

51<sup>ST</sup> ANNUAL

# **SALARY BUDGET SURVEY 2024-2025**

PARTICIPANT LIST

## PARTICIPANT LISTING

## U.S. Organizations

**Administrative and Support and Waste Management & Remediation Services****Support services(including administrative, travel, temp workers, security, janitorial)**

AMN Healthcare Services, Inc.  
Kelly Services, Inc.  
Percepta LLC  
Pitney Bowes, Inc.  
QTI Group  
Rentokil North America  
Sodexo  
Vector Security, Inc.

**Waste management**

EnergySolutions  
Republic Services  
Savannah River Mission Completion  
Stericycle  
WM  
Washington River Protection Solutions

**Agriculture (includes forestry, fishing and hunting)**

AgReserves Inc.  
CGB  
CHS Inc.  
Driscoll's  
GROWMARK, Inc.  
Green Thumb Industries  
Louis Dreyfus Company  
The Andersons, Inc.  
Tosoh Quartz, Inc. Portland  
TruGreen  
Weyerhaeuser  
Wilbur-Ellis  
Arts, entertainment & recreation  
9 Story Media Group  
A+E Networks  
AMC Entertainment  
Chicken Soup for the Soul Entertainment  
DraftKings, Inc  
Endeavor Group Holdings  
Great Parks of Hamilton County  
J. Paul Getty Trust  
Krause Group  
Meow Wolf  
Monterey Bay Aquarium  
Paramount Global  
SeatGeek  
South Suburban Park & Recreation District  
The Henry Ford  
The Pokémon Company International  
The Walt Disney Company

Tivity Health  
United States Olympic and Paralympic Committee

**Construction (includes commercial, residential & civil engineering)**

AECOM  
Alterman Group, Inc.  
Bechtel  
Bernhard LLC  
BrandSafway  
Centuri Holdings Inc  
DPR Construction  
EMCOR Group, Inc.  
Flatiron Construction  
Fluor  
Graham Construction & Engineering Inc.  
Granite Construction, Inc.  
HOLT Group  
K. Hovnanian Companies, LLC  
Ledcor Industries Inc.  
Lennar Corp  
MYR Group, Inc.  
MasTec Clean Energy & Infrastructure  
MasTec Power Delivery  
Matrix Service Company  
Mattamy Homes  
McKinstry  
Meritage Homes  
Michael Baker International  
Michels Corporation  
Mortenson Construction  
National Trench Safety  
PCL Construction  
Performance Contracting Group  
Primoris Services Corporation  
PulteGroup, Inc.  
Ryan Companies  
Skanska USA  
Southland Industries  
Sundt Construction, Inc.  
Sunstate Equipment Co. LLC  
Taylor Morrison, Inc  
Tepa, LLC  
The Boldt Group  
The Heritage Group  
The Minto Group  
The Walsh Group  
Toll Brothers  
Zachry Group

**Education (K-12 and post-secondary, public & private & educational services)**

Amplify Education  
Auburn University  
Augustine Institute

Boston College  
Brigham Young University  
Brown University  
California Institute of Technology  
Carnegie Mellon University  
Cengage Group  
DePaul University  
Denver Public Schools  
Duke University  
Emory University  
Florida State College at Jacksonville  
George Washington University  
Harvard University  
Houghton Mifflin Harcourt  
Kansas University Medical Center  
Medical College of Wisconsin  
Minneapolis Public Schools  
Mitchell Community College  
Montgomery College  
MyPath  
National University  
New Jersey Institute of Technology  
New Visions for Public Schools  
New York University  
Northwestern University  
Princeton University  
Rosalind Franklin University of Medicine and Science  
SKM HR Consulting  
Savvas Learning Company  
Seattle University  
Smith College  
St. John's University  
Stanford University  
TAL Education Group  
The Joint Commission  
The University of New Mexico  
University School  
University of California, Office of the President  
University of Chicago  
University of Dayton  
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 South Carolina  
University of St. Thomas  
University of Wisconsin-Madison  
Washington University in St. Louis  
West Virginia University

Whitworth University  
World Education Services

**Extraction (includes mining, quarrying, oil & gas)**

Ascent Resources Management Services, LLC  
BNI Coal  
Boardwalk Pipelines  
Compass Minerals  
Drummond Company, Inc.  
EOG Resources  
EXCO Resources, Inc.  
Enerflex Ltd.  
Enterprise Products  
First Majestic Silver Corp.  
Freeport-McMoRan Inc.  
Genesis Energy  
Heidelberg Materials  
Helmerich & Payne, Inc.  
Hess  
Kinder Morgan  
Kinross  
Luck Companies  
Marathon Oil Company  
Newmont Corporation  
Next Decade  
Oceaneering International, Inc.  
Parker Wellbore  
Patterson-UTI Energy, Inc.  
Rio Tinto  
SRMG  
Summit Midstream Partners, LP  
Terra Energy Partners LLC  
US Silica  
Valaris Limited  
Vulcan Materials Company

**Finance & Insurance****Banks, credit unions, mortgage loans, credit cards & other lenders**

3Rivers Federal Credit Union  
Affinity Plus Federal Credit Union  
AgFirst Farm Credit Bank  
AgHeritage FCS  
Alera Group  
Alliant Credit Union  
Allied Solutions, LLC  
American Express  
American Family Insurance Group  
Arvest Bank  
Atlantic Union Bank  
BECU  
Banc of California  
Bank of Hawaii  
Bank of Nova Scotia (Scotiabank)  
Bankers Trust

## PARTICIPANT LISTING

## U.S. Organizations

|                                       |                                                                            |                                              |                                                    |
|---------------------------------------|----------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------|
| BlockFi                               | PSECU                                                                      | AmeriHealth Caritas                          | James River Group Holdings, Inc.                   |
| Blue Cross Blue Shield of Louisiana   | Pacific Premier Bank                                                       | Ameritas Life Insurance Corp                 | Kansas City Life Insurance Company                 |
| Bremer Financial Corporation          | Pathward N.A.                                                              | Amica Insurance                              | LA Care                                            |
| Brundage Management Company           | Planet Home Lending                                                        | Amtrust Financial                            | Liberty Mutual Insurance                           |
| COUNTRY Financial                     | Provident Bank                                                             | Arkansas Blue Cross Blue Shield              | Lincoln Financial Group                            |
| Canandaigua National Bank & Trust     | Quartz Health Solutions                                                    | Assurant, Inc.                               | Louisiana Workers' Compensation Corporation        |
| CardWorks Inc.                        | Radian                                                                     | Automobile Club of Southern California       | Manulife                                           |
| Citi                                  | S3 Shared Service Solutions                                                | Bally's Corporation                          | Medical Air Services Association, Inc.             |
| Comerica                              | Safety National Casualty Corporation                                       | Blue Cross & Blue Shield of Rhode Island     | Medical Mutual of Ohio                             |
| Commerce Bank                         | SchoolsFirst Federal Credit Union                                          | Blue Cross Blue Shield MA                    | Modern Woodmen of America                          |
| Community First Credit Union          | Security First Bank                                                        | Blue Cross Blue Shield of Alabama            | Molina Healthcare                                  |
| Compeer Financial                     | Spokane Teachers Credit Union                                              | Blue Cross Blue Shield of MN                 | Municipal Employees' Retirement System of Michigan |
| Desert Financial Credit Union         | Synovus Financial                                                          | Blue Cross Blue Shield of Nebraska           | Mutual of Omaha                                    |
| ESL Federal Credit Union              | Technology Credit Union                                                    | Blue Cross Blue Shield of North Dakota       | NEIL Services, Inc.                                |
| Eastern Banl                          | The First National Bank in Sioux Falls                                     | Blue Cross NC                                | NJM Insurance                                      |
| Enterprise Bank & Trust               | Think Mutual Bank                                                          | Blue Cross and Blue Shield of Kansas City    | Nationwide                                         |
| FHLB Cincinnati                       | Travis Credit Union                                                        | Bluecross Blueshield of Nebraska             | New York Life Insurance Company                    |
| FINANCE OF AMERICA                    | Truist                                                                     | Brighthouse Financial                        | Northwestern Mutual                                |
| Farm Credit Services of America       | U.S. Bank                                                                  | CNO Financial Group                          | Old Republic International                         |
| Federal Home and Loan Bank of Boston  | UW Credit Union                                                            | CSAA Insurance Group                         | OneAmerica Financial                               |
| Federal Reserve Bank of Atlanta       | Valley Bank                                                                | California Casualty Management Company       | OneDigital - Massachusetts                         |
| Federal Reserve Bank of Dallas        | VyStar Credit Union                                                        | Cambia Health Solutions                      | Pacific Life                                       |
| Federal Reserve Bank of Richmond      | Webster Bank                                                               | Capital Blue Cross                           | Philadelphia Insurance Companies                   |
| Federal Reserve Bank of San Francisco | Wings Credit Union                                                         | Capital Group                                | Premiera Blue Cross                                |
| First Business Bank                   | Wintrust                                                                   | CareOregon                                   | Prime Therapeutics LLC                             |
| First Entertainment Credit Union      | Fund, trusts and other financial vehicles                                  | Charles Schwab                               | ProAssurance                                       |
| First Financial Bank                  | Allianz Life Insurance Company                                             | Crum & Forster                               | Protective Life Corporation                        |
| First Merchants Bank                  | Cambridge Associates                                                       | Delta Dental of California                   | QBE Insurance Corporation                          |
| First National Bank                   | Central Insurance Companies                                                | Delta Dental of Michigan, Inc.               | RLI Insurance Company                              |
| First Tech Federal Credit Union       | Encova                                                                     | Employers Mutual Casualty Company            | SAIF                                               |
| Frost Bank                            | Federal Reserve Bank of Cleveland                                          | Equitable Financial Life Insurance Company   | SageSure                                           |
| Fulton Bank                           | First Citizens Bank                                                        | Erie Insurance                               | Securian Financial                                 |
| GBank                                 | IGM Financial                                                              | Federated Mutual Insurance                   | Sentry Insurance Company                           |
| Greater Texas Credit Union            | MSCI                                                                       | First Insurance Company of Hawaii            | Shelter Insurance                                  |
| HTLF                                  | Northleaf Capital Partners                                                 | Florida Blue                                 | Southern Farm Bureau Life Insurance Company        |
| Hilltop Holdings                      | Ontario Teachers' Pension Plan                                             | Foresters Financial                          | State Farm Insurance                               |
| IDB Bank                              | Orion Advisor Solutions                                                    | Fortitude Re                                 | Sun Life Financial                                 |
| Independence Bank of Kentucky         | Osaic, Inc.                                                                | Frankenmuth Insurance                        | Texas Mutual Insurance Company                     |
| Independent Bank                      | PotlatchDeltic Corporation                                                 | Geico                                        | The Cigna Group                                    |
| Inter-American Development Bank       | Robert W. Baird & Co., Inc.                                                | Genworth Financial                           | The MJ Companies                                   |
| Interra Credit Union                  | The Beacon Mutual Insurance Company                                        | Grange Insurance Company                     | The Progressive Corporation                        |
| Lendmark Financial Services           | The Forge Companies                                                        | Guardian Life Insurance                      | Tokio Marine America                               |
| M&T Bank                              | The World Bank Group                                                       | Hamilton Insurance Group                     | Tokio Marine HCC                                   |
| Magnifi Financial Credit Union        | UNUM                                                                       | Hannover Life Reassurance Company of America | Transamerica                                       |
| Marine Credit Union                   | Voya Financial                                                             | Hastings Insurance                           | USAA                                               |
| Midland Credit Management             | Wespath Benefits and Investments                                           | Health Care Service Corporation              | USABLE Life                                        |
| Mitsubishi Corporation (Americas)     | <b>Insurance carriers, agencies, brokerages and employee benefit funds</b> | Horizon Blue Cross Blue Shield of NJ         | USI Insurance Services                             |
| Mountain America Credit Union         | AAA Automobile Club of America                                             | Humana                                       | UnitedHealth Group                                 |
| Mr. Cooper                            | AAA Northeast                                                              | ICW Group                                    | VSP                                                |
| Northern Trust                        | Aflac                                                                      | IMT Insurance                                | Wellmark Blue Cross Blue Shield                    |
| Northrim Bank                         | Alignment Health                                                           | Jackson                                      | Westfield Insurance                                |
| Numerica Credit Union                 | Allstate Insurance                                                         |                                              | World Insurance Associates, LLC                    |
| Ocwen Financial Corporation           |                                                                            |                                              |                                                    |
| OnPoint Community Credit Union        |                                                                            |                                              |                                                    |

## PARTICIPANT LISTING

## U.S. Organizations

**Securities and commodity contracts (includes brokerage, intermediation and funds)**

BCI  
CME Group  
Citco  
FINRA (Financial Regulatory Authority)  
Fannie Mae  
Franklin Templeton  
MassMutual  
Nasdaq, Inc.  
Peak6 Investments  
All other finance & insurance  
AIPSO  
American Financial Group Inc.  
Ameriprise Financial  
Amerisure Mutual Insurance Company  
Argo Group  
Asurion  
Athene  
Bank of New York Mellon  
Carlson  
Christian Care Ministry Inc  
Cinch Home Services  
Element Fleet Management  
Encova Insurance  
Federal Reserve Bank of Kansas City  
Highmark Health  
Hy Cite Enterprises LLC  
Hyundai Capital America  
Lumeris  
MFS Investment Management  
MVP Health Care  
Marsh McLennan  
McLarens  
Medica  
Moody's  
Morningstar, Inc.  
Munich Re America  
NC Rate Bureau  
NCCI Holdings Inc  
Navient  
Newcleus  
OMERS  
Principal Financial Group  
Prog Holdings  
RenaissanceRe  
SWBC  
Sedgwick  
Selective Insurance Company of America  
Standard Insurance  
Starr Companies  
Swiss Re  
Symetra

The Doctors Management Company  
Thrivent  
UFG Insurance  
Verus Advisory, inc.  
William Blair

**Government (federal, state, local & tribal EXCEPT public schools and universities)**

Albemarle County  
Arapahoe County Government  
Arlington County Government  
Augusta, Georgia Government  
Benton County, Oregon  
Board of Governors of the Federal Reserve System  
Borough of Carlisle  
Brookhaven National Laboratory  
Broward County Government  
Choctaw Nation of Oklahoma  
Choctaw Nation of Oklahoma  
City and County of Denver  
City of Alcoa  
City of Charlotte  
City of Columbus  
City of Fort Worth  
City of Gainesville  
City of Greensboro  
City of Greenville, SC  
City of Houston  
City of Jacksonville North Carolina  
City of Knoxville (TN)  
City of Lee's Summit  
City of Minneapolis  
City of Philadelphia  
City of Richardson  
City of Southlake, Texas  
City of Tacoma & Tacoma Public Utilities  
City of Waco  
Collin County Government  
Department of Defense  
Department of Administrative Services  
Employee's Retirement System of Texas  
Frankfort Plant Board  
Hamilton County, OH  
Hennepin County  
Jefferson County, Colorado  
Louisiana State Civil Service  
Maricopa County  
Martin County Board of County Commissioners  
Mecklenburg County  
Multnomah County  
New Mexico State Personnel Office

Office of the Comptroller of the Currency (OCC)  
Ohio Police and Fire Pension Fund  
Orange County Transportation Authority (OCTA)  
Port of Portland  
Port of Tacoma/Northwest Seaport Alliance  
Riverside Transit Agency  
SALT LAKE CITY CORPORATION  
Salt Lake County  
Sandia National Laboratories  
South Metro Fire Rescue  
State of Hawaii  
State of South Dakota  
Teacher Retirement System of Texas  
The City of Georgetown  
The PCAOB  
The Port Authority NY/NJ  
Utah Transit Authority  
Virginia Department of Corrections

**Health Care and Social Assistance****Hospitals**

ARUP Laboratories  
Alaska Native Tribal Health Consortium  
Ascension  
Aspirus Health  
Atlantic Health System  
BJC Health Care  
Banner Health  
Baptist Health South Florida  
Bay Area Hospital  
BayCare Health System  
Baylor Scott & White Health  
Beacon Health System  
Berkshire Health Systems  
Blue Shield of California  
Bon Secours Mercy Health  
Boston Medical Center  
Cape Cod Healthcare, Inc.  
Cedars-Sinai Medical Center  
Children's Health System of Texas  
Children's Hospital Colorado  
Children's Hospital of The Kings Daughters (CHKD)  
Children's Wisconsin  
Cincinnati Children's Hospital Medical Center  
City of Hope  
Community Health Systems  
Cook Children's Health Care System  
Corewell Health  
Covenant Health  
Crystal Clinic Orthopaedic Center

Denver Health and Hospital Authority  
Emanate Health  
Encompass Health Organization  
Essentia Health  
Geisinger  
Gundersen Health System  
HPMG  
Hackensack Meridian Health  
Health Point CHC  
HealthPartners  
Hennepin Healthcare  
Henry Ford Health  
Indiana University Health  
Inova Health System  
Intermountain Health  
Kaiser Permanente  
Kootenai Health  
Lifespan Health System  
Loretto  
Lucile Packard Children's Hospital, Stanford  
MD Anderson Cancer Center, the University of Texas  
Main Line Health  
Marshfield Clinic Health System  
Mary Greeley Medical Center  
McLaren Health Care Corporation  
Memorial Health  
Memorial Healthcare System  
Mercy Health  
Michigan Medicine - University of Michigan  
Moffitt Cancer Center  
Monument Health  
NMC Health  
Nebraska Methodist Health System  
Nemours Children's Hospital  
Northside Hospital  
Northwell Health  
Northwest Permanente, PC  
Novant Health  
Nuvance Health  
OhioHealth  
Oregon Health & Science University  
Orlando Health  
Penn State Health  
Point32Health  
Premier Health  
Prisma Health  
Providence St Joseph Health Services  
Regions Hospital  
Regions Hospital  
Renown Health  
SSM Health  
Saint Francis Health System  
Saint Luke's Health System

## PARTICIPANT LISTING

## U.S. Organizations

Sauk Prairie Healthcare  
 Seattle Children's Hospital  
 Stamford Health  
 Sutter Health  
 Sutter Health  
 Texas Children's Hospital  
 Texas Health Resources  
 The Children's Hospital of Philadelphia  
 The Queen's Medical Center  
 The University of Kansas Health System  
 The University of Texas Medical Branch  
 TriHealth  
 Trinity Health  
 Tufts Medicine  
 UF Health Shands Hospital  
 UNIVERSITY OF MARYLAND CAPITAL MEDICAL SYSTEM  
 UPMC  
 UW Health  
 UnityPoint Health  
 University Health  
 University of Vermont Medical Center  
 VCU Health System  
 Village MD  
 WakeMed Health and Hospitals  
 WellSpan Health

**Outpatient, home & diagnostic healthcare**

ATI Physical Therapy  
 AccentCare  
 Adelante HealthCare  
 Amwell  
 Boulder Community Health  
 Cardinal Health  
 Careforth  
 ChenMed  
 ChristianaCare  
 Clarest Health  
 Covenant Management Systems/ARC  
 Crossover Health  
 Family & Children's Services  
 Fred Hutchinson Cancer Center  
 HarmonyCares  
 Harris Health System  
 Hazelden Betty Ford Foundation  
 Healthfirst  
 Hope Network  
 Innovative Services, Inc.  
 Magellan Health  
 MemorialCare Health System  
 Modivcare Inc  
 NeoGenomics Laboratories, Inc.  
 OCHIN, Inc.  
 OneBlood

Otterbein SeniorLife  
 Owen's & Minor, Inc.  
 Planned Parenthood of Greater Texas  
 Quest Diagnostics  
 Sonora Quest Laboratories  
 SpecialtyCare  
 Springfield Clinic  
 Summit Orthopedics  
 Talkspace  
 Thirty Madison, Inc  
 Trilogy Health Services  
 Trimedx  
 U.S. Oral Surgery Management, LLC  
 UHC  
 Vancouver Clinic  
 western healthcare  
**All Other Healthcare & Social Assistance**  
 ACDI/VOCA  
 American Red Cross  
 Americare Senior Living  
 Asbury Communities  
 Boys Town  
 Bright Horizons  
 Brookdale Senior Living  
 Centerstone  
 KinderCare Learning Companies  
 LCS  
 Learning Care Group  
 Martha's Table  
 Mary's Woods  
 Population Services International  
 UCP Central PA  
 WesleyLife

**Hotels, restaurants & bars**

Daniel RP Management LLC / Reynolds Lake Oconee  
 Darden Restaurants, Inc.  
 Domino's Pizza LLC  
 DoorDash  
 Eat'n Park Hospitality Group  
 Hershey Entertainment & Resorts  
 Hilton Grand Vacation  
 Hyatt Hotels Corporation  
 In-N-Out Burger  
 International Dairy Queen, Inc.  
 Jack in the Box, Inc.  
 Loews Hotels  
 MGM Resorts International  
 Marriott International  
 McDonald's Corporation  
 Peter Defries Corporation d/b/a Dion's  
 Raising Cane's  
 Ryman Hospitality Properties

Seminole Hard Rock Support Services  
 Sonesta International Hotels Corporation  
 The Marcus Corporation  
 The Wendy's Company  
 Toast  
 Towne Park, LLC  
 Travel + Leisure Co.  
 WHITE CASTLE SYSTEM, INC.  
 Wyndham Hotels & Resorts, Inc.

**Information****Hosting, ISPs, web search & software publishing**

ACCESS INTELLIGENCE, LLC  
 Apryse Software Inc  
 BetMGM  
 BlackLine Systems, Inc.  
 Bold Penguin  
 Broadridge  
 CSG Systems Inc.  
 Convera  
 DCI  
 Deltek  
 Employ, Inc.  
 Enverus  
 FIS  
 Fivetran  
 Gate Sentry, LLC  
 Greatland Corporation  
 HireVue  
 Infoblox  
 Insight Enterprises  
 Itron  
 LastPass  
 Maxar Technologies  
 Microsoft  
 NCSoft West  
 Nextiva, Inc.  
 Pax8  
 Paycor, Inc  
 RSA Security LLC  
 Recharge  
 Retool, Inc.  
 Roblox  
 SAP  
 Salesforce  
 Skillsoft  
 Smartsheet  
 TD SYNnex  
 TTEC  
 Trellix  
 Unisys  
 Visa, Inc.

**Media streaming, social networks and online content providers**

Acumatica  
 Akamai Technologies  
 Alight Solutions  
 Applied Systems, Inc  
 Articulate Global  
 AudienceView Ticketing Corporation  
 Aurora Operations  
 BMC Software  
 BambooHR  
 Buildertrend  
 Camunda  
 Confluent  
 Cyncly  
 Cyncly  
 Datasite  
 Demand Science US, LLC  
 Direct Supply, Inc.  
 Docebo  
 Dotdash Meredith  
 Drata  
 Dropbox  
 E2open, LLC  
 ESET LLC  
 Ellucian  
 Enlyte  
 Epsilon  
 Equifax  
 EverCommerce  
 Farmers Edge Inc.  
 Five9  
 Freshworks  
 Getty Images  
 Guidewire Software  
 HealthEdge  
 HubSpot, Inc  
 Hudl  
 Jamf Software LLC  
 Kong Inc.  
 LaunchDarkly  
 Los Angeles Times  
 ModMed, Inc.  
 Move Sales, Inc (doing business as Realtor.com)  
 Mozilla Corporation  
 Nasuni Corporation  
 NextRoll  
 Payscale  
 Progress  
 QSC, LLC  
 QlikTech. Inc.  
 Qumulo  
 Reddit  
 Renaissance Learning, Inc.  
 SAS Institute

## PARTICIPANT LISTING

## U.S. Organizations

Seequent  
Semrush  
ServiceNow  
Shift Technology  
Surescripts  
Technology Partners, LLC dba  
ImagineSoftware  
Telesign Corporation  
The E.W. Scripps Company  
The Jellyvision Lab, Inc.  
Thomson Reuters  
Thoughtworks  
Trimble, Inc.  
Vestmark, Inc.  
Viant Technology  
Wolters Kluwer  
Worldpay  
Xactly Corporation  
Zillow Group Inc.  
eMoney Advisor  
Telecommunications  
AT&T  
Charter Communications  
Ciena  
Cox Enterprises, Inc.  
EchoStar  
FOCUS Broadband  
Foundever  
GoTo  
Intelsat  
Intrado Life & Safety, Inc.  
ManTech International Corporation  
Midco  
TDS Telecom  
TrellisWare Technologies, Inc.  
Verizon  
WideOpenWest, LLC  
Zayo Group Holdings, Inc.  
Management of Companies and  
Enterprises  
Armstrong Group or Judco  
Management, Inc.  
HBM Holdings Company  
Pohlad Companies  
The Friedkin Group  
Weisiger Group

**Manufacturing****Aerospace Products & Parts**

BAE Systems, Inc. - Space &  
Mission Systems  
Barnes Group  
Chromalloy  
Curtiss-Wright  
Elbit Systems of America  
General Atomics  
General Dynamics  
Gulfstream Aerospace  
Corporation

Insitu Boeing  
Jet Aviation  
Lockheed Martin  
Moog, Inc.  
Northrop Grumman  
RTX  
Sierra Nevada Corporation  
Textron Systems  
Textron, Inc.  
The Boeing Company  
United Launch Alliance  
**Chemicals**  
Air Products and Chemicals  
Airgas  
Arkema Inc.  
Asahi Kasei America, Inc.  
Ashland  
BASF  
Barr Brands International, Inc.  
CITGO Petroleum  
Cabot Corporation  
Chevron Phillips Chemical  
Covestro, LLC  
Dyno Nobel  
ERCO Worldwide LP  
Eastman  
Ecolab, Inc.  
Flexsys  
Franklin International  
Ginkgo Bioworks  
Gopher Resource, LLC  
H.B. Fuller Company  
LANXESS Corporation  
MANE  
Michelman, Inc.  
NOVA Chemicals  
Nanophase Technologies  
Corporation  
NewMarket Corporation  
Nutrien, LLC  
REC Silicon Inc  
Roehm America  
SABIC  
Stepan Company  
The Mosaic Company  
The Sherwin-Williams Company  
Umicore USA  
Valent North America, LLC  
Valero Energy  
W.R. Grace & Co  
Westlake Corporation  
Zeon Chemicals L.P.  
Computer & Electronic Products  
Adeia, Inc.  
Advanced Energy  
CACI, Inc.  
CAES Systems LLC  
Canon U.S.A., Inc.

Canon Virginia, Inc.  
Digi International  
Dolby Laboratories, Inc.  
Garmin International, Inc.  
General Dynamics  
Mission Systems  
HM Electronics, Inc.  
LG Electronics USA, Inc.  
Logitech  
MKS Instruments  
NI (formerly National Instruments)  
Nova Ltd.  
Ricoh USA, Inc.  
Samsung Electronics America  
Shure Incorporated  
Snap One  
TSMC Arizona  
TTM Technologies  
Texas Instruments  
Zebra Technologies  
onsemi  
**Electrical Equipment,  
Appliances & Components**  
A. O. Smith Corporation  
BI Incorporated, a GEO  
Group Company  
Benchmark Electronics  
Brother International Corporation  
Celestica International LP  
Daikin Comfort Technologies  
North America  
Donaldson  
EFI  
Fortive Corporation  
GE Appliances, a Haier company  
Hexagon Manufacturing  
Intelligence  
Knowles Corporation  
Kohler Energy  
MasterBrand, Inc.  
Methode Electronics, Inc  
Mitek, Inc  
Motorola Solutions  
Panasonic North America  
Phoenix Contact Development &  
Manufacturing, Inc.  
QORVO  
S&C Electric Company  
SICK Sensor Intelligence  
STMicroelectronics, Inc.  
Schneider Electric  
Skyworks Solutions  
TK Elevator  
The Chamberlain Group, LLC.  
Wahl Clipper Corporation  
iRobot  
**Food, Beverages &  
Tobacco Products**  
Agropur inc.

Altria Group, Inc.  
Amway Corporation  
Blue Diamond Growers  
Campbell's Soup Company  
Citrosuco North America  
Coca Cola Bottlers' Sales  
& Services  
Community Coffee Company  
Conagra Brands Inc  
Constellation Brands  
Dairy Farmers of America  
Danone North America  
Dawn Food Products, Inc.  
E. & J. Gallo Winery  
Ferrara Candy Company  
General Mills  
Grande Cheese Company  
Herbalife  
Hormel Foods Corporation  
ITG Brands, LLC  
J. Skinner Baking  
JM Smucker  
JR Simplot  
JT International  
Jack Link's Protein Snacks  
Just Born, Inc.  
Kerry  
Lamb Weston  
Maple Leaf Foods  
Mars Inc.  
McCain Foods Ltd  
Medifast  
Mondelez International  
Natural Choice Foods  
Nestle Purina PetCare  
Nortera Foods Inc.  
PepsiCo  
Premier Nutrition  
Primo Water Corporation  
Reynolds American, Inc.  
Rich Products Corporation  
Sazerac, Inc.  
Sutter Home Winery, Inc.  
Swire Coca-Cola  
Synergy Flavors  
Sysco  
Tate & Lyle  
Tetra Pak  
TriMark  
Tyson Foods  
USANA Health Sciences Inc  
Unilever  
Viskase Companies, Inc.  
WK Kellogg Co  
Wells Enterprises  
Westrock Coffee Company  
**Machinery**  
Ag Growth International

## PARTICIPANT LISTING

## U.S. Organizations

Applied Materials  
Cold Jet LLC  
Deere & Company  
Empire Southwest  
FORTNA  
Hillenbrand  
Husky Technologies  
Illinois Tool Works  
Komatsu Mining Corp  
Lennox International, Inc.  
Nebraska Machinery Company  
Nordson Corporation  
Oshkosh Corporation  
Scherer Inc  
Sloan  
The Toro Company

**Metal**

Alcoa Corporation  
ArcelorMittal North America  
Arconic Corp.  
BLUESCOPE  
Ball Corporation  
CMC  
Cascade Corporation  
Cleveland-Cliffs  
Constellium  
Ecobat  
Genuine Machine Products  
Gerda  
High Company LLC  
J&M Plating, Inc.  
Lindsay Corporation  
Logan Aluminum  
Materion Corporation  
Novelis  
Samuel, Son & Co.  
Simpson Strong-Tie  
SunCoke Energy  
Watts Water Technologies

**Paper, Printing & Related Support**

American Greetings  
CPI Card Group, Inc.  
Cimpress/Vista  
Graphic Packaging International  
Miraclon Corporation  
Packaging Corporation of America  
Printpack  
R R Donnelley & Sons  
Ricoh Electronics Inc  
Shutterfly  
Taylor Corp

**Plastics & Rubber Products**

Advanced Drainage Systems  
Balcan Innovations Inc.  
Birla Carbon  
Graham Packaging Company

Hexion  
Hunter Industries, Inc.  
Michelin North America  
Myers Industries  
Pelican Products, Inc.  
Protolabs, Inc.  
Reynolds Consumer Products  
The AZEK Company  
The Goodyear Tire and Rubber Company  
Volm Companies

**Textiles, Apparel, Leather & Allied Products**

Ascend Performance Materials  
Fruit of the Loom, Inc.  
Gildan Activewear Inc.  
Hanesbrands  
Interface  
Johnson Outdoors Inc.  
Magid Glove & Safety Mfg Co  
Mohawk Industries  
Spreadshirt, Inc.  
Velcro Companies

**Transportation Equipment Except Aerospace**

Allison Transmission Holdings, Inc.  
American Honda Motor  
Auria Solutions  
BMW Manufacturing Co., LLC  
Blue Bird Body Company  
BorgWarner Inc.  
Ford Motor Company  
Hill  
Kawasaki Motors Corp., U.S.A.  
Lear Corporation  
Magna International Inc.  
Navistar, Inc.  
Orscheln Industries  
Polaris Inc.  
REV Group  
Schaeffler Group USA  
Stellantis NV  
Stoneridge, Inc.  
The Shyft Group  
Toyota  
Trinity Industries  
UGN, Inc.  
Volvo Group NA  
Wabtec  
Woodbridge  
ZF  
All Other Manufacturing  
3M Company  
AAON, Inc.  
AESC US LLC  
AMCOR  
ASML US LLC

Acushnet Company  
Advanced Technology Services  
Allegion  
Andersen Corporation  
Apogee Enterprises, Inc.  
Ardagh Group  
Armstrong World Industries  
Brunswick Corporation  
Builders FirstSource  
COTY  
CTB Inc.  
CVR Energy  
Carestream Health  
Carmeuse Americas  
Church & Dwight  
Clayton Homes  
Cornerstone Building Brands  
Crane Company  
Curio Brands, LLC  
Dover Corporation  
Drive DeVilbiss Healthcare  
DuPont  
ESCO Technologies, Inc.  
Eaton Corporation  
Enerpac Tool Group  
First Solar  
Fortune Brands Innovations, Inc.  
GAF  
GCC  
Giesecke+Devrient Currency Technology America, Inc.  
Graco Inc  
Greif  
Hexcel Corporation  
Holcim  
Hollister Inc  
Hussmann Corporation  
Hyperion Materials & Technologies  
IDEX Corp  
IMI  
Ingersoll Rand  
International Paper  
Kenvue  
Kinetico Incorporated  
L'Oreal USA  
Leggett and Platt, Incorporated  
LivaNova  
Marathon Petroleum Corporation  
Masco Corporation  
Mattel, Inc.  
Metrie  
MicroVention, Inc.  
Midmark Corporation  
National Gypsum  
OI Glass Inc  
OpSec Security  
Ossur Americas

Owens Corning  
Pentair  
PotlatchDeltic Corporation  
Preformed Line Products Company  
Regal Rexnord  
Resideo Technologies, Inc.  
SPX Technologies  
Saint-Gobain North America  
Snap-on Inc  
Specialty Building Products  
Spectrum Brands, Inc.  
Stanley Black & Decker  
Stanley Black & Decker  
Swagelok  
TE Connectivity  
TIDI Products  
TaylorMade Golf Company, Inc.  
Terumo Blood and Cell Technologies  
The Estee Lauder Companies  
The Timken Company  
The Westervelt Company  
Topgolf Callaway Brands Corporation  
TriMas Corporation  
USG Corporation  
Valmont Industries  
Veolia WTS  
Veralto Corp  
Volkswagen Group of America  
Vontier Corporation  
WB Manufacturing LLC  
Wagner Spray Tech  
Walker Industries  
Worthington Steel  
Zurn Elkay Water Solutions  
dsm firmenich

**Other Services (except Public Administration)**

ActBlue  
American Academy of Dermatology  
American Academy of Neurology  
American Academy of Pediatrics  
American Chemical Society  
American College of Emergency Physicians  
American Lebanese Syrian Associated Charities (ALSAC)  
American Medical Association  
Ascendium Education Group, Inc.  
ATS  
Bill & Melinda Gates Foundation  
CareQuest Institute for Oral Health  
Catholic Diocese of Richmond  
Catholic Relief Services  
CFA Institute

## PARTICIPANT LISTING

## U.S. Organizations

Chemonics  
 College of American Pathologists  
 Cru  
 Cystic Fibrosis Foundation  
 Daughters of Charity Ministries, Inc.  
 Federal Reserve Bank of St. Louis  
 First 5 LA  
 Goodwill Industries of Southeastern Wisconsin, Inc.  
 Habitat for Humanity International  
 Houston Endowment  
 HR Source  
 IEEE  
 Indiana University Foundation, Inc.  
 Institute Of Scrap Recycling Industries DbA Recycled Materials Association  
 Leukemia & Lymphoma Society  
 Lifeway Christian Resources  
 Loram Maintenance of Way, Inc.  
 MRA The Managment Association  
 National Academies of Sciences, Engineering, and Medicine  
 National Exchange Carrier Association  
 NeighborWorks America  
 NMDP  
 ORAU  
 PGA Tour  
 Population Council  
 Seed Company  
 The American Society for the Prevention of Cruelty to Animals  
 The Historic New Orleans Collection  
 The International Association of Lions Clubs  
 The Nature Conservancy  
 The Pew Charitable Trusts  
 W.K. Kellogg Foundation  
 Wildlife Conservation Society  
 World Vision International  
 WW Grainger Inc.  
 YMCA of Greater Charlotte  
 Ziegler Companies

**Pharma****Manufacturing of pharmaceutical & biotech products**

AbCellera Biologics Inc.  
 AbbVie  
 Abbott  
 American Type Culture Collection  
 Amneal Pharmaceuticals  
 B. Braun Medical Inc.  
 Boston Scientific Corporation  
 CF Industries Holdings  
 Catalent Pharma Solutions

Cordis  
 Cue Health Inc.  
 Dentsply Sirona  
 Draeger Inc  
 Fresenius Kabi USA  
 Holland Applied Technologies  
 Imperative Care  
 Incyte  
 Integra LifeSciences  
 Intuitive Surgical  
 Iovance Biotherapeutics  
 Jamieson Wellness  
 Lannett Company  
 Lonza  
 Mimedx  
 NOW Health Group  
 Nevro  
 Nu Skin Enterprises  
 Nuvaira  
 Olympus  
 Oxford BioMedica Plc  
 Repligen Corporation  
 STERIS  
 Shockwave Medical  
 Solugen Inc.  
 Starkey Hearing Technologies  
 Surmodics  
 Tactile Systems Technology  
 Tandem Diabetes Care  
 Teleflex Inc.  
 Tiger Biosciences  
 Waters Corporation - can be included in the participation list  
 ZOLL Medical Corporation  
 Zimmer Biomet

**Pharma and biotech R&D**

Acadia Pharmaceuticals Inc.  
 Adaptive Biotechnology  
 Alnylam Pharmaceuticals  
 Apellis Pharmaceuticals  
 Aspen Neuroscience  
 BD - Becton Dickinson  
 BeiGene  
 Bio-Rad Laboratories  
 Charles River Laboratories  
 Daiichi Sankyo Inc.  
 Danaher Corporation  
 Eastside Research Associates  
 Edwards Lifesciences  
 Eisai  
 Elanco Animal Health  
 Eli Lilly and Company  
 Emmes Group  
 Endo USA  
 Exact Sciences  
 Gulf Coast Regional Blood Center  
 IQVIA  
 Illumina Inc.

Ipsen  
 Johnson & Johnson  
 Karyopharm Therapeutics  
 LEO Pharma Inc.  
 Lexicon Pharmaceuticals  
 Lundbeck  
 Merck & Co.  
 Merck KGaA  
 Myriad Genetics  
 NAMSA  
 Neogen Corporation  
 Noah Medical  
 Novartis  
 Noven Pharmaceuticals  
 Novocure  
 Organon  
 Otsuka Pharmaceutical America  
 Partner Therapeutics  
 Pfizer  
 Rgenta Therapeutics  
 Sanofi  
 Servier Pharmaceuticals  
 Shionogi  
 Sotera Health  
 Synthekine  
 Travers Therapeutics  
 US Pharmacopeia  
 Ultragenyx  
 United Therapeutics  
 Worldwide Clinical Trials  
 WuXi AppTec  
 Zoetis  
 embecta

**Professional, Scientific & Technical Services****Consulting (management, scientific, technical, engineering, design & architecture)**

84.51°, LLC  
 Akkodis  
 Altarum  
 American Systems  
 Aon  
 Applied HR Strategies, Inc.  
 Bain & Company  
 Barge Design Solutions, Inc.  
 Barr Engineering, Co.  
 Bates White, LLC  
 Black & Veatch  
 Brown and Caldwell  
 CDM Smith, Inc.  
 CGI  
 CGI Inc.  
 CRB Group, Inc  
 Centric Consulting LLC  
 Clearwater Human Capital

Compensation Management Strategies  
 Control Risks  
 Corporate Compensation Strategies  
 Cprime  
 Culpepper and Associates, Inc.  
 Development Dimensions International, Inc.  
 Dewberry  
 EY GDS  
 Edelman Financial Engines  
 Enercon  
 Environmental Resources Management, Inc.  
 Equus Software, LLC  
 FMI  
 FTI Consulting  
 Fujitsu North America, Inc.  
 G&L Healthcare Advisors  
 G-P  
 General Dynamics Information Technology  
 HDR, Inc  
 HR Management  
 Hanna Resource Group  
 Hargrove Engineers + Constructors  
 Human Resource management Inc.  
 Jack Henry & Associates  
 Jacobs Technology, Inc.  
 Kearney  
 Leidos Inc.  
 Little Diversified Architectural Consulting, Inc.  
 MSA Professional Services  
 Moffatt & Nichol  
 NEC Corporation of America  
 Olsson  
 Palladian Partners  
 Patrick Engineering  
 Peraton  
 RS&H  
 Robert Half International, Inc.  
 Russell Reynolds Associates  
 SAIC  
 Slalom  
 Stantec  
 Stellix Group, Inc  
 Terracon Consultants, Inc.  
 UL SOLUTIONS  
 Woodard & Curran  
 Zayla Partners  
**Professional services (includes legal, accounting, tax & advertising)**  
 AAA, Inc.  
 ADP  
 Accenture

## PARTICIPANT LISTING

## U.S. Organizations

|                                                                          |                                                                    |                                                                                                                      |                                       |
|--------------------------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Acuity International                                                     | Robert Half International Inc.                                     | Utah State University Space Dynamics Laboratory                                                                      | Fanatics                              |
| Agero Administrative Services                                            | Ropes & Gray LLC                                                   |                                                                                                                      | Fanatics                              |
| Bixal                                                                    | Ryan, LLC                                                          | <b>Rental &amp; real estate (includes sales, mgmt &amp; leasing of property and rental of equipment, cars, etc.)</b> | FedEx Office                          |
| Burns & McDonnell                                                        | Scorpion                                                           |                                                                                                                      | Footlocker                            |
| CSA Group                                                                | Serco Inc.                                                         |                                                                                                                      | Gap Inc.                              |
| Cascade Employers Association                                            | Sidley Austin LLP                                                  |                                                                                                                      | Genuine Parts Company                 |
| Certn                                                                    | Sikich, LLP                                                        | Anywhere Real Estate                                                                                                 | Grand Supercenter Inc                 |
| Chenega Corporation                                                      | Trimble Sustainment Engineering, Inc                               | AvalonBay Communities                                                                                                | Green Thumb Industries                |
| Cherry Bekaert Advisory LLC                                              | Verisign, Inc.                                                     | Avis Budget Group, Inc.                                                                                              | Grocery Outlet Holding Corp.          |
| Circana                                                                  | WESTAT                                                             | Beacon Communities                                                                                                   | H-E-B, LP                             |
| Clarivate PLC                                                            | Weil, Gotshal & Manges LLP                                         | BentallGreenOak                                                                                                      | Hanover Consumer Cooperative Society  |
| CliftonLarsonAllen LLP                                                   | Whitney Smith Company                                              | Brookfield Properties                                                                                                | Hitachi High-Tech America, Inc.       |
| Compensation Connections LLC                                             | Wilmer Cutler Pickering Hale and Dorr LLP                          | Cube Smart                                                                                                           | Hy-Vee, Inc.                          |
| Computacenter                                                            | Woods Hole Oceanographic Institution                               | Cushman & Wakefield                                                                                                  | Kohl's, Inc.                          |
| Conduent                                                                 |                                                                    | Enterprise Holdings, Inc.                                                                                            | Kontoor Brands, Inc.                  |
| Cotiviti                                                                 | <b>R&amp;D (science and engineering EXCEPT pharma)</b>             | Equity Residential                                                                                                   | Kwik Trip Inc.                        |
| DCS Corporation                                                          | Ansys Inc                                                          | Essex Property Trust                                                                                                 | L.L.Bean                              |
| Daniel J Edelman, Inc.                                                   | Applied Research Laboratories at The University of Texas at Austin | Great Clips, Inc.                                                                                                    | LS&Co.                                |
| Deloitte                                                                 | Argonne National Laboratory                                        | Hines Interests Limited Partnership                                                                                  | LVMH Moët Hennessy Louis Vuitton Inc. |
| FactSet Research Systems                                                 | Battelle Memorial Institute                                        | Holman Enterprises                                                                                                   | Lowes Home Improvement                |
| Farm Credit Foundations                                                  | Bechtel Plant Machinery, Inc.                                      | Hunt Companies                                                                                                       | Macy's Inc.                           |
| Forrester, Research Inc.                                                 | COLSA Corporation                                                  | MAA                                                                                                                  | Mary Kay Inc                          |
| Geiger                                                                   | Draper Laboratory                                                  | NNN REIT                                                                                                             | Mercari, Inc.                         |
| General Dynamics Information Technology                                  | Fermi National Accelerator Laboratory                              | Prologis                                                                                                             | Mister Car Wash, Inc                  |
| Gensler                                                                  | Flour Marine Propulsion, LLC                                       | Realty Income Corporation                                                                                            | Nike Inc                              |
| Goodwin Procter                                                          | Insurance Quantified                                               | Regency Centers                                                                                                      | O'Reilly Auto Parts                   |
| H&R Block                                                                | Jefferson Lab                                                      | Rexford Industrial Realty, LP                                                                                        | Oxford Industries, LLC                |
| HIAS & Council Migrations Services of Philadelphia DBA HIAS Pennsylvania | Johns Hopkins Applied Physics Lab                                  | Rockefeller Group                                                                                                    | PUMA North America                    |
| Human Capital Solutions                                                  | Lawrence Berkeley National Laboratory                              | Santaluz Maintenance Association                                                                                     | Pilot Travel Centers, LLC             |
| Huron Consulting Group                                                   | Los Alamos National Laboratory                                     | SmartRent Technologies, Inc.                                                                                         | Plexus Worldwide                      |
| ICF                                                                      | MIT Lincoln Laboratory                                             | The Meritex Company                                                                                                  | Publix Super Markets                  |
| Idaho National Laboratory                                                | National Radio Astronomy Observatory                               | Toshiba America Business Solutions, Inc                                                                              | QVC                                   |
| Imageon Consulting, Inc.                                                 | National Renewable Energy Laboratory                               | United Rentals                                                                                                       | Rakuten                               |
| Innovative Compensation and Benefit Concepts, LLC                        | Oak Ridge National Laboratory                                      | VineBrook Homes                                                                                                      | Raley's                               |
| Insperty, Inc.                                                           | OutSystems                                                         | Wheels, LLC                                                                                                          | Recreational Equipment Inc (REI)      |
| J.S. Held                                                                | Pacific Northwest National Laboratory                              | WinnCompanies                                                                                                        | Replacements, Ltd.                    |
| KBR                                                                      | Princeton Plasma Physics Laboratory                                |                                                                                                                      | Ross Stores, Inc.                     |
| LMI                                                                      | RAND Corporation                                                   | <b>Retail</b>                                                                                                        | Schuck's Markets Inc.                 |
| Latham & Watkins                                                         | RTI International                                                  | 7-Eleven, Inc.                                                                                                       | SeekWell                              |
| Magnite, Inc.                                                            | Rincon Research Corporation                                        | Aaron's                                                                                                              | Servco Pacific, Inc                   |
| Management Sciences for Health                                           | SGS Société Générale de Surveillance SA                            | Ahold Delhaize USA                                                                                                   | Service Corporation International     |
| Marco Technologies                                                       | SRC, Inc.                                                          | American Eagle Outfitters, Inc.                                                                                      | Sleep Number Corporation              |
| Maximus                                                                  | <b>Samsung Semiconductor, Inc.</b>                                 | Batteries Plus                                                                                                       | SpartanNash                           |
| Mayer Brown LLP                                                          | <b>Sanford Burnham Prebys Medical Discovery Institute</b>          | Big Y Foods, Inc.                                                                                                    | Tailored Brands                       |
| McGuireWoods LLP                                                         | <b>Tenable Network Security</b>                                    | C&J CLARKS                                                                                                           | Tapestry, Inc.                        |
| Milliman, Inc.                                                           | <b>The Institute for Nuclear Power</b>                             | Caleres, Inc.                                                                                                        | Target Corporation                    |
| Morgan, Lewis & Bockius LLP                                              | <b>University Corporation for Atmospheric Research</b>             | Capital Vision Services dba MyEyeDr                                                                                  | The ODP Corporation                   |
| Neighborly                                                               |                                                                    | CarMax                                                                                                               | Tiffany & Co.                         |
| Optiv, Inc.                                                              |                                                                    | Casey's                                                                                                              | U.S. Venture, Inc.                    |
| Orrick, Herrington & Sutcliffe LLP                                       |                                                                    | Chewy                                                                                                                | Under Armour                          |
| PMI                                                                      |                                                                    | Cochlear Americas                                                                                                    | VF Corporation                        |
| Parsons Corporation                                                      |                                                                    | Columbia Sportswear Company                                                                                          | Valvoline Inc.                        |
| Paul Hastings LLP                                                        |                                                                    | Deckers Brands                                                                                                       | Vetsource                             |
| Prolink                                                                  |                                                                    | Designer Brands                                                                                                      | Victoria's Secret & Co.               |
| RGP                                                                      |                                                                    | Ethan Allen Global Inc.                                                                                              | Walgreens                             |
|                                                                          |                                                                    | Extra Space Storage                                                                                                  | Wawa, Inc.                            |

## PARTICIPANT LISTING

## U.S. Organizations

Wegmans Food Markets, Inc.

**Transportation & Warehousing****Air transport**

Air Canada  
 Alaska Airlines  
 American Airlines  
 Cathay Pacific Airways  
 Greater Orlando Aviation Authority  
 Hawaiian Airlines  
 Kenton County Airport Board  
 Metropolitan Washington Airports Authority  
 Spirit Airlines  
 Sun Country Airlines  
 United Airlines  
 All other transportation  
 Amtrak  
 Brink's Inc  
 C.H. Robinson  
 Carnival Cruise Line  
 Dematic  
 Ferrellgas  
 First Student  
 GATX Corporation  
 Hirschbach Motor Lines  
 Ingram Barge  
 JB Hunt Transport, Inc.  
 JM Family Enterprises  
 Lazer Logistics  
 Livingston International Inc  
 Los Angeles County Metropolitan Transportation Authority  
 Mansfield Energy  
 Metropolitan Transit Authority of Harris County, Texas  
 Metropolitan Transportation Authority for the State of New York  
 Missouri Department of Transportation  
 NFI Industries  
 Norfolk Southern Corporation  
 OIA Global  
 Omnitrans Inc.  
 Penske Transportation Solutions  
 Port Authority of Allegheny County d/b/a Pittsburgh Regional Transit (PRT)  
 Port Houston  
 Purolator Inc.  
 Schneider National, Inc.  
 Southeastern Freight Lines  
 TriMet  
 Trimac Transportation  
 UPS  
 Wabtec Corporation

Washington Metropolitan Area Transit Authority  
 Wilcox and Flegel  
 Warehousing  
 Americold  
 C&S Wholesale Grocers, LLC  
 FedEx  
 GXO Logistics  
 Imperial Dade  
 Lineage  
 McCrane Company  
 Neovia Logistics  
 Saia LTL Freight  
 SanMar  
 Suddath  
 Uline

**Utilities and energy production**

ATCO  
 Alliance for Cooperative Energy Services (ACES) Power Marketing LLC  
 Ameren  
 American Electric Power  
 Arch Resources, Inc.  
 Archrock  
 Arizona Public Service  
 Associated Electric Cooperative, Inc.  
 Atmos Energy Corporation  
 Avista Corporation  
 Black Hills Corporation  
 California Independent System Operator Corporation  
 Calpine Corporation  
 Cameco Corporation  
 Capital Power Corporation  
 CenterPoint Energy  
 Central Arizona Project  
 Central Iowa Power Cooperative  
 Charleston Water System  
 Chelan County PUD  
 Cheniere Energy  
 Citizens Energy Group  
 Clearway Energy Group LLC  
 Colorado Springs Utilities  
 Colquitt Electric Membership Corporation  
 Constellation Energy  
 Dominion Energy, Inc.  
 Duke Energy  
 EDF Renewables  
 EPCOR Utilities Inc.  
 El Paso Electric  
 ElectriCities of North Carolina, Inc.  
 Enbridge Inc.  
 Entergy

Eugene Water & Electric Board  
 Eversource Energy  
 FieldCore Service  
 First Energy  
 GE Vernova  
 Gas South, LLC  
 Georgia System Operations Corporation  
 Gibson Energy  
 Golden Spread Electric Cooperative, Inc.  
 Great River Energy  
 GreyStone Power Corporation  
 HF Sinclair  
 Holland Board of Public Works  
 ISO New England, Inc  
 ITC Holdings Corp.  
 Idaho Power Company  
 Irving Oil  
 JERA Americas  
 Jordan Valley Water Conservancy District  
 Knoxville Utilities Board  
 Lansing Board of Water & Light  
 Longroad Energy Management, LLC  
 Marshall Municipal Utilities  
 NTMWD  
 NW Natural  
 National Fuel Gas Company  
 Nebraska Public Power District  
 New York Power Authority  
 NiSource Corporate Services  
 NorthWestern Energy  
 OGE Energy Corp.  
 ONEgas  
 Ohio Gas Company  
 Old Dominion Electric Cooperative  
 Omaha Public Power District  
 PJM Interconnection  
 PPL Services Corporation  
 Pacific Gas & Electric Company  
 Par Pacific Holdings Inc.  
 Pattern Energy Group  
 Public Utility District No. 1 of Benton County  
 Puget Sound Energy  
 Range Resources  
 Recurrent Energy (Subsidiary of Canadian Solar)  
 STEP Energy Services Ltd. and yes it can be included.  
 Salt River Project  
 Sempra  
 South Jersey Industries  
 Southern Company  
 Southwest Gas Corporation  
 Subsea7

Suburban Propane  
 Tallgrass  
 Tampa Electric Company  
 Tellurian Inc.  
 Tennessee Valley Authority  
 TerraPower  
 The Water Works Board of the City of Birmingham  
 UGI Corporation  
 UNS Energy  
 Unit Corporation  
 Vistra Corp.  
 WEC Energy Group  
 Williams Companies  
 Xcel Energy

**Wholesale**

Ace Hardware Corporation  
 Agilix Solutions  
 Associated Food Stores  
 Avnet  
 Beacon Building Products  
 Brooks Sports, Inc.  
 Carhartt  
 DigiKey  
 Dot Foods  
 Interstate Batteries  
 Konica Minolta Business Solutions U.S.A., Inc.  
 LMC  
 MSC Industrial Supply  
 McKesson Corporation  
 Metropolitan Water District of Salt Lake & Sandy  
 NEXCOM  
 Nexgrill Industries, Inc.  
 OPENLANE, Inc.  
 PFG  
 Patterson Companies  
 Pilot Corporation of America  
 Reece USA  
 Richardson International Limited  
 Sonepar USA  
 Superior Lubricants Company, Inc.  
 US Foods

**All Other Industries**

AbCellera Biologics Inc.  
 AbbVie  
 Abbott  
 American Type Culture Collection  
 Amneal Pharmaceuticals  
 B. Braun Medical Inc.  
 Boston Scientific Corporation  
 CF Industries Holdings, Inc  
 Catalent Pharma Solutions  
 Cordis

## PARTICIPANT LISTING

### U.S. Organizations

Cue Health Inc.  
Dentsply Sirona  
 Draeger Inc  
Fresenius Kabi USA  
Holland Applied Technologies  
Imperative Care, Inc.  
Incyte  
Integra LifeSciences  
Intuitive Surgical  
Iovance Biotherapeutics  
Jamieson Wellness  
Lannett Company, Inc.  
Lonza  
Mimedx  
NOW Health Group  
Nevro  
Nu Skin Enterprises, Inc  
Nuvaira, Inc.  
Olympus  
Oxford BioMedica Plc  
Repligen Corporation  
STERIS  
Shockwave Medical  
Solugen Inc.  
Starkey Hearing Technologies  
Surmodics, Inc.  
Tactile Systems Technology, Inc.  
Tandem Diabetes Care  
Teleflex Inc.  
Tiger Biosciences  
Waters Corporation - can be  
included in the participation list  
ZOLL Medical Corporation  
LAIKA, LLC  
NBCUniversal  
Ross Video  
Conde Nast  
McGraw Hill, Inc.  
Penguin Random House  
The New York Times Company  
The Washington Post  
Wiley

## PARTICIPANT LISTING

## Canadian Organizations

**Agriculture (includes forestry, fishing and hunting)**

AgReserves Inc.  
GROWMARK, Inc.  
Louis Dreyfus Company  
Sollio Cooperative Group  
The Andersons, Inc.  
Tosoh Quartz, Inc. Portland  
Weyerhaeuser  
Wilbur-Ellis  
Arts, entertainment & recreation  
9 Story Media Group  
BCLC  
British Columbia Lottery Corporation  
CBC/Radio-Canada  
Cineplex  
DraftKings, Inc.  
Endeavor Group Holdings  
GoodLife Group  
Loto-Québec

**Construction (includes commercial, residential & civil engineering)**

AECOM  
Bechtel  
BrandSafway  
Centuri Holdings Inc.  
Flatiron Construction  
Fluor

**Graham Construction & Engineering Inc.**

Ledcor Industries Inc.  
Matrix Service Company  
Mattamy Homes  
PCL Construction  
Primoris Services Corporation  
The Minto Group

**Education (K-12 and post-secondary, public & private & educational services)**

Savvas Learning Company  
University of Regina  
World Education Services  
Yorkville Education LP

**Extraction (includes mining, quarrying, oil & gas)**

Compass Minerals  
Enerflex Ltd.  
Equinox Gold Corp.  
First Majestic Silver Corp.  
Heidelberg Materials  
Kinross  
Newmont Corporation  
North American Construction Group

Oceaneering International, Inc.  
Parker Wellbore  
Plains Midstream Canada ULC  
Rio Tinto

**Finance & Insurance****Banks, credit unions, mortgage loans, credit cards & other lenders**

ATB Financial  
American Express  
Bank of Nova Scotia (Scotiabank)  
Canadian Imperial Bank of Commerce

Citi

Comerica

MCAP

Meridian Credit Union

Northern Trust

Steinbach Credit Union

U.S. Bank

Wintrust

Fund, trusts and other financial vehicles

First Citizens Bank

IGM Financial

MSCI

Northleaf Capital Partners

Ontario Teachers' Pension Plan

**Insurance carriers, agencies, brokerages and employee benefit funds**

Assurant, Inc.

Capital Group

Co-operators

Definity Insurance

Empire Life

Foresters Financial

GreenShield

Liberty Mutual Insurance

Manulife

Medavie Blue Cross

Sun Life Financial

The Wawanesa Mutual Insurance Company

UnitedHealth Group

**All other finance & insurance**

Bank of New York Mellon

BCI

Citco

Element Fleet Management

Franklin Templeton

MFS Investment Management

Marsh McLennan

McLarens

Moodys

Morningstar, Inc.

Nasdaq, Inc.

OMERS

RenaissanceRe

Sedgwick

Starr Companies

Swiss Re

WSIB

symcor

Hotels, restaurants & bars

Domino's Pizza LLC

Hilton Grand Vacation

Hyatt Hotels Corporation

Marriott International

The Wendy's Company

Toast

**Information****Hosting, ISPs, web search & software publishing**

BetMGM

BlackLine Systems, Inc.

Broadridge

CSG Systems Inc.

Celero Solutions

Convera

Employ, Inc.

Enverus

Fivetran

Infoblox

Itron

LastPass

Microsoft

Nextiva, Inc.

Pax8

RSA Security LLC

Roblox

Skillsoft

TD SYNnex

TTEC

Trellix

Unisys

**Media streaming, social networks and online content providers**

Acumatica

Akamai Technologies

Alight Solutions

Applied Systems, Inc

AudienceView Ticketing Corporation

BMC Software

Confluent

Cyncl

Cyncl

Datasite

Docebo

Dotdash Meredith

E2open, LLC

ESET LLC

## PARTICIPANT LISTING

### Canadian Organizations

Epsilon  
Equifax  
EverCommerce  
Farmers Edge Inc.  
Five9  
Getty Images  
Guidewire Software  
HubSpot, Inc  
Jamf Software LLC  
Kong Inc.  
Move Sales, Inc (doing business as  
Realtor.com)  
Mozilla Corporation  
Paramount  
Payscale  
QlikTech. Inc.  
Renaissance Learning, Inc.  
SAS Institute  
Sequent  
ServiceNow  
Tecsyst  
Thomson Reuters  
Thoughtworks  
Trimble, Inc.  
Wolters Kluwer  
Worldpay  
Xactly Corporation  
Zillow Group Inc.

#### Telecommunications

Ciena  
Foundever  
GoTo  
Intrado Life & Safety, Inc.  
Rogers Communication Inc  
Telesat  
Zayo Group Holdings, Inc.

#### Manufacturing

##### Aerospace Products & Parts

Barnes Group  
Curtiss-Wright  
Moog, Inc.  
RTX  
Textron, Inc  
The Boeing Company

#### Chemicals

Air Products and Chemicals  
Arkema Inc.  
BASF  
Cabot Corporation  
Celanese  
Dyno Nobel  
ERCO Worldwide LP  
Ecolab, Inc  
Ginkgo Bioworks  
H.B. Fuller Company

LANXESS Corporation  
Methanex Corporation  
NOVA Chemicals  
Nutrien, LLC  
SABIC  
The Mosaic Company  
Umicore USA  
Valent North America, LLC  
Valero Energy  
W.R. Grace & Co  
Westlake Corporation

#### Computer & Electronic Products

HM Electronics, Inc  
Logitech  
MKS Instruments  
NI (formerly National Instruments)  
Ricoh USA, Inc.  
Snap One  
TTM Technologies  
Zebra Technologies  
onsemi

#### Electrical Equipment, Appliances & Components

A. O. Smith Corporation  
Celestica International LP  
Daikin Comfort Technologies  
North America  
EFI  
Fortive Corporation  
G&W Electric  
Hexagon Manufacturing  
Intelligence  
MasterBrand, Inc.  
Mitek, Inc  
Motorola Solutions  
S&C Electric Company  
SICK Sensor Intelligence  
STMicroelectronics, Inc.  
Skyworks Solutions  
Wahl Clipper Corporation

#### Food, Beverages & Tobacco Products

Campbell's Soup Company  
Conagra Brands Inc  
Dawn Food Products, Inc.  
E. & J. Gallo Winery  
General Mills  
JR Simplot  
JT International  
Kerry  
Lamb Weston  
Maple Leaf Foods  
Mars Inc.  
McCain Foods Ltd  
Mondelez International  
Nestle Canada  
Nortera Foods Inc.

PepsiCo  
Rich Products Corporation  
Sazerac, Inc.  
Sofina Foods inc.  
Tetra Pak  
Unilever  
WK Kellogg Co  
Machinery  
Ag Growth International  
Applied Materials  
Deere & Company  
FORTNA  
Hillenbrand  
Husky Technologies  
Illinois Tool Works  
Komatsu Mining Corp  
Lennox International, Inc.  
Nordson Corporation

#### Metal

Alcoa Corporation  
ArcelorMittal North America  
Arconic Corp.  
BLUESCOPE  
Ball Corporation  
Cascade Corporation  
Cleveland-Cliffs  
Gerda  
Novelis  
Samuel, Son & Co.  
Watts Water Technologies  
Plastics & Rubber Products  
Balcan Innovations Inc.  
Birla Carbon  
Graham Packaging Company  
Michelin North America  
Pelican Products, Inc  
The Goodyear Tire and  
Rubber Company  
Volm Companies

#### Textiles, Apparel, Leather & Allied Products

Fruit of the Loom, Inc.  
Gildan Activewear inc.  
Interface  
Johnson Outdoors Inc.  
Velcro Companies  
All Other Manufacturing  
3M Company  
Allegion  
Apogee Enterprises, Inc.  
Armstrong World Industries  
Brunswick Corporation  
Cimpress/Vista  
COTY  
CTB Inc.  
Carestream Health  
Carmeuse Americas

Church & Dwight  
Cornerstone Building Brands  
Crane Company  
Dover Corporation  
Drive DeVilbiss Healthcare  
DuPont  
Fortune Brands Innovations, Inc.  
General Dynamics Land  
Systems Canada  
Giesecke+Devrient Currency  
Technology America, Inc.  
Greif  
Hussmann Corporation  
Ingersoll Rand  
International Paper  
Kenvue  
Kinetic Incorporated  
Lafarge Canada Inc.  
Lear Corporation  
Leggett and Platt, Incorporated  
LivaNova

Magna International Inc.  
Masco Corporation  
Mattel, Inc.  
Metrie  
Miracilon Corporation  
Ossur Americas  
Owens Corning  
Regal Rexnord  
Resideo Technologies, Inc.  
SPX Technologies  
Saint-Gobain North America  
Schaeffler Group USA  
Shutterfly  
Specialty Building Products  
TE Connectivity  
TaylorMade Golf Company, Inc.  
The Estee Lauder Companies  
The Timken Company  
Topgolf Callaway Brands  
Corporation  
Valmont Industries  
Veolia WTS  
Veralto Corp  
Vontier Corporation  
Wabtec  
Walker Industries  
Zurn Elkay Water Solutions  
dsm firmenich

#### Pharma

##### Manufacturing of pharmaceutical & biotech products

Boston Scientific Corporation  
CF Industries Holdings, Inc  
Catalent Pharma Solutions  
Draeger Inc  
Incyte

## PARTICIPANT LISTING

## Canadian Organizations

Integra LifeSciences  
Jamieson Wellness  
Nu Skin Enterprises, Inc.  
Olympus  
STERIS  
Shockwave Medical  
Starkey Hearing Technologies  
Tandem Diabetes Care  
Teleflex Inc.  
Waters Corporation  
Zimmer Biomet

**Pharma and biotech R&D**

Alynlym Pharmaceuticals  
Arcutis Canada Inc.  
BD - Becton Dickinson  
Bio-Rad Laboratories  
Boehringer Ingelheim Canada Ltd.  
Charles River Laboratories  
Danaher Corporation  
Edwards Lifesciences  
Eisai  
Elanco Animal Health  
Emmes Group  
Endo USA  
Exact Sciences  
Illumina Inc.  
Ipsen  
LEO Pharma Inc.  
Merck KGaA  
Neogen Corporation  
Novocure  
Organon  
Otsuka Pharmaceutical America, inc.  
Sanofi  
Sotera Health  
Ultragenyx  
United Therapeutics  
Worldwide Clinical Trials  
Zoetis  
embecta

**Professional, Scientific & Technical Services****Consulting (management, scientific, technical, engineering, design & architecture)**

Aon  
Bain & Company  
Barr Engineering, Co.  
Black & Veatch  
Brown and Caldwell  
CDM Smith, Inc.  
CGI Inc.  
Environmental Resources Management, Inc.

FTI Consulting  
Fujitsu North America, Inc.  
G-P  
HDR, Inc  
Kearney  
Moffatt & Nichol  
Robert Half International, Inc.  
Russell Reynolds Associates  
Softchoice  
Stantec  
Technorm  
UL SOLUTIONS  
Western Compensation & Benefits Consultants Inc.

**Professional services (includes legal, accounting, tax & advertising)**

ADP  
Accenture  
Agero  
Administrative Services  
Burns & McDonnell  
CSA Group  
Circana  
Clarivate PLC  
Conduent  
Daniel J Edelman, Inc.  
Forrester, Research Inc.  
Gensler  
H&R Block  
ICF  
J.S. Held  
KBR  
KPMG Canada  
Magnite, Inc.  
Milliman, Inc.  
Optiv, Inc.  
Osler, Hoskin, & Harcourt LLP  
Robert Half International Inc.  
Ryan, LLC  
Serco Inc.  
eTracks Tire Management Systems

**Rental & real estate (includes sales, mgmt & leasing of property and rental of equipment, cars, etc.)**

Avis Budget Group, Inc.  
BentallGreenOak  
Brookfield Properties  
Cushman & Wakefield  
Enterprise Holdings, Inc.  
Hines Interests Limited Partnership  
Holman Enterprises

Prologis  
RioCan REIT  
United Rentals  
Wheels, LLC  
Retail  
Aaron's  
American Eagle Outfitters, Inc.  
Columbia Sportswear Company  
Deckers Brands  
Fanatics  
Finning  
Gap Inc.  
Home Hardware Stores Limited  
Kal Tire  
Liquor Control Board of Ontario  
Mary Kay Inc  
Nike Inc  
O'Reilly Auto Parts  
Oxford Industries, LLC  
PUMA North America  
Pilot Travel Centers, LLC  
Rakuten  
Sephora Beauty Canada Inc.  
Service Corporation International  
Staples Canada ULC  
Tailored Brands  
Tapestry, Inc.  
The Beer Store  
The Brick Warehouse LP  
The ODP Corporation  
Tiffany & Co.  
Under Armour  
VF Corporation  
Valvoline Inc.  
Vetsource  
Victoria's Secret & Co.

**Transportation & Warehousing**

Air Canada  
Brink's Inc  
C.H. Robinson  
Cathay Pacific Airways  
Dematic  
FedEx  
First Student  
Greater Toronto Airports Authority (GTAA)  
GXO Logistics  
Lazer Logistics  
Lineage  
Livingston International Inc  
NFI Industries  
Omnitrans Inc.

Penske Transportation Solutions  
Purolator Inc.  
Transat A.T.  
Trimac Transportation  
Uline  
Wabtec Corporation

**Utilities and energy production**

ATCO  
Alectra Inc.  
BC Hydro Power Authority  
Cameco Corporation  
Capital Power Corporation  
EDF Renewables  
EPCOR Utilities Inc.  
Enbridge Inc.  
FieldCore Service  
GE Vernova  
Gibson Energy  
HF Sinclair  
Irving Oil  
Pattern Energy Group  
Recurrent Energy (Subsidiary of Canadian Solar)  
STEP Energy Services Ltd.  
Wholesale  
Beacon Building Products  
Brooks Sports, Inc.  
Dot Foods  
Federated Co-operatives Limited  
MSC Industrial Supply  
McKesson Canada  
OPENLANE, Inc.  
PFG  
Richardson International Limited  
Viterra

**All Other Industries**

Ansys Inc  
Aurora Cannabis  
Boston Scientific Corporation  
Canadian Medical Association  
Canadian Nuclear Laboratories  
Cardinal Health  
Catalent Pharma Solutions  
CF Industries Holdings, Inc  
Draeger Inc  
EnergySolutions  
First Nations Health Authority  
Incyte  
Integra LifeSciences  
Jamieson Wellness

LifeLabs  
Loram Maintenance of Way, Inc.  
NBCUniversal  
Nu Skin Enterprises, Inc  
Olympus  
Province of Nova Scotia  
Ross Video  
SGS Société Générale de Surveillance SA  
Shockwave Medical  
Starkey Hearing Technologies  
Stericycle  
STERIS  
Tandem Diabetes Care  
Teleflex Inc.  
Tenable Network Security  
The Royal College of Physicians and Surgeons of Canada  
Waters Corporation - can be included in the participation list  
Wildlife Conservation Society  
Wiley  
WM  
WW Grainger Inc.  
Zimmer Biomet

# PARTICIPANT LISTING

## Indian Organizations

### Finance & Insurance

American Express  
Ameriprise Financial  
Assurant, Inc.  
Bank of New York Mellon  
Bank of Nova Scotia (Scotiabank)  
Citico  
Citi  
CME Group  
Crum & Forster  
Franklin Templeton  
Marsh McLennan  
MassMutual  
Midland Credit Management  
Morningstar, Inc.  
Mr. Cooper  
MSCI  
Nasdaq, Inc.  
Northern Trust  
Principal Financial Group  
UnitedHealth Group

### Information

#### Hosting, ISPs, web search & software publishing

BlackLine Systems, Inc.  
Broadridge  
CSG Systems Inc.  
Convera  
Employ, Inc.  
Enverus  
Evolent International Private Limited  
Fivetran  
Infoblox  
Itron  
Microsoft  
Nextiva, Inc.  
RSA Security LLC  
Skillsoft  
TD SYNnex  
TTEC  
Trellix  
Unisys

#### Media streaming, social networks and online content providers

Akamai Technologies  
Alight Solutions  
Applied Systems, Inc.  
BMC Software  
Confluent  
Cyncly  
Dotdash Meredith  
E2open, LLC  
Epsilon  
Equifax

Freshworks  
Guidewire Software  
HealthEdge  
Hudl  
Jamf Software LLC  
ModMed, Inc.  
Progress  
QSC, LLC  
SAS Institute  
ServiceNow  
Thomson Reuters  
Thoughtworks  
Trimble, Inc.  
Wolters Kluwer  
Worldpay  
Xactly Corporation

### Manufacturing

#### Aerospace Products & Parts

Barnes Group  
Curtiss-Wright  
Moog, Inc.  
RTX  
Textron, Inc.  
The Boeing Company  
Chemicals  
Air Products and Chemicals  
Ashland  
Cabot Corporation  
Celanese  
H.B. Fuller Company  
NewMarket Corporation  
SABIC  
The Mosaic Company  
W.R. Grace & Co

#### Computer & Electronic Products

Dolby Laboratories, Inc.  
Logitech  
MKS Instruments  
NI (formerly National Instruments)  
Shure Incorporated  
Texas Instruments  
Zebra Technologies  
onsemi

#### Electrical Equipment, Appliances & Components

Celestica International LP  
EFI  
Fortive Corporation  
Hexagon Manufacturing Intelligence  
Knowles Corporation  
Motorola Solutions  
Wahl Clipper Corporation

### Machinery

Applied Materials  
Deere & Company  
Hillenbrand  
Husky Technologies  
Illinois Tool Works  
Komatsu Mining Corp  
Lennox International, Inc.  
Nordson Corporation  
Sloan

### All Other Manufacturing

Allegion  
Allison Transmission Holdings, Inc.  
Ascend Performance Materials  
Ball Corporation  
Birla Carbon  
BLUESCOPE  
BorgWarner Inc.  
Carestream Health  
Cimpress/Vista  
CMC  
Crane Company  
Dover Corporation  
Enerpac Tool Group  
First Solar  
General Mills  
Husmann Corporation  
Hyperion Materials & Technologies  
IMI  
Ingersoll Rand  
Interface  
JR Simplot  
Kenvue  
Lear Corporation  
Leggett and Platt, Incorporated  
Magna International Inc.  
Mattel, Inc.  
OpSec Security  
PepsiCo  
Regal Rexnord  
Resideo Technologies, Inc.  
Rich Products Corporation  
TE Connectivity  
Terumo Blood and Cell Technologies  
The Estee Lauder Companies  
The Timken Company  
Valmont Industries  
Veolia WTS  
Veralto Corp  
Vontier Corporation

### Other Services (except Public Administration)

Bill & Melinda Gates Foundation  
CFA Institute  
Habitat for Humanity International  
IEEE  
Loram Maintenance of Way, Inc.  
Population Council  
The International Association of Lions Clubs  
Wildlife Conservation Society

### Pharma

#### Manufacturing of pharmaceutical & biotech products

Cordis  
Cue Health Inc.  
Intuitive Surgical  
Repligen Corporation  
STERIS  
Starkey Hearing Technologies  
Teleflex Inc.  
Waters Corporation  
Zimmer Biomet

#### Pharma and biotech R&D

Bio-Rad Laboratories  
Danaher Corporation  
Edwards Lifesciences  
Elanco Animal Health  
Emmes Group  
Endo USA  
Illumina Inc.  
Merck KGaA  
Neogen Corporation  
Organon  
US Pharmacopeia  
Zoetis  
embecta

### Professional, Scientific & Technical Services

#### Consulting (management, scientific, technical, engineering, design & architecture)

Bain & Company  
Black & Veatch  
CDM Smith, Inc.  
CGI Inc.  
Control Risks  
Edelman Financial Engines  
FTI Consulting  
G&L Healthcare Advisors  
G-P  
Gartner

## PARTICIPANT LISTING

## Indian Organizations

|                                                                                  |                                         |
|----------------------------------------------------------------------------------|-----------------------------------------|
| Kearney                                                                          | Endeavor Group Holdings                 |
| Russell Reynolds Associates                                                      | FieldCore Service                       |
| Stantec                                                                          | Fluor                                   |
| UL SOLUTIONS                                                                     | GoTo                                    |
| <b>Professional services (includes legal, accounting, tax &amp; advertising)</b> | Helmerich & Payne, Inc.                 |
| ADP                                                                              | Intelsat                                |
| Accenture                                                                        | iSON Xperiences                         |
| Burns & McDonnell                                                                | OutSystems                              |
| CSA Group                                                                        | Owen's & Minor, Inc.                    |
| Circana                                                                          | Parker Wellbore                         |
| Clarivate PLC                                                                    | Ross Video                              |
| Conduent                                                                         | RTI International                       |
| Cotiviti                                                                         | SGS Société Générale de Surveillance SA |
| Daniel J Edelman, Inc.                                                           | Tenable Network Security                |
| FactSet Research Systems                                                         | Toast                                   |
| Forrester, Research Inc.                                                         | Wiley                                   |
| Gensler                                                                          | WM                                      |
| H&R Block                                                                        |                                         |
| Huron Consulting Group                                                           |                                         |
| ICF                                                                              |                                         |
| J.S. Held                                                                        |                                         |
| KBR                                                                              |                                         |
| Milliman, Inc.                                                                   |                                         |
| Optiv, Inc.                                                                      |                                         |
| PMI                                                                              |                                         |
| Robert Half International Inc.                                                   |                                         |
| Ryan, LLC                                                                        |                                         |
| Sikich, LLP                                                                      |                                         |

**Retail**


---

Columbia Sportswear Company  
 Fanatics  
 Gap Inc.  
 Kontoor Brands, Inc.  
 Nike Inc  
 Rakuten  
 Target Corporation  
 VF Corporation  
 Valvoline Global Products  
 Victoria's Secret & Co.

**Transportation & Warehousing**


---

Brink's Inc  
 Cathay Pacific Airways  
 FedEx  
 OIA Global  
 United Airlines  
 Wabtec Corporation

**All Other Industries**


---

AECOM  
 Ansys  
 Ansys Inc  
 Bechtel  
 Ciena  
 Cushman & Wakefield

## PARTICIPANT LISTING

### United Kingdom Organizations

#### Finance & Insurance

American Express  
American Financial Group Inc.  
Ameriprise Financial  
Assurant, Inc.  
Asurion  
Bank of New York Mellon  
Bank of Nova Scotia (Scotiabank)  
BCI  
Cambridge Associates  
Capital Group  
Citco  
Citi  
CME Group  
Foresters Financial  
Franklin Templeton  
Hamilton Insurance Group  
Marsh McLennan  
McLarens  
MFS Investment Management  
Moody's  
Morningstar, Inc.  
MSCI  
Nasdaq, Inc.  
Northern Trust  
Northleaf Capital Partners  
OMERS  
Ontario Teachers' Pension Plan  
Principal Financial Group  
RenaissanceRe  
Robert W. Baird & Co., Inc.  
Sedgwick  
Tokio Marine HCC  
U.S. Bank  
UnitedHealth Group  
UNUM  
Westfield Insurance  
William Blair

#### Information

##### Hosting, ISPs, web search & software publishing

BlackLine Systems, Inc.  
Broadridge  
CSG Systems Inc.  
Convera  
Enverus  
Fivetran  
Infoblox  
Itron  
LastPass  
Microsoft  
Pax8  
RSA Security LLC  
Roblox  
Skillsoft  
TD SYNnex

#### TTEC

Trellix  
Unisys  
Visa, Inc.

##### Media streaming, social networks and online content providers

Akamai Technologies  
Alight Solutions  
Applied Systems, Inc.  
AudienceView Ticketing Corporation  
BMC Software  
Camunda  
Confluent  
Cyncl  
Demand Science US, LLC  
Dotdash Meredith  
Drata  
E2open, LLC  
Epsilon  
Equifax  
EverCommerce  
Five9  
Freshworks  
Getty Images  
Guidewire Software  
HubSpot, Inc.  
Hudl  
Jamf Software LLC  
Kong Inc.  
LaunchDarkly  
Mozilla Corporation  
Nasuni Corporation  
Paramount  
Payscale  
Progress  
QSC, LLC  
Renaissance Learning, Inc.  
SAS Institute  
Sequent  
ServiceNow  
Shift Technology  
Thomson Reuters  
Thoughtworks  
Trimble, Inc.  
Wolters Kluwer  
Worldpay

#### Manufacturing

Barnes Group  
Chromalloy  
Curtiss-Wright  
Gulfstream Aerospace Corporation  
Moog, Inc.

#### Manufacturing

##### Aerospace Products & Parts

Northrop Grumman  
RTX  
Textron, Inc.  
The Boeing Company  
Chemicals  
Air Products and Chemicals  
Ashland  
Cabot Corporation  
Celanese  
H.B. Fuller Company  
NewMarket Corporation  
SABIC  
Valero Energy  
Computer & Electronic Products  
Dolby Laboratories, Inc.  
HM Electronics, Inc.  
Logitech  
MKS Instruments  
NI (formerly National Instruments)  
Shure Incorporated  
Snap One  
Zebra Technologies  
onsemi

##### Electrical Equipment, Appliances & Components

Celestica International LP  
EFI  
Fortive Corporation  
Hexagon Manufacturing Intelligence  
Knowles Corporation  
Kohler Energy  
Mitek, Inc.  
Motorola Solutions  
QORVO  
S&C Electric Company  
Wahl Clipper Corporation  
iRobot

##### Food, Beverages & Tobacco Products

General Mills  
JT International  
Lamb Weston  
PepsiCo  
Rich Products Corporation  
Sazerac, Inc.  
Tate & Lyle  
Machinery  
Deere & Company  
FORTNA  
Husky Technologies  
Illinois Tool Works  
Komatsu Mining Corp  
Nordson Corporation  
Oshkosh Corporation

#### Metal

Arconic Corp.  
Ball Corporation  
CMC  
Constellium  
Ecobat  
Novelis  
Watts Water Technologies

##### Transportation Equipment Except Aerospace

Allison Transmission Holdings, Inc.  
Auria Solutions  
BorgWarner Inc.  
Lear Corporation  
Magna International Inc.  
Stoneridge, Inc.

##### All Other Manufacturing

Allegion  
Brunswick Corporation  
Church & Dwight  
Cimpress/Vista  
Crane Company  
Dover Corporation  
Enerpac Tool Group  
Fortune Brands Innovations, Inc.  
Hexcel Corporation  
IMI  
Ingersoll Rand  
Interface  
Kenvue  
Leggett and Platt, Incorporated  
LivaNova  
Mattel, Inc.  
OpSec Security  
Protolabs, Inc.  
Regal Rexnord  
Shutterfly  
Spectrum Brands, Inc.  
SPX Technologies  
Swagelok  
TaylorMade Golf Company, Inc.  
TE Connectivity  
Terumo Blood and Cell Technologies  
Tetra Pak  
The Estee Lauder Companies  
The Timken Company  
Topgolf Callaway Brands Corporation  
Valmont Industries  
Veolia WTS  
Veralto Corp  
Vontier Corporation

## PARTICIPANT LISTING

## United Kingdom Organizations

**Pharma****Manufacturing of pharmaceutical & biotech products**

CF Industries Holdings, Inc  
 Cordis  
 Incyte  
 Integra LifeSciences  
 Intuitive Surgical  
 Lonza  
 Repligen Corporation  
 STERIS  
 Shockwave Medical  
 Teleflex Inc.  
 Waters Corporation  
 Zimmer Biomet  
 Pharma and biotech R&D  
 Alnylam Pharmaceuticals  
 Apellis Pharmaceuticals  
 Bio-Rad Laboratories  
 Boston Scientific  
 Charles River Laboratories  
 Edwards Lifesciences  
 Elanco Animal Health  
 Emmes Group  
 Exact Sciences  
 Illumina Inc.  
 Ipsen  
 Merck KGaA  
 NAMS  
 Neogen Corporation  
 Organon  
 Sotera Health  
 Worldwide Clinical Trials  
 Zoetis  
 embecta

**Professional, Scientific & Technical Services****Consulting (management, scientific, technical, engineering, design & architecture)**

Bain & Company  
 Black & Veatch  
 Control Risks  
 FTI Consulting  
 G&L Healthcare Advisors  
 G-P  
 Kearney  
 Moffatt & Nichol  
 Russell Reynolds Associates  
 Slalom  
 Stantec  
 UL SOLUTIONS

**Professional services (includes legal, accounting, tax & advertising)**

ADP  
 Accenture  
 Burns & McDonnell  
 CSA Group  
 Circana  
 Clarivate PLC  
 Conduent  
 Daniel J Edelman, Inc.  
 FactSet Research Systems  
 Forrester, Research Inc.

Gensler  
 ICF  
 J.S. Held  
 KBR  
 Latham & Watkins  
 Magnite, Inc.  
 McGuireWoods LLP  
 Milliman, Inc.  
 PMI  
 Paul Hastings LLP  
 RGP  
 Robert Half International Inc.  
 Ropes & Gray LLC  
 Ryan, LLC  
 Wilmer Cutler Pickering Hale and Dorr LLP

**Rental & real estate (includes sales, mgmt & leasing of property and rental of equipment, cars, etc.)**

Avis Budget Group, Inc.  
 BentallGreenOak  
 Brookfield Properties  
 Holman Enterprises  
 Prologis  
 Realty Income Corporation  
 Retail  
 Columbia Sportswear Company  
 Fanatics  
 Gap Inc.  
 Kontoor Brands, Inc.  
 Mary Kay Inc  
 Nike Inc  
 Pandora  
 Rakuten  
 Tapestry, Inc.  
 Tiffany & Co.  
 VF Corporation  
 Valvoline Global Products

**Transportation & Warehousing**

Brink's Inc  
 Cathay Pacific Airways  
 Dematic  
 FedEx  
 Lineage  
 Livingston International Inc  
 OIA Global  
 Transat A.T.  
 United Airlines  
 Wabtec Corporation

**All Other Industries**

AECOM  
 AgReserves Inc.  
 Amwell  
 Ansys Inc  
 Avnet  
 Bechtel  
 Bill & Melinda Gates Foundation  
 Brooks Sports, Inc.  
 CF Industries Holdings, Inc  
 CFA Institute  
 Cheniere Energy  
 Ciena  
 Compass Minerals  
 Cordis  
 DraftKings, Inc  
 Driscoll's  
 Endeavor Group Holdings  
 FieldCore Service  
 Fluor  
 GoTo  
 Habitat for Humanity International  
 Hilton Grand Vacation  
 Incyte  
 Integra LifeSciences  
 Intelsat  
 Intuitive Surgical  
 Lonza  
 Loram Maintenance of Way, Inc.  
 MSC Industrial Supply  
 NBCUniversal  
 NeoGenomics Laboratories, Inc.  
 OPENLANE, Inc.  
 OutSystems  
 Parker Wellbore  
 Percepta LLC  
 Repligen Corporation  
 Richardson International Limited  
 Ross Video  
 RTI International  
 SeatGeek  
 SGS Société Générale de Surveillance SA  
 Shockwave Medical  
 Stericycle  
 STERIS

TAL Education Group  
 Teleflex Inc.  
 Tenable Network Security  
 The Andersons, Inc.  
 The Pew Charitable Trusts  
 The Pokémon Company International  
 The Washington Post  
 Toast  
 University of Maryland Global Campus  
 Valaris Limited  
 Waters Corporation - can be included in the participation list  
 World Vision International  
 Wyndham Hotels & Resorts, Inc.  
 Zayo Group Holdings, Inc.  
 Zimmer Biomet

## PARTICIPANT LISTING

### Global Organizations

#### Australia

|                                     |                                    |                                 |                                                                |
|-------------------------------------|------------------------------------|---------------------------------|----------------------------------------------------------------|
| ADP                                 | Dolby Laboratories, Inc.           | MAFG                            | SGS Société Générale de Surveillance SA                        |
| AECOM                               | Dover Corporation                  | MFS Investment Management       | SKF                                                            |
| ATCO                                | Drata                              | MSCI                            | SPX Technologies                                               |
| Accenture                           | EFI                                | Magnite, Inc.                   | STERIS                                                         |
| Akamai Technologies                 | Edwards Lifesciences               | Marsh McLennan                  | Sazerac, Inc.                                                  |
| Alcoa Corporation                   | Elanco Animal Health               | Matrix Service Company          | Sedgwick                                                       |
| Alight Solutions                    | Endeavor Group Holdings            | Mattel, Inc.                    | Sequent                                                        |
| Allegion                            | Enerflex Ltd.                      | McGraw Hill, Inc.               | ServiceNow                                                     |
| Allison Transmission Holdings, Inc. | Enerpac Tool Group                 | McLarens                        | Skillsoft                                                      |
| American Express                    | Equifax                            | Merck KGaA                      | Slalom                                                         |
| Apellis Pharmaceuticals             | EverCommerce                       | Microsoft                       | Snap One                                                       |
| Assurant, Inc.                      | FTI Consulting                     | Mitek, Inc.                     | Spectrum Brands, Inc.                                          |
| Asurion                             | Fanatics                           | Moodys                          | Stantec                                                        |
| Aurora Cannabis                     | FedEx                              | Moog, Inc.                      | Stryker                                                        |
| Avantor                             | Five9                              | Morningstar, Inc.               | T.D. Williamson                                                |
| Avis Budget Group, Inc.             | Fivetran                           | Motorola Solutions              | TAL Education Group                                            |
| BISSELL Homecare, Inc.              | Fluor                              | NBCUniversal                    | TD SYNnex                                                      |
| BMC Software                        | Forrester, Research Inc.           | NOV                             | TTEC                                                           |
| Bain & Company                      | Fortive Corporation                | Nasdaq, Inc.                    | TaylorMade Golf Company, Inc.                                  |
| Bank of New York Mellon             | Franklin Templeton                 | Neogen Corporation              | Teleflex Inc.                                                  |
| Bank of Nova Scotia (Scotiabank)    | General Mills                      | New Balance Athletics, Inc.     | Telesign Corporation                                           |
| Bechtel                             | Gensler                            | Newmont Corporation             | Tenable Network Security                                       |
| Bio-Rad Laboratories                | Getty Images                       | Nike Inc                        | Terumo Blood and Cell Technologies                             |
| Black & Veatch                      | Global Payments, Inc.              | Nordson Corporation             | Textron, Inc                                                   |
| BlackLine Systems, Inc.             | GoTo                               | Northern Trust                  | The Boeing Company                                             |
| Brink's Inc                         | Grafana Labs                       | Northrop Grumman                | The Pew Charitable Trusts                                      |
| Brookfield Properties               | Guidewire Software                 | Nu Skin Enterprises, Inc        | The Timken Company                                             |
| Brunswick Corporation               | H.B. Fuller Company                | OMERS                           | Thomson Reuters                                                |
| CGI Inc.                            | Habitat for Humanity International | Organon                         | Thoughtworks                                                   |
| CMC                                 | Hawaiian Airlines                  | Oshkosh Corporation             | Thryv, Inc.                                                    |
| CSG International                   | HubSpot, Inc                       | OutSystems                      | Tiffany & Co.                                                  |
| CSG Systems Inc.                    | Hunter Industries, Inc.            | Owen's & Minor, Inc.            | Topgolf Callaway Brands Corporation                            |
| Cabot Corporation                   | Husky Technologies                 | PCL Construction                | Tosoh Quartz, Inc. Portland                                    |
| Cambridge Associates                | Hyperion Materials & Technologies  | Precisely Software Incorporated | Trellix                                                        |
| Capital Group                       | IMI                                | Paramount                       | Trimble, Inc.                                                  |
| Cathay Pacific Airways              | Illinois Tool Works                | Pax8                            | UL SOLUTIONS                                                   |
| Charles River Laboratories          | Illumina Inc.                      | Payward                         | Unisys                                                         |
| Church & Dwight                     | Infoblox                           | Peabody Energy                  | VF Corporation                                                 |
| Ciena                               | Ingersoll Rand                     | Pelican Products, Inc           | Valmont Industries                                             |
| Cimpress/Vista                      | Integra LifeSciences               | PepsiCo                         | Valvoline Global Products                                      |
| Circana                             | Intelsat                           | Principal Financial Group       | Velcro Companies                                               |
| Citco                               | Interface                          | Progress                        | Veolia WTS                                                     |
| Citi                                | Ipsen                              | QlikTech, Inc.                  | Veralto Corp                                                   |
| Clarivate PLC                       | Itron                              | RSA Security LLC                | Verisign, Inc.                                                 |
| Collibra                            | JR Simplot                         | RTI International               | Vontier Corporation                                            |
| Confluent                           | Jamf Software LLC                  | RTX                             | Wahl Clipper Corporation                                       |
| Constellation Brands                | Jet Aviation                       | Rakuten                         | Warner Bros. Discovery, Inc.                                   |
| Control Risks                       | Johnson Outdoors Inc.              | Reddit                          | Waters Corporation - can be included in the participation list |
| Convera                             | KBR                                | Regal Rexnord                   | Watts Water Technologies                                       |
| Cordis                              | Kearney                            | Renaissance Learning, Inc.      | Wildlife Conservation Society                                  |
| Cotiviti                            | Komatsu Mining Corp                | RenaissanceRe                   | Wisk Aero LLC                                                  |
| Cushman & Wakefield                 | Kong Inc.                          | Rich Products Corporation       | Wolters Kluwer                                                 |
| Cyncl                               | Lamb Weston                        | Rio Tinto                       | Worldpay                                                       |
| Daniel J Edelman, Inc.              | LastPass                           | Robert Half International Inc.  | Worldwide Clinical Trials                                      |
| Deere & Company                     | LaunchDarkly                       | Russell Reynolds Associates     | Zebra Technologies                                             |
| Dematic                             | Logitech                           | Ryan, LLC                       |                                                                |
| Digi International                  | Loram Maintenance of Way, Inc.     | S&C Electric Company            |                                                                |
|                                     |                                    | SAS Institute                   |                                                                |

## PARTICIPANT LISTING

### Global Organizations

|                                    |                                         |                                                                |                                    |
|------------------------------------|-----------------------------------------|----------------------------------------------------------------|------------------------------------|
| Zimmer Biomet                      | Husky Technologies                      | Sotera Health                                                  | Assurant, Inc.                     |
| Zoetis                             | ICF                                     | Stantec                                                        | Asurion                            |
| embecta                            | Illinois Tool Works                     | Stryker                                                        | BMC Software                       |
| <b>Belgium</b>                     | Illumina Inc.                           | T.D. Williamson                                                | Bain & Company                     |
| AECOM                              | Incyte                                  | TD SYNEX                                                       | Ball Corporation                   |
| Accenture                          | Ingersoll Rand                          | TE Connectivity                                                | Bank of New York Mellon            |
| Alight Solutions                   | Integra LifeSciences                    | TTEC                                                           | Bank of Nova Scotia (Scotiabank)   |
| Allegion                           | International Paper                     | Tapestry, Inc.                                                 | Bio-Rad Laboratories               |
| Alnylam Pharmaceuticals            | Intuitive Surgical                      | Tate & Lyle                                                    | Birla Carbon                       |
| American Express                   | JT International                        | Teleflex Inc.                                                  | BorgWarner Inc.                    |
| Ansys Inc                          | Kearney                                 | Telesign Corporation                                           | Brink's Inc                        |
| Applied Materials                  | Kontoor Brands, Inc.                    | Terumo Blood and Cell Technologies                             | Brunswick Corporation              |
| Ascend Performance Materials       | Lear Corporation                        | Textron, Inc                                                   | CHS Inc.                           |
| Ashland                            | Leggett and Platt, Incorporated         | The Timken Company                                             | CSG Systems Inc.                   |
| Assurant, Inc.                     | Lineage                                 | Thomson Reuters                                                | CTB Inc.                           |
| Auria Solutions                    | LivaNova                                | Tiffany & Co.                                                  | Cabot Corporation                  |
| Avantor                            | Livingston International Inc            | Tokio Marine HCC                                               | Carestream Health                  |
| Avis Budget Group, Inc.            | MKS Instruments                         | Tosoh Quartz, Inc. Portland                                    | Celanese                           |
| BMC Software                       | Marsh McLennan                          | Trimble, Inc.                                                  | Charles River Laboratories         |
| Bain & Company                     | Match Group                             | UL SOLUTIONS                                                   | Ciena                              |
| Bank of New York Mellon            | Mattel, Inc.                            | Ultragenyx                                                     | Citi                               |
| Bio-Rad Laboratories               | Merck KGaA                              | Unisys                                                         | Clarivate PLC                      |
| BlackLine Systems, Inc.            | Michelman, Inc.                         | VF Corporation                                                 | Control Risks                      |
| Boston Scientific                  | Microsoft                               | Velcro Companies                                               | Cordis                             |
| Brink's Inc                        | Miraclon Corporation                    | Veolia WTS                                                     | Cushman & Wakefield                |
| Brooks Sports, Inc.                | Moodys                                  | Veralto Corp                                                   | Cyncly                             |
| Brunswick Corporation              | Motorola Solutions                      | W.R. Grace & Co                                                | Daniel J Edelman, Inc.             |
| CFA Institute                      | NAMSA                                   | Warner Bros. Discovery, Inc.                                   | Deere & Company                    |
| CGI Inc.                           | NBCUniversal                            | Waters Corporation - can be included in the participation list | Dover Corporation                  |
| CTB Inc.                           | NI (formerly National Instruments)      | Watts Water Technologies                                       | EFI                                |
| Cabot Corporation                  | Nasdaq, Inc.                            | Wildlife Conservation Society                                  | Edwards Lifesciences               |
| Cathay Pacific Airways             | New Balance Athletics, Inc.             | Wilmer Cutler Pickering Hale and Dorr LLP                      | Elanco Animal Health               |
| Celanese                           | NewMarket Corporation                   | Wolters Kluwer                                                 | Endeavor Group Holdings            |
| Charles River Laboratories         | Nike Inc                                | Zimmer Biomet                                                  | Enerflex Ltd.                      |
| Citi                               | Nordson Corporation                     | Zoetis                                                         | Enerpac Tool Group                 |
| Clarivate PLC                      | Novocure                                | bp                                                             | Epic Games, Inc.                   |
| Cold Jet LLC                       | Nu Skin Enterprises, Inc                | embecta                                                        | Equifax                            |
| Collibra                           | OPENLANE, Inc.                          | iRobot                                                         | FTI Consulting                     |
| Cushman & Wakefield                | Organon                                 | onsemi                                                         | Farmers Edge Inc.                  |
| Cyncly                             | Oshkosh Corporation                     | Brazil                                                         | FedEx                              |
| Daniel J Edelman, Inc.             | Owen's & Minor, Inc.                    | ADP                                                            | Flexsys                            |
| Dechert, LLP                       | PepsiCo                                 | AECOM                                                          | Fortive Corporation                |
| Donaldson                          | Progress                                | AXA XL                                                         | Franklin Templeton                 |
| Dover Corporation                  | QORVO                                   | Accenture                                                      | General Mills                      |
| EFI                                | Regal Rexnord                           | Akamai Technologies                                            | Getty Images                       |
| Edwards Lifesciences               | Rio Tinto                               | Alcoa Corporation                                              | Global Payments, Inc.              |
| Elanco Animal Health               | Robert Half International Inc.          | Alight Solutions                                               | GoTo                               |
| FTI Consulting                     | Russell Reynolds Associates             | Allison Transmission Holdings, Inc                             | Grafana Labs                       |
| FedEx                              | SABIC                                   | Alnylam Pharmaceuticals                                        | Graham Packaging Company           |
| Fortive Corporation                | SAS Institute                           | American Axle and Manufacturing (AAM)                          | Greif                              |
| Franklin Templeton                 | SGS Société Générale de Surveillance SA | American Express                                               | Gulfstream Aerospace Corporation   |
| Graham Packaging Company           | SKF                                     | Ansys Inc                                                      | H.B. Fuller Company                |
| Greif                              | STERIS                                  | Arkema Inc.                                                    | Heineken Beverages                 |
| H.B. Fuller Company                | Sanoma Learning                         | Armstrong World Industries                                     | Hexagon Manufacturing Intelligence |
| Hexagon Manufacturing Intelligence | ServiceNow                              | Ashland                                                        | Hunter Industries, Inc.            |
| HubSpot, Inc                       | Shift Technology                        |                                                                | Husky Technologies                 |
|                                    | Skillsoft                               |                                                                | Hy Cite Enterprises LLC            |

## PARTICIPANT LISTING

### Global Organizations

|                                   |                                                 |                                       |                                    |
|-----------------------------------|-------------------------------------------------|---------------------------------------|------------------------------------|
| Hyperion Materials & Technologies | SGS Société Générale de Surveillance SA         | embecta                               | Clarivate PLC                      |
| IMI                               | SKF                                             | <u>China</u>                          | Cold Jet LLC                       |
| Illinois Tool Works               | STERIS                                          | ADP                                   | Columbia Sportswear Company        |
| Illumina Inc.                     | STMicroelectronics, Inc.                        | AECOM                                 | Constellation Brands               |
| Ingersoll Rand                    | Schaeffler Group USA                            | AMETEK, Inc.                          | Constellium                        |
| Integra LifeSciences              | Sedgwick                                        | Accenture                             | Control Risks                      |
| Intelsat                          | Seequent                                        | Advanced Energy                       | Cordis                             |
| Inter-American Development Bank   | ServiceNow                                      | Air Products and Chemicals            | Curtiss-Wright                     |
| Ipsen                             | Shift Technology                                | Akamai Technologies                   | Cushman & Wakefield                |
| JT International                  | Sotera Health                                   | Alcoa Corporation                     | DSBJ Group                         |
| Kearney                           | Stoneridge, Inc                                 | Alight Solutions                      | Danaher Corporation                |
| Kenvue                            | Stryker                                         | Allegion                              | Daniel J Edelman, Inc.             |
| Lear Corporation                  | Swiss Re                                        | Allison Transmission Holdings, Inc    | Deere & Company                    |
| Logitech                          | T.D. Williamson                                 | American Axle and Manufacturing (AAM) | Dematic                            |
| Loram Maintenance of Way, Inc.    | TD SYNnex                                       | American Express                      | DigiKey                            |
| MFS Investment Management         | TE Connectivity                                 | Ansys Inc                             | Dolby Laboratories, Inc.           |
| MKS Instruments                   | TTEC                                            | Applied Materials                     | Donaldson                          |
| Magna International Inc.          | Tate & Lyle                                     | Arconic Corp.                         | Dover Corporation                  |
| Marsh McLennan                    | Teleflex Inc.                                   | Ascend Performance Materials          | Driscoll's                         |
| Mary Kay Inc                      | Telesign Corporation                            | Ashland                               | Edwards Lifesciences               |
| Mattel, Inc.                      | Terumo Blood and Cell Technologies              | Assurant, Inc.                        | Elanco Animal Health               |
| Merck KGaA                        | Tetra Pak                                       | Auria Solutions                       | Endeavor Group Holdings            |
| Microsoft                         | Textron, Inc                                    | Avantor                               | Enerpac Tool Group                 |
| Moffatt & Nichol                  | The Boeing Company                              | Avnet                                 | Epic Games, Inc.                   |
| Moodys                            | The Mosaic Company                              | BISSELL Homecare, Inc.                | FHI360                             |
| Moog, Inc.                        | The Timken Company                              | BMC Software                          | FORTNA                             |
| Motorola Solutions                | Thomson Reuters                                 | Bain & Company                        | FTI Consulting                     |
| NBCUniversal                      | Thoughtworks                                    | Bank of New York Mellon               | FedEx                              |
| NOV                               | Tiffany & Co.                                   | Bank of Nova Scotia (Scotiabank)      | Flexsys                            |
| Nasdaq, Inc.                      | Tosoh Quartz, Inc. Portland                     | Barnes Group                          | Fluor                              |
| Neogen Corporation                | Trellix                                         | Benchmark Electronics                 | Fortive Corporation                |
| NewMarket Corporation             | Trimble, Inc.                                   | BentallGreenOak                       | Fortune Brands Innovations, Inc.   |
| Nike Inc                          | Tyson Foods                                     | Bio-Rad Laboratories                  | Franklin Templeton                 |
| Nordson Corporation               | UL SOLUTIONS                                    | Black & Veatch                        | G&W Electric                       |
| Novelis                           | Ultragenyx                                      | BorgWarner Inc.                       | Gap Inc.                           |
| OIA Global                        | Unisys                                          | Brink's Inc                           | General Mills                      |
| Olympus                           | United Airlines                                 | Brooks Sports, Inc.                   | Gensler                            |
| Organon                           | VF Corporation                                  | Brunswick Corporation                 | Global Payments, Inc.              |
| OutSystems                        | Valmont Industries                              | C.H. Robinson                         | Greif                              |
| Paramount                         | Velcro Companies                                | CFA Institute                         | Gulfstream Aerospace Corporation   |
| PepsiCo                           | Veolia WTS                                      | CHS Inc.                              | H.B. Fuller Company                |
| Principal Financial Group         | Veralto Corp                                    | CMC                                   | HOK                                |
| Progress                          | Viskase Companies, Inc.                         | CSA Group                             | Hexagon Manufacturing Intelligence |
| Prologis                          | Vontier Corporation                             | Cabot Corporation                     | Hunter Industries, Inc.            |
| QlikTech. Inc.                    | W.R. Grace & Co                                 | Cambridge Associates                  | Husky Technologies                 |
| RTX                               | Wabtec Corporation                              | Capital Group                         | Hyperion Materials & Technologies  |
| Rakuten                           | Wahl Clipper Corporation                        | Carestream Health                     | IEEE                               |
| Regal Rexnord                     | Warner Bros. Discovery, Inc.                    | Carhartt                              | IMI                                |
| Rich Products Corporation         | Waters CorporationWildlife Conservation Society | Cathay Pacific Airways                | Illinois Tool Works                |
| Rio Tinto                         | Worldpay                                        | Celanese                              | Illumina Inc.                      |
| Robert Half International Inc.    | Worldwide Clinical Trials                       | Celestica International LP            | Incyte                             |
| Russell Reynolds Associates       | Zebra Technologies                              | Charles River Laboratories            | Ingersoll Rand                     |
| S&C Electric Company              | Zimmer Biomet                                   | Church & Dwight                       | Ingevity                           |
| SABIC                             | Zoetis                                          | Circana                               | Integra LifeSciences               |
| SAS Institute                     | bp                                              | Citi                                  |                                    |
|                                   | dsm-firmenich                                   |                                       |                                    |

## Global Organizations

France

---

ADP  
AECOM  
Accenture  
Akamai Technologies  
Alight Solutions  
Allegion  
Allison Transmission Holdings, Inc  
Alnylam Pharmaceuticals  
American Axle and  
Manufacturing (AAM)  
American Express  
Ameriprise Financial  
Ansys Inc  
Apellis Pharmaceuticals  
Applied Materials  
Arkema Inc.  
Ascend Performance Materials  
Ashland  
Assurant, Inc.  
Avantor  
Avis Budget Group, Inc.  
BMC Software  
Bain & Company  
Ball Corporation  
Bank of New York Mellon  
Barnes Group  
Bio-Rad Laboratories  
BlackLine Systems. Inc.

## PARTICIPANT LISTING

### Global Organizations

Hexcel Corporation  
HubSpot, Inc  
Husky Technologies  
Hyperion Materials & Technologies  
IMI  
Illinois Tool Works  
Illumina Inc.  
Incyte  
Infoblox  
Ingersoll Rand  
Integra LifeSciences  
Intelsat  
Interface  
International Paper  
Intuitive Surgical  
Ipsen  
Itron  
JT International  
Jamf Software LLC  
Jet Aviation  
Johnson Outdoors Inc.  
Kearney  
Kenvue  
Kohler Energy  
Kong Inc.  
Kontoor Brands, Inc.  
Latham & Watkins  
Lear Corporation  
Leggett and Platt, Incorporated  
Lineage  
Livingston International Inc  
Logitech  
MFS Investment Management  
MKS Instruments  
MSCI  
Magna International Inc.  
Marsh McLennan  
Match Group  
Mattel, Inc.  
Merck KGaA  
Microsoft  
Milliman, Inc.  
Mitek, Inc  
Moody's  
Moog, Inc.  
Motorola Solutions  
NAMSA  
NBCUniversal  
NI (formerly National Instruments)  
NOV  
Nasdaq, Inc.  
Neogen Corporation  
New Balance Athletics, Inc.  
Nike Inc  
Nordson Corporation  
Novelis

Novocure  
OIA Global  
OpSec Security  
Organon  
Oshkosh Corporation  
OutSystems  
Precisely Software Incorporated  
Pandora  
Paramount  
Paul Hastings LLP  
PepsiCo  
Principal Financial Group  
Progress  
Prologis  
Protolabs, Inc.  
QORVO  
QlikTech, Inc.  
RES Group  
RTI International  
RTX  
Rakuten  
Regal Rexnord  
Renaissance Learning, Inc.  
Repligen Corporation  
Rio Tinto  
Robert Half International Inc.  
Russell Reynolds Associates  
Ryan, LLC  
SABIC  
SAS Institute  
SGS Société Générale de Surveillance SA  
SKF  
STERIS  
Sazerac, Inc.  
Sedgwick  
ServiceNow  
Shift Technology  
Shockwave Medical  
Silicon Labs  
Skillsoft  
Skyworks Solutions  
Sotera Health  
Stoneridge, Inc  
Stryker  
T.D. Williamson  
TD SYNnex  
TE Connectivity  
Tapestry, Inc.  
Tate & Lyle  
Teleflex Inc.  
Telesign Corporation  
Tenable Network Security  
Terumo Blood and Cell Technologies  
Textron, Inc  
The Timken Company  
Thomson Reuters

Tiffany & Co.  
Tokio Marine HCC  
Tosoh Quartz, Inc. Portland  
Transat A.T.  
Trellix  
Trimble, Inc.  
UL SOLUTIONS  
Ultragenyx  
Unisys  
VF Corporation  
Valmont Industries  
Velcro Companies  
Veolia WTS  
Veralto Corp  
Viskase Companies, Inc.  
W.R. Grace & Co  
Warner Bros. Discovery, Inc.  
Waters Corporation - can be included in the participation list  
Watts Water Technologies  
Wildlife Conservation Society  
Wolters Kluwer  
Worldpay  
Worldwide Clinical Trials  
Zayo Group Holdings, Inc.  
Zebra Technologies  
Zimmer Biomet  
Zoetis  
bp  
embecta  
iRobot  
onsemi

#### GCC Countries

AECOM  
Akamai Technologies  
Allison Transmission Holdings, Inc  
Avantor  
BISSELL Homecare, Inc.  
Bain & Company  
Ball Corporation  
Bank of New York Mellon  
Bechtel  
Bio-Rad Laboratories  
Boston Scientific  
Brink's Inc  
Brunswick Corporation  
CFA Institute  
CMC  
CSG Systems Inc.  
Cabot Corporation  
Cathay Pacific Airways  
Citco  
Citi  
Clarivate PLC  
Confluent  
Control Risks

Daniel J Edelman, Inc.  
Elanco Animal Health  
Endeavor Group Holdings  
Enerflex Ltd.  
Enerpac Tool Group  
FTI Consulting  
FedEx  
Fortive Corporation  
Franklin Templeton  
General Mills  
Global Payments, Inc.  
Greif  
Gulf Insurance Group (Gulf)  
H.B. Fuller Company  
HOK  
Husky Technologies  
Illumina Inc.  
Infoblox  
Ingersoll Rand  
Intelsat  
Itron  
JT International  
Jet Aviation  
Jumeirah Hotels & Resorts  
KBR  
Latham & Watkins  
Logitech  
MFS Investment Management  
McGraw Hill, Inc.  
McLarens  
Merck KGaA  
Microsoft  
Motorola Solutions  
NBCUniversal  
NOV  
Nasdaq, Inc.  
Neogen Corporation  
NewMarket Corporation  
Nike Inc  
Northern Trust  
Organon  
OutSystems  
Parker Wellbore  
PepsiCo  
QlikTech, Inc.  
ROSHN  
RSA Security LLC  
RTX  
Russell Reynolds Associates  
SABIC  
SAS Institute  
SGS Société Générale de Surveillance SA  
Saudia Group  
ServiceNow  
Stantec  
Stryker  
T.D. Williamson

## PARTICIPANT LISTING

## Global Organizations

|                                       |                             |                                    |                                         |
|---------------------------------------|-----------------------------|------------------------------------|-----------------------------------------|
| Tate & Lyle                           | BorgWarner Inc.             | Fortive Corporation                | Michelman, Inc.                         |
| Tenable Network Security              | Boston Scientific           | Franklin Templeton                 | Microsoft                               |
| Terumo Blood and Cell Technologies    | BrandSafway                 | General Mills                      | Mitek, Inc.                             |
| Textron, Inc.                         | Brink's Inc.                | Gensler                            | ModMed, Inc.                            |
| The Joint Commission                  | Brooks Sports, Inc.         | Getty Images                       | Moodys                                  |
| Thomson Reuters                       | Brunswick Corporation       | Global Payments, Inc.              | Moog, Inc.                              |
| Tiffany & Co.                         | CGI Inc.                    | GoTo                               | Morningstar, Inc.                       |
| Trade Links & Services Co LLC         | CMC                         | Grafana Labs                       | Motorola Solutions                      |
| Trimble, Inc.                         | CSA Group                   | Greif                              | NAMSA                                   |
| UL SOLUTIONS                          | Cabot Corporation           | H.B. Fuller Company                | NBCUniversal                            |
| University of Maryland Global Campus  | Cambridge Associates        | HF Sinclair                        | NI (formerly National Instruments)      |
| Valmont Industries                    | Camunda                     | Heineken Beverages                 | NOV                                     |
| Veolia WTS                            | Capital Group               | Hexagon Manufacturing Intelligence | Nasdaq, Inc.                            |
| Visa, Inc.                            | Cathay Pacific Airways      | Hexcel Corporation                 | Nasuni Corporation                      |
| W.R. Grace & Co                       | Celanese                    | Hillenbrand                        | New Balance Athletics, Inc.             |
| Warner Bros. Discovery, Inc.          | Charles River Laboratories  | Holman Enterprises                 | NewMarket Corporation                   |
| Watts Water Technologies              | Chemonics                   | HubSpot, Inc.                      | Nike Inc                                |
| Zoetis                                | Church & Dwight             | Husky Technologies                 | Nordson Corporation                     |
| embecta                               | Ciena                       | Hyperion Materials & Technologies  | Nova Ltd.                               |
|                                       | Cimpress/Vista              | IMI                                | Novelis                                 |
|                                       | Circana                     | Illinois Tool Works                | Novocure                                |
| <b>Germany</b>                        | Citi                        | Illumina Inc.                      | OIA Global                              |
| ADP                                   | Clarivate PLC               | Incyte                             | OPENLANE, Inc.                          |
| AECOM                                 | Cold Jet LLC                | Infoblox                           | OpSec Security                          |
| AMETEK, Inc.                          | Collibra                    | Ingersoll Rand                     | Organon                                 |
| Accenture                             | Columbia Sportswear Company | Integra LifeSciences               | OutSystems                              |
| Advanced Energy                       | Confluent                   | Intelsat                           | Precisely Software Incorporated         |
| Air Products and Chemicals            | Constellation Brands        | Interface                          | Pandora                                 |
| Akamai Technologies                   | Constellium                 | Intuitive Surgical                 | Paramount                               |
| Alight Solutions                      | Control Risks               | Ipsen                              | Paul Hastings LLP                       |
| Allegion                              | Cordis                      | Itron                              | Pax8                                    |
| Allison Transmission Holdings, Inc.   | Cushman & Wakefield         | J.S. Held                          | Pelican Products, Inc                   |
| Alnylam Pharmaceuticals               | Cynclly                     | JT International                   | PepsiCo                                 |
| American Axle and Manufacturing (AAM) | Daniel J Edelman, Inc.      | Jamf Software LLC                  | Principal Financial Group               |
| American Express                      | Dechert, LLP                | Jet Aviation                       | Progress                                |
| Ameriprise Financial                  | Deere & Company             | Johnson Outdoors Inc.              | Prologis                                |
| Ansys Inc                             | Digi International          | Kearney                            | Protolabs, Inc.                         |
| Apellis Pharmaceuticals               | DigiKey                     | Kenvue                             | QORVO                                   |
| Applied Materials                     | Dolby Laboratories, Inc.    | Kong Inc.                          | QSC, LLC                                |
| Arconic Corp.                         | Dover Corporation           | Kontoor Brands, Inc.               | QlikTech. Inc.                          |
| Ascend Performance Materials          | E. & J. Gallo Winery        | Latham & Watkins                   | RSA Security LLC                        |
| Ashland                               | E2open, LLC                 | Lear Corporation                   | Rakuten                                 |
| Assurant, Inc.                        | EFI                         | Leggett and Platt, Incorporated    | Reddit                                  |
| Auria Solutions                       | Edwards Lifesciences        | Lineage                            | Regal Rexnord                           |
| Aurora Cannabis                       | Elanco Animal Health        | Liquidity Services                 | Repligen Corporation                    |
| Avantor                               | Emmes Group                 | LivaNova                           | Rio Tinto                               |
| Avis Budget Group, Inc.               | Endeavor Group Holdings     | Livingston International Inc       | Robert Half International Inc.          |
| BMC Software                          | Epic Games, Inc.            | Logitech                           | Ross Video                              |
| Bain & Company                        | Exact Sciences              | MFS Investment Management          | Russell Reynolds Associates             |
| Bakelite                              | FORTNA                      | MKS Instruments                    | SABIC                                   |
| Ball Corporation                      | FTI Consulting              | MSCI                               | SAS Institute                           |
| Bank of New York Mellon               | FedEx                       | Magna International Inc.           | SGS Société Générale de Surveillance SA |
| Barnes Group                          | First Solar                 | Marsh McLennan                     | SKF                                     |
| Bio-Rad Laboratories                  | Five9                       | Mary Kay Inc                       | STERIS                                  |
| Birla Carbon                          | Fivetran                    | Mattel, Inc.                       | Sanoma Learning                         |
| Black & Veatch                        | Flexsys                     | Merck KGaA                         | Sazerac, Inc.                           |
| BlackLine Systems, Inc.               | Fluor                       | Meso Scale Diagnostics             | Sedgwick                                |
|                                       | Forrester, Research Inc.    |                                    |                                         |

## PARTICIPANT LISTING

### Global Organizations

|                                             |                                    |                                    |                                         |
|---------------------------------------------|------------------------------------|------------------------------------|-----------------------------------------|
| Semrush                                     | onsemi                             | Deere & Company                    | Moodys                                  |
| ServiceNow                                  |                                    | Dematic                            | Moog, Inc.                              |
| Shift Technology                            | <b>Italy</b>                       | Dover Corporation                  | Motorola Solutions                      |
| Shure Incorporated                          | ADP                                | EFI                                | NBCUniversal                            |
| Silicon Labs                                | AECOM                              | Edwards Lifesciences               | NI (formerly National Instruments)      |
| Skillsoft                                   | Accenture                          | Elanco Animal Health               | NOV                                     |
| Slalom                                      | Advanced Energy                    | Endeavor Group Holdings            | Nasdaq, Inc.                            |
| Sotera Health                               | Air Products and Chemicals         | Exact Sciences                     | New Balance Athletics, Inc.             |
| Spectrum Brands, Inc.                       | Akamai Technologies                | FORTNA                             | Nike Inc                                |
| Stantec                                     | Alight Solutions                   | FTI Consulting                     | Nordson Corporation                     |
| Stoneridge, Inc                             | Allegion                           | FedEx                              | Novelis                                 |
| Stryker                                     | Allison Transmission Holdings, Inc | Forrester, Research Inc.           | Novocure                                |
| TD SYNnex                                   | Alnylam Pharmaceuticals            | Fortive Corporation                | OIA Global                              |
| TE Connectivity                             | American Express                   | Franklin Templeton                 | OPENLANE, Inc.                          |
| Tapestry, Inc.                              | Ameriprise Financial               | G&W Electric                       | OpSec Security                          |
| Tate & Lyle                                 | Ansys Inc                          | General Mills                      | Organon                                 |
| Teleflex Inc.                               | Apellis Pharmaceuticals            | Getty Images                       | Oshkosh Corporation                     |
| Tenable Network Security                    | Applied Materials                  | Greif                              | Pandora                                 |
| Terumo Blood and Cell Technologies          | Ascend Performance Materials       | H.B. Fuller Company                | Paramount                               |
| Texas Instruments                           | Ashland                            | Hexagon Manufacturing Intelligence | PepsiCo                                 |
| Textron, Inc                                | Assurant, Inc.                     | Hudl                               | Progress                                |
| The Timken Company                          | Avantor                            | Husky Technologies                 | Prologis                                |
| Thomson Reuters                             | Avis Budget Group, Inc.            | Hyperion Materials & Technologies  | Protolabs, Inc.                         |
| Thoughtworks                                | BMC Software                       | IMI                                | QlikTech. Inc.                          |
| Tiffany & Co.                               | Bain & Company                     | Illinois Tool Works                | RSA Security LLC                        |
| Tiger Biosciences                           | Bakelite                           | Illumina Inc.                      | RTX                                     |
| Tokio Marine HCC                            | Ball Corporation                   | Incyte                             | Rakuten                                 |
| Topgolf Callaway Brands Corporation         | Bank of New York Mellon            | Ingersoll Rand                     | Regal Rexnord                           |
| Trellix                                     | Barnes Group                       | Integra LifeSciences               | Robert Half International Inc.          |
| Trimble, Inc.                               | Bio-Rad Laboratories               | International Paper                | Russell Reynolds Associates             |
| UL SOLUTIONS                                | Birla Carbon                       | Ipsen                              | SABIC                                   |
| Ultragenyx                                  | BorgWarner Inc.                    | ltron                              | SAS Institute                           |
| Unisys                                      | Boston Scientific                  | JT International                   | SGS Société Générale de Surveillance SA |
| University of Maryland Global Campus        | Brink's Inc                        | Johnson Outdoors Inc.              | SKF                                     |
| VF Corporation                              | Brooks Sports, Inc.                | Jumeirah Hotels & Resorts          | STERIS                                  |
| Velcro Companies                            | Brunswick Corporation              | Kearney                            | Sanoma Learning                         |
| Veolia WTS                                  | CGI Inc.                           | Kenvue                             | ServiceNow                              |
| Veralto Corp                                | CHS Inc.                           | Kohler Energy                      | Shift Technology                        |
| Viskase Companies, Inc.                     | CSA Group                          | Kong Inc.                          | Shockwave Medical                       |
| Vontier Corporation                         | CTB Inc.                           | Kontoor Brands, Inc.               | Silicon Labs                            |
| W.R. Grace & Co                             | Cabot Corporation                  | Latham & Watkins                   | Sotera Health                           |
| Wahl Clipper Corporation                    | Capital Group                      | Lear Corporation                   | Stantec                                 |
| Warner Bros. Discovery, Inc.                | Carestream Health                  | Leggett and Platt, Incorporated    | Stoneridge, Inc                         |
| Waters Corporation Watts Water Technologies | Cathay Pacific Airways             | Lineage                            | Stryker                                 |
| Wildlife Conservation Society               | Celanese                           | LivNova                            | TD SYNnex                               |
| Wilmer Cutler Pickering Hale and Dorr LLP   | Charles River Laboratories         | Logitech                           | TE Connectivity                         |
| Wolters Kluwer                              | Circana                            | MFS Investment Management          | Tapestry, Inc.                          |
| Worldwide Clinical Trials                   | Citi                               | MKS Instruments                    | Tate & Lyle                             |
| Zayo Group Holdings, Inc.                   | Clarivate PLC                      | MSCI                               | Teleflex Inc.                           |
| Zebra Technologies                          | Columbia Sportswear Company        | Magna International Inc.           | Terumo Blood and Cell Technologies      |
| Zimmer Biomet                               | Confluent                          | Magnite, Inc.                      | Textron, Inc                            |
| Zoetis                                      | Constellation Brands               | Marsh McLennan                     | The Timken Company                      |
| embecta                                     | Convera                            | Mattel, Inc.                       | Thomson Reuters                         |
| iRobot                                      | Cordis                             | McGraw Hill, Inc.                  | Thoughtworks                            |
|                                             | Cushman & Wakefield                | Merck KGaA                         | Tiffany & Co.                           |
|                                             | Cyncly                             | Microsoft                          | Tokio Marine HCC                        |
|                                             | Daniel J Edelman, Inc.             |                                    |                                         |

## PARTICIPANT LISTING

## Global Organizations

|                                          |                                       |                                    |                                                                   |
|------------------------------------------|---------------------------------------|------------------------------------|-------------------------------------------------------------------|
| Trellix                                  | Charles River Laboratories            | Kenvue                             | Shift Technology                                                  |
| Trimble, Inc.                            | Church & Dwight                       | Knowles Corporation                | Shockwave Medical                                                 |
| UL SOLUTIONS                             | Ciena                                 | Lamb Weston                        | Skyworks Solutions                                                |
| University of Maryland<br>Global Campus  | Citi                                  | Latham & Watkins                   | Slalom                                                            |
| VF Corporation                           | Clarivate PLC                         | Lear Corporation                   | Stoneridge, Inc                                                   |
| Valmont Industries                       | Cold Jet LLC                          | Logitech                           | Stryker                                                           |
| Velcro Companies                         | Columbia Sportswear Company           | MFS Investment Management          | Swagelok                                                          |
| Veolia WTS                               | Confluent                             | MKS Instruments                    | TD SYNnex                                                         |
| Veralto Corp                             | Constellium                           | MSCI                               | TE Connectivity                                                   |
| Vontier Corporation                      | Control Risks                         | Magna International Inc.           | Tapestry, Inc.                                                    |
| W.R. Grace & Co                          | Cordis                                | Magnite, Inc.                      | Tate & Lyle                                                       |
| Wahl Clipper Corporation                 | Cushman & Wakefield                   | Marsh McLennan                     | TaylorMade Golf Company, Inc.                                     |
| Warner Bros. Discovery, Inc.             | Daniel J Edelman, Inc.                | Match Group                        | Teleflex Inc.                                                     |
| Waters Corporation                       | DigiKey                               | Mattel, Inc.                       | Tenable Network Security                                          |
| Watts Water Technologies                 | Dolby Laboratories, Inc.              | Merck KGaA                         | Textron, Inc                                                      |
| Wolters Kluwer                           | Dover Corporation                     | Microsoft                          | The International Association of<br>Lions Clubs                   |
| Worldwide Clinical Trials                | Edwards Lifesciences                  | Miraclon Corporation               | The Timken Company                                                |
| Zebra Technologies                       | Elanco Animal Health                  | Moog, Inc.                         | Thomson Reuters                                                   |
| Zimmer Biomet                            | Endeavor Group Holdings               | Motorola Solutions                 | Tiffany & Co.                                                     |
| Zoetis                                   | Epic Games, Inc.                      | NAMSA                              | Topgolf Callaway Brands<br>Corporation                            |
| bp                                       | Exact Sciences                        | NBCUniversal                       |                                                                   |
| onsemi                                   | FTI Consulting                        | NEXCOM                             | Trellix                                                           |
|                                          | Fanatics                              | NI (formerly National Instruments) | Trimble, Inc.                                                     |
| <b>Japan</b>                             | FedEx                                 | Nasdaq, Inc.                       | UL SOLUTIONS                                                      |
| ADP                                      | Fivetran                              | Neogen Corporation                 | Unisys                                                            |
| AECOM                                    | Fortive Corporation                   | New Balance Athletics, Inc.        | United Airlines                                                   |
| Accenture                                | Franklin Templeton                    | NewMarket Corporation              | University of Maryland<br>Global Campus                           |
| Advanced Energy                          | Gap Inc.                              | Nike Inc                           | VF Corporation                                                    |
| Air Products and Chemicals               | General Mills                         | Nordson Corporation                | Veolia WTS                                                        |
| Akamai Technologies                      | Gensler                               | Northern Trust                     | Veralto Corp                                                      |
| Allison Transmission Holdings, Inc       | Getty Images                          | Nova Ltd.                          | W.R. Grace & Co                                                   |
| Alnylam Pharmaceuticals                  | Guidewire Software                    | Novocure                           | Warner Bros. Discovery, Inc.                                      |
| American Axle and<br>Manufacturing (AAM) | Hawaiian Airlines                     | Nu Skin Enterprises, Inc           | Waters Corporation - can be<br>included in the participation list |
| American Express                         | Hexagon Manufacturing<br>Intelligence | OIA Global                         |                                                                   |
| Ansys Inc                                | Hilton Grand Vacation                 | Organon                            | Wolters Kluwer                                                    |
| Applied Materials                        | HubSpot, Inc                          | OutSystems                         | Worldpay                                                          |
| Ascend Performance Materials             | Husky Technologies                    | Owen's & Minor, Inc.               | Worldwide Clinical Trials                                         |
| Ashland                                  | Hyperion Materials & Technologies     | Precisely Software Incorporated    | Zebra Technologies                                                |
| Assurant, Inc.                           | IEEE                                  | Paramount                          | Zimmer Biomet                                                     |
| Asurion                                  | IMI                                   | PepsiCo                            | Zoetis                                                            |
| Auria Solutions                          | Illinois Tool Works                   | Principal Financial Group          | bp                                                                |
| BMC Software                             | Illumina Inc.                         | Progress                           | embecta                                                           |
| Bain & Company                           | Incyte                                | Prologis                           | iRobot                                                            |
| Bank of New York Mellon                  | Infoblox                              | QORVO                              | onsemi                                                            |
| Bank of Nova Scotia (Scotiabank)         | Ingersoll Rand                        | QlikTech, Inc.                     |                                                                   |
| BentallGreenOak                          | Integra LifeSciences                  | RSA Security LLC                   | <b>Mexico</b>                                                     |
| Bio-Rad Laboratories                     | Intelsat                              | RTX                                | A. O. Smith Corporation                                           |
| BlackLine Systems, Inc.                  | Inter-American Development Bank       | Rio Tinto                          | ADP                                                               |
| BorgWarner Inc.                          | International Paper                   | Robert Half International Inc.     | AECOM                                                             |
| Brink's Inc                              | Intuitive Surgical                    | Ropes & Gray LLC                   | AMETEK, Inc.                                                      |
| Brunswick Corporation                    | Ipsen                                 | Russell Reynolds Associates        | ATCO                                                              |
| CSA Group                                | JR Simplot                            | SABIC                              | AXA XL                                                            |
| Cabot Corporation                        | JT International                      | SAS Institute                      | Accenture                                                         |
| Capital Group                            | Jamf Software LLC                     | SKF                                | Advanced Energy                                                   |
| Cathay Pacific Airways                   | KBR                                   | STERIS                             | Akamai Technologies                                               |
| Celanese                                 | KEEN, Inc                             | Sazerac, Inc.                      | Alight Solutions                                                  |
| Celestica International LP               | Kearney                               | Sedgwick                           | Allegion                                                          |
|                                          |                                       | ServiceNow                         |                                                                   |

## PARTICIPANT LISTING

### Global Organizations

|                                       |                                       |                                         |                                     |
|---------------------------------------|---------------------------------------|-----------------------------------------|-------------------------------------|
| Allison Transmission Holdings, Inc.   | Curtiss-Wright                        | Kearney                                 | SKF                                 |
| American Axle and Manufacturing (AAM) | Cushman & Wakefield                   | Kenvue                                  | STERIS                              |
| American Eagle Outfitters, Inc.       | DP World (syncron a DP World Company) | Kontoor Brands, Inc.                    | STMicroelectronics, Inc.            |
| American Express                      | Daniel J Edelman, Inc.                | Lear Corporation                        | Samuel, Son & Co.                   |
| American Financial Group Inc.         | Deere & Company                       | Leggett and Platt, Incorporated         | Sazerac, Inc.                       |
| ArcelorMittal North America           | Dematic                               | Lennox International, Inc.              | Schaeffler Group USA                |
| Arkema Inc.                           | Dover Corporation                     | Livingston International Inc            | Schneider National, Inc.            |
| Armstrong World Industries            | Driscoll's                            | Lixil                                   | Sedgwick                            |
| Ascend Performance Materials          | Dyno Nobel                            | Logitech                                | ServiceNow                          |
| Ashland                               | Edwards Lifesciences                  | MKS Instruments                         | Shift Technology                    |
| Assurant, Inc.                        | Elanco Animal Health                  | MSCI                                    | Shure Incorporated                  |
| Asurion                               | Endeavor Group Holdings               | Magna International Inc.                | SilverCrest Metals                  |
| Auria Solutions                       | Enerflex Ltd.                         | Marathon Petroleum Corporation          | Skyworks Solutions                  |
| Avantor                               | Equifax                               | Marsh McLennan                          | Sloan                               |
| Avnet                                 | FHI360                                | Mary Kay Inc                            | Sotera Health                       |
| BISSELL Homecare, Inc.                | FTI Consulting                        | Mattel, Inc.                            | Spectrum Brands, Inc.               |
| BLUESCOPE                             | Fanatics                              | McGraw Hill, Inc.                       | Stoneridge, Inc                     |
| BMC Software                          | FedEx                                 | Merck KGaA                              | Stryker                             |
| Bain & Company                        | First Majestic Silver Corp.           | Microsoft                               | Swiss Re                            |
| Ball Corporation                      | Fortive Corporation                   | Miraclon Corporation                    | T.D. Williamson                     |
| Bank of New York Mellon               | Fortune Brands Innovations, Inc.      | Motorola Solutions                      | TD SYNNEX                           |
| Barnes Group                          | Franklin Templeton                    | NBCUniversal                            | TE Connectivity                     |
| Benchmark Electronics                 | G&W Electric                          | NI (formerly National Instruments)      | TTEC                                |
| Bio-Rad Laboratories                  | General Mills                         | NOV                                     | Tate & Lyle                         |
| BlackLine Systems, Inc.               | Gensler                               | Nasdaq, Inc.                            | Teleflex Inc.                       |
| BorgWarner Inc.                       | Getty Images                          | Neogen Corporation                      | Telesign Corporation                |
| Brink's Inc                           | Global Payments, Inc.                 | NewMarket Corporation                   | Tenable Network Security            |
| Brunswick Corporation                 | Graham Packaging Company              | Newmont Corporation                     | Terumo Blood and Cell Technologies  |
| Burns & McDonnell                     | Greif                                 | Nextiva, Inc.                           | Tetra Pak                           |
| C.H. Robinson                         | Gulfstream Aerospace Corporation      | Niagara Bottling, LLC                   | Textron, Inc                        |
| CHS Inc.                              | H.B. Fuller Company                   | Nike Inc                                | The Estee Lauder Companies          |
| CSA Group                             | Habitat for Humanity International    | Nordson Corporation                     | The Pokémon Company International   |
| CSG Systems Inc.                      | Hexagon Manufacturing Intelligence    | Nu Skin Enterprises, Inc                | The Timken Company                  |
| CTB Inc.                              | Hilton Grand Vacation                 | O'Reilly Auto Parts                     | Thomson Reuters                     |
| Cabot Corporation                     | Hunter Industries, Inc.               | Olympus                                 | Tiffany & Co.                       |
| Campbell's Soup Company               | Husky Technologies                    | Organon                                 | Topgolf Callaway Brands Corporation |
| Carestream Health                     | Hussmann Corporation                  | Oshkosh Corporation                     | Trellix                             |
| Carhartt                              | Hy Cite Enterprises LLC               | Owen's & Minor, Inc.                    | Trimble, Inc.                       |
| Cathay Pacific Airways                | Hyperion Materials & Technologies     | Paramount                               | UL SOLUTIONS                        |
| Celanese                              | IMI                                   | Parker Wellbore                         | Uline                               |
| Celestica International LP            | Illitch Holdings Company              | PepsiCo                                 | Ultragenyx                          |
| Chromalloy                            | Illinois Tool Works                   | Population Council                      | Unisys                              |
| Church & Dwight                       | Ingersoll Rand                        | Principal Financial Group               | United Airlines                     |
| Ciena                                 | Integra LifeSciences                  | Prologis                                | VF Corporation                      |
| Circana                               | Intelsat                              | QSC, LLC                                | Valent North America, LLC           |
| Citi                                  | Inter-American Development Bank       | RGP                                     | Valero Energy                       |
| Clarivate PLC                         | International Paper                   | RTI International                       | Valmont Industries                  |
| Cold Jet LLC                          | Intuitive Surgical                    | RTX                                     | Valvoline Global Products           |
| Conagra Brands Inc                    | Itron                                 | Regal Rexnord                           | Velcro Companies                    |
| Constellation Brands                  | J.S. Held                             | Rich Products Corporation               | Veolia WTS                          |
| Constellation Brands                  | JR Simplot                            | Russell Reynolds Associates             | Veralto Corp                        |
| Constellium                           | JT International                      | S&C Electric Company                    | Viskase Companies, Inc.             |
| Control Risks                         | KBR                                   | SABIC                                   | Vontier Corporation                 |
| Cordis                                |                                       | SAS Institute                           | W.R. Grace & Co                     |
| Cornerstone Building Brands           |                                       | SGS Société Générale de Surveillance SA | WK Kellogg Co                       |
| Cotiviti                              |                                       |                                         | WW Grainger Inc.                    |

## PARTICIPANT LISTING

## Global Organizations

Wahl Clipper Corporation  
Warner Bros. Discovery, Inc.  
Waters Corporation  
Watts Water Technologies  
Worldpay  
Worldwide Clinical Trials  
Zebra Technologies  
Zillow Group Inc.  
Zimmer Biomet  
Zoetis  
bp  
dsm-firmenich

**Netherlands**

ADP  
AECOM  
Accenture  
Air Products and Chemicals  
Akamai Technologies  
Alcoa Corporation  
Alight Solutions  
Allegion  
Allison Transmission Holdings, Inc.  
Alnylam Pharmaceuticals  
American Express  
Ameriprise Financial  
Apellis Pharmaceuticals  
Applied Materials  
Ascend Performance Materials  
Ashland  
Assurant, Inc.  
Avantor  
BISSELL Homecare, Inc.  
BMC Software  
Bain & Company  
Bakelite  
Ball Corporation  
Bank of New York Mellon  
Benchmark Electronics  
Bio-Rad Laboratories  
BlackLine Systems, Inc.  
Boston Scientific  
Brink's Inc.  
Brooks Sports, Inc.  
Brunswick Corporation  
CGI Inc.  
CMC  
CSA Group  
CTB Inc.  
Cabot Corporation  
Capital Group  
Carestream Health  
Cathay Pacific Airways  
Celanese  
Charles River Laboratories  
Chromalloy  
Ciena  
Cimpress/Vista

Circana  
Citco  
Citi  
Clarivate PLC  
Collibra  
Columbia Sportswear Company  
Confluent  
Constellation Brands  
Cushman & Wakefield  
Cyncly  
Daniel J Edelman, Inc.  
Deere & Company  
Domino's Pizza LLC  
Dover Corporation  
Drata  
Driscoll's  
EFI  
Edwards Lifesciences  
Elanco Animal Health  
Endeavor Group Holdings  
Epic Games, Inc.  
FORTNA  
FTI Consulting  
FedEx  
Fivetran  
Fluor  
Forrester, Research Inc.  
Fortive Corporation  
Franklin Templeton  
Global Payments, Inc.  
Grafana Labs  
Graham Packaging Company  
Greif  
HF Sinclair  
Hexagon Manufacturing Intelligence  
HubSpot, Inc.  
Husky Technologies  
Illinois Tool Works  
Illumina Inc.  
Incyte  
Infoblox  
Ingersoll Rand  
Integra LifeSciences  
Intelsat  
Interface  
Iovance Biotherapeutics  
JT International  
Jamf Software LLC  
Jet Aviation  
KBR  
KEEN, Inc.  
Kearney  
Kinross  
Kong Inc.  
Kontoor Brands, Inc.  
Lamb Weston  
LaunchDarkly

Lear Corporation  
Liberty Global  
Lineage  
Logitech  
MFS Investment Management  
MKS Instruments  
Mattel, Inc.  
McLarens  
Merck KGaA  
Microsoft  
Moody's  
Moog, Inc.  
Morningstar, Inc.  
Motorola Solutions  
NAMSA  
NBCUniversal  
NI (formerly National Instruments)  
NOV  
Nasdaq, Inc.  
New Balance Athletics, Inc.  
Nike Inc  
Nordson Corporation  
Northern Trust  
Novocure  
Nu Skin Enterprises, Inc.  
OIA Global  
OMERS  
OPENLANE, Inc.  
Organon  
OutSystems  
Paramount  
Pax8  
PepsiCo  
Progress  
Prologis  
Protolabs, Inc.  
QORVO  
QSC, LLC  
QlikTech, Inc.  
RTX  
Rakuten  
Reddit  
Regal Rexnord  
Repligen Corporation  
Rio Tinto  
Robert Half International Inc.  
Russell Reynolds Associates  
Ryan, LLC  
SABIC  
SAS Institute  
SGS Société Générale de Surveillance SA  
STERIS  
Sanoma Learning  
Sedgwick  
Sequent  
Semrush  
ServiceNow

Skillsoft  
Stantec  
Stoneridge, Inc  
Stryker  
T.D. Williamson  
TD SYNnex  
TE Connectivity  
Tapestry, Inc.  
Tate & Lyle  
Teleflex Inc.  
Terumo Blood and Cell Technologies  
Textron, Inc  
The Timken Company  
Thomson Reuters  
Thoughtworks  
Tiffany & Co.  
Tokio Marine HCC  
Trellix  
Trimble, Inc.  
UL SOLUTIONS  
Ultragenyx  
Unisys  
VF Corporation  
Valmont Industries  
Valvoline Global Products  
Velcro Companies  
Veolia WTS  
Veralto Corp  
W.R. Grace & Co  
Warner Bros. Discovery, Inc.  
Waters Corporation  
Watts Water Technologies  
Wolters Kluwer  
Worldpay  
Worldwide Clinical Trials  
Zebra Technologies  
Zimmer Biomet  
Zoetis  
bp  
embecta  
iRobot  
onsemi

**Singapore**

ADP  
AECOM  
Accenture  
Advanced Energy  
Air Products and Chemicals  
Akamai Technologies  
Alight Solutions  
Allegion  
American Express  
American Financial Group Inc.  
Ameriprise Financial  
Ansys Inc  
Applied Materials  
Ascend Performance Materials

## PARTICIPANT LISTING

### Global Organizations

|                                  |                                    |                                         |                                                                |
|----------------------------------|------------------------------------|-----------------------------------------|----------------------------------------------------------------|
| Asurion                          | Greif                              | Northern Trust                          | Trellix                                                        |
| Avantor                          | Gulfstream Aerospace Corporation   | Nova Ltd.                               | Trimble, Inc.                                                  |
| Avis Budget Group, Inc.          | Habitat for Humanity International | Nu Skin Enterprises, Inc                | Tyson Foods                                                    |
| BISSELL Homecare, Inc.           | Hexagon Manufacturing Intelligence | OIA Global                              | UL SOLUTIONS                                                   |
| BMC Software                     | HubSpot, Inc                       | OMERS                                   | Unisys                                                         |
| Bain & Company                   | Husky Technologies                 | Ontario Teachers' Pension Plan          | VF Corporation                                                 |
| Bank of New York Mellon          | IEEE                               | Organon                                 | Valvoline Global Products                                      |
| Bank of Nova Scotia (Scotiabank) | IMI                                | OutSystems                              | Veolia WTS                                                     |
| Barnes Group                     | Illinois Tool Works                | Owen's & Minor, Inc.                    | Veralto Corp                                                   |
| Benchmark Electronics            | Illumina Inc.                      | PMI                                     | Visa, Inc.                                                     |
| Bio-Rad Laboratories             | Infoblox                           | Paramount                               | W.R. Grace & Co                                                |
| Black & Veatch                   | Ingersoll Rand                     | PepsiCo                                 | Warner Bros. Discovery, Inc.                                   |
| BlackLine Systems, Inc.          | Integra LifeSciences               | Principal Financial Group               | Waters Corporation - can be included in the participation list |
| BorgWarner Inc.                  | Intelsat                           | Progress                                | Wildlife Conservation Society                                  |
| Brink's Inc                      | Interface                          | Prologis                                | Zebra Technologies                                             |
| Brunswick Corporation            | International Paper                | QORVO                                   | Zimmer Biomet                                                  |
| CHS Inc.                         | Intuitive Surgical                 | QlikTech. Inc.                          | Zoetis                                                         |
| CMC                              | Ipsen                              | RSA Security LLC                        | embecta                                                        |
| CSA Group                        | Itron                              | RTX                                     | onsemi                                                         |
| CSG International                | J.S. Held                          | Rakuten                                 |                                                                |
| CSG Systems Inc.                 | JT International                   | RenaissanceRe                           | <b>South Africa</b>                                            |
| Cabot Corporation                | Jet Aviation                       | Restaurant Brands International         | ADP                                                            |
| Cambridge Associates             | KBR                                | Rich Products Corporation               | AECOM                                                          |
| Capital Group                    | Kearney                            | Rio Tinto                               | Accenture                                                      |
| Carestream Health                | Kenvue                             | Robert Half International Inc.          | Allison Transmission Holdings, Inc                             |
| Cathay Pacific Airways           | Knowles Corporation                | Ross Video                              | Auria Solutions                                                |
| Celanese                         | Kong Inc.                          | Russell Reynolds Associates             | BMC Software                                                   |
| Celestica International LP       | Lamb Weston                        | SABIC                                   | Bain & Company                                                 |
| Charles River Laboratories       | Latham & Watkins                   | SAS Institute                           | Belgotex                                                       |
| Church & Dwight                  | Lear Corporation                   | SGS Société Générale de Surveillance SA | Bill & Melinda Gates Foundation                                |
| Ciena                            | Logitech                           | SKF                                     | Bio-Rad Laboratories                                           |
| Citco                            | MFS Investment Management          | STERIS                                  | Boston Scientific                                              |
| Citi                             | MKS Instruments                    | Sazerac, Inc.                           | Brink's Inc                                                    |
| Clarivate PLC                    | MSCI                               | Sedgwick                                | Brunswick Corporation                                          |
| Confluent                        | Magnite, Inc.                      | ServiceNow                              | CSG Systems Inc.                                               |
| Control Risks                    | Marathon Petroleum Corporation     | Shift Technology                        | Cathay Pacific Airways                                         |
| Convera                          | Marsh McLennan                     | Silicon Labs                            | Chemonics                                                      |
| Cordis                           | Mary Kay Inc                       | Skillssoft                              | Circana                                                        |
| Cushman & Wakefield              | Match Group                        | Skyworks Solutions                      | Citi                                                           |
| Daniel J Edelman, Inc.           | Mattel, Inc.                       | Stryker                                 | Clarivate PLC                                                  |
| Dechert, LLP                     | McGraw Hill, Inc.                  | Swagelok                                | Control Risks                                                  |
| Deere & Company                  | Merck KGaA                         | T.D. Williamson                         | Cynclly                                                        |
| Demand Science US, LLC           | Michelman, Inc.                    | TAL Education Group                     | Daniel J Edelman, Inc.                                         |
| Dematic                          | Microsoft                          | TD SYNEX                                | Driscoll's                                                     |
| Dolby Laboratories, Inc.         | Mitek, Inc                         | TE Connectivity                         | Edwards Lifesciences                                           |
| EFI                              | Moody's                            | Tapestry, Inc.                          | Elanco Animal Health                                           |
| Edwards Lifesciences             | Moog, Inc.                         | Tate & Lyle                             | Endeavor Group Holdings                                        |
| Endeavor Group Holdings          | Motorola Solutions                 | Teleflex Inc.                           | FHI360                                                         |
| Enverus                          | NBCUniversal                       | Telesign Corporation                    | FORTNA                                                         |
| FTI Consulting                   | NI (formerly National Instruments) | Tenable Network Security                | FTI Consulting                                                 |
| FedEx                            | NOV                                | Terumo Blood and Cell Technologies      | FedEx                                                          |
| Fivetran                         | Nasdaq, Inc.                       | Textron, Inc                            | Fluor                                                          |
| Forrester, Research Inc.         | New Balance Athletics, Inc.        | The Timken Company                      | Fortive Corporation                                            |
| Fortive Corporation              | NewMarket Corporation              | Thomson Reuters                         | Franklin Templeton                                             |
| Franklin Templeton               | Next Decade                        | Thoughtworks                            | Greif                                                          |
| General Mills                    | Nike Inc                           | Tiffany & Co.                           | Habitat for Humanity International                             |
| Gensler                          | Nordson Corporation                |                                         | Heineken Beverages                                             |
| Global Payments, Inc.            |                                    |                                         |                                                                |

## PARTICIPANT LISTING

## Global Organizations

Hexagon Manufacturing Intelligence  
Husky Technologies  
Illinois Tool Works  
Ingersoll Rand  
Intelsat  
JT International  
Kearney  
Kinross  
Komatsu Mining Corp  
Lear Corporation  
Logitech  
MSCI  
Marsh McLennan  
Mattel, Inc.  
Merck KGaA  
Microsoft  
Mitek, Inc.  
Motorola Solutions  
NBCUniversal  
NOV  
New Balance Athletics, Inc.  
Nike Inc  
Nordson Corporation  
OIA Global  
Organon  
PRASA Passenger Rail Agency of South Africa  
Paramount  
PepsiCo  
Population Council  
RTI International  
Rio Tinto  
SGS Société Générale de Surveillance SA  
SKF  
STERIS  
Sazerac, Inc.  
Sedgwick  
Seequent  
ServiceNow  
Stryker  
TTEC  
Teleflex Inc.  
Textron, Inc  
The Timken Company  
Thomson Reuters  
Trimble, Inc.  
UL SOLUTIONS  
Valmont Industries  
Valvoline Global Products  
Veolia WTS  
Veralto Corp  
Vontier Corporation  
Wahl Clipper Corporation  
Warner Bros. Discovery, Inc.

Zebra Technologies  
Zoetis  
embecta  
iSON Xperiences

South Korea

Adeia, Inc  
Advanced Energy  
Air Products and Chemicals  
Akamai Technologies  
Allison Transmission Holdings, Inc  
American Axle and Manufacturing (AAM)  
American Express  
Ansys Inc  
Applied Materials  
Ascend Performance Materials  
Ashland  
Assurant, Inc.  
Asurion  
Avantor  
BMC Software  
Bain & Company  
Bank of New York Mellon  
Barnes Group  
Bio-Rad Laboratories  
Birla Carbon  
BorgWarner Inc.  
Brink's Inc  
Brunswick Corporation  
CHS Inc.  
CSA Group  
Cabot Corporation  
Carhartt  
Cathay Pacific Airways  
Celanese  
Celestica International LP  
Charles River Laboratories  
Ciena  
Citi  
Columbia Sportswear Company  
Confluent  
Cordis  
Daniel J Edelman, Inc.  
Dolby Laboratories, Inc.  
Edwards Lifesciences  
Elanco Animal Health  
Endeavor Group Holdings  
Epic Games, Inc.  
FTI Consulting  
Fortive Corporation  
Franklin Templeton  
General Mills  
H.B. Fuller Company  
Hawaiian Airlines  
Hexagon Manufacturing Intelligence  
Husky Technologies  
Hyperion Materials & Technologies

IMI  
Illinois Tool Works  
Illumina Inc.  
Ingersoll Rand  
Integra LifeSciences  
International Paper  
Intuitive Surgical  
Ipsen  
JR Simplot  
JT International  
KBR  
Knowles Corporation  
Latham & Watkins  
Lear Corporation  
Leggett and Platt, Incorporated  
Logitech  
MKS Instruments  
MSCI  
Magna International Inc.  
Marsh McLennan  
Match Group  
Matrix Service Company  
Mattel, Inc.  
McGraw Hill, Inc.  
Merck KGaA  
Microsoft  
Mitek, Inc  
Moog, Inc.  
Motorola Solutions  
NBCUniversal  
NI (formerly National Instruments)  
NOV  
Nasdaq, Inc.  
Neogen Corporation  
Nike Inc  
Nordson Corporation  
Novelis  
Nu Skin Enterprises, Inc  
OIA Global  
Organon  
PepsiCo  
QORVO  
RTX  
Rakuten  
Repligen Corporation  
Rich Products Corporation  
Ropes & Gray LLC  
SABIC  
SAS Institute  
SKF  
Sedgwick  
ServiceNow  
Silicon Labs  
Skyworks Solutions  
Stoneridge, Inc  
Stryker  
Swagelok  
TE Connectivity

Tapestry, Inc.  
TaylorMade Golf Company, Inc.  
Teleflex Inc.  
Textron, Inc  
The International Association of Lions Clubs  
The Timken Company  
Thomson Reuters  
Tiffany & Co.  
Topgolf Callaway Brands Corporation  
Trimble, Inc.  
UL SOLUTIONS  
University of Maryland Global Campus  
VF Corporation  
Veolia WTS  
W.R. Grace & Co  
Warner Bros. Discovery, Inc.  
Waters Corporation - can be included in the participation list  
Worldwide Clinical Trials  
Zebra Technologies  
Zimmer Biomet  
Zoetis  
bp  
embecta  
onsemi

Spain

ADP  
AECOM  
Accenture  
Air Products and Chemicals  
Akamai Technologies  
Alcoa Corporation  
Alight Solutions  
Allegion  
Allison Transmission Holdings, Inc  
Alnylam Pharmaceuticals  
American Axle and Manufacturing (AAM)  
American Express  
Ansys Inc  
Apellis Pharmaceuticals  
Assurant, Inc.  
Auria Solutions  
Avantor  
Avis Budget Group, Inc.  
BMC Software  
Bain & Company  
Bakelite  
Ball Corporation  
Bank of New York Mellon  
Barnes Group  
Bio-Rad Laboratories  
Birla Carbon  
BlackLine Systems, Inc.  
BorgWarner Inc.

## PARTICIPANT LISTING

### Global Organizations

|                                    |                                    |                                         |                                    |
|------------------------------------|------------------------------------|-----------------------------------------|------------------------------------|
| Boston Scientific                  | Hexcel Corporation                 | Progress                                | bp                                 |
| Brooks Sports, Inc.                | HubSpot, Inc                       | Prologis                                | embecta                            |
| Brunswick Corporation              | Hudl                               | QORVO                                   | iRobot                             |
| CGI Inc.                           | Husky Technologies                 | QlikTech. Inc.                          | onsemi                             |
| CHS Inc.                           | Hyperion Materials & Technologies  | RES Group                               |                                    |
| CSG Systems Inc.                   | ICF                                | RTI International                       | <b>Sweden</b>                      |
| Cabot Corporation                  | IMI                                | RTX                                     | ADP                                |
| Capital Group                      | Illinois Tool Works                | Rakuten                                 | AECOM                              |
| Cathay Pacific Airways             | Illumina Inc.                      | Regal Rexnord                           | Accenture                          |
| Celanese                           | Incyte                             | Russell Reynolds Associates             | Akamai Technologies                |
| Celestica International LP         | Infoblox                           | SABIC                                   | Alnylam Pharmaceuticals            |
| Charles River Laboratories         | Ingersoll Rand                     | SAS Institute                           | American Express                   |
| Chemonics                          | Intelsat                           | SGS Société Générale de Surveillance SA | Ansyc Inc                          |
| Ciena                              | Inter-American Development Bank    | SKF                                     | Apellis Pharmaceuticals            |
| Cimpress/Vista                     | International Paper                | STERIS                                  | Avantor                            |
| Circana                            | Ipsen                              | Sanoma Learning                         | Avis Budget Group, Inc.            |
| Citico                             | Itron                              | Semrush                                 | BMC Software                       |
| Citi                               | JT International                   | ServiceNow                              | Bain & Company                     |
| Clarivate PLC                      | KBR                                | Shift Technology                        | Ball Corporation                   |
| Cold Jet LLC                       | Kearney                            | Shockwave Medical                       | Bank of New York Mellon            |
| Collibra                           | Kenvue                             | Skillsoft                               | Barnes Group                       |
| Columbia Sportswear Company        | Kinross                            | Stryker                                 | Bio-Rad Laboratories               |
| Confluent                          | Kong Inc.                          | TD SYNnex                               | BlackLine Systems, Inc.            |
| Constellium                        | Kontoor Brands, Inc.               | TE Connectivity                         | BorgWarner Inc.                    |
| Control Risks                      | Latham & Watkins                   | Tapestry, Inc.                          | Boston Scientific                  |
| Cordis                             | Lear Corporation                   | Tate & Lyle                             | Brooks Sports, Inc.                |
| Cushman & Wakefield                | Lineage                            | Teleflex Inc.                           | Brunswick Corporation              |
| Cyncly                             | Livingston International Inc       | Telesign Corporation                    | CGI Inc.                           |
| Daniel J Edelman, Inc.             | Logitech                           | Terumo Blood and Cell Technologies      | CSG Systems Inc.                   |
| Deere & Company                    | MFS Investment Management          | Textron, Inc                            | Celanese                           |
| Dematic                            | MKS Instruments                    | The Timken Company                      | Charles River Laboratories         |
| Digi International                 | Magna International Inc.           | Thomson Reuters                         | Citi                               |
| Dolby Laboratories, Inc.           | Marsh McLennan                     | Thoughtworks                            | Clarivate PLC                      |
| Dover Corporation                  | Mary Kay Inc                       | Tiffany & Co.                           | Confluent                          |
| Driscoll's                         | Mattel, Inc.                       | Tokio Marine HCC                        | Cushman & Wakefield                |
| EBROACERO, S.A.                    | McGraw Hill, Inc.                  | Trellix                                 | Cyncly                             |
| EFI                                | Merck KGaA                         | Trimble, Inc.                           | Deere & Company                    |
| Edwards Lifesciences               | Microsoft                          | UL SOLUTIONS                            | Dolby Laboratories, Inc.           |
| Elanco Animal Health               | Moffatt & Nichol                   | Ultragenyx                              | Dover Corporation                  |
| Endeavor Group Holdings            | Moody's                            | Uniphore Technologies Inc               | Edwards Lifesciences               |
| Enverus                            | Morningstar, Inc.                  | Unisys                                  | Elanco Animal Health               |
| Epic Games, Inc.                   | Motorola Solutions                 | VF Corporation                          | Endeavor Group Holdings            |
| Equifax                            | NAMSA                              | Valmont Industries                      | Epic Games, Inc.                   |
| FTI Consulting                     | NBCUniversal                       | Velcro Companies                        | FTI Consulting                     |
| FedEx                              | NI (formerly National Instruments) | Veolia WTS                              | First Solar                        |
| Five9                              | Nasdaq, Inc.                       | Veralto Corp                            | Fortive Corporation                |
| Fluor                              | New Balance Athletics, Inc.        | W.R. Grace & Co                         | Franklin Templeton                 |
| Fortive Corporation                | Nike Inc                           | Warner Bros. Discovery, Inc.            | Greif                              |
| Franklin Templeton                 | Nordson Corporation                | Waters Corporation                      | H.B. Fuller Company                |
| General Mills                      | Novocure                           | Watts Water Technologies                | Hexagon Manufacturing Intelligence |
| Getty Images                       | OIA Global                         | Wolters Kluwer                          | Husky Technologies                 |
| Global Payments, Inc.              | Organon                            | Worldpay                                | Hyperion Materials & Technologies  |
| Graham Packaging Company           | OutSystems                         | Worldwide Clinical Trials               | Illinois Tool Works                |
| Greif                              | Pandora                            | Zebra Technologies                      | Illumina Inc.                      |
| Guidewire Software                 | Paramount                          | Zimmer Biomet                           | Incyte                             |
| H.B. Fuller Company                | Pelican Products, Inc              | Zoetis                                  | Infoblox                           |
| Hexagon Manufacturing Intelligence | Peoplesmatters                     |                                         | Ingersoll Rand                     |
|                                    | PepsiCo                            |                                         |                                    |

## PARTICIPANT LISTING

## Global Organizations

|                                    |                                                                |                                    |                                         |
|------------------------------------|----------------------------------------------------------------|------------------------------------|-----------------------------------------|
| Intuitive Surgical                 | Veralto Corp                                                   | Demand Science US, LLC             | RTX                                     |
| Ipsen                              | Vontier Corporation                                            | Dover Corporation                  | RenaissanceRe                           |
| JT International                   | W.R. Grace & Co                                                | Edwards Lifesciences               | Restaurant Brands International         |
| Jamf Software LLC                  | Warner Bros. Discovery, Inc.                                   | Elanco Animal Health               | Rio Tinto                               |
| Kearney                            | Waters Corporation - can be included in the participation list | Epic Games, Inc.                   | Robert Half International Inc.          |
| Kong Inc.                          | Watts Water Technologies                                       | Exact Sciences                     | Russell Reynolds Associates             |
| Kontoor Brands, Inc.               | Zebra Technologies                                             | FTI Consulting                     | SAS Institute                           |
| Lear Corporation                   | Zimmer Biomet                                                  | FedEx                              | SGS Société Générale de Surveillance SA |
| Logitech                           | Zoetis                                                         | Forrester, Research Inc.           | SKF                                     |
| MKS Instruments                    | bp                                                             | Fortive Corporation                | STERIS                                  |
| MSCI                               | embecta                                                        | Franklin Templeton                 | Sazerac, Inc.                           |
| Magna International Inc.           | onsemi                                                         | General Mills                      | ServiceNow                              |
| Marsh McLennan                     |                                                                | Habitat for Humanity International | Shift Technology                        |
| Merck KGaA                         | <b>Switzerland</b>                                             | Hexagon Manufacturing Intelligence | Silicon Labs                            |
| Microsoft                          | ADP                                                            | Husky Technologies                 | Stryker                                 |
| Mitek, Inc                         | AECOM                                                          | Hyperion Materials & Technologies  | TD SYNnex                               |
| Moodys                             | Accenture                                                      | IMI                                | TE Connectivity                         |
| Motorola Solutions                 | Akamai Technologies                                            | Illinois Tool Works                | Tandem Diabetes Care                    |
| NI (formerly National Instruments) | Allegion                                                       | Illumina Inc.                      | Tapestry, Inc.                          |
| Nasdaq, Inc.                       | Alnylam Pharmaceuticals                                        | Incyte                             | Teleflex Inc.                           |
| New Balance Athletics, Inc.        | American Express                                               | Ingersoll Rand                     | Terumo Blood and Cell Technologies      |
| Nike Inc                           | Ansys Inc                                                      | Integra LifeSciences               | Textron, Inc                            |
| Nordson Corporation                | Apellis Pharmaceuticals                                        | Intelsat                           | The Andersons, Inc.                     |
| Northern Trust                     | Ashland                                                        | International Paper                | The Timken Company                      |
| Novocure                           | Avantor                                                        | Intuitive Surgical                 | Thomson Reuters                         |
| Organon                            | Avis Budget Group, Inc.                                        | Ipsen                              | Tiffany & Co.                           |
| Paramount                          | BMC Software                                                   | JT International                   | Trimble, Inc.                           |
| Progress                           | Bain & Company                                                 | Jet Aviation                       | UL SOLUTIONS                            |
| Prologis                           | Ball Corporation                                               | Johnson Outdoors Inc.              | Ultragenyx                              |
| Protolabs, Inc.                    | Bank of New York Mellon                                        | Jumeirah Hotels & Resorts          | Unisys                                  |
| QlikTech, Inc.                     | Bio-Rad Laboratories                                           | Kearney                            | VF Corporation                          |
| RES Group                          | BlackLine Systems, Inc.                                        | Kenvue                             | Veolia WTS                              |
| RTI International                  | BorgWarner Inc.                                                | Knowles Corporation                | Veralto Corp                            |
| RTX                                | Boston Scientific                                              | Kong Inc.                          | Verisign, Inc.                          |
| Regal Rexnord                      | Brink's Inc                                                    | Kontoor Brands, Inc.               | Warner Bros. Discovery, Inc.            |
| Repligen Corporation               | Brooks Sports, Inc.                                            | Leggett and Platt, Incorporated    | Waters Corporation                      |
| Russell Reynolds Associates        | Brunswick Corporation                                          | Logitech                           | Zimmer Biomet                           |
| Ryan, LLC                          | CHS Inc.                                                       | Lonza                              | Zoetis                                  |
| SAS Institute                      | Cabot Corporation                                              | MFS Investment Management          | embecta                                 |
| SKF                                | Capital Group                                                  | MKS Instruments                    | iRobot                                  |
| Sanoma Learning                    | Carestream Health                                              | MSCI                               | onsemi                                  |
| Sedgwick                           | Cathay Pacific Airways                                         | Magna International Inc.           |                                         |
| ServiceNow                         | Celanese                                                       | Mattel, Inc.                       | <b>Vietnam</b>                          |
| Silicon Labs                       | Charles River Laboratories                                     | Merck KGaA                         | Accenture                               |
| Stoneridge, Inc                    | Chemonics                                                      | Microsoft                          | Bain & Company                          |
| Stryker                            | Cimpress/Vista                                                 | Moodys                             | Brink's Inc                             |
| TD SYNnex                          | Citco                                                          | Motorola Solutions                 | Brooks Sports, Inc.                     |
| Telesign Corporation               | Citi                                                           | NBCUniversal                       | CMC                                     |
| Terumo Blood and Cell Technologies | Collibra                                                       | NI (formerly National Instruments) | CTB Inc.                                |
| The Timken Company                 | Columbia Sportswear Company                                    | Neogen Corporation                 | Carhartt                                |
| Thomson Reuters                    | Confluent                                                      | Nike Inc                           | Cathay Pacific Airways                  |
| Tiffany & Co.                      | Constellation Brands                                           | Northern Trust                     | Chemonics                               |
| Trimble, Inc.                      | Constellium                                                    | Novelis                            | Church & Dwight                         |
| UL SOLUTIONS                       | Convera                                                        | Novocure                           | Citi                                    |
| Ultragenyx                         | Cordis                                                         | Organon                            | Columbia Sportswear Company             |
| VF Corporation                     | Curtiss-Wright                                                 | PepsiCo                            | Cushman & Wakefield                     |
| Veolia WTS                         | Cynclly                                                        | QSC, LLC                           | Daniel J Edelman, Inc.                  |

## PARTICIPANT LISTING

### Global Organizations

|                                    |                     |
|------------------------------------|---------------------|
| Elanco Animal Health               | Zebra Technologies  |
| FHI360                             | Zoetis              |
| FORTNA                             | bp                  |
| FedEx                              | embecta             |
| First Solar                        | onsemi              |
| Fortive Corporation                | Varian              |
| Franklin Templeton                 | Vertiv Holdings Co. |
| Gap Inc.                           | VF Corp.            |
| Greif                              | VMware Inc.         |
| H.B. Fuller Company                | Wabtec Corp.        |
| Hexagon Manufacturing Intelligence | Waters Corp.        |
| Husky Technologies                 | Weir ESCO           |
| Hyperion Materials & Technologies  | Whirlpool Corp.     |
| Illinois Tool Works                | Wolters Kluwer      |
| Ingersoll Rand                     | Zebra Technologies  |
| Ipsen                              |                     |
| JT International                   |                     |
| Lear Corporation                   |                     |
| Logitech                           |                     |
| MKS Instruments                    |                     |
| Mattel, Inc.                       |                     |
| Merck KGaA                         |                     |
| Microsoft                          |                     |
| Mitek, Inc                         |                     |
| Motorola Solutions                 |                     |
| New Balance Athletics, Inc.        |                     |
| Nike Inc                           |                     |
| Nordson Corporation                |                     |
| Nu Skin Enterprises, Inc           |                     |
| OIA Global                         |                     |
| OpSec Security                     |                     |
| Organon                            |                     |
| PepsiCo                            |                     |
| QORVO                              |                     |
| QlikTech. Inc.                     |                     |
| Recreational Equipment Inc (REI)   |                     |
| Rich Products Corporation          |                     |
| SABIC                              |                     |
| SKF                                |                     |
| TD SYNTEX                          |                     |
| TE Connectivity                    |                     |
| Tapestry, Inc.                     |                     |
| Telesign Corporation               |                     |
| Terumo Blood and Cell Technologies |                     |
| The Timken Company                 |                     |
| Thomson Reuters                    |                     |
| Thoughtworks                       |                     |
| Tiffany & Co.                      |                     |
| UL SOLUTIONS                       |                     |
| VF Corporation                     |                     |
| Velcro Companies                   |                     |
| Veolia WTS                         |                     |
| Veralto Corp                       |                     |
| Victoria's Secret & Co.            |                     |
| Wahl Clipper Corporation           |                     |
| Wildlife Conservation Society      |                     |

**WorldatWork**<sup>®</sup>  
Total Rewards Association

**worldatwork.org**



American Compensation Association<sup>®</sup>  
Legacy publication

Business/  
Human Resources/  
Compensation

ISBN 978-1-57963-397-4



9 781579 633974