

# 2017 - 2018

# **CAREER CENTER ANNUAL REPORT**

**Recruiting, Outreach and Professional Development** 





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### **Executive Summary**

### COMMUNICATE | EDUCATE | COLLABORATE | EMPOWER | CONNECT

Each year, the Career Center at Colorado School of Mines collects data and analyzes the outcomes and recruiting activities on campus during the prior academic year. This summary outlines the highlights of graduate outcomes and campus recruiting activities from the 2017-2018 academic year, and contains information for graduates who received their degrees in August 2017, December 2017, May 2018.

Colorado School of Mines Career Center completed a productive year of student outreach activities, employer diversification and engagement, as well as the restructuring and expansion of recruiting events. Although staffing levels were a challenge in the first half of the year, new positions were added which put the department in the position to exceed outcomes and recruiting goals by 2019.

The 2017-2018 graduating class was again the largest to-date with **1564** graduates. This signifies a **5.9%** increase for BS graduates over prior year; **10.5%** increase for the number of MS graduates; and an increase of **15.3%** for the PhD graduates. Staff continually collected and tracked the data/outcomes for these 1564 BS, MS, and PhD graduates, as well as conducted weekly contacts to those who were actively seeking, offering new opportunities and additional assistance. The largest BS programs to graduate in order were Mechanical Engineering (308 graduates) and Petroleum Engineering (175 graduates). These two programs together comprise 44.6% of the BS graduating population.

In the 2017-2018 academic year, the Mines Career Center saw a good correlation between the student/graduate participation and on-campus recruiting activity. By the end of the 2017-2018 academic reporting year, **88%** of the BS graduates had positive outcomes, with MS/P achieving **92%** positive outcomes rate and PhD graduate cohorts achieving **94%** positive outcomes rate. One note of interest is that although the percentages were close, there were a total of **114** more employments over prior year. Included in "positive outcomes" numbers are those committed to their first destination, counting jobs in industry, government, military, and those who are going to graduate school. In addition, there are those who request to postpone searching for various personal reasons, including medical conditions, working outside of their field of study and those international students who do not report working for U.S. based companies, but return to utilize their education in their home countries. The overall average salary offers were: BS graduates - **\$69,206**, MS graduates - **\$76,142**, and PhD graduates - **\$81,893**, which averages as an overall increase over prior year.

In 2017-2018, the Career Center Staff, Career Day Logistics Taskforce, the USG, with the support of the President and Executive Directors, collaborated and brainstormed to create a successful "signature event" at Mines. This enhancement included a new graduating student networking breakfast, expanded footprint to eliminate the company waitlist, and collaboration with other departments to help staff the event and enhance the experience for the students. As a result, the Fall 2017 Career Day event was massive with **288** companies (versus 234 in 2016). The largest Spring Career Day event ever was held in 2018 with **249** companies (versus 220 prior year). Student participation in the fall Career Day event has continued very strong with **3396** students, recent graduates, and alums attending in Fall 2017. There was a total of **2042** attendees in Spring 2018.

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Although Fall was slightly lower than prior year, the overall number of on-campus interviews during the Mines 2017-2018 academic year increased **5.6%** over prior year with **2912** on-campus interviews (compared to 2757 in 2016-2017). The increase is partly due to the newly restructured recruiting staff and an addition of a full-time AD of Recruiting & Employer Relations in January 2018. New initiatives, proactive outreach, and a better economy should see this number continue to increase.

The campus hosted a total of **120** company information sessions (compared to 111 in 2016-2017), this is a slight increase over prior year. Student attendance was up **15.9%** in 2017-2018, due to increased campus marketing strategies. Company information sessions are vital for students to learn about a company, their job opportunities and the industry, as well as network for potential job opportunities.

In 2017-2018, **790** organizations posted **2315** engineering, science and technology jobs (many with multiple openings) in DiggerNet, the campus recruiting system. This is compared to 791 companies posting 2,153 jobs in 2016-2017. The Spring 2018 Virtual Career Fair held in April had **100** companies posting positions (versus 73 employers prior year). In addition, the Spring Launch recruiting event in April featured 14 employers participating and 164 student interviews.

### Looking Forward

The Career Center is continuing to keep an eye on the current and future hiring trends and employment opportunities for Mines students and graduates. The department will continue to work on the outreach to new employers, the diversification of new industries, as well as finalize new branding / recruiting practice guide for 2019 distribution.

Proceeding with the expansion of Mines Fall Career Day and creation of a new Signature Event, the Career Center will continue with the Signature Student Networking Experience. Additionally, the following programs will be expanded in 2018-2019 to provide optimum opportunities and experiences for the students, grads, and employers: 1) Eliminating student stress due to time conflicts (full engagement, both semesters), 2) Partnering with the Computer Science department on a student project to create a new Career Fair app for students and employers, 3) Increase interview space for the day after Career Day by retaining the Rec Gym and converting the employer booths to interview spaces, and 4) Expanding the event to two "Industry Centers" (separate buildings) to accommodate more companies in a higher quality atmosphere.

The department will continue to build upon and greatly expand the prior success of the Faculty Relations Program and recruiting events. The staff will be dedicated to providing instruction and to assisting students with proactive job searching, with strategic outreach and programming for underrepresented students, and international students. The Career Center will increase the expansion of CSM 250: Engineering Your Career Path Class, possibly with integration of specialized "themed" courses, tailoring materials/coursework around strengths and unique skillsets (graduate level course, athletes, international students, non-traditional students, veterans, underrepresented groups, etc.). Future plans will also include the creation of a new web-based reporting/visualization system, which should allow the department to continue to service the ever-increasing demand (internally and externally) for outcomes, salary, diversity, and recruiting data.

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## **Career Center Services and Outreach**

### 2017 - 2018 Colorado School of Mines Career Center Annual Report

The Colorado School of Mines Career Center endeavors to be a vital center for the Mines internal and external community and an example of professionalism in career services. The Colorado School of Mines Career Center's mission is to assist students in developing the lifelong skills critical for the effective transition from college to career. This transition from student to professional is integral to both the success of Mines graduates and to the mission of Mines.

### **Career Center Learning Outcomes**

The following is a list of Career Center learning outcomes designed to support the CLASS Core Competencies and Career Center Vision for service. The CLASS Core Competencies include: Live Responsibly, Practice Wellness, Think Critically, Value Difference, Empower Self & Others, Engage with Community, Communicate Effectively, and Ignite Curiosity. Career Center Vision: Communicate, Educate, Collaborate, Empower, and Connect.

- Students will be aware of the tools, coaching, and resources available that will enable each individual to conduct a strategic, ethical job search highlighting their passions, skills and strengths. Through this, each student will be empowered to successfully take responsibility for the management of their own careers and give advice and encouragement to their peers.
- Through a variety of forums, students will gain an understanding of the appropriate types of communications impacting a job search and career progression. Students will work with CC to connect with external stakeholders using these appropriate communication tools, thus achieving a higher rate of outcomes success as well as increasing the positive feedback from employers.
- As an element of participating in employer information sessions, recruiting events, career panels, applications, and interviews, students will demonstrate the applied knowledge and use of tools acquired through their professional development to engage with prospective employers, contacts, and institutions of higher learning. This is evidenced by the professionalism and preparation executed during the transition from a student into a productive professional in the workforce.
- Employers will be informed and inspired on the variety of opportunities to brand their recruiting initiatives; thereby effectively and proactively connecting with students and grads through an inclusive environment that provides interactive recruiting activities.

### Individual and Small Group Career Advising

The Career Advisors assist students and grads with finding their professional passion and ideal career path. The Career Advisors also provide students with tools and guidance that are instrumental to be successful in their future career goals. 2017-2018 activities included:

- Service to just under 5800 students and graduates. These contacts ranged from quick questions to
  more extensive meetings. The services include walk-in job search assistance, phone / video
  assistance and multiple scheduled meetings for individual students and covers career exploration,
  job search skills, utilizing the Mines DiggerNet system, effective company research, thousands of
  resume reviews, CV, and cover letter reviews, practice interviews, contract evaluation, and more.
- Collection of data and connection to 1564 BS, MS, and PhD 2017-18 graduates (increased from 1458 last year). Weekly outreach to all actively seeking graduates through phone calls, electronic media sources, and emails.

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### **Engineering Your Career Path Course**

CSM 250: Engineering your Career Path is a 1-credit course designed to provide students with advanced career planning and job searching tools that are instrumental in obtaining internships, co-ops, research, and full-time positions. The class gives guidelines on transitioning into a new career, building career and life success after graduation, progressing to the next move, and making a positive impact in their chosen profession. 2017-2018 activities included:

- Expanded CSM 250 to two sections.
- Piloted new secondary structure for a 14-weeks class, meeting 1-day a week for 75 minutes. This is in addition to the current structure, a 10-week class, meeting 2– days a week for 50 minutes.
- Implemented Career Peer Advisor / TA program.
- Received many positive testimonials for the course.

### Workshops, Classroom Presentations, and Career Panels

Presented by Career Center staff and company recruiters, workshops are offered to all students. Topics include: Resume Writing, Proactive Job Search, Interviewing Skills, Stand Out at Career Day, Networking, Business Etiquette, Social Media, Contract Negotiations. 2017-2018 activities included:

- More than 60 career skills / job searching workshops for students, including open attendance, student organizations, residence life, graduate level research groups, and faculty-requested classroom presentations.
- Summer presentations that were integrated as an important component of various academic field sessions (Applied Mathematics & Statistics, Engineering Physics, and Economics). Physics Field Session had a 1-day professional development format that had great feedback and participation from the students and the team, and included a separate industry panel for careers in physics.
- Successful execution of five career path industry panels with student attendance ranging from 30 – 110. Panels featured key executives, including Tory Bruno, CEO of United Launch Alliance.
- Career Center team members presented at Discover Mines, Preview, all Launch sessions, and Making the Connection: Women and Engineering at Mines.

### **Employer Relations and Outreach**

Development and management of new / existing employers. 2017-2018 activities included:

- Development and diversification of industries through attendance at conferences such as multiple Colorado Biosciences events, the Colorado Solar Industries Association annual conference, and the Colorado Oil and Gas Association Expo.
- Team member presented on the "Trends and Opportunities in Recruiting STEM Students" panel at the national conference for NACE (National Association of Colleges and Employers)
- Team Members hosted a STEM networking event for STEM recruiters and the national NACE conference with 62 STEM Recruiters attending.
- Collaborated with the Office of Industry Relations (OIR) and the Mines Foundation to identify organizations that could benefit from working with the Career Center.
- Career Center staff conducted on campus employer branding visits with over 45 organizations, helping these organizations maximize their recruiting efforts at Mines.
- Conducted an educational workshop for employers on developing successful internship programs.
- Developing and implementing marketing initiatives to reach new employers and emerging, diverse industries.

### **Career Center Services and Outreach**

### **Student Organizations Strategic Outreach Initiative**

The Career Center continued its Student Organization Strategic Outreach Initiative in 2017-2018.

- Met with SAIL to schedule presentations with new Student Organization Leadership.
- Educated Student Org Leadership on Mines Campus Recruiting Policies in relation to employers visiting student org meetings and events.
- Met with student org leadership to discover what industries and companies student orgs would like to see on-campus. (Including robotics, space resources, and humanitarian engineering)
- Through these efforts the Career Center has partnered with student orgs to co-sponsor 19 Information Sessions, 5 career panels, and continued to present many professional development workshops incorporating the feedback we have received from the students.

### **Faculty Outreach**

- Career Center Staff met with faculty from Humanitarian Engineering, Engineering Physics, and Chemical and Bio Engineering to better understand how to serve the students in our growing number of educational opportunities.
- Partnered with CMAPP, providing two new members to the CMAPP organization through Career Center Employer Outreach. Collaborated throughout the year on programming beneficial to the students.
- Provided reports and data to faculty and Academic Affairs on outcomes, recruiting, and future employment opportunities that were used for accrediting bodies of academic programs.

### **General Jobs Board**

As a service to the campus and external community, the Career Center has developed an electronic General Jobs Board through DiggerNet. The general public and community members often seek Mines students to help them with various jobs, including babysitting, dog walking, retail sales, manual labor, and various other non-engineering positions. Weekly jobs for general employment totaled 142 different jobs throughout the academic year.

Most jobs are listed on the General Jobs Board for one month, and several (3) are listed continuously. These postings are typed into a Word document, which is then published on DiggerNet for all students to see. From July 1, 2017 to June 30, 2018, 576 students viewed this particular posting. The City of Golden sends a weekly list of current job openings that are also included in the General Jobs Board.





# **Outcomes and Salary Surveys**

#### 2017-2018 Colorado School of Mines Career Center Annual Report

#### **Graduating Class Outcomes**

Outcomes for the Colorado School of Mines class of 2018, as of September 30, are reported as follows: **88%** - Bachelors, **92%** - Masters, and **94%** - Doctoral positive outcomes. Included in this report are students who graduated in August and December 2017 and May 2018, noting choices for a first destination on their career path. Of the 959 who reported employment in industry or government, 61% chose to remain in Colorado, compared to 57% last year. This included 61% of BS, 69% of MS, and 40% of PhDs.

This year **20%** of the BS graduates decided to go to graduate school compared to 18% of the 2017 class. In addition, **15%** of MS graduates chose to continue for an advanced degree.

### 2017-2018 Highlights

**61%** of employed graduates chose to remain in Colorado for jobs.

**17%** of BS and MS grads chose to continue their education.

**955** salary offers were reported by BS, MS, and PhD graduates.

**959** jobs acceptances overall were reported to the Career Center.

Mines was the graduate school of choice for **69%** of the BS, compared to 68% last year; of the 55 MS graduates pursuing an advanced degree, **76%** remained at Mines, compared to 69% the prior year. Other educational institutions chosen by Mines graduates included Baylor College of Medicine, Boston University, Carnegie Mellon, Columbia University, Imperial College London, Kyoto University, Penn-State University, Purdue University, Rice University, Rutgers University, Taylor University, University of California System, University of Cincinnati, University of Texas Austin, Worchester Polytechnic Institute, among others.



|               | 1         | Table 1: 10 | )-year Pers | pective - N | lumber of | Graduates | by Degree | <u>1</u>  |           |               |
|---------------|-----------|-------------|-------------|-------------|-----------|-----------|-----------|-----------|-----------|---------------|
| Year          | 2008-2009 | 2009-2010   | 2010-2011   | 2011-2012   | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-<br>2018 |
| BS Graduates  | 626       | 686         | 643         | 731         | 825       | 879       | 914       | 954       | 1024      | 1084          |
| MS Graduates  | 234       | 299         | 334         | 340         | 380       | 360       | 344       | 390       | 332       | 367           |
| PhD Graduates | 50        | 40          | 48          | 59          | 83        | 96        | 123       | 114       | 98        | 113           |

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### Industry Data

Employment opportunities were varied for Mines graduates in the past year. Figure 2 exhibits those industries most actively hiring in 2017-2018, with **959** accepted positions reported by Mines graduates in industry or government. Increased hiring was exhibited by Oil and Gas organizations. Figure 3 offers insight into balanced hiring trends across other industries.





\*Note: Steel and Military are new categories for Industries and Research was assimilated into one of the 13 categories.

| 2017 - 2018 CAREER<br>ACHELOR'S DEGREE GRADUA'<br>Major Major # Graduates<br># Military 0 | R CE            | NTE                                   | <b>R</b> AN | NIID                | 4                 |                       |                        |                                    |                                  |
|---|-----------------|---------------------------------------|-------------|---------------------|-------------------|-----------------------|------------------------|------------------------------------|----------------------------------|
| Major<br>Major<br>7 # Graduates<br># Graduates<br>0 Military                              | k               |                                       | TCON        | AES A               | AND<br>ND         | EPORT<br>SALAF        | RY SURV                | /EY                                |                                  |
| gineering 77 47 0   | Graduate School | Isterionali<br>Brimuta<br>Met Looking | % səmoətuO  | Britysely Searching | # Offers Reported | Low Offer<br>Reported | High Offer<br>Reported | 2017-2018 Average<br>Salary Offers | əgərəvA 710S-ƏIOS<br>S19TA Offes |
|   | 10              | 1                                     | %11%        | 18                  | 41                | \$ 42,000             | \$ 100,000             | \$ 68,253                          | \$ 69,478                        |
| BioChemical (1 double major) 52 23 0  | 11              | 3<br>0                                | 71%         | 15                  | 28                | \$ 30,000             | \$ 102,400             | \$ 68,851                          | \$ 66,865                        |
| double major) 18 7 0  | 6               | 0                                     | 89%         | 2                   | 4                 | \$ 35,000             | \$ 50,000              | \$ 39,750                          | \$ 41,667                        |
| Physics (4 double majors) 71 16 0   | 40              | 1 4                                   | 86%         | 10                  | 19                | \$ 36,500             | \$ 100,000             | \$ 65,144                          | \$ 68,716                        |
| al & Materials Engineering 45 22 0  | 17              | 0 1                                   | 89%         | 5                   | 31                | \$ 48,400             | \$ 84,000              | \$ 67,904                          | \$ 61,510                        |
| chematics & Statistics (3 double majors) 31 12 0  | 14              | 1 0                                   | 87%         | 4                   | 20                | \$ 50,000             | \$ 98,000              | \$ 68,490                          | \$ 63,901                        |
| sring 54 36 0   | 11              | 3                                     | 93%         | 4                   | 41                | \$ 48,000             | \$ 80,000              | \$ 61,562                          | \$ 60,216                        |
| cience (7 double majors) 83 58 0  | 12              | 2 3                                   | %06         | 8                   | 66                | \$ 45,700             | \$ 110,000             | \$ 74,543                          | \$ 74,634                        |
| gineering (5 double majors) 70 56 0   | 2               | 1 3                                   | 89%         | ∞                   | 61                | \$ 45,000             | \$ 84,000              | \$ 71,928                          | \$ 69,242                        |
| tal Engineering 23 12 0   | ∞               | 0                                     | <b>%96</b>  | 1                   | 12                | \$ 45,000             | \$ 75,400              | \$ 59,367                          | \$ 59,860                        |
| Engineering (5 double majors) 308 221 5   | 38              | 4 7                                   | 89%         | 33                  | 224               | \$ 33,000             | \$ 125,000             | \$ 65,977                          | \$ 61,738                        |
|   | 1               | 0 0                                   | 80%         | 1                   | 3                 | \$ 46,080             | \$ 56,000              | \$ 50,693                          | \$ 47,840                        |
| ieological Engineering 35 23 0  | 6               | 2 1                                   | 100%        | 0                   | 20                | \$ 38,400             | \$ 108,000             | \$ 60,545                          | \$ 50,299                        |
| & Geophysical Engineering 31 15 0   | 11              | 0                                     | 87%         | 4                   | 11                | \$ 32,000             | \$ 87,000              | \$ 59,418                          | \$ 61,369                        |
| neering 20 13 0   | m               | 0                                     | 80%         | 4                   | 15                | \$ 50,000             | \$ 80,000              | \$ 69,400                          | \$ 63,522                        |
| ingineering (2 double majors) 175 108 0   | 18              | 29 3                                  | 806         | 17                  | 105               | \$ 37,440             | \$ 120,000             | \$ 81,291                          | \$ 75,863                        |
| ouble majors included) 1098 672 5   | 214             | 41 32                                 | 2 88%       | 134                 | 0                 |                       |                        |                                    |                                  |
| ts with Double Majors 14 11 0   | 2               | 0 0                                   |             | 1                   | 0                 |                       |                        |                                    |                                  |
| 1084 661 5  | 212             | 41 3:                                 | 1 88%       | 133                 | 701               | \$ 30,000             | \$ 125,000             | \$ 69,206                          | \$66,648                         |

### **Outcomes and Salary Surveys**

|  |             |          |                  |                    |                            |             |              |                       |                      |                       |                        |                                |                               | ſ             |
|--|-------------|----------|------------------|--------------------|----------------------------|-------------|--------------|-----------------------|----------------------|-----------------------|------------------------|--------------------------------|-------------------------------|---------------|
| 2017 -                                       | 2018        | 8 CA     | REE              | RC                 | IN                         | ER A        | NNN          | JAL                   | REI                  | PORT                  |                        |                                |                               |               |
| MASTER'S DEGR                                | EE G        | RAD      | NUA              | TES                | OUL                        | <b>ICO</b>  | MES          | AN                    | D S                  | ALAR                  | Y SURV                 | ΈY                             |                               |               |
| Major  | səteuberƏ # | Jutsubni | <b>Yistili</b> M | Graduate<br>School | International<br>Returning | Not Looking | % səmoɔtuO   | Actively<br>Searching | Reported<br># Offers | Low Offer<br>Reported | High Offer<br>Reported | Salary<br>Average<br>2017-2018 | ОПЕГS<br>2016-2017<br>Ачегаде | Salary Offers |
| Chemistry                                    | ß           | 1        | 0                | 0                  | 1                          | 1           | 100%         | 0                     | 1                    | N/A                   | N/A                    | /N                             | N/N                           |               |
| Physics                                      | m           | 0        |                  | 7                  | 0                          | 1           | 100%         | 0                     | 1                    | N/A                   | N/A                    | Ń                              | N/N                           |               |
| Chemical Engineering                         | 12          | 7        | 0                | 2                  | 2                          | 0           | 92%          | 1                     | ß                    | \$ 80,000             | 0 \$ 118,000           | \$ 105,23                      | 3                             |               |
| Metallurgical & Materials Engineering        | 14          | ∞        | 0                | 9                  | 0                          | 0           | 100%         | 0                     | 11                   | \$ 50,000             | 000'06 \$ 0            | \$ 72,33                       | 2 \$ 66                       | 667           |
| Applied Mathematics & Statistics             | 8           | 2        | 0                | 2                  | 1                          | 0           | 100%         | 0                     | 5                    | \$ 75,000             | ) \$ 108,000           | \$ 87,60                       | 0 \$ 78                       | 413           |
| Civil & Environmental Engineering            | 28          | 18       | 2                | 4                  | 0                          | 1           | 89%          | ß                     | 16                   | \$ 48,000             | ) \$ 85,000            | \$ 61,69                       | 7 \$ 63                       | 000           |
| Civil Engineering                            | 0           | 0        | 0                | 0                  | 0                          | 0           | %0           | 0                     | 0                    | \$                    | -<br>\$                | \$                             | - N/                          |               |
| Computer Science                             | 20          | 16       | 0                | -                  | m                          | 0           | 100%         | 0                     | 19                   | \$ 60,000             | ) \$ 135,000           | \$ 84,71                       | 1 \$ 82                       | 857           |
| Electrical Engineering                       | 18          | 11       | 0                | 4                  | 2                          | 1           | 100%         | 0                     | 12                   | \$ 55,000             | ) \$ 92,000            | \$ 75,61                       | 7 \$ 75                       | 857           |
| Engineering Systems                          | 0           | 0        | 0                | 0                  | 0                          | 0           | %0           | 0                     | 0                    | Ş                     | -<br>\$-               | Ş                              | - N/                          |               |
| Environmental Engineering Science            | 'n          | 4        | 0                | 0                  | 0                          | 0           | 80%          | 1                     | 1                    | N/A                   | N/A                    | Ń                              | A \$ 69                       | 433           |
| Mechanical Engineering                       | 65          | 44       | 0                | 9                  | 9                          | 0           | 86%          | 6                     | 25                   | \$ 41,600             | 000'96 \$ 0            | \$ 68,01                       | 3 \$ 74                       | 889           |
| Econ - Engineering & Technology Management   | 44          | 28       | 3                | 0                  | 5                          | 2           | 86%          | 9                     | 26                   | \$ 47,528             | 3 \$ 105,000           | \$ 76,32                       | 17 <i>\$</i> 9                | 710           |
| Econ - Mineral & Energy Economics            | 24          | 13       | 0                | 4                  | 7                          | 0           | 100%         | 0                     | 12                   | \$ 55,000             | ) \$ 120,000           | \$ 81,10                       | 8 \$ 76                       | 000           |
| Geology & Geological Engineering             | 30          | 18       | 0                | 5                  | 2                          | 2           | %06          | 3                     | 15                   | \$ 31,200             | ) \$ 120,000           | \$ 81,42                       | 7 \$ 88                       | 060           |
| Geophysics & Geophysical Engineering         | 11          | 9        | 0                | 3                  | 2                          | 0           | 100%         | 0                     | 6                    | \$ 56,160             | ) \$ 125,000           | \$ 101,86                      | 0 \$ 87                       | 556           |
| International Political Economy of Resources | 1           | 1        | 0                | 0                  | 0                          | 0           | 100%         | 0                     | 0                    | \$                    | -<br>\$<br>-           | \$                             | - N/                          |               |
| Mining & Earth Systems Engineering           | 12          | 3        | 0                | 5                  | 4                          | 0           | 100%         | 0                     | 4                    | \$ 55,000             | ) \$ 126,000           | \$ 76,77                       | 5 N/                          |               |
| Petroleum Engineering                        | 30          | 12       | 0                | 2                  | 13                         | 1           | 93%          | 2                     | 11                   | \$ 60,000             | ) \$ 150,000           | \$ 85,40                       | 0 \$ 88                       | 433           |
| Geochemistry                                 | 2           | 1        | 0                | 0                  | 0                          | 0           | 20%          | 1                     | 1                    | N/A                   | N/A                    | /N                             | /N \                          |               |
| Hydrology                                    | 16          | 8        | 0                | 8                  | 0                          | 0           | <u>1</u> 00% | 0                     | 3                    | \$ 49,000             | ) \$ 68,000            | 99'65 \$                       | 7 \$ 58                       | 667           |
| Materials Science                            | 11          | 5        | 0                | 1                  | -                          | 1           | 73%          | ß                     | 3                    | \$ 52,000             | ) \$ 75,000            | \$ 64,16                       | 7 N/                          |               |
| Nuclear Engineering                          | 9           | 1        | 2                | 2                  | 0                          | 0           | 83%          | 1                     | m                    | \$ 47,000             | 000'29 \$ 000          | \$ 57,50                       | /N                            |               |
| Underground Construction & Tunneling         | S           | 4        | -                | 0                  | 0                          | 0           | 100%         | 0                     | 5                    | \$ 62,500             | ) \$ 86,580            | \$ 72,81                       | 6 N/                          |               |
| Sub-Totals (double majors included)          | 368         | 214      | 6                | 56                 | 49                         | 10          | 92%          | 30                    | 183                  |                       |                        |                                |                               |               |
| Actual Students with Double Majors (1)       | 1           | 1        | 0                | 0                  | 0                          | 0           | 0%           | 0                     |                      |                       |                        |                                |                               |               |
| 140<br>1                                     | 730         | 117      | •                | 5                  | 8                          | ç           | %СЬ          | ĉ                     | 103                  | γ 11 JOC              | 1 4 1 C 0 0 0 0        | Y 10 10                        | ~ ~                           | 66-           |

# 2017-2018 Annual Report

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#### Table 4: PhD Graduate Status and Salary Offers - December 2017—May 2018 39,500 79,243 81,150 71,409 95,667 Offers 83,250 88,000 \$ 102,667 N/A N/A N/A N/A A/A A/A A/A A/A A/A A/A A/A N/A N/A N/A A/A Yiele2 ageiavA 2076-2077 s s s Ś ŝ s s Offers 71,033 87,640 88,350 72,600 76,700 96,417 N/A N/A 80,000 79,133 72,571 76,000 139,000 60,875 84,800 70,600 81,893 Yiele2 98619VA 8102-2102 ŝ \$ ŝ ŝ Ś \$ \$ Ş Ś \$ \$ Ś \$ \$ \$ **OUTCOMES AND SALARY SURVEY** 100,000 90,000 118,000 96,000 110,000 133.500 90,000 95,500 88,000 179,000 100,000 65,000 133,000 84,000 179,000 Note: "Not Looking" includes those working outside their field of study or postponing an active full-time job search for personal/medical reasons Reported N/A A/A High Offer s S Ś S s s S S S ŝ ŝ s S S S S S Ś S - 2018 CAREER CENTER ANNUAL REPORT 60,000 45,000 41,600 70,000 70,000 55,000 102,000 40,000 36,000 50,000 43,000 70,000 50,000 81,400 36,000 Reported N/A N/A Low Offer s Ś Ś S S S Ś ŝ ŝ ŝ S Ś Ś S S Ś S v S S S Reported ~ 10 m ъ 0 m 0 m 0 0 ഹ ഹ ഴ S 0 0 ഹ 71 4 2 m 2 m # Offers Searching 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 Actively

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Electrical Engineering Engineering Systems

Computer Science

CECS

**Civil Engineering** 

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### **Outcomes and Salary Surveys**

11/28/2018

"Actively Searching" recent graduates include those who may have delayed starting a job search and are continuing to be supported by the Career Center

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"NVA" indicates no graduates in program or too few starting salary offers were reported to maintain confidentiality for graduates and averages are not available.



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# **Diversity Groups**

2017 - 2018 Colorado School of Mines Career Center Annual Report

#### <u>Women</u>

Mines celebrated the graduation of **396** women at Colorado School of Mines in 2017-2018, which is consistent to the 404 women graduates of 2016-2017. This reflects **25%** of the year's total graduates, with **25%** of BS grads were women, **26%** of MS were women, and **27%** of PhDs graduating were women. Reported outcomes for all 2017-2018 degreed women equals **91%**, compared to the overall rate of **92%** positive outcomes for women in 2016-2017.

### 2017-2018 Highlights

**396 women** graduated from Mines.

**91%** of BS, MS, and PhD women graduates note positive outcomes.

**87%** of the Mines BS, MS, and PhD multicultural graduates noted positive outcomes.

#### Table 5: Women Graduate Status

|       | NUMBER OF<br>GRADUATES | INDUSTRY | MILITARY | GRAD.<br>SCHOOL | INT'L | NOT LOOKING | ACTIVELY<br>SEARCHING | % OUTCOMES |
|-------|------------------------|----------|----------|-----------------|-------|-------------|-----------------------|------------|
| BS    | 270                    | 158      | 1        | 60              | 11    | 9           | 31                    | 89%        |
| MS/P  | 96                     | 56       | 0        | 18              | 12    | 4           | 6                     | 94%        |
| PHD   | 30                     | 24       | 0        | 0               | 6     | 0           | 0                     | 100%       |
| TOTAL | 396                    | 238      | 1        | 78              | 29    | 13          | 38                    | 91%        |



#### Figure 4: Employment by Majors by College for Female Population

### 2017 - 2018 Annual Report

### **Multicultural Groups**

A total of **184** historically underrepresented ethnic and racial minority students graduated from Mines in 2017-2018, compared to a 2016-2017 total of **167**. Of the combined degree levels, **85%** reported positive outcomes choosing work in industry, government or military, continuing to graduate school, or choosing options other than a position related to their major at this time. This compares to the **87%** outcomes rate for Mines 2016-2017 multicultural graduates. Data for this is based on information self-reported by students to the Career Center and with institutional data from the Registrar. Table 6 below details the post-graduate status for these graduating underrepresented students at Mines, by ethnicity.

|                                      |     | Number of | Graduates |       | Industry | Military | Graduate | Not Look- | Actively  | %        |
|--------------------------------------|-----|-----------|-----------|-------|----------|----------|----------|-----------|-----------|----------|
|                                      | BS  | MS        | PhD       | Total |          |          | School   | ing       | Searching | Outcomes |
| African American                     | 10  | 7         | 1         | 18    | 12       | 0        | 2        | 0         | 4         | 78%      |
| Asian American /<br>Pacific Islander | 64  | 17        | 1         | 83    | 50       | 1        | 15       | 4         | 12        | 84%      |
| Hispanic                             | 59  | 18        | 3         | 80    | 54       | 0        | 14       | 2         | 10        | 88%      |
| Multiple Races                       | 0   | 2         | 1         | 3     | 2        | 0        | 0        | 1         | 0         | 100%     |
| TOTAL                                | 133 | 44        | 6         | 184   | 118      | 1        | 31       | 7         | 26        | 85%      |

#### Table 6: Multicultural Graduate Status

Figure 5: Employment by Majors by Colleges for Multicultural Population



### **Diversity Groups**

### **Campus Community Events and Outreach for Diverse Populations**

"WIRED" continues as a Professional Networking event to support student preparation prior to Career Day. Company participation in this event was **25** for Fall, with **411** resume reviews. WIRED sessions offer to all Mines students advice and encouragement for success at Career Day and beyond.

Spring WIRED was restructured to offer more networking and coaching sessions. Instead of scheduled one-on-one resume reviews, students were invited to attend brief table talks on a variety of job search topics, to participate in speed networking, and for individual resume reviews on a walk-in basis. **13** employers participated and **242** help sessions were provided. The event was co-sponsored by the Career Center, SHPE, NSBE, and the Mines Veterans Alliance.

The Career Center continues working with the five branches of the Colorado School of Mines Multicultural Engineering Program (MEP): American Indian Science and Engineering Society (AISES), National Society of Black Engineers (NSBE), Society of Asian Scientists and Engineers (SASE), Society of Hispanic Professional Engineers (SHPE), and oSTEM. Career Center staff members speak at meetings, and proactively foster connections between MEP and companies.

The Career Center is continually seeking opportunities to partner with student organizations as well as looking to create new career development programs for veterans, students with disabilities, and other underrepresented individuals.





# **Mines Recruiting**

2017- 2018 Colorado School of Mines Career Center Annual Report

#### **Recruiting Summary**

The Mines Career Center had a very busy year with recruiting in two categories: On-Campus Recruiting (OCR) figures include organizations participating in the On-Campus Interviews and the Company Information Sessions and the On-line recruiting figures companies in DiggerNet with posted job opportunities for Mines students for full-time, internship or co-op positions. The complete list of the organizations recruiting at Mines is included as Appendix B.

### **Recruiting Highlights**

790 employers posted positions in DiggerNet.

2315 Jobs were posted in DiggerNet.

**200** employers held on-campus interviews and/or offered information sessions.

**2912** employer campus interviews.

**120** employer information sessions.

Figure 6 (below) demonstrates the correlation

between the companies where Mines BS, MS and PhD graduates are reporting as their first destination career position and the companies who have a clear relationship with the Mines Career Center through one or many of the following activities: Career Day, DiggerNet job opportunities postings, and On-Campus Interview program or Information Sessions.



### 2017 - 2018 Annual Report

### **On-Campus Recruiting (OCR)**

The Mines on-campus recruiting (OCR) program was steady throughout the year, with a total of **200** unique employers visiting to interview students and/or present employer information sessions (175 previous year). There were **37** employers who participated in both recruiting seasons (fall & spring) for a total of **237** participating throughout the year. There has been a steady demand in phone interviews due to trends in recruiting, technological and economic factors. The Career Center is working to meet the needs of the students and employers by offering a dedicated room which can be reserved solely for that purpose.

### **On–Campus Interviewing**

Following the Fall Career Day, **73** companies stayed on campus for the week to interview students (55 last year). This was our busiest recruiting week of the year resulting in **1184** student interviews with Career Fair companies (1068 prior year); **823** of these were held the very "Next Day" which is a popular and trending way for employers to get the best value during their campus visit. In the following weeks, **42** companies visited campus for on-campus interviews resulting in **791** additional interviews.

Following the Spring Career Day, **34** companies took advantage of Career Week reservations resulting in **400** student interviews. Mines had **53** companies visit campus for Pre-Select interviews in the spring resulting in **537** additional campus interviews inclusive of those held during the Spring Launch Event.



### **Mines Recruiting**

### **Employer Information Sessions**

Employer Information Sessions are a vital component for employers seeking to brand their companies to Mines students and attract top notch talent for their university recruiting programs.

Many employers use Information Sessions to kick off their recruiting visit. These one hour sessions provide an effective way of presenting information to students who have been selected for interviews and also to meet and recruit other interested students. These presentations can also be very valuable for the students who are exploring different industries to find out how a specific major can lead to a career. The Career Center assists with all aspects of the campus arrangements to ensure the best employer experience. Many employers state their appreciation of the additional services.

For the 2018-2019 academic year, the Career Center is committed to increasing the number of companies conducting Information Sessions as well as the variety of industries represented by companies on campus.





### 2017 - 2018 Annual Report

### **DiggerNet Activity**

Online recruiting noted an increase in the past year with a total of **2,315** job postings on DiggerNet for 2017-2018 versus 2,153 job postings in the prior year. In 2017-2018, the number of companies posting jobs numbered **790**. Please note that postings often included multiple types in a single job description, and often reflected multiple openings available per posting. Factors contributing to the increase in jobs posted this year are the increase in dedicated recruiting staff as well as the improving economy.

Figure 10 shows details for the specific position types for which employers utilized DiggerNet, and Figure 11 shows the number of companies posting jobs in DiggerNet.





### **Mines Recruiting**

### **Phone & Video Interviews**

The 2017-2018 academic year saw a steady stream of students who were using alternative methods when interviewing with companies, such as phone or video, with **170** interviews recorded this year, and **191** interviews recorded last year. The number of unique companies using these methods to interview students has remained steady as well, from **124** in 2016-2017 to **113** in 2017-2018.

The Career Center provides a professional experience for the students by having landline dedicated rooms, which allows the student to interview in a quiet setting. This service is marketed to the students as well as the companies who post jobs in DiggerNet. We will continue to monitor these types of alternative interviewing formats as it continues to be used more frequently. These companies aren't currently included in Appendix B, but will be considered for the future as these types of interviews reflect changing trends in university recruiting.

Figure 12 reflects only a six-year perspective, demonstrating the rapid increase of these methods by employers who are choosing to pre-screen candidates remotely to save time, money and personnel hours.







# **Career Day and Special Recruiting Events**

#### 2017-2018 Colorado School of Mines Career Center Annual Report

#### **Career Day Events**

In the 2017-2018 academic year, both Mines Career Day events experienced huge numbers in both employer attendance, faculty/staff participation, as well as attendance from students, grads, and alums. A new "Signature Experience" for Career Day was implemented to enhance the quality and quantity of the student and employer offerings. The Career Center Staff, Career Day Logistics Taskforce, the USG, with the support of the President and Executive Directors, collaborated and brainstormed to create a successful "signature event" at Mines. This enhancement included a signature breakfast networking reception for graduating Seniors, Master's, and PhD students; SL staff

#### Career Day Highlights

New 2017-2018 Career Day Format and Signature Experience

Largest Fall Career Day in Mines' history, with a 288 organizations participating.

**Largest Spring Career Day** in Mines' history, with 249 organizations participating.

volunteers to act as Connection Coaches, Flow Assurance Monitors, and Navigators. Finally the team was able to expand the physical footprint of the event and increased interview space for the next day.

Proactive marketing strategies for employer participation and no waitlists resulted in the two largest Career Day events in Mines history with **288** companies for Fall 2017 (versus 234 prior year) and **249** companies for Spring 2018 (versus 220 prior year). Huge Career Day attendance by students, graduates and alumni in the Fall 2017 with **3396** attendees; Spring 2018 Career Day had **2042** attendees. Figures 12 - 15 show the results, prior year comparisons, and majors requested.











### 2017 - 2018 Annual Report

#### Virtual DiggerNet On-Line Job Fair

The Virtual Diggernet On-Line Job Fair has been effective in prompting employers to recruit at Mines between Career Day events. This activity motivates students and also upcoming graduates by providing them with an added concentration of immediate job prospects near the close of the semester. Spring 2018 Job Fair featured **95** employers, **150** job opportunities, resulting in a total of **1260** resumes submitted.

The Career Center is currently exploring various platforms that

will allow for more robust interaction and connections between the companies participating and the students virtually attending.





95 Employers participated

**150** Jobs posted during the Spring event.

**1260** Resume applications were submitted by students.

### **Career Day and Special Recruiting Events**

### **Special Recruiting Events**

To encourage students in their efforts to secure meaningful positions (full-time or internships), and to provide employers with a "last-minute" forum to further seek valuable employees, the Career Center hosts a special recruiting event to conclude the Spring semester. The one day Spring Launch event is successful with many employers conducting interviews to help meet their immediate hiring needs. Combined with the DiggerNet Virtual On-Line Job Fair held earlier, this event is a great opportunity to catch students before leaving campus.

Career Center Staff conducted a presentation on "Developing an Exemplary Internship Program" during the employer lunch break. Staff received positive feedback from the employers that attended. Figures 19 shows employer involvement and 20 shows student activity in these special recruiting events.





### 2017-2018 Annual Report

### **Student Employment Job and Resource Fair**

The Student Assistants Job and Resource Fair has shown steady increase in participation by the Mines campus departments. Typically, around 20+ departments attend, including the Career Center, Financial Aid and Human Resources/Payroll. For the resources portion of the event, Career Center advising team members are available to review resumes for students, or even to show them how to apply to jobs in DiggerNet. Student attendance is higher in the fall, when new students are uploaded into DiggerNet so they can see and apply for the jobs, and when department staff personnel post the jobs, in order to hire students by the time classes start.

The Student Employment Job and Resource Fair was held in Fall 2017, with **21** departments participating and **284** students. In the Spring 2018, there were **24** campus departments and **108** students. Feedback from both campus departments and students has been very positive on the value of the event.

Going forward, the Mines Student Employment Job and Resource Fair will continue to be held each August and March, and we will review the length of time this is scheduled for to see what works best for both students and staff. Before each event training will be available to campus hiring managers. The next goal is to arrange for an online training program for students that would cover general topics for all students who work on campus.





# Technical Experience—Internships, Co-Ops

### 2017-2018 Colorado School of Mines Career Center Annual Report

#### **BS Graduates with Technical Work Experience**

In addition to hands-on projects that students accomplish in courses, the added benefit of "real life" relevant experience while in college is invaluable. Students are encouraged to pursue such internships, co-operative education, research experience beyond the regular classroom experience, and even job shadow opportunities. The percentage of documented relevant technical experience for B.S. students prior to graduation was **83%** from 78% the prior year. As MS/PhD students often come to Mines with prior full-time experience, or may be working for a company while completing the advanced degree, these groups, therefore, are not included in Figure 22 below, which depicts BS graduates with direct job-seeking goals.



### 2017-2018 Annual Report

### **Introduction to the Programs**

At Colorado School of Mines, all forms of technical experience, relevant to a student's major, are encouraged. Most commonly these experiences are paid summer internships or part-time jobs during the academic year. To be considered a valid technical experience, the hiring organization would be within industry or government, utilizing relevant skills that the student is developing. Most internships offer ample opportunities for the student to practice technical skills, and build the necessary communication skills that will be valued for future work. In addition, there are other opportunities for students to work in the various research centers on-campus. Whether funded by NSF or other government funding, or by private corporations, the many campus research centers offer students a chance to be involved in high level technology. The Career Center also posts REU opportunities from other academic institutions.

### **Cooperative Education**

The Mines Cooperative Education program varies from a typical internship in that it involves a minimum commitment of the equivalent of six months of full-time work. The co-op program, for undergraduate students, is usually completed during late sophomore or junior year. The valuable experience allows students to integrate academic learning with in-depth immersion in company teams with more involved projects than possible in a typical internship. Because of the high value of this interaction for both student and employer, greater promotion of the program is needed.

During the 2017-2018 academic year, four students participated in co-ops, gaining valuable hands-on experience and clarifying career path plans. Companies involved in co-ops were Arco Murray National Construction, ITW Motion, and Traylor Bros. During this same timeframe, 30 companies posted a total of 63 co-op positions in DiggerNet as opportunities for Mines students.

### **Internships**

Each year, the Career Center collects data on summer internships. Information is provided by students on a voluntary basis. The information given on the following page is intended for reference only and does not imply that this is the total number of internships and/or the only salaries experienced by Mines students of each major during Summer 2018. Typically, the lower salaries are obtained by freshmen.

### Job Shadowing

Students are encouraged to seek out job shadow opportunities to help clarify choice of major, choice of industry, or even choice of job position. These unpaid short-term experiences during the breaks in the academic schedule are an excellent way for students to promote their professional development plans, and a great way for organizations to begin to build a pipeline of interested, dedicated future employees while increasing their name recognition on the Mines campus.

# Technical Experience—Internships, Co-Ops & Research

### Table 7: Summer 2018 Reported Internships/Research—Compensation by Major

|         | Mines Summer 2018 Undergradu                             | uate Intern | ships Aver | age Hourly Salary |
|---------|--|-------------|------------|-------------------|
| College | Student Major  | Low         | High       | Average           |
|         | Chemical Engineering / Biochemical Engineer-<br>ing (71) | \$10.20     | \$40.00    | \$21.44           |
| CASE    | Chemistry (4)  | \$10.00     | \$15.00    | \$12.29           |
| CAJL    | Engineering Physics (13)                                 | \$10.20     | \$22.50    | \$15.98           |
|         | Metallurgical & Materials Engineering (42)               | \$11.00     | \$35.00    | \$19.34           |
|         | Mathematics & Statistics (11)                            | \$15.00     | \$26.50    | \$20.68           |
|         | Civil Engineering (39)                                   | \$10.00     | \$25.94    | \$16.61           |
| СГСС    | Computer Science (51)                                    | \$10.20     | \$40.00    | \$21.20           |
| LECS    | Electrical Engineering (43)                              | \$10.00     | \$80.00    | \$20.54           |
|         | Environmental Engineering (23)                           | \$12.50     | \$27.50    | \$18.41           |
|         | Mechanical Engineering (177)                             | \$10.98     | \$35.00    | \$19.06           |
|         | Economics & Business                                     | N/A         | N/A        | N/A               |
|         | Geology & Geological Engineering (16)                    | \$12.00     | \$22.00    | \$15.49           |
| CERSE   | Geophysics & Geophysical Engineering (10)                | \$11.00     | \$29.50    | \$18.00           |
|         | Mining Engineering (12)                                  | \$12.00     | \$25.75    | \$18.86           |
|         | Petroleum Engineering (47)                               | \$10.00     | \$49.81    | \$30.40           |

|         | Mines Summer 2018 Graduate                   | e Internshi | ps Average | <u>e Hourly Salary</u>            |
|---------|--|-------------|------------|-----------------------------------|
| College | Student Major                                | Low         | High       | Average                           |
|         | Chemistry                                    | N/A         | N/A        | N/A                               |
| CACE    | Physics Applied                              | N/A         | N/A        | N/A                               |
| CASE    | Chemical Engineering (3)                     | \$11.29     | \$31.00    | \$18.58                           |
|         | Metallurgy & Material Science (6)            | \$12.07     | \$52.00    | \$25.12                           |
|         | Applied Mathematics & Statistics (6)         | \$19.86     | \$100.00   | \$36.94                           |
|         | Civil & Environmental Engineering (7)        | \$10.69     | \$22.50    | \$16.10                           |
|         | Civil Engineering (3)                        | \$18.00     | \$24.00    | \$20.67                           |
|         | Computer Science (6)                         | \$11.54     | \$44.25    | \$28.13                           |
| CECS    | Electrical Engineering (3)                   | \$20.00     | \$33.13    | \$24.71                           |
|         | Engineering Systems                          | N/A         | N/A        | N/A                               |
|         | Environmental Engineering Science* (4)       | \$13.00     | \$30.00    | \$20.75                           |
|         | Mechanical Engineering (9)                   | \$10.34     | \$32.00    | \$19.28                           |
|         | Econ - Engineering Technology Management (4) | \$17.00     | \$42.02    | \$24.63                           |
|         | Econ - Mineral & Energy Economics* (6)       | \$16.00     | \$40.00    | \$24.80                           |
| CERSE   | Geology & Geological Engineering (9)         | \$11.49     | \$56.51    | \$37.96                           |
| CLINJL  | Geophysics & Geophysical Engineering (9)     | \$15.00     | \$44.50    | \$30.07                           |
|         | Mining & Earth Systems Engineering (6)       | \$16.09     | \$30.00    | \$20.93                           |
|         | Petroleum Engineering (3)                    | \$17.50     | \$50.00    | \$29.83                           |
|         | Geochemistry* (5)                            | \$9.40      | \$43.00    | \$22.30                           |
|         | Hydrology (3)                                | \$14.42     | \$20.83    | \$17.42                           |
| Inter-  | Material Science (3)                         | \$11.54     | \$48.00    | \$23.85                           |
|         | Nuclear Engineering* (3)                     | \$12.50     | \$25.00    | \$17.85                           |
| disc.   | Underground Construction & Tunneling (1)     | N/A         | N/A        | N/A                               |
| Ν       | Note: *Average calculated from two years co  | ombined     | due to lim | ited reporting for certain majors |
|         | Note: (#) indicates the number of s          | tudents t   | hat report | ed salary information             |

Note: N/A indicates insufficient data was reported





# Appendix A

#### 2017 - 2018 Career Center Annual Report

#### **Two-Year Update Report on Recent Graduates**

### **Update Report on Recent Graduates**

This 2018 Career Center follow-up details the progress of Mines recent graduates. Progress toward a graduate's first destination is followed and facilitated for two years after graduation. These 2015-2016 graduates have been recently surveyed and now show outcome rates of **97%** - Bachelors, **97%** - Masters and **99%** - Doctoral. This compares to the original outcomes following graduation reported in the 2016 Annual Report of 85% - Bachelors, **93%** - Masters, and 96% - Doctoral.

Updating graduates who were seeking positions or graduate schools at the close of data collection is intended to indicate a timeline for graduates to achieve that first step after leaving Mines. For those who do not report specifics of their career path prior to graduation, every effort is made to remain in contact to provide assistance for their job search endeavors. Programming is in place for both one-on-one and group workshops targeting the specific majors and career paths sought.

The overall definition of "outcomes" includes all the categories of Mines graduates who are no longer seeking Career Center assistance:

- Graduates who have accepted positions in areas of industry, government, or military;
- Those who have chosen continued education as the next step;
- International students who are presumed to have returned to their home countries;
- Other graduates who notify the Career Center they are "not looking" for personal reasons.

Active job-seekers are classified as among the positive outcomes when they inform the Career Center that they are no longer seeking a position. Career Center staff attempts to communicate and maintain connection with unemployed graduates through phone, email, and social media such as LinkedIn, encouraging individual meetings or discussions remotely. If the multiple efforts to reach a graduate are not successful, it is presumed that the person is not actually in an active job search or they would be responding to our offers for assistance. The Career Center staff is available for these recent graduates for up to two years while they are in an active job search. If an employed graduate's situation changes during this interval, contacting the Career Center will reactivate the assistance process.

The following report includes a detailed breakdown of the outcomes status by degree and major for Mines graduates of 2015-2016.

A - 2



### Two-Year Update December 2015 - August 2016 BS Graduates (Graduates Reported in the 2016 Annual Report)

| COLLEGE AND PROGRAM              | # of Graduates | # of Double<br>Majors | Employed | Military | Grad. School | International<br>Returning | Not Looking | Seeking | Contacted<br>Students | Unable to<br>Contact | % Outcomes<br>Contacted<br>Students |
|----------------------------------|----------------|-----------------------|----------|----------|--------------|----------------------------|-------------|---------|-----------------------|----------------------|-------------------------------------|
|                                  | Col            | lege of               | Applie   | ed Scier | nce          |                            |             | -       | -                     | -                    |                                     |
| Chemical Engineering             | 62             | 1                     | 47       | 1        | 9            | 0                          | 1           | 4       | 62                    | 0                    | 94%                                 |
| Chemical & Biochemical Eng.      | 43             | 0                     | 34       | 1        | 6            | 0                          | 0           | 2       | 43                    | 0                    | 95%                                 |
| Chemistry                        | 23             | 3                     | 9        | 1        | 11           | 0                          | 2           | 0       | 23                    | 0                    | 100%                                |
| Engineering Physics              | 53             | 2                     | 25       | 1        | 24           | 0                          | 1           | 2       | 53                    | 0                    | 96%                                 |
| Metallurgical & Materials Eng.   | 47             | 0                     | 24       | 0        | 18           | 2                          | 0           | 3       | 47                    | 0                    | 94%                                 |
|                                  | Col            | lege of               | Engine   | eering   | &Comp        | outation                   | nal Sci     | ences   |                       |                      |                                     |
| Applied Mathematics& Statistics  | 29             | 2                     | 14       | 0        | 11           | 0                          | 3           | 1       | 29                    | 0                    | 97%                                 |
| Civil Engineering                | 31             | 1                     | 21       | 0        | 9            | 1                          | 0           | 0       | 31                    | 0                    | 100%                                |
| Environmental Engineering        | 37             | 0                     | 21       | 0        | 11           | 1                          | 3           | 1       | 37                    | 0                    | 97%                                 |
| Computer Science                 | 56             | 4                     | 45       | 0        | 9            | 1                          | 1           | 0       | 56                    | 0                    | 100%                                |
| Electrical Engineering           | 60             | 7                     | 49       | 1        | 3            | 0                          | 4           | 3       | 60                    | 0                    | 95%                                 |
| Mechanical Engineering           | 218            | 8                     | 185      | 2        | 20           | 3                          | 7           | 1       | 218                   | 0                    | 99%                                 |
|                                  | Col            | lege of               | Earth    | Resour   | rces & S     | Science                    |             |         |                       |                      |                                     |
| Economics                        | 9              | 1                     | 8        | 0        | 0            | 0                          | 1           | 0       | 9                     | 0                    | 100%                                |
| Geology & Geological Eng.        | 36             | 0                     | 19       | 0        | 11           | 2                          | 4           | 0       | 36                    | 0                    | 100%                                |
| Geophysics & Geophysical Eng.    | 40             | 0                     | 17       | 2        | 15           | 2                          | 2           | 2       | 40                    | 0                    | 95%                                 |
| Mining Engineering               | 29             | 2                     | 23       | 0        | 3            | 0                          | 2           | 1       | 29                    | 0                    | 97%                                 |
| Petroleum Engineering            | 198            | 3                     | 131      | 2        | 36           | 19                         | 3           | 7       | 198                   | 0                    | 96%                                 |
| Subtotal (with 17 double majors) | 971            | 34                    | 672      | 11       | 196          | 31                         | 34          | 27      | 971                   | 0                    |                                     |
| TOTAL                            | 954            | 17                    | 647      | 11       | 196          | 31                         | 33          | 26      | 954                   | 0                    | 97%                                 |

Note: Sub-totals are sum of the degrees earned. Totals are the actual number of individuals graduating in each category.

| CLASS       | % ANNUAL REPORT | TWO YEAR UPDATE |
|-------------|-----------------|-----------------|
| 2014 - 2015 | 87%             | 97%             |
| 2013 - 2014 | 91%             | 98%             |
| 2012 - 2013 | 90%             | 98%             |
| 2011 - 2012 | 90%             | 98%             |
| 2010 - 2011 | 90%             | 95%             |
| 2009 - 2010 | 85%             | 98%             |
| 2008 - 2009 | 86%             | 98%             |
| 2007 - 2008 | 94%             | 98%             |
| 2006 - 2007 | 95%             | 99%             |
| 2005 - 2006 | 90%             | 99%             |



### Appendix A

### Two-Year Update December 2015 - May 2016 MS Graduates (Graduates Reported in the 2016 Annual Report)

| COLLEGE AND PROGRAM                  | # of Graduates | Employed | Military | Grad. School | Intl. Returning<br>to Country | Not Looking | Seeking | Contacted<br>Students | Unable to<br>Contact | % Outcomes<br>Contacted<br>Students |
|--------------------------------------|----------------|----------|----------|--------------|-------------------------------|-------------|---------|-----------------------|----------------------|-------------------------------------|
|                                      |                | Colle    | ege of   | f Appl       | lied Scie                     | nce         |         |                       |                      |                                     |
| Applied Chemistry                    | 2              | 2        | 0        | 0            | 0                             | 0           | 0       | 2                     | 0                    | 100%                                |
| Physics - Applied                    | 9              | 5        | 0        | 3            | 0                             | 0           | 1       | 9                     | 0                    | 89%                                 |
| Chemical Engineering                 | 14             | 7        | 0        | 3            | 4                             | 0           | 0       | 14                    | 0                    | 100%                                |
| Metallurgy & Materials Engineering   | 24             | 11       | 0        | 9            | 3                             | 1           | 0       | 24                    | 0                    | 100%                                |
| Colleg                               | ge of E        | ngine    | ering    | and          | Comput                        | ationa      | al Scie | ences                 |                      |                                     |
| Applied Math & Statistics            | 13             | 9        | 0        | 3            | 0                             | 1           | 0       | 13                    | 0                    | 100%                                |
| Civil & Environmental Engineering    | 30             | 22       | 0        | 1            | 2                             | 4           | 1       | 30                    | 0                    | 97%                                 |
| Civil Engineering                    | 0              | 0        | 0        | 0            | 0                             | 0           | 0       | 0                     | 0                    | NA                                  |
| Computer Science                     | 19             | 15       | 0        | 1            | 2                             | 1           | 0       | 19                    | 0                    | 100%                                |
| Electrical Engineering               | 14             | 9        | 0        | 0            | 4                             | 0           | 1       | 14                    | 0                    | 93%                                 |
| Engineering Systems                  | 0              | 0        | 0        | 0            | 0                             | 0           | 0       | 0                     | 0                    | NA                                  |
| Environmental Engineering Science    | 9              | 6        | 0        | 2            | 0                             | 1           | 0       | 9                     | 0                    | 100%                                |
| Engineering - Mechanical             | 44             | 28       | 0        | 6            | 2                             | 5           | 3       | 44                    | 0                    | 93%                                 |
|                                      | Colle          | ge of    | Eart     | h Res        | ources 8                      | k Scie      | nce     |                       |                      |                                     |
| Econ - ETM                           | 35             | 28       | 0        | 3            | 2                             | 1           | 1       | 35                    | 0                    | 97%                                 |
| Econ - Mineral & Energy Economics    | 29             | 17       | 0        | 1            | 10                            | 0           | 1       | 29                    | 0                    | 97%                                 |
| Geology & Geological Eng.            | 45             | 35       | 0        | 6            | 3                             | 1           | 0       | 45                    | 0                    | 100%                                |
| Geophysics & Geophysical Eng.        | 21             | 13       | 0        | 2            | 6                             | 0           | 0       | 21                    | 0                    | 100%                                |
| Int'l Political Economy of Resources | 5              | 2        | 0        | 1            | 1                             | 0           | 1       | 5                     | 0                    | 80%                                 |
| Mining & Earth Systems               | 17             | 6        | 0        | 2            | 8                             | 1           | 0       | 17                    | 0                    | 100%                                |
| Petroleum Engineering                | 28             | 11       | 0        | 5            | 9                             | 3           | 0       | 28                    | 0                    | 100%                                |
| Inter                                | discipl        | inary    | Grad     | luate        | Level De                      | egree       | Progr   | ams                   |                      |                                     |
| Geochemistry                         | 4              | 4        | 0        | 0            | 0                             | 0           | 0       | 4                     | 0                    | 100%                                |
| Hydrology                            | 18             | 18       | 0        | 0            | 0                             | 0           | 0       | 18                    | 0                    | 100%                                |
| Materials Science                    | 3              | 1        | 0        | 0            | 2                             | 0           | 0       | 3                     | 0                    | 100%                                |
| Nuclear Engineering                  | 6              | 5        | 0        | 0            | 0                             | 0           | 1       | 6                     | 0                    | 83%                                 |
| Underground Construction/Tunneling   | 2              | 1        | 0        | 0            | 1                             | 0           | 0       | 2                     | 0                    | 100%                                |
| Subtotal (with 2 double major)       | 391            | 255      | 0        | 48           | 59                            | 19          | 10      | 391                   | 0                    |                                     |
| TOTAL                                | 390            | 255      | 0        | 48           | 59                            | 19          | 9       | 390                   | 0                    | 97%                                 |

| CLASS     | % ANNUAL REPORT | TWO YEAR UPDATE |
|-----------|-----------------|-----------------|
| 2014-2015 | 95%             | 97%             |
| 2013-2014 | 94%             | 99%             |
| 2012-2013 | 95%             | 100%            |
| 2011-2012 | 95%             | 99%             |
| 2010-2011 | 94%             | 99%             |
| 2009-2010 | 88%             | 99%             |
| 2008-2009 | 96%             | 98%             |
| 2007-2008 | 95%             | 99%             |
| 2006-2007 | 96%             | 100%            |
| 2005-2006 | 89%             | 99%             |

A - 4



#### Two-Year Update December 2015 - May 2016 PhD Graduates (Graduates Reported in the 2016 Annual Report) Employed Intl. Returning to Country Seeking Unable t Contact % Outcomes Contacted Students Contacted Students # Military Grad. School Not Looking of Graduates **COLLEGE AND PROGRAM** ರ್ College of Applied Science Applied Chemistry 100% 100% Physics - Applied 100% Chemical Engineering 100% Metallurgy & Materials Engineering College of Engineering and Computational Sciences 100% Applied Math & Statistics 100% Civil & Environmental Engineering NA **Civil Engineering** 100% Environmental Engineering 100% **Computer Science** 100% Electrical Engineering 100% Engineering - Systems 100% Mechanical Engineering College of Earth Resource Science and Engineering 100% Econ - Mineral & Energy Economics 100% Geology & Geological Eng. 100% Geophysics & Geophysical Eng. 100% Mining & Earth Systems Petroleum Engineering 100% Interdisciplinary Graduate Level Degree Programs 100% Geochemistry 100% Hydrology 100% **Materials Science** 100% Nuclear Engineering **Operations Research** 50% 114 80 99% TOTAL CLASS % ANNUAL REPORT TWO YEAR UPDATE 2014-2015 100% 100% 2013-2014 97% 100% 2012-2013 95% 100% 2011-2012 95% 99% 99% 2010-2011 94% 2009-2010 88% 99% 2008-2009 96% 98% 95% 99% 2007-2008 96% 100% 2006-2007 99% 2005-2006 89%



# Appendix B

#### 2017 - 2018 Career Center Annual Report

### Mines Recruiter Companies List - July 2017 through June 2018

Organizations Recruiting by On-Campus and/or Online (DiggerNet) Participation (JP = posted job(s), CD = Career Day participant, OCR = on-campus recruiting participant)

| Company                         | JP           | CD           | OCR          |
|---------------------------------|--------------|--------------|--------------|
| 360 Energy Engineers            | $\checkmark$ |              |              |
| 47 Lining                       | $\checkmark$ |              |              |
| 5280 HighSchool                 |              | $\checkmark$ |              |
| A.G. Wassenaar                  | $\checkmark$ |              |              |
| АВВ                             |              | $\checkmark$ |              |
| ABS-American Bureau of Shipping |              | $\checkmark$ |              |
| Accenture                       | $\checkmark$ |              | ✓            |
| Accucode-InDemand               |              | $\checkmark$ |              |
| Adaptivel Innovations           | $\checkmark$ |              |              |
| AddOns                          | $\checkmark$ |              |              |
| Advanced Micro Devices          | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Advanced Terra Testing          | $\checkmark$ |              |              |
| AECOM                           |              | ✓            |              |
| Aegis Lab                       | $\checkmark$ |              |              |
| Aera Energy                     | $\checkmark$ | ✓            | $\checkmark$ |
| Aero Solutions                  |              | $\checkmark$ |              |
| AIG( American Inter Nat Group)  | $\checkmark$ |              |              |
| AirComm Corporation             | $\checkmark$ | $\checkmark$ |              |
| Air Force Sustainment Center    |              | $\checkmark$ |              |
| Air Sciences                    | $\checkmark$ |              |              |
| Air Squared                     | $\checkmark$ |              |              |
| AKM Engineering Consultants     | $\checkmark$ |              |              |
| Alarm.com                       | $\checkmark$ | $\checkmark$ |              |
| Albemarle Corporation           | $\checkmark$ |              | $\checkmark$ |
| Alfred Benesch & Company        | $\checkmark$ |              | $\checkmark$ |
| Alight                          | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| ALIO Industries                 | $\checkmark$ |              | $\checkmark$ |
| Alkermes                        | $\checkmark$ |              |              |
| All Packaging Company           | $\checkmark$ |              |              |
| Allegion                        | $\checkmark$ | $\checkmark$ |              |
| Alpine Remediation              | $\checkmark$ |              |              |
| Altair Engineering              | $\checkmark$ |              |              |
| Altius Space Machines           | $\checkmark$ |              |              |
| Amer. Museum of Nat History MAT | $\checkmark$ |              |              |
| AMERICAN Cast Iron Pipe         |              | $\checkmark$ |              |

| American Civil Constructors✓✓✓American Conservation Experience✓✓American Shizuki Corporation✓✓Ames Construction✓✓AMG Vanadium✓✓Andaarko Petroleum Corporation✓✓Andeavor - Tesoro Companies✓✓Antero Resources✓✓Antero Resources✓✓Apache Corporation✓✓Appex Engineering✓✓Appex Companies✓✓Appex Engineering✓✓Appex Engineering✓✓Applied Control Equipment✓✓Applied Materials✓✓AqualeTer✓✓Aquionix✓✓ARE Midstream✓✓ArcelorMittal✓✓Archer Western Contractors✓✓Arconic✓✓Arconic✓✓Arconic✓✓Arcansas Teacher Corps✓✓Arrow Electronics✓✓Arrow Electronics✓✓Arroms Usion✓✓Arrow Electronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓✓Arroms Lectronics✓  | Company                              | JP           | CD           | OCR          |
|---|--------------------------------------|--------------|--------------|--------------|
| American Conservation Experience✓✓American Shizuki Corporation✓✓Ames Construction✓✓AMG Vanadium✓✓Andaarko Petroleum Corporation✓✓Andeavor - Tesoro Companies✓✓Antero Resources✓✓Antero Resources✓✓Apache Corporation✓✓Apex Companies✓✓Appex Companies✓✓Appex Engineering✓✓Appex Engineering✓✓Appex Companies✓✓Appex Engineering✓✓Applied Control Equipment✓✓Applied Materials✓✓AquaAeTer✓✓Aquionix✓✓ArcelorMittal✓✓Archer Western Contractors✓✓Archorol✓✓Arconic✓✓Arconic✓✓Arcanic Lus Legineering Consultant✓Architectural Engineering Consultant✓Arconic✓✓Arconic✓✓Arconic✓✓Arconic✓✓Artamisas Teacher Corps✓✓Artemis Vision✓✓Artemis Vision✓✓Artemis Vision✓✓Artemis Vision✓✓Artemis Vision✓✓Artemis Vision✓✓Artemis Vision✓ <td>American Civil Constructors</td> <td><math>\checkmark</math></td> <td><math>\checkmark</math></td> <td><math>\checkmark</math></td>   | American Civil Constructors          | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| American Shizuki Corporation✓✓Ames Construction✓✓AMG Vanadium✓✓Anadarko Petroleum Corporation✓✓Andeavor - Tesoro Companies✓✓Answer Engineering✓✓Antero Resources✓✓Antero Resources✓✓Apache Corporation✓✓Apex Companies✓✓Apex Engineers✓✓Apogee Engineering✓✓Applied Control Equipment✓✓Applied Materials✓✓AquaeTer✓✓Aquionix✓✓ArcelorMittal✓✓Archor Coal✓✓Archor Costruction✓✓Archor Stern✓✓Applied Stern✓✓Applied Materials✓✓Aquionix✓✓ArcolorMittal✓✓Archor Costruction✓✓Archor Costruction✓✓Arconic✓✓Arconic✓✓Arcan Investors LP✓✓Artemis Vision✓✓Arup✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Archor Costruction✓✓Archor Costruct  | American Conservation Experience     | $\checkmark$ |              |              |
| Ames Construction✓✓AMG Vanadium✓✓✓Anadarko Petroleum Corporation✓✓✓Andeavor - Tesoro Companies✓✓✓Answer Engineering✓✓✓Antero Resources✓✓✓Antero Resources✓✓✓Apache Corporation✓✓✓Apex Engineers✓✓✓Appogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Materials✓✓✓AquaeTer✓✓✓ARE Midstream✓✓✓ArcelorMittal✓✓✓Archo Coal✓✓✓Architectural Engineering Consultant✓✓Applied Naterials✓✓✓Applied Riow Tech✓✓✓Applexus✓✓✓AquaeTer✓✓✓AREADIS-US✓✓✓ArcelorMittal✓✓✓Arch Coal✓✓✓Architectural Engineering Consultant✓✓Arconic✓✓✓Arrana Investors LP✓✓Artemis Vision✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arter Solutions✓✓   | American Shizuki Corporation         | $\checkmark$ |              |              |
| AMG Vanadium✓✓Anadarko Petroleum Corporation✓✓Andeavor - Tesoro Companies✓✓Answer Engineering✓✓Antero Resources✓✓Anvil Corporation✓✓Apache Corporation✓✓Apex Companies✓✓Apex Engineers✓✓Applied Control Equipment✓✓Applied Materials✓✓AquaeTer✓✓Aquionix✓✓ArcelorMittal✓✓ArcelorMittal✓✓Architectural Engineering Consultant✓✓Applied Naterials✓✓AquaeTer✓✓ARCADIS-US✓✓ArcelorMittal✓✓Architectural Engineering Consultant✓✓Architectural Engineering Consultant✓✓Architectural Engineering Consultant✓✓Architectural Engineering Consultant✓✓Architectural Engineering Consultant✓✓Architectural Engineering Consultant✓✓Arconic✓✓✓Arena Investors LP✓✓Artemis Vision✓✓Artemis Vision✓✓Artup✓✓Artup✓✓Artup✓✓Artup✓✓Artup✓✓Architectural Engineering✓Architect  | Ames Construction                    |              | ✓            |              |
| Anadarko Petroleum Corporation✓✓✓Andeavor - Tesoro Companies✓✓✓Answer Engineering✓✓✓Antero Resources✓✓✓Anvil Corporation✓✓✓Apache Corporation✓✓✓Apex Companies✓✓✓Apogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Materials✓✓✓AquaeTer✓✓✓Aquionix✓✓✓ArcelorMittal✓✓✓Archer Western Contractors✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant✓✓✓Arconic✓✓✓✓Arista Networks✓✓✓✓Arrow Electronics✓✓✓✓Artemis Vision✓✓✓✓Arup✓✓✓✓Arup✓✓✓✓Artup✓✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant✓✓✓Architectural Engineering Consultant <t< td=""><td>AMG Vanadium</td><td><math>\checkmark</math></td><td></td><td></td></t<>   | AMG Vanadium                         | $\checkmark$ |              |              |
| Andeavor - Tesoro Companies✓✓Answer Engineering✓✓✓Antero Resources✓✓✓Anvil Corporation✓✓✓Apache Corporation✓✓✓Apex Companies✓✓✓Apex Engineers✓✓✓Applied Control Equipment✓✓✓Applied Materials✓✓✓AppNexus✓✓✓Aquoarter✓✓✓ARCADIS-US✓✓✓ArcelorMittal✓✓✓Archer Western Contractors✓✓✓Arconic✓✓✓Arconic✓✓✓Arrana Investors LP✓✓✓Artemis Vision✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Areas Engineering✓✓Archer Western Contractors✓✓Archer Western Contractors✓✓Areas Teacher Corps✓✓Artemis Vision✓   | Anadarko Petroleum Corporation       | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Answer Engineering✓✓✓Antero Resources✓✓✓Anvil Corporation✓✓✓Apache Corporation✓✓✓Apex Companies✓✓✓Apex Engineers✓✓✓Apogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Materials✓✓✓AquAeTer✓✓✓ARB Midstream✓✓✓ArcelorMittal✓✓✓Archer Western Contractors✓✓✓ARCO Nat Construction✓✓✓Arconic✓✓✓Arena Investors LP✓✓✓Artamsas Teacher Corps✓✓✓Artemis Vision✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arconstruction✓✓Arconstruction✓✓Aritan Steacher Corps✓✓Artemis Vision✓✓Arup✓✓ <td>Andeavor - Tesoro Companies</td> <td></td> <td><math>\checkmark</math></td> <td><math>\checkmark</math></td>   | Andeavor - Tesoro Companies          |              | $\checkmark$ | $\checkmark$ |
| Antero Resources✓✓✓Anvil Corporation✓✓✓Apache Corporation✓✓✓Apex Companies✓✓✓Apex Engineers✓✓✓Apogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Flow Tech✓✓✓Applied Materials✓✓✓AquaeTer✓✓✓Aquionix✓✓✓ARE Midstream✓✓✓ArcelorMittal✓✓✓Archer Western Contractors✓✓✓Arconic✓✓✓Arconic✓✓✓Arista Networks✓✓✓Artems Vision✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Arconit✓✓✓Artemis Vision✓✓✓Arup✓✓✓Arup✓✓✓Arup✓✓✓Aru   | Answer Engineering                   | $\checkmark$ |              |              |
| Anvil Corporation✓✓Apache Corporation✓✓✓Apex Companies✓✓✓Apex Engineers✓✓✓Apogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Flow Tech✓✓✓Applied Materials✓✓✓AquaeTer✓✓✓Aquionix✓✓✓ARE Midstream✓✓✓ArcelorMittal✓✓✓Arch Coal✓✓✓Architectural Engineering Consultant✓✓Arconic✓✓✓Arcanic✓✓Arconic✓✓Arista Networks✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Architectural Engineering Consultant✓Architectural Engineering Consultant✓Architectural Engineering Consultant✓Architectural Engineering Consultant<  | Antero Resources                     | ✓            | ✓            | $\checkmark$ |
| Apache Corporation✓✓✓Apex Companies✓✓✓Apex Engineers✓✓✓Apogee Engineering✓✓✓Applied Control Equipment✓✓✓Applied Flow Tech✓✓✓Appleed Materials✓✓✓Aquae Ter✓✓✓Aquionix✓✓✓ARB Midstream✓✓✓Arcelor Mittal✓✓✓Arch Coal✓✓✓Architectural Engineering Consultant✓✓Arconic✓✓✓Arena Investors LP✓✓Artamisa Teacher Corps✓✓Artemis Vision✓✓Arup✓<  | Anvil Corporation                    | ✓            |              |              |
| Apex CompaniesImage: CompaniesImage: CompaniesAppex EngineersImage: CompaniesImage: CompaniesApogee EngineeringImage: CompaniesImage: CompaniesApplied Control EquipmentImage: CompaniesImage: CompaniesApplied Flow TechImage: CompaniesImage: CompaniesApplied MaterialsImage: CompaniesImage: CompaniesAppNexusImage: CompaniesImage: CompaniesAquAeTerImage: CompaniesImage: CompaniesAquionixImage: CompaniesImage: CompaniesAquionixImage: CompaniesImage: CompaniesAquionixImage: CompaniesImage: CompaniesAquionixImage: CompaniesImage: CompaniesAquionixImage: CompaniesImage: CompaniesArcho CoalImage: CompaniesImage: CompaniesArchitectural Engineering ConsultantImage: CompaniesArconicImage: CompaniesImage: CompaniesArchitectural Engineering ConsultantImage: CompaniesArconicImage: CompaniesImage: CompaniesArchansas Teacher CorpsImage: CompaniesImage: CompaniesArtemis VisionImage: CompaniesImage: CompaniesArupImage: CompaniesImage: CompaniesArupImage: CompaniesImage: CompaniesArupImage: CompaniesImage: CompaniesArtemis VisionImage: CompaniesImage: CompaniesArupImage: CompaniesImage: CompaniesArupImage: CompaniesImage: Companies<  | Apache Corporation                   | ✓            | ✓            | $\checkmark$ |
| Apex Engineers✓✓Apogee Engineering✓✓Applied Control Equipment✓✓Applied Flow Tech✓✓Applied Materials✓✓AppNexus✓✓AquAeTer✓✓Aquionix✓✓ARB Midstream✓✓ArcelorMittal✓✓Arch Coal✓✓Architectural Engineering Consultant✓✓Arconic✓✓Arconic✓✓Arista Networks✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arconic Solutions✓✓Artemis Vision✓✓✓✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓ </td <td>Apex Companies</td> <td><math>\checkmark</math></td> <td></td> <td></td>  | Apex Companies                       | $\checkmark$ |              |              |
| Apogee Engineering✓✓Applied Control Equipment✓✓✓Applied Flow Tech✓✓✓Applied Materials✓✓✓AppNexus✓✓✓AquAeTer✓✓✓Aquionix✓✓✓ARB Midstream✓✓✓ARCADIS-US✓✓✓ArcelorMittal✓✓✓Arch Coal✓✓✓Architectural Engineering Consultant✓✓Arconic✓✓✓Arena Investors LP✓✓Arista Networks✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arcun Geomatics Solutions✓✓✓✓✓  | Apex Engineers                       | ✓            | ✓            |              |
| Applied Control Equipment✓✓Applied Flow Tech✓✓Applied Materials✓✓AppNexus✓✓AquAeTer✓✓Aquionix✓✓ARE Midstream✓✓ARCADIS-US✓✓ArcelorMittal✓✓Arch Coal✓✓Archer Western Contractors✓✓ARCO Nat Construction✓✓Arena Investors LP✓✓Arista Networks✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Arup✓✓Arup✓✓Arcun Geomatics Solutions✓✓✓✓✓Arcun Geomatics Solutions✓✓✓✓✓✓✓✓Arup✓✓Arcun Geomatics Solutions✓✓✓✓✓Arcent Geomatics Solutions✓✓✓✓✓Arcent Geomatics Solutions✓✓✓✓✓Arcent Geomatics Solutions✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓✓ <td< td=""><td>Apogee Engineering</td><td>✓</td><td></td><td></td></td<>   | Apogee Engineering                   | ✓            |              |              |
| Applied Flow Tech✓✓Applied Materials✓✓AppNexus✓✓AquAeTer✓✓Aquionix✓✓Aquionix✓✓ARB Midstream✓✓ARCADIS-US✓✓ArcelorMittal✓✓Arch Coal✓✓Architectural Engineering Consultant✓✓ARCO Nat Construction✓✓Arena Investors LP✓✓Arista Networks✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Arup✓✓Ascent Geomatics Solutions✓✓✓✓✓Ascent Geomatics Solutions✓✓✓✓✓  | Applied Control Equipment            |              | ✓            | ✓            |
| Applied MaterialsImage: scalar sc | Applied Flow Tech                    | ✓            |              |              |
| AppNexusImage: scalar scal | Applied Materials                    | ✓            |              | ✓            |
| AquAeTerImage: square squa | AppNexus                             | ✓            |              |              |
| AquionixImage: square squa | AquAeTer                             | ✓            |              |              |
| ARB Midstream✓✓ARCADIS-US✓✓✓ArcelorMittal✓✓✓Arch Coal✓✓✓Archer Western Contractors✓✓Architectural Engineering Consultant✓✓ARCO Nat Construction✓✓Arconic✓✓Arena Investors LP✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Arup✓✓Arup✓✓  | Aquionix                             | ✓            |              |              |
| ARCADIS-USImage: scalar display="block">Image: scalar display="block"ArcelorMittalImage: scalar display="block">Image: scalar display="block"Archor CoalImage: scalar display="block">Image: scalar display="block"Archer Western ContractorsImage: scalar display="block">Image: scalar display="block"Archer Western ContractorsImage: scalar display="block">Image: scalar display="block"Architectural Engineering ConsultantImage: scalar display="block">Image: scalar display="block"Architectural Engineering ConsultantImage: scalar display="block">Image: scalar display="block"ArconicImage: scalar display="block"Image: scalar display="block"Arena Investors LPImage: scalar display="block"Image: scalar display="block"Arista NetworksImage: scalar display="block"Image: scalar display="block"Arkansas Teacher CorpsImage: scalar display="block"Image: scalar display="block"Arrow ElectronicsImage: scalar display="block"Image: scalar display="block"ArupImage: scalar display="block"Image: scalar display="block"ArupImage: scalar display="block"Image: scalar display="block"Ascent Geomatics SolutionsImage: scalar display="block"Image: scalar display="block"  | ARB Midstream                        | ✓            |              |              |
| ArcelorMittal✓✓✓Arch Coal✓✓✓Archer Western Contractors✓✓✓Architectural Engineering Consultant✓✓✓ARCO Nat Construction✓✓✓Arconic✓✓✓✓Arena Investors LP✓✓✓Arista Networks✓✓✓Arrow Electronics✓✓✓Artemis Vision✓✓✓Arup✓✓✓Ascent Geomatics Solutions✓✓✓   | ARCADIS-US                           | ✓            | ✓            |              |
| Arch Coal✓✓Archer Western Contractors✓✓Architectural Engineering Consultant✓✓ARCO Nat Construction✓✓Arconic✓✓Arena Investors LP✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓✓✓✓  | ArcelorMittal                        | ✓            | ✓            | ✓            |
| Archer Western Contractors✓✓Architectural Engineering Consultant✓✓ARCO Nat Construction✓✓✓Arconic✓✓✓Arena Investors LP✓✓✓Arista Networks✓✓✓Arkansas Teacher Corps✓✓✓Artemis Vision✓✓✓Arup✓✓✓Arup✓✓✓   | Arch Coal                            |              | ✓            |              |
| Architectural Engineering Consultant✓ARCO Nat Construction✓✓Arconic✓✓Arena Investors LP✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓   | Archer Western Contractors           | ✓            |              |              |
| ARCO Nat Construction✓✓Arconic✓✓Arena Investors LP✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓  | Architectural Engineering Consultant | ✓            |              |              |
| Arconic✓✓Arena Investors LP✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓   | ARCO Nat Construction                | ✓            | ✓            |              |
| Arena Investors LP✓Arista Networks✓✓Arista Networks✓✓Arkansas Teacher Corps✓✓Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓  | Arconic                              | $\checkmark$ |              |              |
| Arista Networks✓✓✓Arkansas Teacher Corps✓✓✓Arrow Electronics✓✓✓Artemis Vision✓✓✓Arup✓✓✓Ascent Geomatics Solutions✓✓✓  | Arena Investors LP                   | ✓            |              |              |
| Arkansas Teacher Corps✓Arrow Electronics✓Artemis Vision✓✓✓Arup✓Ascent Geomatics Solutions✓  | Arista Networks                      | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Arrow Electronics✓✓Artemis Vision✓✓Arup✓✓Ascent Geomatics Solutions✓✓   | Arkansas Teacher Corps               | $\checkmark$ |              |              |
| Artemis Vision✓✓✓Arup✓✓✓Ascent Geomatics Solutions✓✓✓   | Arrow Electronics                    | ✓            | $\checkmark$ |              |
| ArupImage: squareAscent Geomatics SolutionsImage: squareImage: squar  | Artemis Vision                       | ✓            | $\checkmark$ | $\checkmark$ |
| Ascent Geomatics Solutions 🖌 🖌 🗸  | Arup                                 | ✓            | $\checkmark$ | $\checkmark$ |
|   | Ascent Geomatics Solutions           | $\checkmark$ | $\checkmark$ | $\checkmark$ |



| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| ASI Construction                    | $\checkmark$ |              |              |
| ASME CO Section                     | $\checkmark$ |              |              |
| Aspect Energy                       | $\checkmark$ |              |              |
| Aspen Energy Partners               |              |              | $\checkmark$ |
| Assured Flow Solutions              | $\checkmark$ | ✓            | $\checkmark$ |
| Atkinson Construction               |              | ✓            | $\checkmark$ |
| Atlas Copco CMT USA                 |              | $\checkmark$ |              |
| ATN Intl.                           | $\checkmark$ |              |              |
| Atwell                              |              | $\checkmark$ |              |
| Au Wireless                         | $\checkmark$ |              |              |
| Avanade                             | ✓            | ✓            | ✓            |
| Axiom Learning                      | $\checkmark$ |              |              |
| B & J Surveying                     | $\checkmark$ |              |              |
| BAE Systems                         |              | ✓            |              |
| Baker Hughes                        | $\checkmark$ | ✓            | $\checkmark$ |
| Baldwin Filters                     |              | $\checkmark$ |              |
| Balfour Beatty Infrastructure       |              | $\checkmark$ |              |
| Ball Aerospace & Technologies Corp. | $\checkmark$ | ✓            |              |
| Ball Packaging                      | $\checkmark$ |              |              |
| BAND-IT-IDEX                        | $\checkmark$ |              |              |
| Barber Nichols                      | $\checkmark$ |              |              |
| Barnard Construction Company        |              | $\checkmark$ | ✓            |
| Barr Engineering Company            | $\checkmark$ |              |              |
| Barrick Gold North America          |              | ✓            |              |
| Basic Energy Services               | $\checkmark$ | ✓            |              |
| Bayer HealthCare Pharmaceuticals    | $\checkmark$ |              |              |
| BBC Research and Consulting         | $\checkmark$ |              |              |
| BD Diagnostics (Becton Dickinson)   | $\checkmark$ |              |              |
| Beatport                            | $\checkmark$ |              |              |
| Bend Research                       |              | ✓            |              |
| Benteler Steel/Tube                 |              | ✓            | ✓            |
| BETSOL                              | $\checkmark$ | ✓            |              |
| bext360                             | $\checkmark$ |              |              |
| BGC Engineering                     | $\checkmark$ |              |              |
| BHP Billiton Petroleum Americas     |              | $\checkmark$ | ✓            |
| Bimbo Bakeries USA                  | $\checkmark$ |              |              |
| Bishop-Brogden Associates           | ✓            | 1            |              |
| Black & Veatch                      | ✓            | ✓            | ✓            |
| Black Hills Corporation             | ✓            | ✓            |              |

| Company                            | JP           | CD           | OCR |
|------------------------------------|--------------|--------------|-----|
| Blacklick Constructors             | $\checkmark$ |              |     |
| Blender Products                   | ✓            |              |     |
| Bloomberg                          | ✓            |              |     |
| Blount Intl.                       | ✓            |              | ✓   |
| BLUEFIN                            | ✓            |              |     |
| BluePrint Automation               | ✓            |              |     |
| BlueStamp Enginejering             | $\checkmark$ |              |     |
| BlueStone Venture Partners         | ✓            |              |     |
| BNSF Railway                       | $\checkmark$ |              |     |
| Boardwalk Pipeline Partners        | $\checkmark$ |              |     |
| Bodycote                           | ✓            | $\checkmark$ |     |
| BP                                 | ✓            | $\checkmark$ | ✓   |
| BP Lower 48 Onshore                | ✓            | $\checkmark$ | ✓   |
| Brannan Sand and Gravel            |              | $\checkmark$ |     |
| Braun Intertec                     | ✓            |              |     |
| Bright Energy Storage Technologies | ✓            |              |     |
| Brinkmann Constructors             | ✓            | ✓            | ✓   |
| BRS Engineering                    | ✓            | $\checkmark$ |     |
| Bryan Research & Engineering       | ✓            |              |     |
| Bryant Consultants                 | ✓            |              | ✓   |
| BTU Analytics                      | ✓            | ✓            |     |
| Build Change                       | ✓            |              |     |
| Build Group                        | ✓            |              | ✓   |
| Bureau of Land Management (BLM)    | ✓            |              |     |
| Bureau of Ocean Energy Manag.      |              | $\checkmark$ |     |
| BURNCO TEXAS                       | ✓            |              |     |
| Burns & McDonnell                  | ✓            | $\checkmark$ |     |
| By the Pixel                       | ✓            |              |     |
| CA Technologies                    | ✓            |              |     |
| CACI                               | $\checkmark$ |              |     |
| Caerus Oil and Gas                 | $\checkmark$ | $\checkmark$ |     |
| CAGE Civil Engineering             |              | $\checkmark$ |     |
| Cairn Oil and Gas                  | ✓            |              |     |
| Calfrac Well Services Corp.        |              | ✓            |     |
| Cali English(Shenzhen China)       | ✓            |              |     |
| Calibre Engineering                | ✓            |              |     |
| California Dept. of Transport      | ✓            |              |     |
| California Resources Corporation   | ✓            |              |     |
| California Steel Industries        | 1            | $\checkmark$ |     |



# Appendix B

| Company                           | JP           | CD           | OCR          |
|-----------------------------------|--------------|--------------|--------------|
| Calpine Corporation               | $\checkmark$ |              |              |
| CalPortland                       | $\checkmark$ | $\checkmark$ | ✓            |
| Canada Intl. Exchange             | $\checkmark$ |              |              |
| Canoe Ventures                    | $\checkmark$ |              |              |
| Carbon Black                      | $\checkmark$ |              |              |
| Carbon Cycle Energy               | $\checkmark$ |              |              |
| CardConnect                       |              | ✓            |              |
| Cargill                           | $\checkmark$ |              |              |
| Carollo Engineering               | $\checkmark$ |              |              |
| Case Energy Partners              | $\checkmark$ |              |              |
| Cashman Equipment Company         | $\checkmark$ |              |              |
| CastleMountain Financial Services | $\checkmark$ |              |              |
| Caterpillar                       | $\checkmark$ | $\checkmark$ |              |
| ССРІ                              | $\checkmark$ |              |              |
| СДРНЕ                             | $\checkmark$ |              |              |
| Cementation USA                   | $\checkmark$ | $\checkmark$ |              |
| СЕМЕХ                             | $\checkmark$ | ✓            | ✓            |
| Centennial Equipment Company      | $\checkmark$ |              |              |
| Centerstone Technologies          | $\checkmark$ |              |              |
| Central NE Public Power and Irrig | $\checkmark$ |              |              |
| CenturyLink                       |              | $\checkmark$ |              |
| Certol Intl.                      | $\checkmark$ |              |              |
| Cesare                            |              | $\checkmark$ |              |
| CEXEC                             | $\checkmark$ |              |              |
| CGG                               | $\checkmark$ |              |              |
| СН2М                              | $\checkmark$ |              | $\checkmark$ |
| Chaffee Cnty Habitat for Humanity | $\checkmark$ |              |              |
| Challenge School                  | $\checkmark$ |              |              |
| Champion Tech Services            |              | ✓            |              |
| Chesapeake Energy Corporation     | $\checkmark$ | $\checkmark$ | ✓            |
| Chevron                           | $\checkmark$ |              | $\checkmark$ |
| Chevron Mining                    |              | $\checkmark$ |              |
| Chevron Phillips Chemical Company | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| CHS- McPherson Refinery           |              | $\checkmark$ | ✓            |
| Churchill Navigation              |              | $\checkmark$ |              |
| Cimarex Energy Co.                | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Circle Graphics                   |              | $\checkmark$ |              |
| Cisco Systems                     | $\checkmark$ |              |              |
| Citigroup                         | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Citrix                            | $\checkmark$ | $\checkmark$ | $\checkmark$ |

| Company                             | JP           | CD           | OCR |
|-------------------------------------|--------------|--------------|-----|
| City and County of Denver           | $\checkmark$ | $\checkmark$ |     |
| City of Arvada                      | $\checkmark$ |              |     |
| City of Aspen                       | $\checkmark$ |              |     |
| City of CO Springs                  | $\checkmark$ |              |     |
| City of Pueblo                      | $\checkmark$ |              |     |
| City of Sheridan                    | $\checkmark$ |              |     |
| City of Thornton                    | ✓            | $\checkmark$ |     |
| Clean Chemistry                     | ✓            |              |     |
| Clean Harbors                       | ✓            |              |     |
| Cliffs Natural Resources            | $\checkmark$ |              |     |
| Club Z! In-Home Tutoring            | ✓            |              |     |
| CNH Industrial                      | ✓            |              |     |
| CO As. Mech and Plumbing(CAMPC)     |              | $\checkmark$ |     |
| CO Boettcher Teacher Residency      |              | ✓            |     |
| CO Dept.OF ED.                      | $\checkmark$ |              |     |
| CO Dept.of Human Services           | $\checkmark$ |              |     |
| CO Dept.of Public Health and Env.   | ✓            |              |     |
| CO Dept.Of Transportation (CDOT)    | ✓            | ✓            |     |
| CO Governor's Office                | $\checkmark$ |              |     |
| CO Legislative Council              | $\checkmark$ |              |     |
| CO Lighting                         |              | ✓            |     |
| CO Mechanical Systems               |              | $\checkmark$ | ✓   |
| CO Office of Econ Dev. & Int. Trade | $\checkmark$ |              |     |
| CO Oil & Gas Conserv. Com COGCC     |              | $\checkmark$ | ✓   |
| CO Springs Utilities                | $\checkmark$ |              |     |
| CO Water Trust                      | ✓            |              |     |
| CO Youth Corps Association          | $\checkmark$ |              |     |
| Coachman Energy                     | ✓            |              |     |
| Cobham Corporate North America      | ✓            |              |     |
| Cobham Semiconductor Solutions      |              | ✓            | 1   |
| Code42                              | ✓            |              |     |
| Coding with Kids                    | ✓            |              | 1   |
| Coeur Mining                        |              | ✓            | ✓   |
| Coffman & Co.                       | ✓            |              |     |
| Cogent                              | ✓            |              | 1   |
| ColdQuanta                          | ✓            |              |     |
| CollegeDrive Test Prep & Tutoring   | 1            | ✓            |     |
| Collimare                           | 1            | ✓            |     |
| Comcast Corporation                 | ✓            |              | ✓   |
| Common Sense Policy Roundtable      | ✓            | 1            |     |
|                                     |              |              | •   |

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| Company                         | JP           | CD           | OCR          |
|---------------------------------|--------------|--------------|--------------|
| Community Energy                | $\checkmark$ |              |              |
| Computershare                   | $\checkmark$ |              |              |
| Computronix                     | ~            | ~            |              |
| Condire Investors               | $\checkmark$ |              |              |
| Condon - Johnson & Associates   |              | ✓            |              |
| Connexta                        | ✓            | ✓            |              |
| ConocoPhillips                  | ✓            | ✓            | ✓            |
| Consolidated Mutual Water       | ✓            |              |              |
| ConSova Corporation             | ✓            |              |              |
| Corden Pharma Colorado          | ✓            |              |              |
| Cornell University              | $\checkmark$ |              |              |
| Corning                         | $\checkmark$ |              |              |
| Covenant Testing Technologies   | ✓            | ✓            |              |
| Covia Corporation               | ✓            | ✓            |              |
| cQuant.io                       | $\checkmark$ |              |              |
| Credera                         | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Credits                         | ✓            |              |              |
| Cree                            | ✓            |              |              |
| Crescent Point Energy U.S. Corp | ✓            | ✓            |              |
| Crestone Peak Resources         | ✓            |              |              |
| Crocs                           | $\checkmark$ |              |              |
| CrownQuest Operating            | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| CTL Thompson                    | $\checkmark$ | $\checkmark$ |              |
| Cudd Energy Services.           | $\checkmark$ |              |              |
| Current Tech Corporation        | $\checkmark$ | $\checkmark$ |              |
| Custom Machining Corporation    | $\checkmark$ |              |              |
| Custom Milling Center           | $\checkmark$ |              |              |
| CVL Consultants of CO           | $\checkmark$ |              |              |
| Cynosure Energy                 | $\checkmark$ |              |              |
| Daily Thermetrics               |              | $\checkmark$ |              |
| Dakota Gasification Company     | $\checkmark$ |              |              |
| Dal-Tile Corporation            |              | $\checkmark$ |              |
| Dassault Systemes               | $\checkmark$ |              |              |
| David Evans and Associates      |              | $\checkmark$ |              |
| Davidson Technologies           | $\checkmark$ | $\checkmark$ |              |
| Dawn Food Products              | $\checkmark$ |              |              |
| DCP Midstream                   | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| deciBel Research                | $\checkmark$ |              |              |
| Deck Tec Outdoor Designs        | $\checkmark$ |              |              |

| Company                              | JP           | CD           | OCR          |
|--------------------------------------|--------------|--------------|--------------|
| Dell                                 | $\checkmark$ |              |              |
| Denbury Resources                    | $\checkmark$ |              | ✓            |
| DENSO Manufacturing                  |              | $\checkmark$ |              |
| Denver Public Schools                | $\checkmark$ | $\checkmark$ |              |
| Denver Transit Operators             | $\checkmark$ |              |              |
| Denver Water Dep.                    | $\checkmark$ | $\checkmark$ |              |
| Dept. of Homeland Security           | $\checkmark$ |              |              |
| DePuy Synthes Products               | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Devon Energy Corporation             | $\checkmark$ | $\checkmark$ | ✓            |
| Dexter Systems                       | $\checkmark$ |              |              |
| Diamondback Energy                   | $\checkmark$ |              | ✓            |
| Digital Intelligence Systems (DISYS) | $\checkmark$ |              |              |
| DigitalGlobe                         | $\checkmark$ | $\checkmark$ |              |
| DISH Network                         | $\checkmark$ |              |              |
| DistributionNOW                      | $\checkmark$ |              |              |
| DL Engineering                       | $\checkmark$ |              |              |
| DMC                                  | $\checkmark$ | $\checkmark$ | ✓            |
| DMZ Builders                         | $\checkmark$ |              |              |
| DoraniX                              | $\checkmark$ |              | ✓            |
| Dorsey & Whitney LLP                 | $\checkmark$ |              |              |
| Douglas County                       | $\checkmark$ |              |              |
| DOWL                                 | $\checkmark$ |              |              |
| DownUnder GeoSolutions               | $\checkmark$ |              | ✓            |
| Dragados USA                         | $\checkmark$ |              | ✓            |
| Drill Tech Drilling & Shoring        | $\checkmark$ |              |              |
| DW-Nat Standard                      |              | $\checkmark$ |              |
| DXP Enterprises                      | $\checkmark$ |              |              |
| E-470 Public Highway Authority       | $\checkmark$ |              |              |
| Eagle River Water and Sanitation     | $\checkmark$ | $\checkmark$ |              |
| ECC                                  | ✓            |              |              |
| EcoDEVA India                        | $\checkmark$ |              |              |
| Ecological Resource Consultants      | ✓            |              |              |
| Economic Partners                    | $\checkmark$ |              |              |
| Eden Innovations                     | $\checkmark$ |              |              |
| Electric Equipment and Engineering   | $\checkmark$ |              |              |
| Electrical Consultants               | $\checkmark$ |              |              |
| Electro Industries                   | ✓            | 1            |              |
| Elevations Credit Union              | $\checkmark$ |              |              |
| Ellwood Group (EGI)                  | ✓            | ✓            | 1            |



| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| eLynx Technologies                  | $\checkmark$ |              |              |
| Emerson                             | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Employee Owned Holdings - EOH       | $\checkmark$ |              |              |
| EMSL Analytical                     | $\checkmark$ |              |              |
| Emu Systems                         | $\checkmark$ |              |              |
| EN Engineering                      | $\checkmark$ | $\checkmark$ |              |
| Encana Oil & Gas (USA)              | $\checkmark$ | $\checkmark$ | ~            |
| Energy Ventures Analysis            | $\checkmark$ |              |              |
| Enerplus Resources USA              | $\checkmark$ |              |              |
| Engage Mobilize                     | $\checkmark$ | $\checkmark$ |              |
| Engility                            | $\checkmark$ |              |              |
| Engineering Analytics               |              | $\checkmark$ |              |
| Engineering for Kids                | $\checkmark$ |              |              |
| Ensco                               | $\checkmark$ | $\checkmark$ |              |
| Envirocon                           |              | $\checkmark$ |              |
| Environmental Defense Fund          | $\checkmark$ |              |              |
| Environmental Resources Mgmt        | $\checkmark$ |              |              |
| EOG Resources                       | $\checkmark$ | $\checkmark$ | ✓            |
| Eon247                              | $\checkmark$ |              |              |
| Epic Systems                        | $\checkmark$ | $\checkmark$ |              |
| Epiroc USA                          |              | $\checkmark$ |              |
| EQT Corporation                     | $\checkmark$ |              | ✓            |
| Equinor (Statoil)                   | $\checkmark$ | $\checkmark$ | ✓            |
| ESCO Corporation                    | $\checkmark$ |              |              |
| Esri                                | $\checkmark$ |              |              |
| EST                                 |              | $\checkmark$ |              |
| Evergreen Slate Company             |              | $\checkmark$ |              |
| Evergreen Surveying                 | $\checkmark$ |              |              |
| Evoqua Water Tech                   |              | $\checkmark$ |              |
| Evraz Pueblo                        | $\checkmark$ | $\checkmark$ | ✓            |
| Exponent                            | $\checkmark$ |              | ✓            |
| ExxonMobil                          | $\checkmark$ | $\checkmark$ | ✓            |
| Fairmount Santrol                   | $\checkmark$ |              |              |
| Fanatics                            | $\checkmark$ | $\checkmark$ |              |
| Farnsworth Group                    | $\checkmark$ |              |              |
| Fast Enterprises                    | $\checkmark$ | $\checkmark$ | ✓            |
| FCI Constructors                    |              | $\checkmark$ |              |
| Fed. Energy Regulatory Commission   | $\checkmark$ | $\checkmark$ |              |
| Federal Reserve Bank of Kansas City |              | $\checkmark$ |              |

| Company                              | JP           | CD           | OCR          |
|--------------------------------------|--------------|--------------|--------------|
| FedEx Express                        | $\checkmark$ |              | $\checkmark$ |
| Felsburg Holt & Ullevig              |              | ✓            |              |
| Ferrovial Agroman US Corp            | ✓            | ✓            |              |
| Fidelity Investments                 | $\checkmark$ |              |              |
| Finbro Construction                  | $\checkmark$ |              |              |
| Finished Basement Company            |              | ✓            |              |
| FirstBank                            |              | ✓            |              |
| FJA-US                               | $\checkmark$ |              |              |
| Flatiron Corporation                 |              | ✓            |              |
| Fluor                                |              | ✓            |              |
| Focused Test                         | ✓            |              |              |
| Foothills Bridge Co                  | ✓            |              |              |
| Ford Audio Video                     | ✓            | ✓            | ✓            |
| Free Radical Ventures                | ✓            |              |              |
| Freeport McMoRan                     | ✓            | ✓            | ✓            |
| Frito-Lay                            |              | ✓            | ✓            |
| Frontiers of Science Institute (FSI) | ✓            |              |              |
| Galaxy i Technologies                | $\checkmark$ |              |              |
| Galloway                             |              | ✓            |              |
| Gaming Laboratories Intl.            | ✓            |              |              |
| Gannett Fleming                      | ✓            |              |              |
| Garco Construction                   | ✓            |              |              |
| Gates Corporation                    | ✓            | ✓            |              |
| GBA Companies                        | ✓            |              |              |
| GCC of America                       |              | ✓            |              |
| General Dynamics - Electric Boat     | ✓            |              |              |
| General Dynamics Ord and Tac Sys     | ✓            |              |              |
| General Electric - GE                | ✓            |              | ✓            |
| Generation Teach                     | ✓            |              |              |
| Generation Web                       | ✓            |              |              |
| Genscape                             | ✓            |              |              |
| Geocal                               |              | ✓            |              |
| GeoEngineers                         | ✓            |              |              |
| GeoStabilization Intl.               | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Geotechnical Resources (GRI)         | $\checkmark$ | $\checkmark$ |              |
| Geovert                              | $\checkmark$ |              |              |
| Gerdau                               | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Gessner Engineering                  |              | $\checkmark$ |              |
| Gestamp                              | $\checkmark$ |              |              |
| GH Phipps Construction Companies     |              | $\checkmark$ | $\checkmark$ |

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| Company                               | JP           | CD           | OCR          |
|---------------------------------------|--------------|--------------|--------------|
| GHD Services                          | $\checkmark$ | $\checkmark$ |              |
| Girls Who Invest                      | ✓            |              |              |
| Global Shop Solutions                 |              | $\checkmark$ |              |
| Glow Labs                             | ✓            |              |              |
| Gogo Business Aviation                | $\checkmark$ | $\checkmark$ |              |
| Golden Aluminum                       | $\checkmark$ |              |              |
| Goodbee & Associates                  | ✓            |              |              |
| Google                                | ✓            |              |              |
| GPT Industries                        | ✓            |              |              |
| Gracon                                |              | $\checkmark$ |              |
| Grand Teton Nat Park                  | $\checkmark$ |              |              |
| Granite Construction                  | ✓            | $\checkmark$ | $\checkmark$ |
| Great Basin Institute                 | ✓            |              | ✓            |
| Great Hall Builders                   | ✓            |              |              |
| Great Lakes Environmental & Infra.    |              | $\checkmark$ |              |
| Great Roofing and Restoration         | ✓            |              |              |
| Great Scott Gadgets                   | ✓            |              |              |
| Great West Financial                  | ✓            |              |              |
| Great Western Oil & Gas               | ✓            |              | ✓            |
| GrowGeneration                        | ✓            |              |              |
| GSE Construction Co.                  |              | $\checkmark$ |              |
| Gustavson Associates                  | ✓            |              |              |
| Gyrodata Incorporated                 |              | $\checkmark$ |              |
| Halker Consulting                     | ✓            |              |              |
| Halliburton                           | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Hard Rock Consulting                  |              |              | ✓            |
| Harris Corporation                    |              | $\checkmark$ | $\checkmark$ |
| Harris Kocher Smith                   |              | $\checkmark$ |              |
| Harris Products Group                 | ✓            |              |              |
| Harvard Business School               | $\checkmark$ |              |              |
| Hawkwood Energy                       | $\checkmark$ |              |              |
| HDR Engineering                       | $\checkmark$ | $\checkmark$ |              |
| Health Language                       | $\checkmark$ |              |              |
| Healthcare Excellence Institute       | $\checkmark$ |              |              |
| Hecla Mining Company                  | $\checkmark$ |              |              |
| Helmerich and Payne                   | ✓            |              |              |
| Hensel Phelps Construction Co.        |              | $\checkmark$ | $\checkmark$ |
| Heraeus Incorporated                  | $\checkmark$ |              |              |
| Herbert Scoville Jr. Peace Fellowship | $\checkmark$ |              |              |
| Hertz Corporation                     | $\checkmark$ |              |              |

| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| Hess Corporation                    |              | $\checkmark$ |              |
| Heuer Labs                          | ✓            |              |              |
| Hewlett-Packard Company             | ✓            | $\checkmark$ |              |
| High Precision Devices              | $\checkmark$ |              |              |
| Highlands Ranch Metro District      | ✓            |              |              |
| HighPoint Resources                 | $\checkmark$ |              |              |
| Hilcorp                             | ✓            |              | ✓            |
| Hill Air Force Base                 | $\checkmark$ |              |              |
| Hispanic As. College and Uni.(HACU) |              | $\checkmark$ |              |
| Hitachi Consulting                  | ✓            | ✓            | $\checkmark$ |
| Hitachi High Technologies America   | $\checkmark$ |              |              |
| Hitchiner Manufacturing Co.         | ✓            |              |              |
| Holland & Hart                      | ✓            | $\checkmark$ | ✓            |
| HollyFrontier Corporation           | ✓            | $\checkmark$ |              |
| Home Advisor                        | ✓            | ✓            |              |
| Honeywell                           | ✓            |              |              |
| Honeywell FM&T                      | ✓            |              |              |
| НР                                  | ✓            |              |              |
| НРМ                                 | ✓            |              |              |
| Hudson Legal Group                  | ✓            |              |              |
| Hunt 4 Energy                       | ✓            |              |              |
| Hunt Oil Company                    | $\checkmark$ |              |              |
| Hunter Douglas                      | $\checkmark$ |              |              |
| Hunting Titan                       | $\checkmark$ | $\checkmark$ | ✓            |
| Huntington Ingalls Industries       | $\checkmark$ |              |              |
| Huron Casting                       | ✓            |              |              |
| Hurst Metallurgical Research Lab    | $\checkmark$ |              |              |
| HyCAL Corp.                         | ✓            |              |              |
| Hyde Engineering Services           | ✓            |              |              |
| Ibotta                              | ✓            |              |              |
| iCAST                               | $\checkmark$ |              |              |
| ICON Engineering                    | $\checkmark$ |              |              |
| iD Tech Camps                       | $\checkmark$ | ✓            |              |
| Idaho Nat Lab                       | $\checkmark$ |              |              |
| IDT Intergrated Device Technologies | $\checkmark$ | 1            |              |
| IHS Markit                          | ✓            | ✓            |              |
| Illinois Institute of Tech          |              | ✓            |              |
| IM Flash Technologies               |              | ✓            | ✓            |
| IMERYS                              | ✓            | ✓            | ✓            |
| IMI Precision Engineering           |              | ✓            | 1            |



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| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| Independence Capital Asset Partners | $\checkmark$ |              |              |
| Independence Institute              | $\checkmark$ |              |              |
| Infrastructure Engineers            |              | $\checkmark$ |              |
| Insituform Technologies             | ✓            |              |              |
| Institute for Comp Eng and Sciences | ✓            |              |              |
| Integrated Petroleum Technologies   |              | $\checkmark$ |              |
| Integrity Applications Incorporated | $\checkmark$ |              |              |
| Intelepeer Cloud Communications     | ✓            |              |              |
| Intelex Technologies                | ✓            |              |              |
| Intelligent Imaging Innovations     | $\checkmark$ |              |              |
| Intelligent Software Solutions      |              | $\checkmark$ |              |
| IntelliProp                         | ✓            |              |              |
| Intenna Systems                     | ✓            |              |              |
| Intl. Com. of the Red Cross         | ✓            |              |              |
| Intertek PSI                        | ✓            |              |              |
| IX Power Clean Water                | ✓            |              |              |
| J.M. Huber Corporation              | ✓            |              |              |
| J.R. Butler                         |              | ✓            |              |
| Jacobs                              |              | ✓            |              |
| Jalisco Intl.                       | $\checkmark$ |              |              |
| James W. Fowler Co.                 |              | ✓            |              |
| Jefferson County Government         | ✓            |              |              |
| Jeppesen                            |              | ✓            |              |
| Jerritt Canyon Gold                 | ✓            |              |              |
| Johns Manville                      | ✓            | ✓            |              |
| Johnson Controls                    | $\checkmark$ | ✓            |              |
| JPTC Energy                         | ✓            |              |              |
| JR Engineering                      | ✓            |              |              |
| ЈТЗ                                 |              | $\checkmark$ |              |
| JumpCloud                           | $\checkmark$ |              |              |
| Juniper Resources                   | ✓            |              |              |
| Jviation                            |              | $\checkmark$ |              |
| Kahuna Ventures                     | ✓            | ✓            |              |
| Kanas City Power and Light          | $\checkmark$ |              |              |
| Kansas Dept.of Health and Enviro.   | $\checkmark$ |              |              |
| Kansas Dept.of Transportation       |              | $\checkmark$ |              |
| Karcher North America               | $\checkmark$ |              |              |
| Keane Group                         | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| KECI Colorado                       | $\checkmark$ |              |              |
| Kenzan                              | $\checkmark$ | $\checkmark$ |              |

| Company                        | ID           | CD           |              |
|--------------------------------|--------------|--------------|--------------|
| Kevsight Technologies          | <u>ار</u>    | ./           | ./           |
| Xeysight recilliongles         | •<br>        |              | • •          |
| Kickview Corporation           | •<br>•       |              |              |
|                                | •<br>•       | ./           | ./           |
| Kimley Horn and Associator     | •<br>./      | •<br>./      | •            |
| Kineticorn                     | •<br>•       |              | •            |
| Kleinfelder                    | •            |              | • •          |
| (Minelael                      |              | v            |              |
| Villaus                        | •            |              |              |
| Knille River Corporation - NVV | •            | •            |              |
|                                | •<br>•       | ~            |              |
| Komatsu America Corr           | ~            | /            |              |
| Komatsu America Corp.          |              | <b>✓</b>     | <b>✓</b>     |
|                                | ✓            |              |              |
|                                | ✓            | ✓<br>✓       | ✓<br>✓       |
| kraemer North America          |              | <b>√</b>     | <b>√</b>     |
| LA County Dept.of Public Works | ✓            |              |              |
| LatargeHolcim                  | ✓            |              |              |
| Lake Superior Consulting       | ✓            |              |              |
| Lamp Rynearson & Associates    | ✓            |              |              |
| Langan                         | ✓            |              |              |
| Lawrence Livermore Nat Lab     | ✓            | <u> </u>     |              |
| LB Civil Construction          | ✓            |              |              |
| LDIS                           | ✓            |              |              |
| Lehigh Hanson                  | ✓            | ✓            | ✓            |
| Leidos                         | ✓            | ✓            |              |
| Leppert Associates             | ✓            |              |              |
| Level 3 Communications         | ✓            |              |              |
| Lexmark Intl.                  |              | ✓            |              |
| LGS Innovations                | ✓            | ✓            | ✓            |
| Lhoist North America           | ✓            | ✓            | ✓            |
| Lifeloc Technologies           | ✓            |              |              |
| Linda M. Rediger P.C.          | ✓            |              |              |
| LINX                           | $\checkmark$ |              |              |
| Lithko Contracting             |              | $\checkmark$ | ✓            |
| Lockheed Martin                | ✓            | $\checkmark$ | ✓            |
| Loenbro                        | $\checkmark$ | $\checkmark$ |              |
| LogRhythm                      |              | $\checkmark$ |              |
| Los Alamos Nat Lab             | $\checkmark$ | $\checkmark$ |              |
| LSI -Logical Systems           | $\checkmark$ | $\checkmark$ |              |
| Lunar Outpost                  | $\checkmark$ |              | $\checkmark$ |



| Company                            | JP           | CD           | OCR          |
|------------------------------------|--------------|--------------|--------------|
| Luossavaara-Kiirunavaara AB (LKAB) | $\checkmark$ |              |              |
| M. Braun                           | $\checkmark$ |              |              |
| M.A. Mortenson Construction        | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| M.E. Group                         | $\checkmark$ |              |              |
| Ma Labs                            | ✓            |              |              |
| Macedon Technologies               | ✓            |              |              |
| Magnetic Variation Services        |              | ~            |              |
| Magotteaux                         | ✓            |              |              |
| Mainstream Engineering             | ✓            |              |              |
| Mallard Exploration                | ✓            |              |              |
| Manhard Consulting                 |              | ✓            |              |
| Manson Construction Co.            | ✓            | ~            | ✓            |
| Mantucket Capital                  | ✓            |              |              |
| Marathon Oil Company               | ✓            | $\checkmark$ | ✓            |
| Marcin Engineering                 | ✓            |              |              |
| Marquez Environmental Services     | ✓            |              | ✓            |
| Martin Marietta Materials          | ✓            | ~            | ✓            |
| Martin/Martin                      |              | $\checkmark$ |              |
| Martinez Associates                | ✓            |              |              |
| Mass Dept.of Tran (MassDOT)        | ✓            |              |              |
| Matador Resources                  | ✓            | ✓            | ✓            |
| Mathnasium of Littleton            | ✓            |              |              |
| Mathnasium of Westminster          | ✓            |              |              |
| Matrix Design Group                |              | ✓            |              |
| Maxson Engineering                 | ✓            |              |              |
| McClone Construction Company       | ✓            |              |              |
| McKinsey & Company                 |              | $\checkmark$ |              |
| ME Engineers                       |              | ~            |              |
| Meadowlark Optics                  | $\checkmark$ |              |              |
| Measurlogic                        | $\checkmark$ |              |              |
| Meds and Food for Kids             | ✓            |              |              |
| Mentor Graphics                    | $\checkmark$ |              |              |
| Meritage Midstream                 |              | $\checkmark$ |              |
| Merrick & Company                  | ✓            | $\checkmark$ |              |
| Mesa Associates                    |              | ✓            |              |
| Mesa Laboratories                  | ✓            |              |              |
| Metro Wastewater Reclamation       | $\checkmark$ |              |              |
| MI3 Petroleum Engineering          | $\checkmark$ |              |              |
| Michael Baker Intl.                | $\checkmark$ |              |              |

| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| Michels Corporation                 |              | $\checkmark$ | $\checkmark$ |
| Michigan Paving & Materials         | $\checkmark$ |              |              |
| Microchip Tech                      |              | $\checkmark$ |              |
| MicroSeismic                        | $\checkmark$ |              |              |
| Microsoft Corporation               | $\checkmark$ |              |              |
| Mile Hi Bakery                      | ✓            |              |              |
| Mile High Youth Corps               | ✓            |              |              |
| Milender White Construction         | ✓            | ✓            |              |
| MillerCoors                         | ✓            |              |              |
| MindDance                           | ✓            |              |              |
| Missile Defense Agency              | ✓            | $\checkmark$ |              |
| Mobile Solutions                    | $\checkmark$ |              |              |
| Montana Dept.of Envir. Quality      | $\checkmark$ |              |              |
| Montana State University            | $\checkmark$ |              |              |
| Morgan Stanley                      | $\checkmark$ |              |              |
| Morrow Engineering                  |              | ✓            | $\checkmark$ |
| Motiv Power Systems                 | ✓            |              |              |
| Mott MacDonald                      |              | ✓            |              |
| Mountain Parks Electric             |              |              | ✓            |
| Mountain Vector Energy              | $\checkmark$ |              |              |
| MTech Mechanical                    | $\checkmark$ | ✓            |              |
| Mu Sigma                            | $\checkmark$ | ✓            |              |
| Mubea                               | $\checkmark$ |              |              |
| Murphy Company                      |              | ✓            |              |
| Murray Energy Corporation           | ✓            |              | ✓            |
| MV Technologies                     | ✓            |              |              |
| Mystic Eagle Quarry                 | $\checkmark$ |              |              |
| Nabors Industries                   | ✓            |              |              |
| Nalco an Ecolab Company             | ✓            | $\checkmark$ | ✓            |
| NASA Glenn Research Center          | ✓            |              |              |
| NASA Kennedy Space Center           | ✓            |              |              |
| NASA -Undergrad Research Program    | ✓            |              |              |
| NASDAQ OMX                          | ✓            |              |              |
| Nat Highway Traffic Safety Admin    | $\checkmark$ |              |              |
| Nat Institute of Standards and Tech | ✓            |              |              |
| Nat Instruments                     | $\checkmark$ | ✓            | ✓            |
| Nat Renewable Energy Lab (NREL)     | ✓            | ✓            |              |
| Nat Security Agency                 | $\checkmark$ |              |              |
| Nat Student Leadership Conference   | $\checkmark$ |              |              |



| Company                           | JP           | CD           | OCR          |
|-----------------------------------|--------------|--------------|--------------|
| Natural Resources Consulting Eng. | $\checkmark$ |              |              |
| Natural Soda ( Enirgi)            | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Naval Surface Warfare Center      | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Navigant Consulting               | $\checkmark$ | $\checkmark$ |              |
| NCAR/UCAR                         | $\checkmark$ | $\checkmark$ |              |
| NEI Electric Power Engineering    | $\checkmark$ |              |              |
| Nestle Purina                     | ✓            |              |              |
| New Century Software              | ✓            |              |              |
| New Mexico Environmental Dept.    | $\checkmark$ |              |              |
| New Mexico Tech                   | ✓            |              |              |
| New Wup Holdings                  | ✓            |              |              |
| Newfield Exploration              | ✓            | ✓            | ✓            |
| NewFields Mining                  | ✓            | ✓            |              |
| NewGen Strategies and Solutions   | $\checkmark$ |              |              |
| Newmont Mining Corporation        | ✓            | ✓            | ✓            |
| NexGen Technologies               | $\checkmark$ |              |              |
| Nextworld                         | $\checkmark$ | $\checkmark$ | ✓            |
| Nexus Bioenergy                   | $\checkmark$ |              |              |
| Niagara Bottling                  | ✓            |              | ✓            |
| Nicholson Construction Company    |              | ✓            |              |
| Nikola Power                      | ✓            |              |              |
| NITEC                             | ✓            |              |              |
| NLMK                              |              | ✓            |              |
| NMC-Nebraska Machinery            | $\checkmark$ |              |              |
| NobelClad                         | $\checkmark$ |              |              |
| Noble Energy                      | ✓            | ✓            | $\checkmark$ |
| North American Coal Bisti Fuels   | $\checkmark$ |              |              |
| Northrop Grumman Corporation      | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Northwestern Mutual               | $\checkmark$ | ✓            |              |
| Northwind Group                   | $\checkmark$ |              |              |
| NOV Nat Oilwell Varco             | $\checkmark$ |              | $\checkmark$ |
| NOV Quality Tubing                | ✓            |              |              |
| Nova Engineering                  | ✓            |              |              |
| Novelis                           | ✓            |              |              |
| NREIP                             | $\checkmark$ |              |              |
| Nuclear Waste Partnership         |              | $\checkmark$ |              |
| Nucor Steel                       | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Numerica Corporation              | $\checkmark$ |              |              |
| Nuventra Pharma Sciences          | $\checkmark$ |              |              |

| Company                               | JP           | CD           | OCR          |
|---------------------------------------|--------------|--------------|--------------|
| NV5                                   | $\checkmark$ |              |              |
| Nyrstar                               | $\checkmark$ |              |              |
| Oak Ridge Inst for Sci and Ed (ORISE) | ✓            |              |              |
| Oak Ridge Nat Lab                     | ✓            |              |              |
| Oakman Aerospace                      | $\checkmark$ |              |              |
| Oasis Petroleum                       | ✓            | $\checkmark$ | ✓            |
| OBEC Consulting Engineers             | ✓            |              |              |
| Occidental Oil & Gas (Oxy)            | ✓            | $\checkmark$ | ✓            |
| Olin Corporation                      | ✓            | $\checkmark$ | ✓            |
| Olsson Associates                     | ✓            | $\checkmark$ |              |
| OnSpot Data                           | ✓            |              |              |
| Oppenheimer Funds                     |              | $\checkmark$ |              |
| Oracle Corporation                    | $\checkmark$ |              |              |
| Orange County Water District          | $\checkmark$ |              |              |
| ORAU                                  | $\checkmark$ | $\checkmark$ |              |
| Orbital ATK                           | ✓            | $\checkmark$ | ✓            |
| ORICA USA                             | ✓            | $\checkmark$ | ✓            |
| OSIsoft                               | ✓            | $\checkmark$ | ✓            |
| P&G (Procter & Gamble)                | ✓            | $\checkmark$ | ✓            |
| Pala Investments Ltd                  | $\checkmark$ |              |              |
| Palo Verde Nuclear Gen Station        | $\checkmark$ | $\checkmark$ | ✓            |
| Pan American Energy                   | $\checkmark$ |              |              |
| PanXchange                            | $\checkmark$ |              |              |
| Pardee Homes                          | ✓            |              |              |
| Parker Hannifin                       | ✓            | $\checkmark$ |              |
| Parsons                               |              | $\checkmark$ |              |
| Paterson & Cooke                      | ✓            |              |              |
| Pathfinder Systems                    | ✓            | $\checkmark$ |              |
| Pax8                                  | ✓            |              |              |
| PDC Energy                            |              | $\checkmark$ |              |
| Peabody Energy                        | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Peace Corps                           |              | $\checkmark$ | $\checkmark$ |
| Pearl Harbor Naval Shipyard & IMF     |              | $\checkmark$ | $\checkmark$ |
| Performance Associates Intl.          | $\checkmark$ |              |              |
| Petrotek Engineering Corporation      | $\checkmark$ |              |              |
| Philips                               | $\checkmark$ |              | $\checkmark$ |
| Phillips 66                           | ✓            | $\checkmark$ | ✓            |
| Phillips and Jordan                   |              | $\checkmark$ | ✓            |
| Pie Consulting & Engineering          | $\checkmark$ |              |              |
|                                       |              |              |              |



| Company                            | JP           | CD           | OCR          |
|------------------------------------|--------------|--------------|--------------|
| Pigler Automation                  | $\checkmark$ |              |              |
| Pinnacle Consulting                | $\checkmark$ |              |              |
| Pitkin County Colorado             | $\checkmark$ |              |              |
| Pivotal                            | $\checkmark$ | $\checkmark$ |              |
| PJM Interconnection                | $\checkmark$ |              |              |
| Planetary Resources                | $\checkmark$ |              | ✓            |
| Planisware USA                     | $\checkmark$ |              |              |
| Platte River Power Authority       | $\checkmark$ | $\checkmark$ |              |
| POET                               | $\checkmark$ |              |              |
| Polaris Alpha                      | $\checkmark$ |              | ✓            |
| Polycom                            | $\checkmark$ |              |              |
| Possible Mobile Double Encore      |              | $\checkmark$ |              |
| Poudre Valley REA                  | $\checkmark$ |              |              |
| Powder7                            | $\checkmark$ |              | ✓            |
| Power Engineers                    |              | $\checkmark$ | ✓            |
| PPG Industries                     | $\checkmark$ |              |              |
| Precision Castparts Corporation    | $\checkmark$ |              | ✓            |
| Precision Water Resources Eng      | $\checkmark$ |              |              |
| Preferred Medical Products         | $\checkmark$ |              |              |
| Premier Thermal Solutions (PTS)    | $\checkmark$ |              |              |
| Prime Controls                     |              | $\checkmark$ |              |
| ProCraft Mechanical                |              | $\checkmark$ |              |
| Prokarma                           | $\checkmark$ | $\checkmark$ |              |
| Protectwise                        | $\checkmark$ |              |              |
| Prysmian Group                     | $\checkmark$ |              |              |
| Public Education and Business Coa. |              | $\checkmark$ |              |
| Pueblo West Metropolitan District  | $\checkmark$ |              |              |
| Puget Sound Naval Shipyard         |              | $\checkmark$ | ✓            |
| Pure Pressure                      | $\checkmark$ |              |              |
| Purple Land Management             | $\checkmark$ |              |              |
| PVM Steel                          | $\checkmark$ |              |              |
| QEP Resources                      | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| QSC Audio Products                 |              | $\checkmark$ |              |
| Quest Integrity Group              | $\checkmark$ |              |              |
| QuesTek Innovations                | $\checkmark$ |              |              |
| Radian                             | $\checkmark$ |              |              |
| Range Resources                    |              | ✓            |              |
| RapidFunnel                        | $\checkmark$ |              |              |
| RARE PETRO                         | $\checkmark$ | $\checkmark$ | ✓            |
| Raytheon                           | $\checkmark$ | $\checkmark$ |              |

| Company                             | JP           | CD           | OCR |
|-------------------------------------|--------------|--------------|-----|
| RCF Management                      | $\checkmark$ |              |     |
| RE   SOLUTIONS                      | $\checkmark$ |              |     |
| Reading Partners                    | $\checkmark$ |              |     |
| Recondo Tech                        | $\checkmark$ | $\checkmark$ |     |
| Redhorse Corporation                | $\checkmark$ |              |     |
| Reel Game Calls                     | $\checkmark$ |              |     |
| Remedial Construction Services L.P. |              | $\checkmark$ |     |
| Renewable Energy Group              | $\checkmark$ |              |     |
| Renewable Energy Systems            | $\checkmark$ | $\checkmark$ |     |
| Renewal by Andersen                 | $\checkmark$ |              |     |
| Reno James Engineering              | $\checkmark$ |              |     |
| Renova Capital Partners             | $\checkmark$ |              |     |
| Restruction Corporation             |              | $\checkmark$ |     |
| Return Path                         |              | $\checkmark$ |     |
| Reynolds Polymer Tech               |              | $\checkmark$ |     |
| RezStream                           | $\checkmark$ |              |     |
| RG and Associates                   | $\checkmark$ |              |     |
| Ricoh                               | $\checkmark$ | $\checkmark$ | ✓   |
| Right On Learning                   | $\checkmark$ |              |     |
| Rio Tinto                           | $\checkmark$ | $\checkmark$ | ✓   |
| Riverside Research                  | $\checkmark$ | $\checkmark$ |     |
| RJH Consultants                     |              | $\checkmark$ |     |
| RK Mechanical                       |              | $\checkmark$ |     |
| RMD Kwikform                        |              | $\checkmark$ |     |
| Rockwool Group                      | $\checkmark$ |              |     |
| Rocky Mountain Air Solutions        |              | $\checkmark$ |     |
| Rocky Mountain Nature Association   | $\checkmark$ |              |     |
| Rocky Mountain Reagents             | $\checkmark$ |              |     |
| Rocky Mountain Scientific Lab       | $\checkmark$ |              |     |
| Rincon Research Corporation         |              | $\checkmark$ |     |
| RSM US LLP                          | $\checkmark$ | $\checkmark$ |     |
| RSR Technologies                    | $\checkmark$ |              |     |
| RT Logic                            | $\checkmark$ | $\checkmark$ |     |
| S&P Global Platts (Bentek Products) | $\checkmark$ | $\checkmark$ |     |
| Salesforce                          | ✓            | ✓            |     |
| Salient Power Engineering           |              | $\checkmark$ |     |
| Samtec Microelectronics             |              | $\checkmark$ |     |
| Sandia Nat Laboratories             | $\checkmark$ |              |     |
| SandRidge Energy                    | $\checkmark$ |              | ✓   |
| Saulsbury Industries                | ✓            |              |     |



| Company                             | JP           | CD           | OCR          |
|-------------------------------------|--------------|--------------|--------------|
| Schlumberger Tech Corporation       | ✓            | $\checkmark$ | $\checkmark$ |
| Schnabel Engineering                | ✓            |              |              |
| Schweitzer Engineering Laboratories | ✓            |              |              |
| Scientific Drilling Int'l           | ✓            |              |              |
| SCRAM Systems/Alcohol               | ✓            |              |              |
| Seagate Tech                        | ✓            | $\checkmark$ |              |
| SEAKR Engineering                   | ✓            | $\checkmark$ |              |
| SEMA Construction                   | ✓            |              |              |
| Sempra LNG                          |              | $\checkmark$ | ✓            |
| Septodont                           | ✓            |              |              |
| Sevan Multi-Site Solutions          |              | $\checkmark$ |              |
| SGM                                 |              | $\checkmark$ |              |
| Shaffer Baucom Engineering & Con.   |              | $\checkmark$ |              |
| Shaw Construction                   |              | $\checkmark$ |              |
| Shell                               |              | $\checkmark$ |              |
| Shimmick Construction Co.           |              | $\checkmark$ | ✓            |
| Siefert Associates                  | ✓            |              |              |
| Siemens Building Technologies       | ✓            |              |              |
| Sierra Nevada Corporation           |              | $\checkmark$ | ✓            |
| Sigma Science                       | ✓            |              |              |
| Sikich LLP                          | ✓            |              |              |
| Silicon STEM Academy                | ✓            |              |              |
| SKF Aeroengine                      | ✓            |              |              |
| Sky Climber Telecom                 |              | $\checkmark$ |              |
| Sky Climber Tower Solutions         | $\checkmark$ |              |              |
| SLAC Nat Accelerator Lab            | $\checkmark$ |              |              |
| Slater Matsil                       | $\checkmark$ |              |              |
| Slingshot Assembly                  | ✓            |              |              |
| SLR Intl. Corporation               | ✓            |              |              |
| SM Energy Company                   | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| Snelson Companies                   |              | $\checkmark$ |              |
| Software Tech                       | $\checkmark$ |              |              |
| Solar Turbines                      |              | $\checkmark$ | $\checkmark$ |
| Solidyn Solutions                   | $\checkmark$ |              |              |
| Solubit                             | $\checkmark$ |              | $\checkmark$ |
| Solvay Chemicals                    | $\checkmark$ |              |              |
| Sonepar USA                         | $\checkmark$ |              | $\checkmark$ |
| Sopheon Corporation                 | $\checkmark$ | $\checkmark$ |              |
| Southern Adams County Water         | $\checkmark$ |              |              |
| Southland Holdings                  |              | $\checkmark$ |              |

| Company                           | JP           | CD           | OCR          |
|-----------------------------------|--------------|--------------|--------------|
| Southwest Airlines                | $\checkmark$ |              |              |
| Southwestern Energy Co            | ✓            | $\checkmark$ | ✓            |
| SpaceNav                          | ✓            |              |              |
| Special Metals Corporation        | ✓            |              | ✓            |
| Specialized Engineering Solutions | ✓            |              |              |
| Specialty Granules                | ✓            |              |              |
| Specialty Products Company        | ✓            |              |              |
| Spectra Logic                     | ✓            |              |              |
| Spectranetics Corporation         |              | $\checkmark$ |              |
| Spectrum/Charter Communications   | ✓            | $\checkmark$ |              |
| Sphero                            | ✓            |              |              |
| Spinfusion                        | ✓            |              |              |
| Spirit Environmental              | $\checkmark$ |              |              |
| SpotXChange                       | $\checkmark$ |              |              |
| SROriginals                       | ✓            |              | $\checkmark$ |
| SRS Acquiom                       | ✓            |              |              |
| Stanley Consulting                | ✓            | $\checkmark$ |              |
| Stantec Consulting                | ✓            | $\checkmark$ |              |
| Starz Entertainment               | ✓            |              |              |
| Stillwater Mining Company         |              | $\checkmark$ | ✓            |
| Stolle Machinery Co               | ✓            |              |              |
| Stonebridge Consulting            | ✓            |              |              |
| STRIVE Preparatory Schools        | ✓            | $\checkmark$ |              |
| Structural Integrity Associates   |              | $\checkmark$ |              |
| Stupp Corporation                 | ✓            | $\checkmark$ | $\checkmark$ |
| Summit Materials                  | ✓            | $\checkmark$ | $\checkmark$ |
| Summit Midstream                  | ✓            |              |              |
| Summit Technical Solutions        | $\checkmark$ |              |              |
| Suncor Energy USA                 | ✓            |              | ✓            |
| Sundt Construction                | ✓            | $\checkmark$ | $\checkmark$ |
| SunPower Corporation              | $\checkmark$ | $\checkmark$ |              |
| Swagelok Denver                   | ✓            |              |              |
| Swanson Rink                      | ✓            |              |              |
| Tallgrass Energy Partners         | ✓            | $\checkmark$ |              |
| Tamaki Control                    | ✓            |              |              |
| Taroko Software                   | ✓            |              |              |
| Tata Chemicals Soda Ash Partners  | $\checkmark$ |              |              |
| TDA Research                      | $\checkmark$ |              |              |
| Teach for America                 | ✓            |              |              |
| Teach Kentucky                    | $\checkmark$ |              |              |

B - 12



| Teacher Education Alliance✓Techneaux Tech Services✓Teck Resources Ltd.✓Tenaris✓Tendril✓Tendril✓Tenoaks Energy Advisors✓Terracon Consultants✓Terracon Consultants✓Tesla Motors✓TestAmerica✓Texas Instruments✓The Electrum Group✓The Regis Company✓The Regis Company✓The Vertex Companies✓The Vertex Companies✓The Western Sugar Cooperative✓Timken Steel✓Timker Air Force Base Engineering✓Timker Air Force Base Engineering✓Torus Americas✓Tinker Air Force Base Engineering✓Torus Americas✓Transportation Tech Center✓Tinapport LP✓Tiraylor Bros.✓Travelport LP✓Traingloc Corporation✓Transportation Tech Center✓Trinker Air Force Base Engineering✓Tiransportation Tech Center✓Transportation Tech Center✓Transportation Tech Center✓Travelport LP✓Traingloc Corporation✓Trible Navigation LTD✓Trimbel Navigation LTD✓Trimbel Navigation LTD✓Trimbel Navigation LTD✓Trimbel Navigation LTD✓Timbel Navigation LTD✓Timbel Naviga  | Company                           | JP           | CD           | OCR          |
|---|-----------------------------------|--------------|--------------|--------------|
| Techneaux Tech Services✓Teck Resources Ltd.✓Tenaris✓Tendril✓Tendril✓Tenoaks Energy Advisors✓Terracon Consultants✓Terracon Consultants✓Terumo BCT✓Tesla Motors✓TestAmerica✓Texas Instruments✓The Electrum Group✓The Electrum Group✓The Regis Company✓The Regis Company✓The RMH Group✓The Vertex Companies✓The Vertex Companies✓The Western Sugar Cooperative✓Timken Steel✓Timker Air Force Base Engineering✓Torus Americas✓Torus Americas✓Torus Americas✓Transportation Tech Center✓Tinapport LP✓Tiransportation Tech Center✓Transportation Tech Center✓Translor Solutions✓Transportation Tech Center✓Transportation Tech Center✓Transportation Tech Center✓Translor Solutions  | Teacher Education Alliance        |              | $\checkmark$ |              |
| Teck Resources Ltd.✓Tenaris✓✓Tendril✓✓Tendril✓✓Terracon Consultants✓✓Terracon Consultants✓✓Terracon Consultants✓✓Tesla Motors✓✓TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Electrum Group✓✓The Regis Company✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Steel✓✓Timber Ine Eng and Land Surveying✓✓Timken Steel✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Transportation Tech Center✓✓Transportation Tech Center✓✓Transloac Systems✓✓Traibel Bealing Solutions✓✓Tribue Navigation LTD✓ <td>Techneaux Tech Services</td> <td>~</td> <td></td> <td></td>  | Techneaux Tech Services           | ~            |              |              |
| Tenaris✓✓Tendril✓✓Tendaks Energy Advisors✓✓Terracon Consultants✓✓Terumo BCT✓✓Tesla Motors✓✓TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Eund for the Public Interest✓✓The Regis Company✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓Timken Steel✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Transportation Tech Center✓✓Traylor Bros.✓✓Traylor Bros.✓✓Trident Structures✓✓Trinbel Navigation LTD✓✓Trimbel Navigation LTD✓✓  | Teck Resources Ltd.               | $\checkmark$ |              |              |
| Tendril✓TenOaks Energy Advisors✓Terracon Consultants✓Terumo BCT✓✓✓Tesla Motors✓TestAmerica✓✓✓Tetra Tech✓✓✓Texa Instruments✓✓✓The Electrum Group✓✓✓The Electrum Group✓✓✓The Electrum Group✓✓✓The Electrum Group✓✓✓The Roll for the Public Interest✓✓✓The Regis Company✓✓✓The RMH Group✓✓✓The Vertex Companies✓✓✓The Vertex Companies✓✓✓The Vertex Companies✓✓✓The Western Sugar Cooperative✓✓✓Timken Steel✓✓✓Timken Steel✓✓✓Tomra Sorting Solutions✓✓✓Tower Engineering Professionals✓✓✓Transportation Tech Center✓Travelport LP✓Travelport LP✓Traleborg Sealing Solutions✓✓✓Trible Navigation LTD✓✓✓Trimble Navigation LTD✓   | Tenaris                           |              | $\checkmark$ | $\checkmark$ |
| TenOaks Energy Advisors✓Terracon Consultants✓Terumo BCT✓Tesla Motors✓Tesla Motors✓TestAmerica✓✓✓Tetra Tech✓Texas Instruments✓✓✓The Electrum Group✓✓✓The Fund for the Public Interest✓✓✓The Regis Company✓✓✓The RMH Group✓The Vertex Companies✓The Vertex Companies✓The Western Sugar Cooperative✓✓✓Timberline Eng and Land Surveying✓Tinker Air Force Base Engineering✓Toura Sorting Solutions✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓Transportation Tech Center✓Travelport LP✓Travelport LP✓Trident Structures✓Trinber Ration Solutions✓Transbertain Solutions✓Transbortation Tech Center✓Transportation Tech Center✓Transloc Systems✓Transloc Systems✓Trident Structures✓Trinber Ration Solutions✓Trinber Ration Solutions✓Transloc Systems✓Transloc Systems✓Triber Ration Seling Solutions✓Triber Ration Seling Solutions✓Triber Str  | Tendril                           |              | $\checkmark$ |              |
| Terracon Consultants✓Terumo BCT✓✓Tesla Motors✓✓TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Electrum Group✓✓The Electrum Group✓✓The Regis Company✓✓The RMH Group✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓Timberline Eng and Land Surveying✓✓Timker Air Force Base Engineering✓✓Tomra Sorting Solutions✓✓Transportation Tech Center✓✓Transportation Tech Center✓✓Travelport LP✓✓Travelport LP✓✓Trident Structures✓✓Trinber Rog Sealing Solutions✓✓Transportation Tech Center✓✓Translor Spaing Solutions✓✓Translor Spaing Solutions✓   | TenOaks Energy Advisors           | $\checkmark$ |              |              |
| Terumo BCT✓✓Tesla Motors✓✓TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Eund for the Public Interest✓✓The Regis Company✓✓The RMH Group✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓TMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Travelport LP✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trimber Navigation LTD✓✓   | Terracon Consultants              |              | $\checkmark$ |              |
| Tesla Motors✓✓TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Electrum Group✓✓The Electrum Group✓✓The Lane Construction Corporation✓✓The Regis Company✓✓The RMH Group✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓TMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Travelport LP✓✓Trident Structures✓✓Trimble Navigation LTD✓✓  | Terumo BCT                        | $\checkmark$ | $\checkmark$ |              |
| TestAmerica✓✓Tetra Tech✓✓Texas Instruments✓✓The Electrum Group✓✓The Electrum Group✓✓The Electrum Group✓✓The Lane Construction Corporation✓✓The Regis Company✓✓The RMH Group✓✓The Vertex Companies✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓ThyssenKrupp✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓TMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Travelport LP✓✓Traylor Bros.✓✓Trident Structures✓✓Tribub Navigation LTD✓✓  | Tesla Motors                      | $\checkmark$ |              |              |
| Tetra Tech✓Texas Instruments✓✓The Electrum Group✓✓The Fund for the Public Interest✓✓The Lane Construction Corporation✓✓The Regis Company✓✓The RMH Group✓✓The Trade Desk✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓ThyssenKrupp✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓ThMI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trident Structures✓✓Tribube Navigation LTD✓✓Trimble Navigation LTD✓✓   | TestAmerica                       | ~            |              | ✓            |
| Texas Instruments✓✓✓The Electrum Group✓✓✓The Fund for the Public Interest✓✓The Lane Construction Corporation✓✓The Regis Company✓✓The RMH Group✓✓The Trade Desk✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓TLH PE✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trident Structures✓✓Trihydro Corporation✓✓Trimble Navigation LTD✓✓Trimble Navigation LTD✓✓   | Tetra Tech                        | $\checkmark$ |              |              |
| The Electrum Group✓✓The Fund for the Public Interest✓✓The Lane Construction Corporation✓✓The Regis Company✓✓The RMH Group✓✓The Trade Desk✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓ThyssenKrupp✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓TMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Transportation Tech Center✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trileborg Sealing Solutions✓✓Traileborg Sealing Solutions✓✓Traileborg Sealing Solutions✓✓Transportation Tech Center✓✓TransVac Systems✓✓Translor LD✓✓Triber Reging Solutions✓✓Translor LTD✓✓   | Texas Instruments                 | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| The Fund for the Public Interest✓The Lane Construction Corporation✓The Regis Company✓The RMH Group✓The Trade Desk✓The Vertex Companies✓The Vertex Companies✓The Western Sugar Cooperative✓Thornton Tomasetti✓ThyssenKrupp✓✓✓Timberline Eng and Land Surveying✓Tinken Steel✓ThMI (Powered by Gray Matter)✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓TransVac Systems✓Travelport LP✓Tralleborg Sealing Solutions✓Trelleborg Sealing Solutions✓Trident Structures✓Trinkydro Corporation✓Trimble Navigation LTD✓✓✓  | The Electrum Group                | $\checkmark$ |              | $\checkmark$ |
| The Lane Construction Corporation✓The Regis Company✓The RMH Group✓The Trade Desk✓The Vertex Companies✓The Vertex Companies✓The Western Sugar Cooperative✓The Western Sugar Cooperative✓Thornton Tomasetti✓ThyssenKrupp✓Timberline Eng and Land Surveying✓Timken Steel✓TLH PE✓TMMI (Powered by Gray Matter)✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓TransVac Systems✓Travelport LP✓Trallor Bros.✓Trelleborg Sealing Solutions✓✓✓Trident Structures✓Trihydro Corporation✓✓✓Trimble Navigation LTD✓✓✓  | The Fund for the Public Interest  | $\checkmark$ |              |              |
| The Regis Company✓The RMH Group✓The Trade Desk✓The Vertex Companies✓The Western Sugar Cooperative✓The Western Sugar Cooperative✓Thornton Tomasetti✓ThyssenKrupp✓Timberline Eng and Land Surveying✓Tinker Air Force Base Engineering✓TMMI (Powered by Gray Matter)✓Torus Americas✓Tower Engineering Professionals✓Travelport LP✓Traylor Bros.✓Traylor Bros.✓Trident Structures✓Trinker Structures✓Trinker Structures✓Trinker Air Force Solutions✓Torus Americas✓Torus Americas✓Transportation Tech Center✓Travelport LP✓Traylor Bros.✓Traylor Bros.✓Trident Structures✓Trihydro Corporation✓✓✓   | The Lane Construction Corporation | $\checkmark$ |              |              |
| The RMH Group✓The Trade Desk✓✓The Vertex Companies✓✓The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓ThyssenKrupp✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓The PE✓✓TMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Travelport LP✓✓Travelport LP✓✓Traleborg Sealing Solutions✓✓Traleborg Sealing Solutions✓✓Trident Structures✓✓Trinker Structures✓✓Trinker Air Porce Solutions✓✓Torus Americas✓✓Transportation Tech Center✓✓Translor Solutions✓✓Travelport LP✓✓Traylor Bros.✓✓Trident Structures✓✓Trinbel Navigation LTD✓✓   | The Regis Company                 |              | $\checkmark$ |              |
| The Trade DeskImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesThe Western Sugar CooperativeImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesThe Western Sugar CooperativeImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesThornton TomasettiImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesThornton TomasettiImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTimker SteelImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTimker Air Force Base EngineeringImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesThe PEImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTornes AmericasImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTransportation Tech CenterImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTransVac SystemsImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesTransDer StructuresImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex CompaniesImage for the Vertex Compani | The RMH Group                     |              | $\checkmark$ |              |
| The Vertex Companies✓The Western Sugar Cooperative✓Thornton Tomasetti✓ThyssenKrupp✓✓✓Tierra Group Intl.✓✓✓Timberline Eng and Land Surveying✓✓✓Timken Steel✓✓✓ThysenKrupp✓✓✓Tinker Air Force Base Engineering✓✓✓TMMI (Powered by Gray Matter)✓Tomra Sorting Solutions✓✓✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓Travelport LP✓Traylor Bros.✓Trelleborg Sealing Solutions✓✓✓Trident Structures✓Trihydro Corporation✓✓✓Trimble Navigation LTD✓   | The Trade Desk                    | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| The Western Sugar Cooperative✓✓Thornton Tomasetti✓✓ThyssenKrupp✓✓Tierra Group Intl.✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Tribydro Corporation LTD✓✓  | The Vertex Companies              |              | $\checkmark$ |              |
| Thornton Tomasetti✓ThyssenKrupp✓✓Tierra Group Intl.✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓✓TOMRI (Powered by Gray Matter)✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trihydro Corporation LTD✓✓  | The Western Sugar Cooperative     | $\checkmark$ | $\checkmark$ |              |
| ThyssenKrupp✓✓Tierra Group Intl.✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓TOMMI (Powered by Gray Matter)✓✓Torus Americas✓✓Torus Americas✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trihydro Corporation LTD✓✓  | Thornton Tomasetti                | $\checkmark$ |              |              |
| Tierra Group Intl.✓✓Timberline Eng and Land Surveying✓✓Timken Steel✓✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓✓TMMI (Powered by Gray Matter)✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trihydro Corporation LTD✓✓   | ThyssenKrupp                      | $\checkmark$ | $\checkmark$ |              |
| Timberline Eng and Land Surveying✓Timken Steel✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓✓TMMI (Powered by Gray Matter)✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trihydro Corporation LTD✓✓   | Tierra Group Intl.                | $\checkmark$ | $\checkmark$ |              |
| Timken Steel✓✓✓Tinker Air Force Base Engineering✓✓TLH PE✓✓TMMI (Powered by Gray Matter)✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓Travelport LP✓✓Traylor Bros.✓✓TRC Healthcare✓✓Trident Structures✓✓Trihydro Corporation LTD✓✓   | Timberline Eng and Land Surveying | $\checkmark$ |              |              |
| Tinker Air Force Base Engineering✓TLH PE✓TMMI (Powered by Gray Matter)✓Tomra Sorting Solutions✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓Travelport LP✓Traylor Bros.✓TRC Healthcare✓Trident Structures✓Trihydro Corporation LTD✓✓✓  | Timken Steel                      | $\checkmark$ | $\checkmark$ | $\checkmark$ |
| TLH PE✓✓TMMI (Powered by Gray Matter)✓✓Tomra Sorting Solutions✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓TransVac Systems✓✓Travelport LP✓✓Traylor Bros.✓✓TRC Healthcare✓✓Trident Structures✓✓Trihydro Corporation✓✓Trimble Navigation LTD✓✓   | Tinker Air Force Base Engineering | $\checkmark$ |              |              |
| TMMI (Powered by Gray Matter)✓Tomra Sorting Solutions✓Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓TransVac Systems✓Travelport LP✓Traylor Bros.✓TRC Healthcare✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓   | TLH PE                            | $\checkmark$ |              |              |
| Tomra Sorting Solutions✓✓Torus Americas✓✓Tower Engineering Professionals✓✓Transportation Tech Center✓✓TransVac Systems✓✓Travelport LP✓✓Traylor Bros.✓✓TRC Healthcare✓✓Trident Structures✓✓Trihydro Corporation✓✓Trimble Navigation LTD✓✓  | TMMI (Powered by Gray Matter)     | $\checkmark$ |              |              |
| Torus Americas✓Tower Engineering Professionals✓Transportation Tech Center✓TransVac Systems✓Travelport LP✓Traylor Bros.✓TRC Healthcare✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓  | Tomra Sorting Solutions           | $\checkmark$ |              | ✓            |
| Tower Engineering Professionals✓Transportation Tech Center✓TransVac Systems✓Travelport LP✓Traylor Bros.✓TRC Healthcare✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓   | Torus Americas                    | $\checkmark$ |              |              |
| Transportation Tech Center✓TransVac Systems✓Travelport LP✓Traylor Bros.✓✓✓TRC Healthcare✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓   | Tower Engineering Professionals   |              | $\checkmark$ |              |
| TransVac Systems✓Travelport LP✓Traylor Bros.✓TRC Healthcare✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓  | Transportation Tech Center        | ~            |              |              |
| Travelport LP✓Traylor Bros.✓✓TRC Healthcare✓✓Trelleborg Sealing Solutions✓✓Trident Structures✓✓Trihydro Corporation✓✓Trimble Navigation LTD✓✓   | TransVac Systems                  | $\checkmark$ |              |              |
| Traylor Bros.✓✓✓TRC Healthcare✓✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓  | Travelport LP                     | $\checkmark$ |              |              |
| TRC Healthcare✓Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓   | Traylor Bros.                     | ~            | $\checkmark$ | ✓            |
| Trelleborg Sealing Solutions✓Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓  | TRC Healthcare                    | ~            |              |              |
| Trident Structures✓Trihydro Corporation✓Trimble Navigation LTD✓   | Trelleborg Sealing Solutions      |              | $\checkmark$ |              |
| Trihydro Corporation✓Trimble Navigation LTD✓  | Trident Structures                |              | $\checkmark$ |              |
| Trimble Navigation LTD 🖌 🖌  | Trihydro Corporation              | $\checkmark$ |              |              |
|   | Trimble Navigation LTD            | $\checkmark$ | $\checkmark$ |              |

| Company                             | JP           | CD           | OCR |
|-------------------------------------|--------------|--------------|-----|
| Trinity Consultants                 | $\checkmark$ |              |     |
| Tri-State Generation and Trans      | ✓            | ✓            |     |
| Tronox Alkali                       |              | ✓            |     |
| гтх                                 | ✓            |              |     |
| Tudor Pickering Holt & Co.          | $\checkmark$ |              | ✓   |
| Turner & Townsend                   |              | $\checkmark$ |     |
| Turner Construction                 |              | $\checkmark$ | ✓   |
| Tyler Technologies Eagle Division   |              | ✓            |     |
| U.S. Army                           | $\checkmark$ | ✓            |     |
| U.S. Army Aeromedical Research Lab  | $\checkmark$ |              |     |
| U.S. Army Corps of Engineers        | $\checkmark$ | ✓            |     |
| U.S. Dept.of Energy (DOE)           | $\checkmark$ | 1            | ✓   |
| U.S. Dept. Int. Bureau of Land Man. | $\checkmark$ |              |     |
| U.S. Dept. Int. Bureau of Rec.      | ✓            | ✓            |     |
| U.S. Dept. of the Int. Div. E&M Dev |              | ✓            | 1   |
| U.S. Dept. of State                 |              | 1            | ✓   |
| U.S. Engineering Company            | $\checkmark$ | ✓            | ✓   |
| U.S. Geo Survey Nat Geo Tech Ops    | $\checkmark$ | ✓            |     |
| U.S. Geological Survey (USGS)       | ✓            |              |     |
| U.S. Navy                           | ✓            | ✓            | ✓   |
| U.S. OPM - Office of Personnel Man. | ✓            |              |     |
| U.S. Patent and Trademark Office    | ✓            |              | ✓   |
| UDR                                 | ✓            |              |     |
| Ulteig                              | $\checkmark$ | ✓            |     |
| Ulterra Drilling Technologies LP    | $\checkmark$ | ✓            |     |
| Ultra Mobile                        | ✓            |              |     |
| Unicircuit                          | ✓            |              |     |
| Unimin Corporation                  | ✓            | 1            | 1   |
| United Launch Alliance              | $\checkmark$ | 1            | 1   |
| United Power                        |              | 1            | ✓   |
| United Railroad Services            | ✓            |              | 1   |
| United States Marine Corps Officer  |              | ✓            | ✓   |
| University of Toronto               | ✓            | 1            |     |
| Universal Achievement Tutoring      | ✓            | 1            | 1   |
| University of CO Law School         |              | ✓            | 1   |
| University of Oregon                | ✓            |              | ✓   |
| Update Intl.                        | ✓            | 1            | 1   |
| Upsher-Smith                        | ✓            | 1            |     |
| Urban Drainage and Flood Control    | ✓            |              | 1   |
|                                     | -            |              | +   |



| Company                            | JP           | CD           | OCR |
|------------------------------------|--------------|--------------|-----|
| US Air Force Civil Service Careers | ✓            |              |     |
| US Army (AMRDEC)                   |              | ✓            |     |
| US Forest Service-Rio Grande Nat   | $\checkmark$ |              |     |
| US Silica                          | ✓            |              |     |
| USC Viterbi School of Engineering  | $\checkmark$ |              | ✓   |
| USG Corporation                    | ✓            | $\checkmark$ |     |
| USS-POSCO Industries               | $\checkmark$ |              | ✓   |
| Vaisala                            | $\checkmark$ |              |     |
| Vali Cooper Intl. (VCI)            | ✓            |              |     |
| ValveSystems                       | $\checkmark$ |              |     |
| Vanderbilt University              |              | ✓            | ✓   |
| Veolia                             |              | ✓            |     |
| Vermeer Corporation                |              | ✓            |     |
| Vermont Law School                 |              | ✓            |     |
| Vescent Photonics                  | $\checkmark$ |              |     |
| Vestas American Wind Tech          | $\checkmark$ |              |     |
| ViaSat                             | $\checkmark$ |              |     |
| Viking Forge Corporation           | $\checkmark$ |              |     |
| Vita linata Technologies           | $\checkmark$ |              |     |
| VME Process                        |              | ✓            |     |
| VSL                                | $\checkmark$ |              |     |
| VSolvit                            | $\checkmark$ |              |     |
| Vulcan Materials Company           |              | ✓            | ✓   |
| W. W. Wheeler and Associates       | ✓            | ✓            |     |
| Wadsworth Control Systems          | ✓            |              |     |
| Wagstaff                           | ✓            |              |     |
| Walker Consultants                 | ✓            |              |     |
| Wallace Engineering                | ✓            |              |     |
| Wampum Hardware Co.                | ✓            |              |     |
| Ward Engineering                   | ✓            |              |     |
| Ware Malcomb                       | ✓            | ✓            |     |
| Washington River Protection        |              | ✓            |     |
| Washington State Dept.of Ecology   | ✓            |              |     |
| Wasson-ECE Instrumentation         | ✓            |              |     |
| Webber Construction                |              | ✓            |     |
| Weber Metals                       |              | ✓            | ✓   |
| Webroot Software                   |              | ✓            |     |
| Well Data Labs                     | $\checkmark$ |              |     |
| Wells Fargo Bank N.A.              | $\checkmark$ | $\checkmark$ |     |

| Company                            | JP           | CD           | OCR          |
|------------------------------------|--------------|--------------|--------------|
| Welltok                            | $\checkmark$ |              |              |
| WESTAF                             | $\checkmark$ |              |              |
| Western Industrial Contractors     | $\checkmark$ |              | ✓            |
| Western States Fire Protection     | $\checkmark$ | $\checkmark$ | ✓            |
| Westmoreland Coal Co.              | $\checkmark$ | $\checkmark$ | ✓            |
| White River Nat Forest             | $\checkmark$ |              |              |
| Whiting Petroleum Corporation      | $\checkmark$ |              |              |
| Williams Companies                 | $\checkmark$ | $\checkmark$ |              |
| Wilson and Company                 |              | $\checkmark$ |              |
| Winn-Marion                        | $\checkmark$ |              |              |
| Wirtgen Group America              |              |              | ✓            |
| Wiss , Janney, Elstner, Associates |              | $\checkmark$ |              |
| Wolf Robotics                      |              | $\checkmark$ |              |
| Wood Group ESP                     | $\checkmark$ |              | ✓            |
| Wood Mackenzie                     | $\checkmark$ |              |              |
| Woodridge Software                 | $\checkmark$ | $\checkmark$ |              |
| Woodward                           | $\checkmark$ | $\checkmark$ |              |
| Woot Math                          |              | $\checkmark$ |              |
| Workday                            | $\checkmark$ | ✓            | ✓            |
| Wowza Media Systems                |              | ✓            |              |
| WPX Energy                         | $\checkmark$ | $\checkmark$ | ✓            |
| WSP USA                            | $\checkmark$ | ✓            | $\checkmark$ |
| Wunderlich-Malec Engineering       | ~            | $\checkmark$ |              |
| Wyoming Administration & Info      | >            |              |              |
| XCEL Energy                        | >            | ✓            |              |
| Xelay Acumen                       | ~            |              |              |
| Xerox                              | >            |              |              |
| Xilinx                             |              | ✓            |              |
| XIMEA Corp.                        | ~            |              | $\checkmark$ |
| XTO Energy                         | >            | ✓            | $\checkmark$ |
| Zachry Corporation                 |              | ✓            |              |
| ZAP Engineering                    | $\checkmark$ | $\checkmark$ |              |
| Z-Axis                             | $\checkmark$ |              |              |
| Zayo Group                         | $\checkmark$ | $\checkmark$ |              |
| ZD Industries                      | $\checkmark$ |              |              |
| ZF North America                   | $\checkmark$ |              | $\checkmark$ |
| Zijin Mining China                 | $\checkmark$ |              | $\checkmark$ |

