LISTING UK ORGANIZATIONS

Berry Global, Inc.
Brunswick Corporation
Church & Dwight
CoorsTek, Inc.
CPI Card Group, Inc.
Dematic
Greif
Hologic, Inc.
Integra Lifesciences Holding Corporation
Interface, Inc.
JELD-WEN, Inc.
Materion Corporation
Mattel, Inc.
ODL, Inc.
STERIS
Teknion Corporation
Tetra Pak Group
The Estee Lauder Companies
Ultra I&C Ltd
Valero Energy

Manufacturing Paper Manufacturing, Printing and Related Support Activities

Avery Dennison
Cimpress/Vista
Graphic Packaging International
OpSec Security
Tetra Pak
Manufacturing
Transportation Equipment
Manufacturing
Allison Transmission, Inc.
Curtiss-Wright
Gulfstream Aerospace Corp
Hexcel Corporation
Hyster-Yale Group, Inc.
Magna International Inc.
Moog, Inc.
Northrop Grumman
Oshkosh Corporation
Otis Worldwide Corporation
Panasonic Avionics Corporation
Polaris, Inc.
Precision Castparts
Stoneridge, Inc.
Valvoline Global Operations

Mining, Quarrying, and Oil and Gas Extraction

Alcoa Corporation
BP
Compass Minerals
Diamond Offshore
Enerflex Ltd.
Oceaneering International, Inc.
ParkerWellbore

Other Services (except Public Administration)

Bill & Melinda Gates Foundation
Environmental Defense Fund
Habitat for Humanity
International

International Rescue Committee
PATH
Right To Play International

Professional, Scientific, and Technical Services (includes Consulting)

Accenture
ADP
Akamai Technologies, Inc.
Alight Solutions
Apellis Pharmaceuticals
Arrow Electronics
Bain & Company
Bio-Rad Laboratories
Blo-Techne
Burns & McDonnell
Cerence
Charles River Laboratories
Circana
CSA Group
Dechert, LLP
Devo
Dynata
Edwards Lifesciences
Elanco Animal Health
Entos
Epiq
ERG
FTI Consulting
Gensler
Guidehouse
ICF International
KBR
labcorp
Latham & Watkins
Lighthouse Global
MarshMcLennan
Merck KGaA
Milliman
NAMSA
Novocure
NSF International
Organon
OutSystems
Parexel International
Paul Hastings LLP
PTC Therapeutics, Inc.
Qualcomm
Ramboll
RGP
Ropes & Gray LLP
RSM US LLP
Slalom
SNC-Lavalin
Stantec
Thomson Reuters
Traverse Therapeutics
Ultragenyx
Underwriters Laboratories
Waters Corp
Wolters Kluwer
Zoetis Inc

Retail Trade

Brooks Sports, Inc.
Clarks
Columbia Sportswear Company
Fanatics
Foot Locker, Inc.
Gap Inc.
HanesBrands
LS&Co.
Mary Kay Inc
New Balance Athletics, Inc.
Starbucks
Tiffany & Co
Victoria's Secret & Co.
Wolverine Worldwide
Telecommunications
Ciena Corporation
Intelsat
KVH Industries, Inc.
Qualcomm
Syniverse Technologies
Zayo Group LLC
Transportation and
Warehousing
United Airlines
Avis Budget Group, Inc.
Holman Enterprises
Stericycle
syncreon A DP World Company
Wholesale Trade
Kontoor Brands
LKQ Corporation
MSC Industrial Supply
OPENLANE (formerly KAR
Auction Services, Inc.)
Rakuten
Spectrum Brands

All other industries

ABM Industries
AgReserves Inc.
AMC Networks International
Berkshire Hathaway Energy
Cheniere Energy Inc
Driscoll's
Globalization Partners
Halliburton
Hines Interests Limited
Partnership
Hilton Grand Vacations
Irving Oil
Jumeirah Hotels & Resorts
PROLOGIS
Project Management Institute
Realty Income Corporation
Ritchie Brothers
TAL Education Group
University of Maryland Global
Campus
WeWork

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Australia

Accenture
ACI Worldwide
ADP
Akamai Technologies, Inc.
Alcoa Corporation
Alight Solutions
Allegion
Alteryx Inc
American Express
Ancestry
Apptio, Inc
Arctic Wolf Networks
Arrow Electronics
Asurion
ATCO Ltd.
Attentive Mobile
Avery Dennison
Avient
Avis Budget Group, Inc.
Bain & Company
Bechtel
Belkin International, Inc.
Bio-Rad Laboratories
BISSELL Homecare, Inc.
Bluebeam, Inc.
BP
BrandSafway
Brunswick Corporation
Cabot Corporation
Cambridge Associates
Canadian Imperial Bank of Commerce
CH Robinson
Charles River Laboratories
Church & Dwight
Ciena Corporation
Cimpress/Vista
Circana
Clarks
CMC
CME Group
Constellation Brands
Cyara Inc.
Dataiku
Deere & Company
Demand Science Group, LLC
Dematic
Dentsply Sirona
Devo
Diamond Offshore
Digi International Inc
Docebo Inc
Dolby Laboratories, Inc.
Dover Corporation
Dynata
E. & J. Gallo Winery
E2open, LLC
Edwards Lifesciences
Elanco Animal Health
Ellucian
Endeavor Group Holdings
Enerflex Ltd.
Energizer Inc
Environmental Defense Fund
Epic Games, Inc.

Epiq
Equinix
Everest
First Solar
Five9, Inc.
Fluor
FM Global
FMC Corporation
Foot Locker, Inc.
Forescout Technologies
Fortive
FTI Consulting
General Mills
Gensler
Getty Images
Global Payments, Inc.
Globalization Partners
Graphic Packaging International
Guidewire Software
H&R Block
H.B. Fuller Company
Habitat for Humanity International
Halliburton
HanesBrands
HDR Inc
Here Technologies
Hexagon Manufacturing Intelligence
Hollister Inc
Hologic, Inc.
Houzz Inc
Hovy Reward Solutions
Hubspot
Husky Technologies
Hyster-Yale Group, Inc.
IDEXX
IFS Energy & Resources
Illinois Tool Works, Inc.
Infoblox
Ingersoll Rand
Integra Lifesciences Holding Corporation
Intelsat
Interface, Inc.
Intuit
Ivanhoe Cambridge
Jamf
Johnson Controls
Johnson Outdoors
KBR
Kong Inc
labcorp
Lamb Weston
LastPass
LS&Co.
Magnite, Inc.
MarshMcLennan
Matrix Service Company
Mattel, Inc.
McLarens
Merck KGaA
MetLife
MFS Investment Management
Mitek USA
Molnlycke Health Care

Moody's
Moog, Inc
Morningstar
MSCI
Nasdaq, Inc.
New Balance Athletics, Inc.
NewMarket
Nordson Corporation
Northern Trust
Northrop Grumman
NSF International
Nu Skin Enterprise, Inc
o9 Solutions inc.
Oceaneering International, Inc.
Organon
Oshkosh Corporation
OSI Systems, Inc.
Otis Worldwide Corporation
OutSystems
Panasonic Avionics Corporation
Parexel International
Peabody Energy
Pelican Products, Inc
PepsiCo, Inc.
Polaris, Inc.
Procure Technologies
PTC Therapeutics, Inc.
Pure Storage
QlikTech Inc.
Qualcomm
QuidelOrtho
Rakuten
Raytheon Technologies
Red Hat
Reddit
Renaissance Learning
Resideo Technologies, Inc
RGP
Ritchie Brothers
Royal Bank of Canada
S&P Global
SAP
SAS Institute
Sazerac, Inc.
Schneider Electric
Scotiabank
SKF
Slalom
SmartBear Software
SNC-Lavalin
SPX FLOW, Inc.
SPX Technologies, Inc.
Stantec
Starbucks
Starkey Hearing Technologies
STARLIMS
Stericycle
STERIS
Synamedia
Syngenta Crop Protection AG
Take Two Interactive
TAL Education Group
Talent
TD Bank Group
TD SYNnex
TE Connectivity

Teleflex
Telesign Corporation
Teradata
Tetra Pak Group
The Estee Lauder Companies
The Timken Company
Thomson Reuters
Tiffany & Co
TransAlta Corporation
Trellix
Trimble, Inc.
Underwriters Laboratories
Uniphore Technologies Inc.
Unisys Corporation
United Airlines
University of Maryland Global Campus
Valmont Industries
Valvoline Global Operations
Veolia Water Technologies & Solutions
Visier
Vontier Corporation
Vyaire Medical, Inc
Wahl Clipper Corporation
Waters Corp
Weir ESCO
WeWork
Wex Inc.
Wolters Kluwer
Workiva Inc
Zebra Technologies
Zoetis Inc
Zscaler

Belgium

Accenture
ACI Worldwide
ADP
Air Products & Chemicals
Akamai Technologies, Inc.
Alight Solutions
Alnylam Pharmaceuticals
American Express
Arctic Wolf Networks
Arrow Electronics
Ascend Performance Materials
Avery Dennison
Avient
Avis Budget Group, Inc.
Bain & Company
Belkin International, Inc.
Bill & Melinda Gates Foundation
Bio-Rad Laboratories
Boston Scientific
BP
Brunswick Corporation
Cabot Corporation
Cerence
CH Robinson
Charles River Laboratories
Ciena Corporation
Clarks
Dechert, LLP
Dentsply Sirona
Digi International Inc

GLOBAL

WorldatWork 2023-2024 Salary Budget Survey | www.worldatwork.org/salary-budget

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Principal Financial Group	Advanced Energy Industries	Energizer Inc	MFS Investment Management
PROLOGIS	Air Products & Chemicals	Entegris, Inc.	Molnlycke Health Care
PTC Therapeutics, Inc.	Akamai Technologies, Inc.	Environmental Defense Fund	Momentive Performance
Pure Storage	Alcoa Corporation	Epic Games, Inc.	Materials
QlikTech Inc.	Alight Solutions	Epiq	Moody's
Qualcomm	Allegion	Equinix	Moog, Inc
QuidelOrtho	American Express	Excelitas Technologies	Morningstar
Rakuten	Ansys	Fluor	MSCI
Raytheon Technologies	Arconic Corp.	FM Global	NAMSA
Red Hat	Arrow Electronics	FMC Corporation	New Balance Athletics, Inc.
RSM US LLP	Ascend Performance Materials	Fore Scout Technologies	NewMarket
S&P Global	Avery Dennison	Fortive	Nordson Corporation
SAP	Avient	Fruit of the Loom, Inc.	Northern Trust
SAS Institute	Avis Budget Group, Inc.	FTI Consulting	Nova Ltd.
Schaeffler Group USA Inc	Bain & Company	Gap Inc.	NSF International
Schneider Electric	Barnes Group	General Mills	Nu Skin Enterprise, Inc
Scotiabank	Bechtel	Gensler	Nuvei
Sensata Technologies	Belkin International, Inc.	Getty Images	o9 Solutions inc.
SGH	Benchmark Electronics	Gildan Activewear Inc	Ocean Spray Cranberries, Inc.
Shift-Technology	Berry Global, Inc.	Global Payments, Inc.	ODL, Inc
SKF	Bill & Melinda Gates Foundation	Globalization Partners	onsemi
SNC-Lavalin	Bio-Rad Laboratories	Greif	OpSec Security
SPX FLOW, Inc.	BISSELL Homecare, Inc.	Gulfstream Aerospace Corp	Organon
Starkey Hearing Technologies	BP	H.B. Fuller Company	Oshkosh Corporation
STERIS	Brooks Sports, Inc.	Halliburton	Otis Worldwide Corporation
STMicroelectronics, Inc.	Brunswick Corporation	HanesBrands	Packaging Corporation of
Stoneridge, Inc	Cabot Corporation	HDR Inc	America
Swiss Re	Calix	Here Technologies	Panasonic Avionics Corporation
Synamedia	Cambridge Associates	Hexagon Manufacturing	Parexel International
Syngenta Crop Protection AG	Canadian Imperial Bank of	Intelligence	PATH
Take Two Interactive	Commerce	Hexcel Corporation	Paul Hastings LLP
TD SYNNEX	Carestream Health	Hillenbrand	Pelican Products, Inc
TE Connectivity	Celestica	Hollister Inc	PepsiCo, Inc.
Teleflex	Cerence	Hologic, Inc.	Polaris, Inc.
Telesign Corporation	Charles River Laboratories	Husky Technologies	Principal Financial Group
Teradata	Chart Industries	Hyperion Materials &	Project Management Institute
Tetra Pak Group	Cheniere Energy Inc	Technologies	PROLOGIS
The Timken Company	CHS Inc.	IDEXX	QlikTech Inc.
Thomson Reuters	Church & Dwight	IEEE	QORVO
Tiffany & Co	Ciena Corporation	Illinois Tool Works, Inc.	QORVO
Trellix	Circana	Infoblox	QSC, LLC
Trimble, Inc.	Clarks	Ingersoll Rand	Qualcomm
Ultragenyx	CMC	Integra Lifesciences Holding	QuidelOrtho
Underwriters Laboratories	CME Group	Corporation	Raytheon Technologies
Unisys Corporation	Columbia Sportswear Company	Intelsat	Red Hat
United Airlines	Constellation Brands	Interface, Inc.	Renaissance Learning
Vale S.A.	CSA Group	International Paper	Resideo Technologies, Inc
Valmont Industries	Curtiss-Wright	iRobot	RGP
Veolia Water Technologies &	Dechert, LLP	Johnson Controls	Ritchie Brothers
Solutions	Deere & Company	JT International	Ropes & Gray LLP
Vontier Corporation	Dematic	KBR	S&P Global
Vyaire Medical, Inc	Dentsply Sirona	Knowles Corporation	SAP
Wahl Clipper Corporation	Digi International Inc	Kong Inc	SAS Institute
Waters Corp	Dolby Laboratories, Inc.	Kuoni Tumlare	Sazerac, Inc.
Weir ESCO	Dollar General	labcorp	Schneider Electric
Wex Inc.	Dorman Products	Lamb Weston	Scotiabank
Wolters Kluwer	Dover Corporation	Latham & Watkins	Scotts Miracle-Gro
Zebra Technologies	Driscoll's	Lennox International Inc	Sensata Technologies
Zoetis Inc	Dun & Bradstreet, Inc.	LS&Co.	SGH
Zscaler	Dynata	Magna International Inc.	Shure Incorporated
	E. & J. Gallo Winery	Mary Kay Inc	SKF
China	E2open, LLC	Materion Corporation	Skyworks Solutions
A. O. Smith Corporation	Edwards Lifesciences	Mattel, Inc.	SNC-Lavalin
Accenture	Elanco Animal Health	McLarens	SPX FLOW, Inc.
ACI Worldwide	Endeavor Group Holdings	Merck KGaA	SPX Technologies, Inc.
ADP	Enerflex Ltd.	MetLife	Standex International

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Corporation	Apptio, Inc	Gensler	Nasdaq, Inc.
Stantec	Arconic Corp.	Getty Images	New Balance Athletics, Inc.
Starkey Hearing Technologies	Arrow Electronics	Globalization Partners	NewMarket
STARLIMS	Ascend Performance Materials	Graham Packaging Company	Nordson Corporation
STERIS	AUTODOC	Graphic Packaging International	Novocure
Stoneridge, Inc	Avery Dennison	Greif	NSF International
Synamedia	Avient	Guidehouse	o9 Solutions inc.
Syngenta Crop Protection AG	Avis Budget Group, Inc.	Guidewire Software	Ocean Spray Cranberries, Inc.
Syniverse Technologies	Bain & Company	H.B. Fuller Company	onsemi
Synthomer	Ball Corporation	Halliburton	OpSec Security
Take Two Interactive	Barnes Group	HanesBrands	Organon
TAL Education Group	Belkin International, Inc.	Here Technologies	Oshkosh Corporation
Talend	Berry Global, Inc.	Hexagon Manufacturing	OSI Systems, Inc.
Target Corporation	Bill & Melinda Gates Foundation	Intelligence	Otis Worldwide Corporation
TD Bank Group	Bio-Rad Laboratories	Hexcel Corporation	OutSystems
TD SYNnex	Boston Scientific	Hilton Grand Vacations	Panasonic Avionics Corporation
TE Connectivity	BP	Hollister Inc	Parexel International
Teleflex	Brooks Sports, Inc.	Hologic, Inc.	PATH
Telesign Corporation	Brunswick Corporation	Houzz Inc	Paul Hastings LLP
Tetra Pak Group	Cabot Corporation	Hubspot	Pelican Products, Inc
Texas Instruments	Calix	Husky Technologies	PepsiCo, Inc.
The Estee Lauder Companies	Cambrex	Hyperion Materials &	Polaris, Inc.
The Timken Company	Cerence	Technologies	Principal Financial Group
Thomson Reuters	CH Robinson	Hyster-Yale Group, Inc.	Procore Technologies
Tiffany & Co	Charles River Laboratories	IDEXX	PROLOGIS
Topgolf Callaway Brands Corp	Chart Industries	Illinois Tool Works, Inc.	PTC Therapeutics, Inc.
Toppan Photomasks, Inc.	Church & Dwight	Infoblox	Pure Storage
Trellix	Ciena Corporation	Ingersoll Rand	QlikTech Inc.
Trimble, Inc.	Cimpress/Vista	Integra Lifesciences Holding	QORVO
TTM Technologies	Circana	Corporation	QORVO
Underwriters Laboratories	Clarks	Intelsat	Qualcomm
Unisys Corporation	CMC	Interface, Inc.	QuidelOrtho
United Airlines	CME Group	International Paper	Rakuten
Vale S.A.	Collabora	iRobot	Raytheon Technologies
Valmont Industries	Columbia Sportswear Company	Ivanhoe Cambridge	Red Hat
Valvoline Global Operations	Dataiku	Jamf	Reddit
Veolia Water Technologies &	Dechert, LLP	Johnson Controls	Renaissance Learning
Solutions	Deere & Company	Johnson Outdoors	Resideo Technologies, Inc
Victoria's Secret & Co.	Dematic	JT International	Ritchie Brothers
Vontier Corporation	Dentsply Sirona	Kinaxis	Royal Bank of Canada
Vyaire Medical, Inc	Digi International Inc	Kong Inc	RSM US LLP
W.R. Grace & Co	Docebo Inc	Kontoor Brands	S&P Global
Wahl Clipper Corporation	Dolby Laboratories, Inc.	Kuoni Tumlare	SAP
Waters Corp	Dover Corporation	labcorp	SAS Institute
Weir ESCO	Drive DeVilbiss Healthcare	Latham & Watkins	Sazerac, Inc.
Western Digital Corporation	Dynata	LKQ Corporation	Schneider Electric
Wolters Kluwer	E. & J. Gallo Winery	LS&Co.	Sensata Technologies
Wolverine Worldwide	E2open, LLC	Magna International Inc.	Shift-Technology
Zebra Technologies	Edwards Lifesciences	Magnite, Inc.	SKF
Zoetis Inc	Elanco Animal Health	Match Group	Skyworks Solutions
	Endeavor Group Holdings	Mattel, Inc.	SmartBear Software
	Energizer Inc	McLarens	SPX FLOW, Inc.
France	Entegris, Inc.	Medicom	Standex International
A. O. Smith Corporation	Epic Games, Inc.	Merck KGaA	Corporation
Accenture	Epiq	MetLife	Starkey Hearing Technologies
ACI Worldwide	Equinix	MFS Investment Management	STARLIMS
ADP	Everest	Milliman	Stericycle
Air Products & Chemicals	Exact Sciences	Mitek USA	STERIS
Akamai Technologies, Inc.	Excelitas Technologies	Molnlycke Health Care	Stoneridge, Inc
Alight Solutions	Figma, Inc.	Momentive Performance	Synamedia
Allegion	FM Global	Materials	Syngenta Crop Protection AG
Alnylam Pharmaceuticals	FMC Corporation	Moody's	Synthomer
Alteryx Inc	Foot Locker, Inc.	Moog, Inc	Take Two Interactive
American Express	Fortive	Morningstar	Talend
Ancestry	FTI Consulting	MSCI	TD SYNnex
Ansys	General Mills	NAMSA	TE Connectivity
Apellis Pharmaceuticals			

PARTICIPANT LISTING GLOBAL ORGANIZATIONS

Teleflex	Ball Corporation	Fruit of the Loom, Inc.	MFS Investment Management
Telesign Corporation	Barnes Group	FTI Consulting	Mitek USA
Teradata	Belkin International, Inc.	General Mills	Modernizing Medicine
Tetra Pak	Berry Global, Inc.	Gensler	Molnlycke Health Care
Tetra Pak Group	Beyond Gravity	Getty Images	Momentive Performance
The Estee Lauder Companies	Bill & Melinda Gates Foundation	Global Payments, Inc.	Materials
The Timken Company	Bio-Rad Laboratories	GLOBALFOUNDRIES	Moody's
Thomson Reuters	Bluebeam, Inc.	Globalization Partners	Moog, Inc.
Tiffany & Co	Boston Scientific	Graphic Packaging International	Morningstar
Tokio Marine HCC	BP	Greif	MSCI
Toppan Photomasks, Inc.	Brooks Sports, Inc.	Guidehouse	NAMSA
Trellix	Brunswick Corporation	Guidewire Software	Nasdaq, Inc.
Trimble, Inc.	Cabot Corporation	H.B. Fuller Company	New Balance Athletics, Inc.
Ultragenyx	Cambrex	Halliburton	NewMarket
Underwriters Laboratories	Cambridge Associates	HanesBrands	Nordson Corporation
Uniphore Technologies Inc.	Cerence	HDR Inc	Nova Ltd.
Unisys Corporation	CH Robinson	Here Technologies	Novocure
United Airlines	Charles River Laboratories	Hexagon Manufacturing	NSF International
Valmont Industries	Chart Industries	Intelligence	Nu Skin Enterprise, Inc
Valvoline Global Operations	Church & Dwight	Hexcel Corporation	Nuvei
Veolia Water Technologies & Solutions	Cimpress/Vista	Hillenbrand	o9 Solutions inc.
Victoria's Secret & Co.	Circana	Hollister Inc	onsemi
Visier	Clarks	Holman Enterprises	OpSec Security
Viskase Companies, Inc.	CMC	Hologic, Inc.	Organon
Vyaire Medical, Inc	Collabora	Houzz Inc	Oshkosh Corporation
Wahl Clipper Corporation	Columbia Sportswear Company	Hubspot	OSI Systems, Inc.
Waters Corp	Constellation Brands	Husky Technologies	Otis Worldwide Corporation
Weir ESCO	CoorsTek, Inc.	Hyperion Materials & Technologies	OutSystems
WeWork	CRB Group, Inc.	Hyster-Yale Group, Inc.	P2P Validator (P2P.org)
Wex Inc.	CSA Group	IDEXX	Panasonic Avionics Corporation
Wolters Kluwer	Dataiku	Illinois Tool Works, Inc.	Parexel International
Wolverine Worldwide	Dechert, LLP	Infoblox	PATH
Workiva Inc	Deere & Company	Ingersoll Rand	Paul Hastings LLP
Zayo Group LLC	Dematic	Integra Lifesciences Holding Corporation	Pax8
Zebra Technologies	Dentsply Sirona	Intelsat	Pelican Products, Inc
Zoetis Inc	Devo	Interface, Inc.	PepsiCo, Inc.
Zscaler	Digi International Inc	International Rescue Committee	Polaris, Inc.
	Docebo Inc	Invicti Security	Principal Financial Group
	Dolby Laboratories, Inc.	iRobot	Procore Technologies
	Dover Corporation	Ivanhoe Cambridge	PROLOGIS
	Drive DeVilbiss Healthcare	Jamf	PTC Therapeutics, Inc.
	Dun & Bradstreet, Inc.	Johnson Controls	Pure Storage
	Dynata	Johnson Outdoors	QlikTech Inc.
	E. & J. Gallo Winery	KBR	QORVO
	E2open, LLC	Kinaxis	QORVO
	Edwards Lifesciences	Kong Inc	QSC, LLC
	Elanco Animal Health	Kontoor Brands	Qualcomm
	Endeavor Group Holdings	Kuoni Tumlare	Qualcomm
	Energizer Inc	labcorp	QuidelOrtho
	Entegris, Inc.	Laird Connectivity	Rakuten
	Environmental Defense Fund	LastPass	Raytheon Technologies
	Epic Games, Inc.	Latham & Watkins	Red Hat
	Epiq	Lighthouse Global	Reddit
	Equinix	LKQ Corporation	Resideo Technologies, Inc
	Everest	LS&Co.	Ritchie Brothers
	Exact Sciences	Magna International Inc.	Roblox
	Excelitas Technologies	Magnite, Inc.	RSM US LLP
	Fanatics	MarshMcLennan	S&P Global
	Figma, Inc.	Mary Kay Inc	SAP
	First Solar	Materion Corporation	SAS Institute
	Five9, Inc.	Mattel, Inc.	Sazerac, Inc.
	Fluor	McLarens	Schneider Electric
	FM Global	Merck KGaA	Sensata Technologies
	FMC Corporation		Shift-Technology
	Foot Locker, Inc.		Shure Incorporated
	Fortive		Siemens AG

Germany

Accenture
ACI Worldwide
ADP
Advanced Energy Industries
Air Products & Chemicals
Akamai Technologies, Inc.
Alight Solutions
Allegion
Alnylam Pharmaceuticals
Alteryx Inc
AMC Networks International
American Express
Amway Corporation
Ancestry
Ansys
Apellis Pharmaceuticals
Apptio, Inc
Arconic Corp.
Arctic Wolf Networks
Arrow Electronics
Ascend Performance Materials
AUTODOC
Avery Dennison
Avient
Avis Budget Group, Inc.
Bain & Company

PARTICIPANT LISTING GLOBAL ORGANIZATIONS

SKF	Italy	Halliburton	Principal Financial Group
Skyworks Solutions	Accenture	HanesBrands	PROLOGIS
Slalom	ACI Worldwide	HDR Inc	PTC Therapeutics, Inc.
SmartBear Software	ADP	Here Technologies	Pure Storage
SNC-Lavalin	Air Products & Chemicals	Hexagon Manufacturing Intelligence	QlikTech Inc.
SPX FLOW, Inc.	Akamai Technologies, Inc.	Hexcel Corporation	QSC, LLC
Standex International Corporation	Alcoa Corporation	Hilton Grand Vacations	Qualcomm
Stantec	Alight Solutions	Hollister Inc	QuidelOrtho
Starkey Hearing Technologies	Allegion	Hologic, Inc.	Rakuten
STARLIMS	American Express	Houzz Inc	Raytheon Technologies
Stericycle	Ansys	Husky Technologies	Red Hat
STERIS	Apellis Pharmaceuticals	Hyperion Materials & Technologies	Reddit
Stoneridge, Inc	Apptio, Inc	Hyster-Yale Group, Inc.	Resideo Technologies, Inc
Synamedia	Arrow Electronics	IDEXX	Ritchie Brothers
syncreon A DP World Company	Ascend Performance Materials	Illinois Tool Works, Inc.	RSM US LLP
Syngenta Crop Protection AG	Avery Dennison	Infoblox	S&P Global
Synthomer	Avient	Ingersoll Rand	SAP
Take Two Interactive	Avis Budget Group, Inc.	Integra Lifesciences Holding Corporation	SAS Institute
Talend	Bain & Company	International Paper	Schneider Electric
TD SYNnex	Ball Corporation	International Rescue Committee	Sensata Technologies
TE Connectivity	Barnes Group	Jamf	SGH
Teleflex	Belkin International, Inc.	Johnson Controls	Shift-Technology
Teradata	Bio-Rad Laboratories	Johnson Outdoors	SKF
Tetra Pak	Boston Scientific	JT International	SPX FLOW, Inc.
Tetra Pak Group	BP	Jumeirah Hotels & Resorts	Standex International Corporation
Texas Instruments	Brooks Sports, Inc.	Kong Inc	Stantec
The Estee Lauder Companies	Brunswick Corporation	Kontoor Brands	Starbucks
The Timken Company	Cabot Corporation	Kuoni Tumlare	Starkey Hearing Technologies
Thomson Reuters	Cambrex	labcorp	STERIS
Tiffany & Co	Carestream Health	Laird Connectivity	Stoneridge, Inc
Tokio Marine HCC	Cerence	Latham & Watkins	Syngenta Crop Protection AG
Topgolf Callaway Brands Corp	CH Robinson	LKQ Corporation	Synthomer
Toppan Photomasks, Inc.	Charles River Laboratories	LS&Co.	Take Two Interactive
Traverse Therapeutics	Chart Industries	Magna International Inc.	Talend
Trellix	CHS Inc.	Magnite, Inc.	TD SYNnex
Trimble, Inc.	Ciena Corporation	Mattel, Inc.	TE Connectivity
TTM Technologies	Circana	Merck KGaA	Teleflex
Ultragenyx	Collabora	MetLife	Teradata
Underwriters Laboratories	Columbia Sportswear Company	MFS Investment Management	Tetra Pak Group
Uniphore Technologies Inc.	Constellation Brands	Molnlycke Health Care	Tetra Pak Packaging Solutions SpA
Unisys Corporation	CSA Group	Momentive Performance Materials	The Estee Lauder Companies
United Airlines	Deere & Company	Moody's	The Timken Company
University of Maryland Global Campus	Dematic	Moog, Inc	Thomson Reuters
Valmont Industries	Dentsply Sirona	Morningstar	Tiffany & Co
Valvoline Global Operations	Docebo Inc	MSCI	Tokio Marine HCC
Veolia Water Technologies & Solutions	Dover Corporation	Nasdaq, Inc.	Toppan Photomasks, Inc.
Visier	Dynata	New Balance Athletics, Inc.	Traverse Therapeutics
Vontier Corporation	Edwards Lifesciences	Nordson Corporation	Trellix
Vyair Medical, Inc	Elanco Animal Health	Novocure	Trimble, Inc.
W.R. Grace & Co	Endeavor Group Holdings	NSF International	Ultragenyx
Wahl Clipper Corporation	Energizer Inc	Nuvei	Underwriters Laboratories
Waters Corp	Entegris, Inc.	o9 Solutions inc.	United Airlines
Weir ESCO	Equinix	onsemi	University of Maryland Global Campus
WeWork	Exact Sciences	OpSec Security	Valmont Industries
Wex Inc.	FactSet Research Systems	Organon	Valvoline Global Operations
Wolters Kluwer	FMC Corporation	Oshkosh Corporation	Veolia Water Technologies & Solutions
Wolverine Worldwide	Foot Locker, Inc.	OSI Systems, Inc.	Vontier Corporation
Workiva Inc	Fortive	Otis Worldwide Corporation	Vyair Medical, Inc
Zayo Group LLC	FTI Consulting	Panasonic Avionics Corporation	W.R. Grace & Co
Zebra Technologies	General Mills	Parexel International	Wahl Clipper Corporation
Zoetis Inc	Getty Images	PepsiCo, Inc.	Waters Corp
Zscaler	Global Payments, Inc.	Perfect Day, Inc.	Weir ESCO
	Globalization Partners		
	Graphic Packaging International		
	Guidewire Software		
	H.B. Fuller Company		

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

WeWork
Wex Inc.
Wolters Kluwer
Wolverine Worldwide
Zebra Technologies
Zoetis Inc
Zscaler

Japan

Accenture
ACI Worldwide
ADP
Advanced Energy Industries
Air Products & Chemicals
Akamai Technologies, Inc.
Alight Solutions
Alnylam Pharmaceuticals
Alteryx Inc
American Express
Ansys
Apptio, Inc
Arrow Electronics
Ascend Performance Materials
Asurion
Avery Dennison
Avient
Bain & Company
Barnes Group
Bechtel
Belkin International, Inc.
BentallGreenOak
Bill & Melinda Gates Foundation
Bio-Rad Laboratories
BP
Bracco Medical Technologies
Brunswick Corporation
Cabot Corporation
Canadian Imperial Bank of Commerce
Carestream Health
Celestica
Cerence
Charles River Laboratories
Church & Dwight
Ciena Corporation
Clarks
CME Group
Columbia Sportswear Company
CoorsTek, Inc.
CSA Group
Dataiku
Dentsply Sirona
Digi International Inc
Dolby Laboratories, Inc.
Dover Corporation
Dynata
E. & J. Gallo Winery
Edwards Lifesciences
Elanco Animal Health
Endeavor Group Holdings
Entegris, Inc.
Environmental Defense Fund
Epic Games, Inc.
Epiq
Equinix
Exact Sciences

Excelitas Technologies
Fanatics
Figma, Inc.
First Solar
FMC Corporation
Foot Locker, Inc.
ForeScout Technologies
Fortive
FTI Consulting
Gap Inc.
General Mills
Gensler
Getty Images
Globalization Partners
Graphic Packaging International
Guidewire Software
H.B. Fuller Company
Halliburton
HanesBrands
Here Technologies
Hexagon Manufacturing Intelligence
Hexcel Corporation
Hilton Grand Vacations
Hollister Inc
Hologic, Inc.
Houzz Inc
Hubspot
Husky Technologies
IDEXX
IEEE
IFS Energy & Resources
Illinois Tool Works, Inc.
Infoblox
Ingersoll Rand
Integra Lifesciences Holding Corporation
Intelsat
Inter-American Development Bank
International Paper
iRobot
Jamf
Johnson Controls
JT International
Kinaxis
Knowles Corporation
Kuoni Tumlare
labcorp
Lamb Weston
Latham & Watkins
Lions Clubs International
LS&Co.
Magna International Inc.
Magnite, Inc.
Match Group
Mattel, Inc.
McLarens
Merck KGaA
MetLife
MFS Investment Management
Molnlycke Health Care
Momentive Performance Materials
Moody's
Moog, Inc

Morningstar
MSCI
NAMSA
Nasdaq, Inc.
New Balance Athletics, Inc.
NewMarket
Nordson Corporation
Northern Trust
Northrop Grumman
Nova Ltd.
Novocure
NSF International
Nu Skin Enterprise, Inc
o9 Solutions inc.
onsemi
OpSec Security
Organon
Oshkosh Corporation
Otis Worldwide Corporation
OutSystems
Panasonic Avionics Corporation
Parexel International
Paul Hastings LLP
Pelican Products, Inc
PepsiCo, Inc.
Polaris, Inc.
Principal Financial Group
PROLOGIS
PTC Therapeutics, Inc.
Pure Storage
QlikTech Inc.
QORVO
QORVO
QSC, LLC
Qualcomm
QuidelOrtho
Raytheon Technologies
Red Hat
RGP
Ritchie Brothers
Roblox
Ropes & Gray LLP
S&P Global
SAP
SAS Institute
Sazerac, Inc.
Schneider Electric
Scotiabank
Sensata Technologies
SGH
Shift-Technology
SKF
Skyworks Solutions
Slalom
SPX FLOW, Inc.
Standex International Corporation
Starkey Hearing Technologies
STERIS
Stoneridge, Inc
Syngenta Crop Protection AG
Take Two Interactive
Talent
TD Bank Group
TD SYNnex
TE Connectivity

Teleflex
Teradata
Tetra Pak Group
Texas Instruments
The Estee Lauder Companies
The Timken Company
Thomson Reuters
Tiffany & Co
Topgolf Callaway Brands Corp
Trellix
Trimble, Inc.
TTM Technologies
Ultragenyx
Underwriters Laboratories
Uniphore Technologies Inc.
Unisys Corporation
United Airlines
University of Maryland Global Campus
Vale S.A.
Veolia Water Technologies & Solutions
Vyaire Medical, Inc
Waters Corp
Western Digital Corporation
Wex Inc.
Wolters Kluwer
Workiva Inc
Zebra Technologies
Zoetis Inc
Zscaler

Mexico

A. O. Smith Corporation
ABC Technologies
Accenture
ACI Worldwide
ADP
Advanced Energy Industries
AEO, Inc.
AgReserves Inc.
Akamai Technologies, Inc.
Akzo Nobel
Alight Solutions
Allegion
Allison Transmission, Inc.
AMC Networks International
American Express
American Financial Group Inc.
Amway Corporation
ArcelorMittal North America
ArcelorMittal North America
Armstrong World Industries
Arrow Electronics
Ascend Performance Materials
Astellas
Asurion
Avery Dennison
Avient
Bain & Company
Ball Corporation
Barnes Group
Bechtel
Belkin International, Inc.
Benchmark Electronics
Berry Global, Inc.

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Bio-Rad Laboratories	Halliburton	Olympus	Uber Freight
BISSELL Homecare, Inc.	HanesBrands	oportun	Ultragenyx
BLUESCOPE	Here Technologies	Organon	Underwriters Laboratories
BP	Hexagon Manufacturing Intelligence	Oshkosh Corporation	Unisys Corporation
Brunswick Corporation	Hillenbrand	OSI Systems, Inc.	United Airlines
Burns & McDonnell	Hilton Grand Vacations	Otis Worldwide Corporation	Valent North America, LLC
Cabot Corporation	Hilton Worldwide	Parexel International	Valero Energy
Carestream Health	Hinge Health	ParkerWellbore	Valmont Industries
Cart.com	Hollister Inc	Pelican Products, Inc	Valvoline Global Operations
Celestica	Husky Technologies	PepsiCo, Inc.	Veolia Water Technologies & Solutions
Charles River Laboratories	Hy Cite Enterprises LLC	Polaris, Inc.	Viskase Companies, Inc.
Church & Dwight	Hyperion Materials & Technologies	Population Council	Vontier Corporation
Ciena Corporation	Hyster-Yale Group, Inc.	Principal Financial Group	Vyaire Medical, Inc
Circana	IDEXX	PROLOGIS	W.R. Grace & Co
Comerica, Inc.	Illinois Tool Works, Inc.	PTC Therapeutics, Inc.	Wahl Clipper Corporation
Conagra Brands Inc	Infoblox	Pure Storage	Waters Corp
Constellation Brands	Ingersoll Rand	QlikTech Inc.	Watlow Electric Manufacturing Company
Cordis	Integer Holdings	QSC, LLC	Weir ESCO
CSA Group	Integra Lifesciences Holding Corporation	Qualcomm	Wex Inc.
Curtiss-Wright	Intelsat	Qualcomm	Wolters Kluwer
Deere & Company	Inter-American Development Bank	QuidelOrtho	Zebra Technologies
Dematic	International Paper	Raytheon Technologies	Zoetis Inc
Dentsply Sirona	International Rescue Committee	Red Hat	Zscaler
Dollar General	Jamf	Resideo Technologies, Inc	
Dorman Products	Johnson Controls	RGP	Netherlands
Dover Corporation	JT International	Ritchie Brothers	A. O. Smith Corporation
Driscoll's	KBR	RSM US LLP	Accenture
Dynata	Kiewit Corporation	S&P Global	ACI Worldwide
Dyno Nobel	Kontoor Brands	SAP	ADP
E. & J. Gallo Winery	labcorp	SAS Institute	Air Products & Chemicals
Edwards Lifesciences	Lamb Weston	Schaeffler Group USA Inc	Akamai Technologies, Inc.
Elanco Animal Health	Lennox International Inc	Schneider	Alcoa Corporation
Electrolux	LKQ Corporation	Schneider Electric	Alight Solutions
Element Fleet Management	LS&Co.	Sensata Technologies	Allegion
Ellucian	Magna International Inc.	Shift-Technology	Alnylam Pharmaceuticals
Enerflex Ltd.	Marathon Petroleum	Shure Incorporated	Alteryx Inc
Energizer Inc	MarshMcLennan	SKF	AMC Networks International
Environmental Defense Fund	Mary Kay Inc	Skyworks Solutions	American Express
Epicor	Mattel, Inc.	SPX FLOW, Inc.	Amway Corporation
Equinix	McLarens	Standex International Corporation	Ansys
Everest	Merck KGaA	Starkey Hearing Technologies	Apellis Pharmaceuticals
First Citizens Bank	MetLife	STERIS	Apptio, Inc
First Majestic Silver Corp.	MEXOIL	STMicroelectronics, Inc.	Arctic Wolf Networks
First Solar	Miraclon Corporation	Stonridge, Inc	Arrow Electronics
Florida Crystals/American Sugar Refinery	Momentive Performance Materials	Sumitomo Corporation of Americas	Ascend Performance Materials
FMC Corporation	Moody's	Swiss Re	Avery Dennison
Fortive	Morningstar	Synamedia	Avient
Fortuna Silver Mines	MSCI	syncreon A DP World Company	Bain & Company
FTI Consulting	New Balance Athletics, Inc.	Syngenta Crop Protection AG	Ball Corporation
G&W Electric	NewMarket	Synthomer	Barnes Group
Gap Inc.	Nextiva, Inc.	TD SYNnex	Belkin International, Inc.
General Mills	Nordson Corporation	TE Connectivity	Benchmark Electronics
Gensler	Novocure	Teknion Corporation	Bio-Rad Laboratories
Getty Images	NSF International	Teleflex	BISSELL Homecare, Inc.
Giesecke+Devrient Currency Technology America, Inc.	Nu Skin Enterprise, Inc	Telesign Corporation	Boston Scientific
Global Payments, Inc.	Nuvei	Teradata	BP
Globalization Partners	o9 Solutions inc.	Tetra Pak Group	Bracco Medical Technologies
Graham Packaging Company	Ocean Spray Cranberries, Inc.	The Estee Lauder Companies	Brooks Sports, Inc.
Graphic Packaging International	Oceaneering International, Inc.	The Timken Company	Brunswick Corporation
Greif	ODL, Inc	Thomson Reuters	Cabot Corporation
Gulfstream Aerospace Corp	Oerlikon Group	Tiffany & Co	Carestream Health
H.B. Fuller Company		Topgolf Callaway Brands Corp	Cerence
Habitat for Humanity International		Trellix	Charles River Laboratories
		Trimble, Inc.	Ciena Corporation

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Cimpress/Vista	International Rescue Committee	SAS Institute	Alight Solutions
Circana	iRobot	Schneider Electric	Allegion
Clarks	Jamf	Scotts Miracle-Gro	Alteryx Inc
CMC	Johnson Controls	Sensata Technologies	American Express
CME Group	JT International	SGH	American Financial Group Inc.
Collabora	KBR	SKF	Ansys
Columbia Sportswear Company	Kinaxis	SPX FLOW, Inc.	Apptio, Inc
Constellation Brands	Kong Inc	Stantec	Arrow Electronics
CoorsTek, Inc.	Kontoor Brands	Starbucks	Ascend Performance Materials
CSA Group	Kuoni Tumlare	STARLIMS	Asurion
Dataiku	labcorp	Stericycle	Avery Dennison
Deere & Company	Lamb Weston	STERIS	Avient
Demand Science Group, LLC	LKQ Corporation	Stoneridge, Inc	Avis Budget Group, Inc.
Dentsply Sirona	Materion Corporation	Synamedia	Bain & Company
Dolby Laboratories, Inc.	Mattel, Inc.	syncreon A DP World Company	Barnes Group
Domino's Pizza LLC	McLarens	Syngenta Crop Protection AG	Bechtel
Dover Corporation	Merck KGaA	Synthomer	Belkin International, Inc.
Driscoll's	MFS Investment Management	Take Two Interactive	Benchmark Electronics
Dun & Bradstreet, Inc.	Molnlycke Health Care	TD Bank Group	Bio-Rad Laboratories
Dynata	Momentive Performance	TD SYNnex	BISSELL Homecare, Inc.
E. & J. Gallo Winery	Materials	TE Connectivity	BP
E2open, LLC	Moody's	Teradata	Brunswick Corporation
Edwards Lifesciences	Moog, Inc	Tetra Pak	Cabot Corporation
Elanco Animal Health	Morningstar	Tetra Pak Group	Cambridge Associates
Ellucian	MSCI	The Estee Lauder Companies	Canadian Imperial Bank of
Entegris, Inc.	NAMSA	The Timken Company	Commerce
Environmental Defense Fund	Nasdaq, Inc.	Thomson Reuters	Carestream Health
Epic Games, Inc.	New Balance Athletics, Inc.	Tiffany & Co	Celestica
Epiq	Nordson Corporation	Tokio Marine HCC	Charles River Laboratories
Equinix	Northern Trust	Trellix	Cheniere Energy Inc
Everest	Novocure	Trimble, Inc.	CHS Inc.
Exact Sciences	Nu Skin Enterprise, Inc	TTM Technologies	Church & Dwight
Figma, Inc.	Nuvei	Uber Freight	Ciena Corporation
Fluor	o9 Solutions inc.	Ultragenyx	Clarks
FMC Corporation	Oceaneering International, Inc.	Underwriters Laboratories	CME Group
Foot Locker, Inc.	onsemi	Unisys Corporation	CSA Group
Forescout Technologies	OpSec Security	United Airlines	Dataiku
Fortive	Organon	University of Maryland Global	Dechert, LLP
FTI Consulting	Oshkosh Corporation	Campus	Deere & Company
Getty Images	Otis Worldwide Corporation	Vale S.A.	Demand Science Group, LLC
Global Payments, Inc.	OutSystems	Valmont Industries	Dentsply Sirona
Globalization Partners	Panasonic Avionics Corporation	Valvoline Global Operations	Diamond Offshore
Graham Packaging Company	Parexel International	Veolia Water Technologies &	Digi International Inc
Graphic Packaging International	Pax8	Solutions	Dolby Laboratories, Inc.
Greif	Pelican Products, Inc	Visier	Domino's Pizza LLC
Guidehouse	PepsiCo, Inc.	Vontier Corporation	Dover Corporation
H.B. Fuller Company	Principal Financial Group	Vyire Medical, Inc	Dynata
Habitat for Humanity	PROLOGIS	W.R. Grace & Co	E. & J. Gallo Winery
International	PTC Therapeutics, Inc.	Waters Corp	E2open, LLC
Halliburton	Pure Storage	WeWork	Edwards Lifesciences
Here Technologies	QlikTech Inc.	Wex Inc.	Elanco Animal Health
Hexagon Manufacturing	QORVO	Wolters Kluwer	Endeavor Group Holdings
Intelligence	QORVO	Wolverine Worldwide	Enerflex Ltd.
Hollister Inc	QSC, LLC	Workiva Inc	Energizer Inc
Hologic, Inc.	Qualcomm	Zayo Group LLC	Entegris, Inc.
Hubspot	QuidelOrtho	Zebra Technologies	Enverus
Husky Technologies	Rakuten	Zoetis Inc	Epic Games, Inc.
Hyster-Yale Group, Inc.	Red Hat	Zscaler	Epiq
IDEXX	Reddit		Equinix
Illinois Tool Works, Inc.	Resideo Technologies, Inc	Singapore	Eu Yan Sang International
Infoblox	RGP	Accenture	Limited
Ingersoll Rand	Ritchie Brothers	ACI Worldwide	Everest
Integra Lifesciences Holding	Roblox	ADP	Excelitas Technologies
Corporation	RSM US LLP	Advanced Energy Industries	Figma, Inc.
Intelsat	S&P Global	Air Products & Chemicals	First Solar
Interface, Inc.	SAP	Akamai Technologies, Inc.	FMC Corporation

PARTICIPANT LISTING GLOBAL ORGANIZATIONS

Foot Locker, Inc.	Motional	Talend	Barnes Group
Fortive	MSCI	TD Bank Group	Belkin International, Inc.
FTI Consulting	Nasdaq, Inc.	TD SYNnex	Bio-Rad Laboratories
Gap Inc.	New Balance Athletics, Inc.	TE Connectivity	Boston Scientific
General Mills	NewMarket	Teleflex	BP
Gensler	Nordson Corporation	Telesign Corporation	Brooks Sports, Inc.
Getty Images	Northern Trust	Teradata	Brunswick Corporation
Global Payments, Inc.	NOVA Chemicals	Tetra Pak Group	Cabot Corporation
Globalization Partners	Nova Ltd.	The Estee Lauder Companies	Cambrex
Greif	Novocure	The Joint Commission	Carestream Health
Gulfstream Aerospace Corp	Nu Skin Enterprise, Inc	The Timken Company	Cerence
H.B. Fuller Company	Nuvei	Thomson Reuters	CH Robinson
Habitat for Humanity	o9 Solutions inc.	Tiffany & Co	Charles River Laboratories
International	Oceaneering International, Inc.	Toppan Photomasks, Inc.	CHS Inc.
Halliburton	onsemi	Trellix	Cimpress/Vista
HDR Inc	Organon	Trimble, Inc.	Circana
Here Technologies	Oshkosh Corporation	Underwriters Laboratories	Clarks
Hexagon Manufacturing	OSI Systems, Inc.	Uniphore Technologies Inc.	Collabora
Intelligence	Otis Worldwide Corporation	Unisys Corporation	Columbia Sportswear Company
Hologic, Inc.	OutSystems	United Airlines	Deere & Company
Hubspot	Panasonic Avionics Corporation	University of Maryland Global	Demand Science Group, LLC
Husky Technologies	Parexel International	Campus	Dematic
Hyster-Yale Group, Inc.	Pelican Products, Inc	Vale S.A.	Dentsply Sirona
IDEXX	PepsiCo, Inc.	Valmont Industries	Devo
IEEE	Perfect Day, Inc.	Valvoline Global Operations	Digi International Inc
IFS Energy & Resources	Principal Financial Group	Veolia Water Technologies &	Dolby Laboratories, Inc.
Illinois Tool Works, Inc.	Procure Technologies	Solutions	Dover Corporation
Infoblox	PROLOGIS	Victoria's Secret & Co.	Driscoll's
Ingersoll Rand	Pure Storage	Vontier Corporation	Dynata
Integra Lifesciences Holding	QlikTech Inc.	Vyaire Medical, Inc	E2open, LLC
Corporation	QORVO	W.R. Grace & Co	Edwards Lifesciences
Intelsat	QORVO	Wahl Clipper Corporation	Elanco Animal Health
Interface, Inc.	QSC, LLC	Waters Corp	Endeavor Group Holdings
International Paper	Qualcomm	Watlow Electric Manufacturing	Energizer Inc
Intuit	QuidelOrtho	Company	Enverus
Ivanhoe Cambridge	Rakuten	Western Digital Corporation	Environmental Defense Fund
Jamf	Raytheon Technologies	WeWork	Epic Games, Inc.
Johnson Controls	Red Hat	Wex Inc.	Equinix
JT International	RGP	Wolters Kluwer	Everest
KBR	Ritchie Brothers	Workiva Inc	Fluor
Kinaxis	Royal Bank of Canada	Zebra Technologies	FMC Corporation
Knowles Corporation	S&P Global	Zoetis Inc	Foot Locker, Inc.
Kong Inc	SAP	Zscaler	Fortive
Kuoni Tumlare	SAS Institute	Spain	FTI Consulting
KVH Industries, Inc.	Sazerac, Inc.	Accenture	General Mills
labcorp	Schneider Electric	ACI Worldwide	Getty Images
Lamb Weston	Scotiabank	ADP	Global Payments, Inc.
Latham & Watkins	Sensata Technologies	Air Products & Chemicals	Globalization Partners
LS&Co.	Shift-Technology	Akamai Technologies, Inc.	Graham Packaging Company
Magnite, Inc.	SKF	Alcoa Corporation	Graphic Packaging International
Marathon Petroleum	Skyworks Solutions	Alight Solutions	Greif
Mary Kay Inc	SNC-Lavalin	Allegion	Guidewire Software
Materion Corporation	SPX FLOW, Inc.	Alnylam Pharmaceuticals	H.B. Fuller Company
Mattel, Inc.	Standex International	Alteryx Inc	Halliburton
McLarens	Corporation	AMC Networks International	HanesBrands
Merck KGaA	Starhub Ltd	American Express	Here Technologies
MetLife	Starkey Hearing Technologies	Ansys	Hexagon Manufacturing
MFS Investment Management	STARLIMS	Apptio, Inc	Intelligence
Miraclon Corporation	Stericycle	Arrow Electronics	Hexcel Corporation
Mitek USA	STERIS	Avery Dennison	Hilton Grand Vacations
Molnlycke Health Care	Synamedia	Avient	Hollister Inc
Momentive Performance	Syngenta Crop Protection AG	Avis Budget Group, Inc.	Hologic, Inc.
Materials	Syniverse Technologies	Bain & Company	Houzz Inc
Moody's	Synthomer	Ball Corporation	Hubspot
Moog, Inc	Take Two Interactive	BANCO SANTANDER	Husky Technologies
Morningstar	TAL Education Group		Hyperion Materials &

PARTICIPANT LISTING

GLOBAL ORGANIZATIONS

Technologies	Ritchie Brothers	ADP	Ingersoll Rand
Hyster-Yale Group, Inc.	RSM US LLP	Akamai Technologies, Inc.	International Rescue Committee
IDEXX	S&P Global	Alight Solutions	Jamf
Illinois Tool Works, Inc.	SAP	Allegion	Johnson Controls
Infoblox	SAS Institute	Alnylam Pharmaceuticals	JT International
Ingersoll Rand	Sazerac, Inc.	Alteryx Inc	Kong Inc
Intelsat	Schneider Electric	American Express	Kontoor Brands
Inter-American Development Bank	Shift-Technology	Ansys	Kuoni Tumlare
International Paper	SKF	Apptio, Inc	labcorp
iRobot	SPX FLOW, Inc.	Arctic Wolf Networks	LKQ Corporation
Johnson Controls	Standex International Corporation	Arrow Electronics	LS&Co.
JT International	Starkey Hearing Technologies	Avery Dennison	Merck KGaA
Jumeirah Hotels & Resorts	STARLIMS	Avient	Mitek USA
KBR	Stericycle	Avis Budget Group, Inc.	Molnlycke Health Care
Kong Inc	STERIS	Bain & Company	Moody's
Kontoor Brands	Synamedia	Ball Corporation	Moog, Inc
Kuoni Tumlare	Syngenta Crop Protection AG	Barnes Group	Morningstar
labcorp	Synthomer	Belkin International, Inc.	MSCI
Latham & Watkins	Take Two Interactive	Berry Global, Inc.	Nasdaq, Inc.
LKQ Corporation	Talend	Beyond Gravity	New Balance Athletics, Inc.
LS&Co.	TD SYNnex	Bill & Melinda Gates Foundation	Nordson Corporation
Magna International Inc.	TE Connectivity	Bio-Rad Laboratories	Northern Trust
Mary Kay Inc	Teleflex	Bluebeam, Inc.	Novocure
Mattel, Inc.	Telesign Corporation	Boston Scientific	Nuvei
McLarens	Teradata	BP	o9 Solutions inc.
Merck KGaA	Tetra Pak	Brunswick Corporation	onsemi
MetLife	Tetra Pak Group	Cambrex	Organon
MFS Investment Management	The Estee Lauder Companies	Cerence	Oshkosh Corporation
Molnlycke Health Care	The Timken Company	Charles River Laboratories	Otis Worldwide Corporation
Moody's	Thomson Reuters	Ciena Corporation	Panasonic Avionics Corporation
Moog, Inc	Tiffany & Co	Clarks	Parexel International
Morningstar	Tokio Marine HCC	CoorsTek, Inc.	PepsiCo, Inc.
MSCI	Traverse Therapeutics	Deere & Company	Polaris, Inc.
NAMSA	Trellix	Dentsply Sirona	Principal Financial Group
Nasdaq, Inc.	Trimble, Inc.	Digi International Inc	PROLOGIS
NEIL Services, Inc.	TTM Technologies	Dolby Laboratories, Inc.	PTC Therapeutics, Inc.
New Balance Athletics, Inc.	Ultragenyx	Dover Corporation	Pure Storage
Nordson Corporation	Underwriters Laboratories	Dun & Bradstreet, Inc.	QlikTech Inc.
Novocure	Uniphore Technologies Inc.	Dynata	QORVO
Nuvei	Unisys Corporation	E. & J. Gallo Winery	QORVO
o9 Solutions inc.	United Airlines	E2open, LLC	Qualcomm
onsemi	University of Maryland Global Campus	Edwards Lifesciences	QuidelOrtho
OpSec Security	Valmont Industries	Elanco Animal Health	Red Hat
Organon	Valvoline Global Operations	Endeavor Group Holdings	Reddit
Oshkosh Corporation	Veolia Water Technologies & Solutions	Energizer Inc	Resideo Technologies, Inc
Otis Worldwide Corporation	Vontier Corporation	Environmental Defense Fund	Ritchie Brothers
P2P Validator (P2P.org)	Vyair Medical, Inc	Epic Games, Inc.	Roblox
Panasonic Avionics Corporation	W.R. Grace & Co	Equinix	RSM US LLP
Parexel International	Wahl Clipper Corporation	Exact Sciences	S&P Global
Peplematters	Waters Corp	Figma, Inc.	SAP
PepsiCo, Inc.	Weir ESCO	FMC Corporation	SAS Institute
Polaris, Inc.	Wex Inc.	Fortive	Schneider Electric
PROLOGIS	Wolters Kluwer	Getty Images	SKF
PTC Therapeutics, Inc.	Wolverine Worldwide	Globalization Partners	SmartBear Software
Pure Storage	Workiva Inc	Graphic Packaging International	Smith Micro Software, Inc.
QlikTech Inc.	Zebra Technologies	HanesBrands	SNC-Lavalin
QORVO	Zoetis Inc	Here Technologies	SPX FLOW, Inc.
QORVO	Zscaler	Hexagon Manufacturing Intelligence	STARLIMS
Qualcomm	Sweden	Hollister Inc	Stoneridge, Inc
QuidelOrtho	Accenture	Hologic, Inc.	Synamedia
Rakuten	ACI Worldwide	Hubspot	Syngenta Crop Protection AG
Raytheon Technologies		Hyster-Yale Group, Inc.	Synthomer
Red Hat		IDEXX	TD SYNnex
Reddit		Illinois Tool Works, Inc.	TE Connectivity
Resideo Technologies, Inc		Infoblox	Telesign Corporation
			Teradata

PARTICIPANT LISTING GLOBAL ORGANIZATIONS

Tetra Pak
Tetra Pak Group
The Estee Lauder Companies
The Timken Company
Thomson Reuters
Tiffany & Co
Trellix
Trimble, Inc.
Ultragenyx
Underwriters Laboratories
United Airlines
Valent North America, LLC
Veolia Water Technologies & Solutions
Vontier Corporation
Waters Corp
Weir ESCO
WeWork
Wolters Kluwer
Wolverine Worldwide
Workiva Inc
Zebra Technologies
Zoetis Inc
Zscaler

Switzerland

Acadia Pharmaceuticals
Accenture
ACI Worldwide
ADP
Advanced Energy Industries
Akamai Technologies, Inc.
Alcoa Corporation
Alight Solutions
Allegion
Alnylam Pharmaceuticals
American Express
Ansys
Apellis Pharmaceuticals
Arctic Wolf Networks
Arrow Electronics
Arxada
Avery Dennison
Avient
Avis Budget Group, Inc.
Bain & Company
Ball Corporation
Barnes Group
Beyond Gravity
Bio-Rad Laboratories
Boston Scientific
BP
Bracco Medical Technologies
Brooks Sports, Inc.
Brunswick Corporation
Cabot Corporation
Carestream Health
Cerence
Charles River Laboratories
CHS Inc.
Ciena Corporation
Cimpress/Vista
Clarks
CME Group
Columbia Sportswear Company
Constellation Brands

CRB Group, Inc.
Curtiss-Wright
Demand Science Group, LLC
Dematic
Dentsply Sirona
Dover Corporation
Dun & Bradstreet, Inc.
E2open, LLC
Edwards Lifesciences
Elanco Animal Health
Energizer Inc
Epic Games, Inc.
Epiq
Equinix
Everest
Exact Sciences
FMC Corporation
Foot Locker, Inc.
Fortive
FTI Consulting
General Mills
Getty Images
Guidewire Software
H.B. Fuller Company
Habitat for Humanity International
Halliburton
HanesBrands
Here Technologies
Hexagon Manufacturing Intelligence
Hollister Inc
Hologic, Inc.
Husky Technologies
IDEXX
Illinois Tool Works, Inc.
Infoblox
Ingersoll Rand
Integer Holdings
Integra Lifesciences Holding Corporation
Intelsat
International Paper
International Rescue Committee
iRobot
Johnson Controls
Johnson Outdoors
JT International
Knowles Corporation
Kontoor Brands
Kuoni Tumlare
labcorp
Lighthouse Global
LKQ Corporation
Lonza
LS&Co.
Magna International Inc.
Mattel, Inc.
Merck KGaA
MFS Investment Management
Molnlycke Health Care
Moody's
Moog, Inc
Morningstar
MSCI
Nordson Corporation

Northern Trust
NOVA Chemicals
Novocure
onsemi
Organon
Oshkosh Corporation
Otis Worldwide Corporation
Panasonic Avionics Corporation
Parexel International
PATH
PepsiCo, Inc.
Polaris, Inc.
Principal Financial Group
PTC Therapeutics, Inc.
Pure Storage
QlikTech Inc.
QSC, LLC
Qualcomm
QuidelOrtho
Red Hat
Resideo Technologies, Inc
RSM US LLP
S&P Global
SAP
SAS Institute
Schneider Electric
Shift-Technology
SKF
Starbucks
Syngenta Crop Protection AG
Synthomer
Take Two Interactive
Talend
TD SYNnex
TE Connectivity
Teleflex
Teradata
Tetra Pak
Tetra Pak Group
The Estee Lauder Companies
Thomson Reuters
Tiffany & Co
Traverse Therapeutics
Trellix
Trimble, Inc.
Ultragenyx
Underwriters Laboratories
Unisys Corporation
United Airlines
Vale S.A.
Veolia Water Technologies & Solutions
Vyaire Medical, Inc
Waters Corp
Wolters Kluwer
Zebra Technologies
Zoetis Inc
Zscaler