

## Hiring Industries & Organizations

### Professional confidence across industries

The LinkedIn Workforce Confidence Index reflects how professionals feel about their job security, financial wellbeing and career outlook.

■ Least confident  
■ Most confident

| Industry                   | Workforce Confidence Index | Jobs            | Finances        | Career          |
|----------------------------|----------------------------|-----------------|-----------------|-----------------|
| Recreation & Travel        | 5                          | Least confident | Least confident | Least confident |
| Design                     | 5                          | Least confident | Least confident | Least confident |
| Media & Comms              | 9                          | Least confident | Least confident | Least confident |
| Entertainment              | 13                         | Least confident | Least confident | Least confident |
| Energy & Mining            | 23                         | Least confident | Least confident | Least confident |
| Non-profit                 | 27                         | Least confident | Least confident | Least confident |
| Consumer Goods             | 27                         | Least confident | Least confident | Least confident |
| Retail                     | 27                         | Least confident | Least confident | Least confident |
| Real Estate                | 31                         | Least confident | Least confident | Least confident |
| Hardware & Networking      | 31                         | Least confident | Least confident | Least confident |
| Corporate Services         | 32                         | Least confident | Least confident | Least confident |
| Transportation & Logistics | 32                         | Least confident | Least confident | Least confident |
| Construction               | 33                         | Least confident | Least confident | Least confident |
| Education                  | 33                         | Least confident | Least confident | Least confident |
| Health Care                | 34                         | Least confident | Least confident | Least confident |
| Software & IT              | 34                         | Least confident | Least confident | Least confident |
| Finance                    | 36                         | Least confident | Least confident | Least confident |
| Manufacturing              | 37                         | Least confident | Least confident | Least confident |
| Legal                      | 41                         | Most confident  | Most confident  | Most confident  |
| Public Administration      | 43                         | Most confident  | Most confident  | Most confident  |

Source: LinkedIn Workforce Confidence Index research  
 U.S. responses = 5,102; Industry response size varies, >100 for all.



## Coronavirus Quick Poll

*The National Association of Colleges and Employers (NACE) initial poll on members' response to the coronavirus epidemic.*

Updated April 17, 2020

NACE is conducting a second round of Covid-19 polls, focusing this time on how employers and colleges are adapting their plans and operations in response to the epidemic. The poll opened April 1.

Please note that due to the fluidity of the situation, respondents could return to the survey each week to change their answers to reflect the changes in their office's policies. We believe that allowing respondents to change their answers gives a more accurate snapshot of what is happening in real-time.

### EMPLOYERS (N = 289)

With only a few changes, the results have been somewhat stable since we launched the quick poll on April 1st, 2020.

- As of 4-10-20, about 64% percent of employers surveyed were not revoking ANY offers; that figure is down to 61% as of 4-17-20, though 23% are still considering it.
- Although about 16% of employers are revoking offers to interns and only about 2% of employers are revoking offers to full-time recruits, the percentage of offers being revoked for full-time recruits sits at 51.5%. However, that average is based on ONLY 8 responses; please continue to interpret this finding with great caution. Based on 55 responses, just over two-thirds of offers to interns for summer 2020 are being revoked.
- Changing slightly from results posted 4-10-20, about 3% more offices are moving interns to a virtual program, and about 2% more offices have reduced the length of the internship by delaying the start date.
- Recruiting for the class of 2021 appears to be reducing slightly as well: 12% were decreasing their recruiting as of 4-10-20, while that number is up to 15% as of 4-17-20, and a substantial 18% are still undecided.
- A small number of employers (~2%) will attend fewer in person-career fairs this fall, instead opting for more virtual fairs.
- By a large margin (43% to 7%), employers plan to increase their use of virtual methods to recruit the class of 2021, although nearly 50% are still undecided.

# LIVE Who's freezing Hiring from Coronavirus

[Candor](#)

Updating live

Hide fields Filter Group Sort ...

| Company name              | Status                | Notes   | Where to apply  |
|---------------------------|-----------------------|---|---|
| 3477 Kiwi.com             | Hiring freeze Hiring  | Hiring only for business critical positions.  | <a href="https://jobs.kiwi.com/">https://jobs.kiwi.com/</a> |
| 3478 KiwiCo               | Hiring                |   | <a href="https://www.kiwico.co">https://www.kiwico.co</a>   |
| 3479 KLA                  | Hiring Hiring freeze  | only previously scheduled interview will be continue                                |   |
| 3480 Klarna Bank AB       | Hiring                | Officially confirmed  |   |
| 3481 Klaviyo              | Hiring                | Software Engineer   | <a href="https://www.klaviyo.co">https://www.klaviyo.co</a> |
| 3482 kleen tech           | Hiring                |   |   |
| 3483 Klevu                | Hiring freeze         |   |   |
| 3484 Klick Health         | Hiring freeze         |   |   |
| 3485 KLM                  | Hiring freeze Layoffs | 2 reports: Applies to both Ecolab associates and to contingent/temporary labor      | <a href="https://careers.klm.co">https://careers.klm.co</a> |
| 3486 KMD                  | Hiring                | +1 new report of hiring with no note  |   |
| 3487 KMK Consulting, Inc. | Hiring                | Analytics in pharma domain  |   |
| 3488 Knack                | Hiring                | Actively hiring for all positions, fully distributed company.                       |   |
| 3489 Knauf                | Hiring freeze         | Hiring freeze at our product branch (Up to 300 employees). Don't know how is it...  |   |
| 3490 Knexus               | Hiring freeze         | 1 report  |   |
| 3491 Knoq                 | Hiring                | From Director of Recruiting: Knoq is hiring Knoq Cares Representatives to shop f... | <a href="https://grnh.se/3c47e">https://grnh.se/3c47e</a>   |
| 3492 Knotel               | Layoffs               |   | <a href="https://www.knotel.co">https://www.knotel.co</a>   |
| 3493 Knowland             | Layoffs               | Furloughed 50% of company, some employees were laid off                             |   |
| 3494 Koala Mattresses     | Hiring freeze         |   |   |
| 3495 Kobai Inc            | Layoffs               |   |   |

7074 records

Airtable View larger version

For an real time list of thousands of companies check out

[Candor](#)

## 500 Companies Hiring Students on Handshake Right Now

To all the early career job-seekers who've spent the past month wondering: "Is anyone out there still hiring?" We hear you—and the answer is YES! Below, check out **500 in-demand companies** across all 50 states that are hiring college students and recent grads **right now**, including **dozens from the Fortune 500**. Use the search bar to explore the list based on company name, industry, and location. Then, log into Handshake to find opportunities available specifically for you.

| <b>Employer name</b>                                 | <b>Industry</b>                | <b>Location of open positions</b>  |
|--|--------------------------------|--|
| <b>Tesla</b>   | Electronic & Computer Hardware | California, New York   |
| <b>Amazon</b>  | Internet & Software            | California, District of Columbia, Michigan, New Jersey, New York, Utah, Virginia, Washington   |
| <b>EY LLP</b>  | Accounting                     | Florida, Michigan, Minnesota, New Jersey, New York, North Carolina, Ohio, Texas  |
| <b>Goldman Sachs</b>                                 | Investment Banking             | California, District of Columbia, Florida, Georgia, Illinois, Iowa, Massachusetts, New Jersey, New York, Pennsylvania, Texas, Utah, Washington |
| <b>KPMG LLP</b>                                      | Accounting                     | District of Columbia, New York, Texas, Utah, Virginia  |
| <b>Procter &amp; Gamble (P&amp;G)</b>                | CPG - Consumer Packaged Goods  | Massachusetts, North Carolina, Texas, Utah, Virginia   |
| <b>Bank of America</b>                               | Investment Banking             | Kentucky, New York   |
| <b>Accenture</b>                                     | Management Consulting          | Massachusetts, Texas, Utah   |
| <b>Facebook</b>                                      | Internet & Software            | California, District of Columbia, Washington   |
| <b>Microsoft</b>                                     | Internet & Software            | California, District of Columbia, Georgia, Massachusetts, North Carolina, Texas, Utah, Virginia, Washington                                    |
| <b>Oak Ridge Institute for Science and Education</b> | Research                       | District of Columbia, Iowa, Maryland, Massachusetts, Mississippi, Ohio, Tennessee, Texas, Washington, West Virginia                            |

|   |                                   |   |
|---|-----------------------------------|---|
| <b>Target Corporation</b>                               | Retail Stores                     | Illinois, Massachusetts, New Jersey, New York, Pennsylvania   |
| <b>AlphaSights</b>                                      | Management Consulting             | California, District of Columbia, New York  |
| <b>Deutsche Bank</b>                                    | Investment Banking                | North Carolina  |
| <b>RSM US LLP</b>                                       | Accounting                        | Oklahoma  |
| <b>Wells Fargo</b>                                      | Commercial Banking & Credit       | Maryland, Minnesota   |
| <b>Twitter</b>  | Internet & Software               | California, Washington  |
| <b>Bloomberg</b>  | Other Industries                  | District of Columbia, New Jersey, New York  |
| <b>ScribeAmerica</b>                                    | Healthcare                        | Arizona, California, New Mexico, New York, Texas, Wisconsin   |
| <b>PayPal</b>   | Internet & Software               | Arizona, California, Maryland   |
| <b>Credit Suisse</b>                                    | Investment Banking                | California, Illinois, New York, North Carolina, Texas   |
| <b>Oracle</b>   | Internet & Software               | Virginia  |
| <b>Walmart Corporate</b>                                | Retail Stores                     | Arkansas, Florida, New Jersey, Tennessee, Texas   |
| <b>UBS</b>  | Investment / Portfolio Management | Florida, New York   |
| <b>Equitable Advisors (formerly, AXA Advisors, LLC)</b> | Investment / Portfolio Management | New York  |
| <b>Fidelity Investments</b>                             | Investment / Portfolio Management | Colorado, Florida, Kentucky, Massachusetts, New Hampshire, New Mexico, New York, North Carolina, Texas, Utah  |
| <b>Prudential Financial</b>                             | Investment / Portfolio Management | Texas   |
| <b>Jefferies, LLC</b>                                   | Investment Banking                | New York  |
| <b>Reynolds and Reynolds</b>                            | Electronic & Computer Hardware    | Alabama, Arizona, Arkansas, California, Colorado, District of Columbia, Florida, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maryland, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Jersey, New York, North |

|                         |                             |   |
|-------------------------|-----------------------------|---|
|                         |                             | Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Virginia, Washington, Wisconsin   |
| <b>Consultadd Inc</b>   | Human Resources             | California, District of Columbia, Illinois, Massachusetts, New York, Ohio, Pennsylvania, Texas  |
| <b>Grant Thornton</b>   | Accounting                  | Massachusetts, Michigan, Wisconsin  |
| <b>American Express</b> | Commercial Banking & Credit | Utah  |
| <b>eBay</b>             | Internet & Software         | California, Texas   |
| <b>GE</b>               | Manufacturing - Other       | Florida   |
| <b>Insight Global</b>   | Human Resources             | Alabama, Arizona, Arkansas, California, Colorado, Connecticut, District of Columbia, Florida, Georgia, Illinois, Indiana, Iowa, Kentucky, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Nevada, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington, Wisconsin |
| <b>Salesforce</b>       | Internet & Software         | California, Indiana, Massachusetts, Oregon, Texas, Washington   |
| <b>Cisco</b>            | Internet & Software         | California, Illinois  |
| <b>Philips</b>          | Healthcare                  | Massachusetts, Minnesota, Tennessee   |
| <b>Aerotek</b>          | Human Resources             | Alabama, Arizona, California, Colorado, District of Columbia, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Louisiana, Maryland, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Mexico, North Carolina, North Dakota, Oklahoma, Oregon, South Carolina, South Dakota, Texas, Utah, Virginia, Washington, Wisconsin              |
| <b>Plante Moran</b>     | Accounting                  | Colorado, Illinois, Michigan  |

|  |                                     |  |
|--|-------------------------------------|--|
| <b>KEYENCE Corporation of America</b>          | Other Industries                    | California, Washington   |
| <b>Google, Inc.</b>                            | Internet & Software                 | California, New York, Texas  |
| <b>Aetna and CVS Health</b>                    | Healthcare                          | Connecticut, Massachusetts, New York   |
| <b>Sherwin-Williams Company</b>                | CPG - Consumer Packaged Goods       | California, Ohio, South Carolina, Wisconsin  |
| <b>Riot Games</b>                              | Internet & Software                 | California   |
| <b>General Dynamics Information Technology</b> | Government - Local, State & Federal | Kentucky, Louisiana  |
| <b>Baker Tilly</b>                             | Accounting                          | District of Columbia, Pennsylvania   |
| <b>Allstate Insurance Company</b>              | Insurance                           | Illinois, Ohio, Texas  |
| <b>Maxim Healthcare Services</b>               | Human Resources                     | Illinois, Maryland, Massachusetts, Ohio, Pennsylvania, Washington  |
| <b>Alarm.com</b>                               | Electronic & Computer Hardware      | Massachusetts, Virginia  |
| <b>Nzyme</b>                                   | Internet & Software                 | Arizona, Arkansas, California, Colorado, District of Columbia, Florida, Illinois, Indiana, Massachusetts, Missouri, Nebraska, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Texas, Virginia, Washington, Wisconsin |
| <b>Robert Half</b>                             | Human Resources                     | Massachusetts, Minnesota   |
| <b>BMO Financial Group</b>                     | Investment Banking                  | California, New York, Texas  |
| <b>Northrop Grumman Corporation</b>            | Aerospace                           | Utah, Virginia   |
| <b>Numero Data LLC</b>                         | Scientific and Technical Consulting | Texas, Virginia  |
| <b>Applied Materials</b>                       | Electronic & Computer Hardware      | Arizona, California, Texas   |
| <b>Guidehouse</b>                              | Management Consulting               | District of Columbia, Georgia, New York, North Carolina, Texas   |

|  |                                   |   |
|--|-----------------------------------|---|
| <b>Techouts</b>                                  | Computer Networking               | Arizona, California, Illinois, Maryland, Massachusetts, Michigan, New York, North Carolina, Texas, Virginia   |
| <b>Raytheon Technologies</b>                     | Aerospace                         | Massachusetts   |
| <b>DHL Supply Chain</b>                          | Transportation & Logistics        | California, Florida   |
| <b>LiveRamp</b>                                  | Internet & Software               | California, New York  |
| <b>The Kraft Heinz Company</b>                   | Food & Beverage                   | Illinois  |
| <b>Ignite Mental Health</b>                      | Non-Profit - Other                | Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, Wisconsin |
| <b>United Parcel Service (UPS)</b>               | Transportation & Logistics        | Colorado, Michigan, Pennsylvania  |
| <b>Capital Group</b>                             | Investment / Portfolio Management | California, Indiana   |
| <b>Johnson &amp; Johnson Family of Companies</b> | Healthcare                        | Florida, New Jersey, Pennsylvania   |
| <b>Cargill</b>                                   | Food & Beverage                   | Florida, Kansas   |
| <b>Cigna</b>                                     | Healthcare                        | Connecticut, Florida, Georgia, Minnesota, Pennsylvania  |
| <b>VMware, Inc.</b>                              | Internet & Software               | California, Georgia, Massachusetts, Texas   |
| <b>Thomson Reuters</b>                           | Internet & Software               | New York  |
| <b>AstaCRS, Inc.</b>                             | Human Resources                   | District of Columbia  |
| <b>Pure Storage</b>                              | Internet & Software               | Illinois  |



|  |                                     |  |
|--|-------------------------------------|--|
| <b>Epsilon</b>                                 | Advertising, PR & Marketing         | Massachusetts, Michigan  |
| <b>Centillionz</b>                             | Human Resources                     | Illinois, New Jersey, New York, Pennsylvania, Texas  |
| <b>Itlize Global LLC</b>                       | Internet & Software                 | New Jersey   |
| <b>Optum, a UnitedHealth Group Company</b>     | Healthcare                          | Utah, Wisconsin  |
| <b>Hewlett Packard Enterprise</b>              | Electronic & Computer Hardware      | Colorado, Texas  |
| <b>Anheuser-Busch</b>                          | Food & Beverage                     | Missouri, New York   |
| <b>Applied Research Associates, Inc. (ARA)</b> | Scientific and Technical Consulting | Maryland, New Mexico, North Carolina, Ohio, Texas  |
| <b>TD Ameritrade</b>                           | Investment / Portfolio Management   | Illinois, Nebraska, Texas  |
| <b>Unum</b>                                    | Insurance                           | Arizona, California, Connecticut, District of Columbia, Georgia, Maine, Maryland, New Jersey, New York, Oregon, South Carolina, Tennessee, Texas, Washington |
| <b>CenturyLink</b>                             | Telecommunications                  | Alabama, Arizona, California, Colorado, Kentucky, Missouri, New Mexico, Oregon, Tennessee, Texas, Virginia   |
| <b>Keyot, Crew212</b>                          | Management Consulting               | Illinois, Iowa, Minnesota, Missouri, North Carolina, Texas   |
| <b>General Mills</b>                           | CPG - Consumer Packaged Goods       | Michigan   |
| <b>Revature</b>                                | Internet & Software                 | Arizona, California, Florida, Idaho, Kentucky, Virginia  |
| <b>CBRE Group, Inc.</b>                        | Real Estate                         | Pennsylvania, Texas  |
| <b>Nemo IT Solutions</b>                       | Scientific and Technical Consulting | Illinois, Texas  |
| <b>Pfizer, Inc.</b>                            | Pharmaceuticals                     | California, Kansas, Massachusetts  |
| <b>Abbott</b>                                  | Healthcare                          | California, Massachusetts, Minnesota, Missouri, Virginia   |

|  |                                     |  |
|--|-------------------------------------|--|
| <b>Carahsoft Technology Corp.</b>            | Other Industries                    | Virginia   |
| <b>Humana</b>                                | Healthcare                          | Idaho, Kentucky, Massachusetts, New York   |
| <b>Anthem, Inc.</b>                          | Insurance                           | California, Connecticut, Delaware, District of Columbia, Georgia, Illinois, Indiana, Kentucky, Maine, Minnesota, Nevada, New Jersey, New York, Ohio, Tennessee, Virginia |
| <b>State Street Corporation</b>              | Investment Banking                  | Massachusetts  |
| <b>CVS Health</b>                            | Healthcare                          | California, Massachusetts, New York, Ohio, Pennsylvania, Rhode Island  |
| <b>New York Life Insurance Company HQ</b>    | Insurance                           | New York   |
| <b>Thermo Fisher Scientific</b>              | Healthcare                          | California, New York   |
| <b>U.S. Government Accountability Office</b> | Government - Local, State & Federal | District of Columbia   |
| <b>Erie Insurance</b>                        | Insurance                           | Indiana, Pennsylvania  |
| <b>The Bozzuto Group</b>                     | Real Estate                         | District of Columbia   |
| <b>CliftonLarsonAllen LLP</b>                | Accounting                          | Wisconsin  |
| <b>PJT Partners</b>                          | Investment Banking                  | New York   |
| <b>INROADS</b>                               | Non-Profit - Other                  | Pennsylvania   |
| <b>Cato Institute</b>                        | Research                            | District of Columbia   |
| <b>Addison Group</b>                         | Human Resources                     | Texas  |
| <b>Cintas Corporation</b>                    | Other Industries                    | California, Colorado, Kansas, Minnesota, Oklahoma, Oregon, Texas   |
| <b>Cerner Corporation</b>                    | Healthcare                          | Kansas, Missouri, Pennsylvania, Vermont  |
| <b>Pacific Gas and Electric Company</b>      | Utilities and Renewable Energy      | Alabama, California, Washington  |
| <b>Roche</b>                                 | Biotech & Life Sciences             | Arizona, California  |

|                                       |                                     |  |
|---------------------------------------|-------------------------------------|--|
| <b>Prism IT Corp</b>                  | Human Resources                     | Florida, Indiana, Iowa, Massachusetts, Pennsylvania  |
| <b>Pythonwise</b>                     | Human Resources                     | California, Colorado, District of Columbia, Illinois, New York, Pennsylvania, Texas, Washington  |
| <b>Walgreens</b>                      | Retail Stores                       | Illinois, Kansas, Massachusetts, Oklahoma  |
| <b>RingCentral</b>                    | Telecommunications                  | Colorado, North Carolina   |
| <b>Cowen</b>                          | Investment Banking                  | California, Illinois, Michigan, New York, Texas  |
| <b>Battelle Memorial Institute</b>    | Scientific and Technical Consulting | District of Columbia, Illinois, Massachusetts, New York, Ohio, Washington  |
| <b>United Nations</b>                 | International Affairs               | New York   |
| <b>ANSYS Inc.</b>                     | Internet & Software                 | California, Colorado, Illinois, Massachusetts, Pennsylvania, Utah  |
| <b>Minerva Schools at KGI</b>         | Higher Education                    | California   |
| <b>TQL (Total Quality Logistics)</b>  | Transportation & Logistics          | Alabama, Arizona, Arkansas, Colorado, Florida, Georgia, Illinois, Indiana, Kentucky, Louisiana, Massachusetts, Michigan, Minnesota, Missouri, Nevada, North Carolina, Ohio, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia, Wisconsin |
| <b>Sandhills Global, Inc.</b>         | Internet & Software                 | Nebraska   |
| <b>ABB, Inc.</b>                      | Utilities and Renewable Energy      | Georgia, Texas, Virginia, Wisconsin  |
| <b>Charles Schwab &amp; Co.</b>       | Investment Banking                  | Arizona, Colorado  |
| <b>Massachusetts General Hospital</b> | Healthcare                          | Massachusetts  |
| <b>Compunnel Inc.</b>                 | Management Consulting               | Utah   |
| <b>Spectrum</b>                       | Telecommunications                  | Florida, Hawaii, Kentucky, Missouri, New York, Ohio  |

|   |                                     |   |
|---|-------------------------------------|---|
| <b>Alliant Energy, Inc.</b>                 | Utilities and Renewable Energy      | Iowa  |
| <b>Covance, Inc., a division of LabCorp</b> | Biotech & Life Sciences             | New Jersey, North Carolina, Wisconsin   |
| <b>Gilead Sciences</b>                      | Biotech & Life Sciences             | California  |
| <b>D. E. Shaw Research</b>                  | Research                            | New York  |
| <b>Speedway, LLC</b>                        | Retail Stores                       | Michigan  |
| <b>Altria</b>                               | CPG - Consumer Packaged Goods       | Alabama, Georgia  |
| <b>Kroger</b>                               | Retail Stores                       | Alaska  |
| <b>SAP America, Inc.</b>                    | Internet & Software                 | Pennsylvania  |
| <b>Henkel</b>                               | CPG - Consumer Packaged Goods       | Connecticut, South Dakota   |
| <b>ROCS</b>                                 | Human Resources                     | District of Columbia, Virginia  |
| <b>U.S. Department of State</b>             | Government - Local, State & Federal | District of Columbia  |
| <b>Experis</b>                              | Human Resources                     | Florida, Idaho, Massachusetts, Oregon   |
| <b>ProScribe</b>                            | Healthcare                          | Oklahoma, Pennsylvania  |
| <b>GQR</b>                                  | Human Resources                     | Texas   |
| <b>TEKsystems</b>                           | Human Resources                     | Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Virginia, Washington, Wisconsin |
| <b>Moelis &amp; Company</b>                 | Investment Banking                  | California, Illinois, Massachusetts, New York, Texas  |
| <b>Cognizant</b>                            | Internet & Software                 | Arizona, Arkansas, Illinois, Ohio, Texas, Virginia  |

|  |                                   |   |
|--|-----------------------------------|---|
| <b>MUFG Union Bank</b>                       | Investment Banking                | Arizona   |
| <b>The Riverside Company</b>                 | Investment / Portfolio Management | California, Ohio  |
| <b>Integrated Resources, Inc.</b>            | Human Resources                   | Arizona, California, Illinois, Indiana, Massachusetts, Minnesota, Nebraska, New York, North Carolina, Virginia  |
| <b>Mondelez International</b>                | Food & Beverage                   | Alabama, Arizona, Arkansas, California, Colorado, District of Columbia, Florida, Georgia, Hawaii, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Virginia, Washington, Wisconsin |
| <b>Burlington Stores</b>                     | Retail Stores                     | California  |
| <b>GlaxoSmithKline</b>                       | Pharmaceuticals                   | Massachusetts, Pennsylvania   |
| <b>Volvo Group North America</b>             | Transportation & Logistics        | North Carolina  |
| <b>Citizens Campaign for the Environment</b> | Natural Resources                 | New York  |
| <b>Ethos Group</b>                           | Insurance                         | Illinois, Iowa, Massachusetts, Minnesota, Missouri, Nebraska, New Hampshire, Wisconsin  |
| <b>Andersen</b>                              | Accounting                        | Washington  |
| <b>Lowe's Companies, Inc.</b>                | Retail Stores                     | Iowa, Michigan, Wisconsin   |
| <b>Next Step Systems</b>                     | Internet & Software               | Illinois  |
| <b>BlueGrace Logistics</b>                   | Transportation & Logistics        | Illinois  |
| <b>IT Excel</b>                              | Internet & Software               | Texas   |
| <b>Regeneron Pharmaceuticals, Inc.</b>       | Pharmaceuticals                   | New York  |
| <b>HomeAdvisor</b>                           | Internet & Software               | Illinois, Kansas  |

|  |                                     |  |
|--|-------------------------------------|--|
| <b>Staples, Inc.</b>                       | CPG - Consumer Packaged Goods       | Massachusetts  |
| <b>Brooksource</b>                         | Scientific and Technical Consulting | Michigan, Ohio   |
| <b>Zurich North America</b>                | Insurance                           | Illinois, New York   |
| <b>Thrivent</b>                            | Investment / Portfolio Management   | Iowa, Minnesota  |
| <b>Merkle</b>                              | Advertising, PR & Marketing         | Connecticut, Georgia, North Carolina, Ohio   |
| <b>StepStone Group LP</b>                  | Investment / Portfolio Management   | California   |
| <b>United States Postal Service</b>        | Government - Local, State & Federal | District of Columbia, Michigan, Virginia   |
| <b>Architecture Technology Corporation</b> | Internet & Software                 | District of Columbia, New York   |
| <b>Lionbridge</b>                          | International Affairs               | Florida, Indiana, Massachusetts, Michigan, North Carolina, Ohio, Pennsylvania, Texas |
| <b>Collabera</b>                           | Other Industries                    | Texas  |
| <b>Milliman</b>                            | Management Consulting               | Illinois   |
| <b>Duolingo</b>                            | Computer Networking                 | Pennsylvania   |
| <b>Apex Systems</b>                        | Human Resources                     | Ohio, Pennsylvania   |
| <b>Attentive</b>                           | Internet & Software                 | New York   |
| <b>Fastenal Company</b>                    | Wholesale Trade                     | Iowa, Minnesota, Utah  |
| <b>TalentEi</b>                            | Human Resources                     | Connecticut, Florida, New Jersey, Ohio, Wisconsin                                    |
| <b>Wolfram</b>                             | Internet & Software                 | Illinois   |
| <b>Avenica</b>                             | Human Resources                     | Illinois, Minnesota, Pennsylvania  |
| <b>Koch Industries, Inc.</b>               | Oil & Gas                           | Georgia, Kansas, Virginia  |
| <b>Exelon Corporation</b>                  | Utilities and Renewable Energy      | Illinois, Maryland, New York   |

|   |   |   |
|---|---|---|
| <b>Auto-Owners Insurance Company</b>            | Insurance                                 | Georgia, Indiana, Kentucky                              |
| <b>The Vera Institute of Justice</b>            | Legal & Law Enforcement                   | Louisiana, New York                                     |
| <b>FCB Health</b>                               | Advertising, PR & Marketing               | New Jersey, New York                                    |
| <b>Clean Water Action-Michigan</b>              | Non-Profit - Other                        | Michigan  |
| <b>Matthews Real Estate Investment Services</b> | Real Estate                               | California, Georgia, Ohio, Tennessee, Texas             |
| <b>Medpace, Inc.</b>                            | Research                                  | Ohio, Texas   |
| <b>Uncommon Schools</b>                         | K-12 Education                            | New Jersey, New York                                    |
| <b>Management Solutions</b>                     | Management Consulting                     | Texas   |
| <b>ISlide USA</b>                               | Fashion                                   | Massachusetts   |
| <b>Marsh</b>                                    | Insurance                                 | Kansas  |
| <b>Central Intelligence Agency (CIA)</b>        | Government - Local, State & Federal       | District of Columbia                                    |
| <b>Center on Budget and Policy Priorities</b>   | Non-Profit - Other                        | District of Columbia                                    |
| <b>Barnum Financial Group</b>                   | Investment / Portfolio Management         | Connecticut, New Jersey, New York, Rhode Island         |
| <b>Accenture Federal Services</b>               | Management Consulting                     | District of Columbia, Virginia                          |
| <b>ON Semiconductor Grainger</b>                | Manufacturing - Other<br>Other Industries | Idaho, Massachusetts, Minnesota, Utah<br>South Carolina |
| <b>Discover Financial Services</b>              | Commercial Banking & Credit               | Utah  |
| <b>Greenhill &amp; Co.</b>                      | Investment Banking                        | New York  |
| <b>New Western Acquisitions</b>                 | Real Estate                               | Pennsylvania, Texas                                     |

|   |                                     |   |
|---|-------------------------------------|---|
| <b>FDM Group</b>  | Scientific and Technical Consulting | District of Columbia, New York, North Carolina, Texas, Virginia   |
| <b>Ace Hardware Corporation</b>                             | Retail Stores                       | Pennsylvania  |
| <b>Accountemps</b>  | Accounting                          | Minnesota, New Jersey   |
| <b>Kohlberg Kravis &amp; Roberts &amp; Co. Inc. ("KKR")</b> | Investment / Portfolio Management   | California, New York  |
| <b>Cummins Inc.</b>   | Manufacturing - Other               | Minnesota, New York   |
| <b>TikTok</b>   | Internet & Software                 | California  |
| <b>Squarespace</b>  | Internet & Software                 | New York  |
| <b>Teacher Retirement System of Texas</b>                   | Government - Local, State & Federal | Texas   |
| <b>Lincoln Financial Group</b>                              | Insurance                           | Arizona, Georgia  |
| <b>Tiffany &amp; Co.</b>                                    | Retail Stores                       | New Jersey, New York  |
| <b>Centers for Disease Control and Prevention (CDC)</b>     | Government - Local, State & Federal | California, Georgia, Kentucky, Louisiana, Maryland, New Mexico, New York, North Carolina  |
| <b>Matician, Inc.</b>                                       | Electronic & Computer Hardware      | California  |
| <b>Genentech</b>  | Biotech & Life Sciences             | California  |
| <b>City Year</b>  | Non-Profit - Other                  | Arkansas, California, Colorado, District of Columbia, Florida, Illinois, Louisiana, Massachusetts, Michigan, Missouri, New Hampshire, New York, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Washington, Wisconsin |
| <b>PMG Digital Agency</b>                                   | Advertising, PR & Marketing         | Texas   |
| <b>Goosehead Insurance</b>                                  | Insurance                           | Illinois, North Carolina, Texas   |



|   |                                     |  |
|---|-------------------------------------|--|
| <b>Syneos Health</b>                          | Pharmaceuticals                     | Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, Wyoming |
| <b>Q Investments</b>                          | Investment / Portfolio Management   | Texas  |
| <b>American Credit Acceptance, LLC</b>        | Automotive                          | South Carolina   |
| <b>Perfect Search Media</b>                   | Advertising, PR & Marketing         | Illinois   |
| <b>Genesis10</b>                              | Internet & Software                 | Minnesota, Wisconsin   |
| <b>Hennepin County</b>                        | Government - Local, State & Federal | Minnesota  |
| <b>Federal NCCC &amp; FEMA Programs</b>       | Social Assistance                   | Ohio   |
| <b>Vituity</b>                                | Healthcare                          | California, Illinois   |
| <b>Washington State Department of Ecology</b> | Environmental Services              | Washington   |
| <b>The Princeton Review</b>                   | Other Education                     | Massachusetts  |
| <b>Applied Medical</b>                        | Medical Devices                     | California   |
| <b>Sinclair Broadcast Group, Inc.</b>         | Journalism, Media & Publishing      | Alabama, Arkansas, California, Florida, Georgia, Iowa, Kentucky, Maryland, Michigan, Missouri, Montana, Nebraska, Nevada, North Carolina, Oklahoma, Oregon, South Carolina, Tennessee, Texas, Utah, Washington   |

|  |                                     |   |
|--|-------------------------------------|---|
| <b>Specialist Staffing Group (SThree)</b>    | Human Resources                     | California, District of Columbia, Illinois, Massachusetts, Minnesota, New York, Texas   |
| <b>Robert Half International</b>             | Human Resources                     | Michigan  |
| <b>Generac Power Systems</b>                 | Manufacturing - Other               | Wisconsin   |
| <b>Goodyear Tire &amp; Rubber Company</b>    | Automotive                          | California, Colorado, Florida, Georgia, Illinois, Kansas, Louisiana, Michigan, Minnesota, Mississippi, Missouri, New York, North Carolina, Ohio, Oregon, Pennsylvania, South Carolina, Texas, Virginia, Washington, Wisconsin |
| <b>NetResolute Inc.</b>                      | Human Resources                     | District of Columbia, Louisiana, Maryland, Massachusetts, New Jersey, New York, Pennsylvania  |
| <b>Comerica Bank</b>                         | Commercial Banking & Credit         | Michigan  |
| <b>Verizon Media</b>                         | Internet & Software                 | California  |
| <b>Logical Paradigm LLC</b>                  | Human Resources                     | Virginia  |
| <b>Canfield Scientific, Inc.</b>             | Biotech & Life Sciences             | New Jersey  |
| <b>Carney, Sandoe &amp; Associates</b>       | K-12 Education                      | California, Colorado, District of Columbia, Florida, Georgia, Massachusetts, New York, Pennsylvania, Tennessee, Texas, Washington   |
| <b>Rang Technologies Inc</b>                 | Scientific and Technical Consulting | California, Idaho, Illinois, Minnesota, New York, Texas   |
| <b>Federal Aviation Administration (FAA)</b> | Aerospace                           | District of Columbia, New Jersey, New York, Oklahoma  |
| <b>New York Power Authority</b>              | Utilities and Renewable Energy      | New York  |
| <b>Hershey Entertainment &amp; Resorts</b>   | Tourism                             | Pennsylvania  |

|   |                                     |  |
|---|-------------------------------------|--|
| <b>Country Financial</b>                      | Insurance                           | Georgia  |
| <b>Aquatic</b>                                | Investment / Portfolio Management   | Illinois   |
| <b>Bridgewater Associates</b>                 | Investment / Portfolio Management   | Connecticut  |
| <b>Valero Energy Corporation</b>              | Oil & Gas                           | South Dakota                                       |
| <b>CampusPoint</b>                            | Human Resources                     | Oregon, Washington                                 |
| <b>DaVita, Inc.</b>                           | Healthcare                          | Michigan   |
| <b>FormFactor, Inc.</b>                       | Electronic & Computer Hardware      | California, Oregon                                 |
| <b>Delsys, Inc</b>                            | Biotech & Life Sciences             | Massachusetts                                      |
| <b>DRT Strategies</b>                         | Management Consulting               | Georgia, Virginia                                  |
| <b>PSEG - Public Service Enterprise Group</b> | Scientific and Technical Consulting | New York   |
| <b>Republic Services</b>                      | Transportation & Logistics          | Arizona, California, Indiana, Iowa, Maryland, Utah |
| <b>Federated Hermes</b>                       | Investment / Portfolio Management   | Pennsylvania                                       |
| <b>Marlabs, Inc.</b>                          | Internet & Software                 | New Jersey   |
| <b>Aeon</b>                                   | Real Estate                         | Minnesota  |
| <b>Kelly</b>                                  | Human Resources                     | Michigan, North Dakota                             |
| <b>Michigan Public Health Institute</b>       | Healthcare                          | Michigan   |
| <b>Ford Audio-Video</b>                       | Other Industries                    | California, Washington                             |
| <b>Stang Decision Systems</b>                 | Human Resources                     | Michigan, Missouri                                 |
| <b>Hearst Magazines</b>                       | Journalism, Media & Publishing      | New York   |
| <b>Tyson Foods, Inc.</b>                      | CPG - Consumer Packaged Goods       | Kansas, Texas                                      |
| <b>WEX Inc.</b>                               | Commercial Banking & Credit         | Maine  |

|   |                                   |  |
|---|-----------------------------------|--|
| <b>Cetera Financial Group, Inc.</b>           | Investment / Portfolio Management | Colorado, Florida, Pennsylvania  |
| <b>GradSiren</b>                              | Human Resources                   | New York, Tennessee  |
| <b>Teach For America</b>                      | Non-Profit - Other                | Alabama, Arizona, Arkansas, California, Colorado, District of Columbia, Florida, Georgia, Illinois, Indiana, Kentucky, Michigan, Missouri, Nebraska, North Carolina, Ohio, Oklahoma, South Carolina, Virginia, Wisconsin |
| <b>Tata Consultancy Services</b>              | Internet & Software               | California, Connecticut, Florida, Illinois, Kentucky, Massachusetts, New York, Texas, Washington   |
| <b>RoleModel Enterprises</b>                  | Internet & Software               | Arizona, District of Columbia  |
| <b>Triumvirate Environmental (TEI)</b>        | Environmental Services            | Massachusetts  |
| <b>American Traveler</b>                      | Healthcare                        | Florida  |
| <b>Newport Hotel Group</b>                    | Hotels & Accommodation            | Massachusetts, New Hampshire, Rhode Island, Wyoming  |
| <b>Intermountain Healthcare</b>               | Healthcare                        | Utah   |
| <b>Audtra</b>                                 | Internet & Software               | New York   |
| <b>InGenius Prep</b>                          | Other Education                   | California, Connecticut  |
| <b>Sparrow Health System</b>                  | Healthcare                        | Michigan   |
| <b>Lovelace Biomedical Research Institute</b> | Biotech & Life Sciences           | Florida, Maryland, New Mexico, Wisconsin   |
| <b>RAPP</b>                                   | Advertising, PR & Marketing       | California, Texas  |
| <b>BASIS Charter Schools</b>                  | K-12 Education                    | Arizona, District of Columbia, Texas   |
| <b>ERC, Inc.</b>                              | Defense                           | Arizona, Colorado, Florida, Texas  |
| <b>Cleveland Clinic</b>                       | Healthcare                        | Ohio   |

|   |                                |  |
|---|--------------------------------|--|
| <b>Frank, Rimerman + Co. LLP</b>                | Accounting                     | California   |
| <b>DentaQuest</b>                               | Healthcare                     | Massachusetts, Ohio, Texas, Wisconsin  |
| <b>Klaviyo</b>                                  | Internet & Software            | Massachusetts  |
| <b>Freedom Mortgage</b>                         | Commercial Banking & Credit    | Florida, Maryland, New Jersey, Virginia  |
| <b>Atos</b>                                     | Internet & Software            | Texas  |
| <b>Haworth</b>                                  | Manufacturing - Other          | Michigan   |
| <b>Oak Ridge Associated Universities (ORAU)</b> | Environmental Services         | California, District of Columbia, Georgia, New York, North Carolina, Tennessee, Washington |
| <b>American Conservation Experience</b>         | Environmental Services         | California, Colorado, Idaho, North Carolina, Pennsylvania, South Carolina, Utah            |
| <b>mxdown</b>                                   | Journalism, Media & Publishing | California   |
| <b>Success Academy Charter Schools (NY)</b>     | K-12 Education                 | New York   |
| <b>Constellation Brands, Inc.</b>               | Food & Beverage                | Arkansas, Illinois, New York   |
| <b>Modern Woodmen of America</b>                | Insurance                      | Iowa, Michigan, North Dakota, Oklahoma, South Dakota, Utah                                 |
| <b>Aerotek Engineering</b>                      | Human Resources                | California, Michigan, Tennessee  |
| <b>Great Expressions Dental Centers</b>         | Healthcare                     | Florida, Georgia, Michigan, New York, Ohio   |
| <b>The Intern Group</b>                         | Other Education                | California, Illinois, New York   |
| <b>NYC Health + Hospitals</b>                   | Healthcare                     | New York   |
| <b>Vector Marketing</b>                         | Manufacturing - Other          | Florida, New York, Pennsylvania, Virginia  |
| <b>CDM Smith</b>                                | Architecture and Planning      | Arizona, California, Massachusetts   |
| <b>PeopleTec, Inc.</b>                          | Defense                        | Alabama, Colorado, Virginia  |

|   |                                     |   |
|---|-------------------------------------|---|
| <b>Bender Consulting Services, Inc.</b>       | Management Consulting               | Colorado, Pennsylvania  |
| <b>Mthree</b>                                 | Scientific and Technical Consulting | California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Illinois, Kentucky, Maryland, Minnesota, Missouri, New Jersey, New York, North Carolina, Ohio, Texas, Washington |
| <b>Texas Campaign for the Environment</b>     | NGO                                 | Texas   |
| <b>Cambia Health Solutions</b>                | Insurance                           | Oregon, Washington  |
| <b>Hajoca Corporation</b>                     | Wholesale Trade                     | Georgia   |
| <b>Youth Villages</b>                         | Non-Profit - Other                  | Arkansas, Massachusetts, New Hampshire, Tennessee   |
| <b>New England Aquarium</b>                   | Animal & Wildlife                   | Massachusetts   |
| <b>Panda Restaurant Group</b>                 | Food & Beverage                     | Arkansas, Georgia, Louisiana, Missouri, South Carolina, Tennessee, Texas  |
| <b>Open Systems International, Inc. (OSI)</b> | Utilities and Renewable Energy      | Minnesota   |
| <b>Meaden &amp; Moore</b>                     | Accounting                          | Florida, North Carolina   |
| <b>The Motz Group</b>                         | Construction                        | Ohio  |
| <b>The Nature's Bounty Co.</b>                | CPG - Consumer Packaged Goods       | New Jersey, New York  |
| <b>Peace Corps</b>                            | International Affairs               | Colorado, District of Columbia, Indiana, Louisiana, Oregon, Texas, Wyoming  |
| <b>Zendesk</b>                                | Computer Networking                 | California  |
| <b>Seattle Children's</b>                     | Healthcare                          | Washington  |
| <b>Qualcomm</b>                               | Electronic & Computer Hardware      | California, Colorado  |
| <b>Segal</b>                                  | Management Consulting               | California, New York  |
| <b>Sompo International</b>                    | Insurance                           | Georgia, New York   |

|  |                                     |   |
|--|-------------------------------------|---|
| <b>DoorDash</b>  | Internet & Software                 | California, District of Columbia, Illinois, Michigan, New York, Oregon, Pennsylvania, Washington  |
| <b>Clean Cities University Workforce Development Program</b> | Automotive                          | California, District of Columbia, Florida, Hawaii, Illinois, Indiana, Kentucky, Louisiana, Maine, Missouri, New Hampshire, New York, North Carolina, Ohio, Oklahoma, Tennessee, Utah, Vermont, Virginia, Wisconsin, Wyoming |
| <b>Wegmans Food Markets</b>                                  | Retail Stores                       | Massachusetts, New York   |
| <b>Marcus &amp; Millichap</b>                                | Real Estate                         | Nevada, New Jersey, Washington, Wisconsin   |
| <b>PJ SOLOMON</b>  | Investment Banking                  | New York, Texas   |
| <b>Charles R. Drew University of Medicine and Science</b>    | Higher Education                    | California  |
| <b>ICF</b>   | Scientific and Technical Consulting | Maryland, North Carolina, Virginia, West Virginia   |
| <b>Paravane Ventures</b>                                     | Investment / Portfolio Management   | Washington  |
| <b>The Adecco Group</b>                                      | Human Resources                     | New Jersey  |
| <b>New York Presbyterian Hospital</b>                        | Healthcare                          | New York  |
| <b>MassMutual Commonwealth</b>                               | Investment / Portfolio Management   | Virginia  |
| <b>Software Concepts LLC</b>                                 | Internet & Software                 | Texas   |
| <b>Codersdata LLC</b>  | Human Resources                     | Illinois, New York, North Carolina, Ohio, Pennsylvania  |
| <b>U.S. House of Representatives</b>                         | Government - Local, State & Federal | California, District of Columbia  |
| <b>Hayes Locums</b>  | Healthcare                          | Florida   |
| <b>Eitacies Inc</b>  | Internet & Software                 | New York, Oregon, Pennsylvania  |

|  |                                     |  |
|--|-------------------------------------|--|
| <b>Advantage Solutions</b>                   | Advertising, PR & Marketing         | Arizona, California, Florida, Texas, Utah, Washington  |
| <b>Deksia</b>                                | Advertising, PR & Marketing         | Michigan   |
| <b>DBO Partners</b>                          | Investment Banking                  | California   |
| <b>Upkey</b>                                 | Internet & Software                 | Illinois   |
| <b>Fresenius Medical Care North America</b>  | Healthcare                          | Alabama, Delaware, Florida, Georgia, Illinois, Indiana, Kentucky, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, West Virginia |
| <b>Appen</b>                                 | Internet & Software                 | Texas  |
| <b>Fred Finch Youth and Family Services</b>  | Non-Profit - Other                  | California   |
| <b>College Possible</b>                      | Non-Profit - Other                  | Illinois, Minnesota, Nebraska, Oregon, Pennsylvania, Washington, Wisconsin   |
| <b>Dematic</b>                               | Transportation & Logistics          | Michigan, New York   |
| <b>Thinktown Education Inc.</b>              | K-12 Education                      | New Jersey, New York   |
| <b>Masimo</b>                                | Medical Devices                     | California   |
| <b>Giant Eagle, Inc.</b>                     | Retail Stores                       | Ohio, Pennsylvania   |
| <b>US Food and Drug Administration (FDA)</b> | Government - Local, State & Federal | Maryland, North Carolina   |
| <b>BrightEdge Technologies, Inc.</b>         | Internet & Software                 | Ohio   |
| <b>JEVS Human Services</b>                   | Non-Profit - Other                  | Pennsylvania   |
| <b>Aptean</b>                                | Computer Networking                 | Georgia  |
| <b>Korn Ferry</b>                            | Management Consulting               | Pennsylvania   |
| <b>Easy Breathe, Inc.</b>                    | Healthcare                          | California   |
| <b>IDEA Public Schools</b>                   | K-12 Education                      | Louisiana, Texas   |



|   |                                     |  |
|---|-------------------------------------|--|
| <b>The Windquest Group</b>                  | Investment / Portfolio Management   | Michigan   |
| <b>Education at Work</b>                    | Non-Profit - Other                  | Texas  |
| <b>Modis</b>                                | Human Resources                     | New York   |
| <b>Fors Marsh Group</b>                     | Scientific and Technical Consulting | Virginia   |
| <b>CareerMatrix.com</b>                     | Human Resources                     | District of Columbia, Michigan   |
| <b>LOD Resource Group</b>                   | Human Resources                     | Texas  |
| <b>Eurofins</b>                             | Pharmaceuticals                     | New Jersey, Pennsylvania   |
| <b>Cambrian Homecare</b>                    | Healthcare                          | California   |
| <b>Sirius Computer Solutions</b>            | Computer Networking                 | Illinois   |
| <b>Alder</b>                                | Electronic & Computer Hardware      | Alabama, Arizona, Colorado, Florida, Georgia, Idaho, Indiana, Louisiana, Missouri, Nevada, North Carolina, Ohio, Tennessee, Texas, Utah, Virginia                                    |
| <b>Xylem, Inc.</b>                          | Utilities and Renewable Energy      | New York   |
| <b>Hays</b>                                 | Other Industries                    | Florida  |
| <b>Fresenius Kabi</b>                       | Pharmaceuticals                     | New York   |
| <b>Micro Focus</b>                          | Internet & Software                 | Colorado, Utah   |
| <b>Lumos Marketing Group</b>                | Advertising, PR & Marketing         | Texas  |
| <b>IndustryPro</b>                          | Investment Banking                  | Arizona, Georgia   |
| <b>Open Access Technology International</b> | Utilities and Renewable Energy      | Minnesota  |
| <b>Capstone Consultants</b>                 | Advertising, PR & Marketing         | North Carolina   |
| <b>Bridgestone Retail Operations</b>        | Retail Stores                       | Alabama, Arkansas, California, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, |

New Jersey, New Mexico, New York, Ohio, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Texas, Virginia, Washington, Wisconsin

|   |                                   |  |
|---|-----------------------------------|--|
| <b>Sovos</b>                                  | Internet & Software               | Georgia, Minnesota   |
| <b>Seneca Family of Agencies</b>              | Non-Profit - Other                | California   |
| <b>Klein Tools</b>                            | Manufacturing - Other             | Illinois, Texas  |
| <b>Buckeye International, Inc.</b>            | Manufacturing - Other             | Ohio, Tennessee  |
| <b>Universal Logistics Holdings, Inc.</b>     | Transportation & Logistics        | Michigan   |
| <b>Alternative Behavior Strategies</b>        | Healthcare                        | California, North Carolina, Utah   |
| <b>New Acquisitions</b>                       | Advertising, PR & Marketing       | Georgia  |
| <b>Beall's Inc.</b>                           | Retail Stores                     | Texas  |
| <b>Cengage</b>                                | Journalism, Media & Publishing    | Arizona, Florida, Iowa, Kentucky, New Hampshire, New York, North Carolina, Pennsylvania, South Dakota, Tennessee, Utah, Virginia, West Virginia, Wisconsin |
| <b>Olsson</b>                                 | Civil Engineering                 | Kansas, Missouri   |
| <b>Lockton Companies, LLC</b>                 | Insurance                         | Connecticut, Minnesota, New York   |
| <b>HNTB Corporation</b>                       | Civil Engineering                 | Florida, Indiana, Massachusetts  |
| <b>Sprint</b>                                 | Telecommunications                | Florida, Virginia  |
| <b>Lawrence Livermore National Laboratory</b> | Research                          | California   |
| <b>Chrysalis</b>                              | Healthcare                        | Nevada, Utah   |
| <b>Hensel Phelps</b>                          | Construction                      | California   |
| <b>Stevens Capital Management LP</b>          | Investment / Portfolio Management | Pennsylvania   |

|                                   |                                |   |
|-----------------------------------|--------------------------------|---|
| <b>LHi Group Ltd</b>              | Human Resources                | New York, Texas   |
| <b>USDA Forest Service</b>        | Forestry                       | California, Colorado, Kentucky, Minnesota, Missouri, Washington, Wisconsin  |
| <b>Fox Pool Management</b>        | Management Consulting          | Pennsylvania  |
| <b>National Fuel</b>              | Oil & Gas                      | New York  |
| <b>U-Haul International</b>       | Transportation & Logistics     | Arizona   |
| <b>USG</b>                        | Manufacturing - Other          | Ohio, Pennsylvania  |
| <b>Chicago Marketing Inc</b>      | Advertising, PR & Marketing    | Illinois  |
| <b>Center For Family Services</b> | Non-Profit - Other             | New Jersey  |
| <b>SoftNice, Inc.</b>             | Internet & Software            | District of Columbia, Illinois, Texas   |
| <b>Boston Pads, LLC</b>           | Real Estate                    | Massachusetts   |
| <b>Mindlance</b>                  | Human Resources                | Washington  |
| <b>AllPeople</b>                  | Retail Stores                  | California, Massachusetts   |
| <b>Boston Beer Company</b>        | CPG - Consumer Packaged Goods  | Illinois, Massachusetts, Minnesota, Texas, Washington   |
| <b>SFORCE IT</b>                  | Internet & Software            | Texas   |
| <b>TTEC</b>                       | Management Consulting          | Pennsylvania  |
| <b>Kaltech Consulting Inc</b>     | Human Resources                | Arizona, Arkansas, Colorado, Florida, Illinois, Massachusetts, New Jersey, New York, Oklahoma, Pennsylvania, Texas, Virginia, Wisconsin |
| <b>QE Solar</b>                   | Utilities and Renewable Energy | Massachusetts, Minnesota, New Jersey, New York, Pennsylvania, Rhode Island  |
| <b>OrgSpire Inc</b>               | Human Resources                | California, Colorado, Florida, Illinois, Missouri, New Jersey, New York, Ohio, Texas, Virginia, Washington                              |
| <b>RXRS Foundation</b>            | Non-Profit - Other             | California  |
| <b>Reading Partners</b>           | Other Education                | Colorado, District of Columbia, Maryland, New York, South Carolina, Texas, Washington   |

|  |                                     |   |
|--|-------------------------------------|---|
| <b>Hy-Vee</b>  | Retail Stores                       | Iowa  |
| <b>Health Advocate</b>   | Healthcare                          | Pennsylvania  |
| <b>Premier Roofing Company</b>                                     | Construction                        | Colorado, Missouri, Nebraska  |
| <b>Liebherr</b>  | Manufacturing - Other               | Virginia  |
| <b>Educere</b>   | Other Education                     | California, District of Columbia, Florida, Georgia, Illinois, Iowa, Kentucky, Louisiana, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Nevada, New Mexico, New York, North Carolina, Oklahoma, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington |
| <b>Macfadden</b>   | International Affairs               | District of Columbia  |
| <b>Crossroads Campaign Solutions</b>                               | Management Consulting               | District of Columbia  |
| <b>U.S. Environmental Protection Agency (EPA - Washington, DC)</b> | Environmental Services              | North Carolina, Virginia  |
| <b>OtterBase</b>   | Internet & Software                 | Michigan, Tennessee   |
| <b>Creative Expansions, Inc.</b>                                   | Journalism, Media & Publishing      | New York  |
| <b>VForce Infotech</b>   | Scientific and Technical Consulting | Connecticut, New Jersey, New York, Pennsylvania   |
| <b>Smithfield</b>  | CPG - Consumer Packaged Goods       | North Carolina  |
| <b>RHM Staffing Solutions</b>                                      | Human Resources                     | Illinois, Indiana, Wisconsin  |
| <b>Bartlett &amp; West</b>   | Civil Engineering                   | Missouri, North Dakota, Texas   |
| <b>Girlstart</b>   | Non-Profit - Other                  | Texas   |
| <b>American Water</b>  | Utilities and Renewable Energy      | Pennsylvania  |
| <b>InvaGen Pharmaceuticals, a Cipla subsidiary</b>                 | Pharmaceuticals                     | New York  |

|   |                                     |   |
|---|-------------------------------------|---|
| <b>Central Transport</b>  | Transportation & Logistics          | Michigan  |
| <b>Gotham Consulting Partners</b>   | Management Consulting               | New York  |
| <b>Baltimore County Public Schools (MD)</b>   | K-12 Education                      | Maryland  |
| <b>Magnus Technology Solutions Inc</b>  | Human Resources                     | California, Missouri, New Jersey, New York, Texas         |
| <b>Chobani</b>  | CPG - Consumer Packaged Goods       | California, Iowa, Pennsylvania, Wisconsin                 |
| <b>EIMS</b>   | Advertising, PR & Marketing         | Florida   |
| <b>Newport Group</b>  | Investment / Portfolio Management   | California, Florida, Illinois, Wisconsin                  |
| <b>California Department of Parks and Recreation</b>                                | Government - Local, State & Federal | California  |
| <b>Achievement First</b>  | K-12 Education                      | Connecticut, New York, Rhode Island                       |
| <b>UHS of Delaware, Inc.</b>  | Healthcare                          | Pennsylvania  |
| <b>U.S. Department of Homeland Security - Immigration &amp; Customs Enforcement</b> | Legal & Law Enforcement             | Arizona, California, District of Columbia, Georgia, Texas |
| <b>Skyhawks Sports Academy</b>  | Sports & Leisure                    | California, Washington                                    |
| <b>Partizan Entertainment</b>   | Movies, TV, Music                   | California  |
| <b>National Heritage Academies</b>  | K-12 Education                      | Colorado, Michigan, Ohio                                  |
| <b>Serco Inc.</b>   | Internet & Software                 | California, District of Columbia, Illinois, Virginia      |
| <b>ResCare</b>  | Healthcare                          | Texas   |
| <b>Think Together</b>   | Other Education                     | California  |

|  |                                |  |
|--|--------------------------------|--|
| <b>Zocdoc</b>                                  | Internet & Software            | New York   |
| <b>Global Data Management</b>                  | Internet & Software            | New Jersey   |
| <b>John Ball Zoo</b>                           | Hotels & Accommodation         | Michigan   |
| <b>Adventureland Resort</b>                    | Tourism                        | Iowa   |
| <b>National Geospatial-Intelligence Agency</b> | Defense                        | Missouri, Virginia   |
| <b>Induci.Inc</b>                              | Internet & Software            | California, Iowa, Maryland, Massachusetts, New Jersey, New Mexico, New York, Ohio, Pennsylvania, Texas, Virginia |
| <b>Newfields</b>                               | Tourism                        | Indiana  |
| <b>Clarity Solutions Group LLC DBA KANERAI</b> | Internet & Software            | New York   |
| <b>Hackensack Meridian Health</b>              | Healthcare                     | New Jersey   |
| <b>Cadre - The Premier Staffing Service!</b>   | Human Resources                | Wisconsin  |
| <b>RoCoco, Inc.</b>                            | Advertising, PR & Marketing    | Wisconsin  |
| <b>Sky, Inc.</b>                               | Advertising, PR & Marketing    | Tennessee  |
| <b>SambaNova Systems</b>                       | Electronic & Computer Hardware | California, Texas  |
| <b>FleishmanHillard</b>                        | Advertising, PR & Marketing    | Texas  |
| <b>Clark Schaefer Hackett</b>                  | Accounting                     | Michigan, Ohio   |
| <b>Girls Who Code</b>                          | Non-Profit - Other             | New Jersey   |
| <b>Lavner Camps &amp; Programs, Inc.</b>       | Other Education                | California, Delaware, District of Columbia, Maryland, Massachusetts,   |

|  |                                     |   |
|--|-------------------------------------|---|
|  |                                     | Missouri, New Jersey, New York, Pennsylvania, Texas, Washington             |
| <b>Epsilon Economics</b>                       | Management Consulting               | Illinois  |
| <b>FrogTutoring, LLC.</b>                      | Other Education                     | California  |
| <b>Accelirate Inc.</b>                         | Scientific and Technical Consulting | Florida, Texas  |
| <b>Flexon Technologies</b>                     | Human Resources                     | California  |
| <b>Rishabh Software Pvt LTd</b>                | Human Resources                     | New Jersey  |
| <b>Shoemaker Financial</b>                     | Investment / Portfolio Management   | Tennessee   |
| <b>Defense Logistics Agency</b>                | Government - Local, State & Federal | Hawaii, Ohio  |
| <b>Lifespan</b>                                | Healthcare                          | Rhode Island  |
| <b>IEH Laboratories &amp; Consulting Group</b> | Scientific and Technical Consulting | California, Illinois, Kansas, Nebraska, Ohio, Vermont, Virginia, Washington |
| <b>UCSB Enterprise Technology Services</b>     | Higher Education                    | California  |
| <b>American Engineering Testing</b>            | Civil Engineering                   | Minnesota, North Dakota, South Dakota, Wisconsin, Wyoming                   |
| <b>Classical Charter Schools</b>               | K-12 Education                      | New York  |
| <b>Publix Super Markets</b>                    | Retail Stores                       | Florida   |
| <b>St. Joseph Center</b>                       | Non-Profit - Other                  | California  |
| <b>HealthFitness</b>                           | Sports & Leisure                    | California, Ohio, Texas   |
| <b>Ardaman &amp; Associates, Inc.</b>          | Scientific and Technical Consulting | Florida, Louisiana  |
| <b>Brookdale Senior Living</b>                 | Healthcare                          | California, Florida, New York, Virginia                                     |
| <b>Cloudflare</b>                              | Internet & Software                 | California, District of Columbia, Illinois, New York, Texas, Washington     |

|  |                                   |                                  |
|--|-----------------------------------|----------------------------------|
| <b>The Aspen Institute</b>                             | Non-Profit - Other                | California, District of Columbia |
| <b>United States Capitol Police</b>                    | Legal & Law Enforcement           | District of Columbia             |
| <b>Logistics Health Incorporated</b>                   | Healthcare                        | Wisconsin                        |
| <b>OneStar Foundation<br/>AmeriCorps VISTA Program</b> | Non-Profit - Other                | Texas                            |
| <b>Shamrock Trading Corporation</b>                    | Transportation & Logistics        | Illinois, Kansas, Missouri       |
| <b>Southwest Conservation Corps</b>                    | Environmental Services            | Colorado, New Mexico             |
| <b>SeaSpine</b>  | Medical Devices                   | California                       |
| <b>Radus Tek Services, Inc.</b>                        | Internet & Software               | New Jersey                       |
| <b>Select Medical</b>                                  | Healthcare                        | Iowa                             |
| <b>Starry</b>  | Internet & Software               | Massachusetts, New York          |
| <b>Advantage Resourcing</b>                            | Human Resources                   | California, Michigan             |
| <b>Sentera</b>   | Internet & Software               | Minnesota                        |
| <b>American Electric Power</b>                         | Utilities and Renewable Energy    | Oklahoma                         |
| <b>The Folklore</b>                                    | Fashion                           | New York                         |
| <b>ALS Global</b>                                      | Environmental Services            | California                       |
| <b>AMTIS, Inc.</b>                                     | Other Industries                  | District of Columbia, Florida    |
| <b>The Beneficient Company Group (USA), L.L.C.</b>     | Investment / Portfolio Management | Texas                            |
| <b>Wawa, Inc.</b>                                      | Restaurants & Food Service        | New Jersey                       |
| <b>Simons Foundation</b>                               | Research                          | New York                         |
| <b>Harland Clarke</b>                                  | Advertising, PR & Marketing       | Texas                            |



|   |                     |  |
|---|---------------------|--|
| <b>Sabra Dipping Company</b>                | Food & Beverage     | Virginia   |
| <b>GAO Group</b>                            | Telecommunications  | California   |
| <b>Behavioral Health Network</b>            | Healthcare          | Massachusetts  |
| <b>Savvy Data Solutions Inc</b>             | Internet & Software | Pennsylvania, Texas  |
| <b>Invo HealthCare - Progressus Therapy</b> | Healthcare          | California, Florida, Illinois, Maryland, Nevada, North Carolina, Ohio, Virginia  |
| <b>Southern Teachers Agency</b>             | K-12 Education      | Alabama, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, North Carolina, South Carolina, Tennessee, Texas, Virginia |
| <b>Yleana Leadership Foundation</b>         | Non-Profit - Other  | Massachusetts, New York  |