



NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS



JOB OUTLOOK **2023** SPRING UPDATE

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INTRODUCTION

Each year, NACE surveys employers regarding their hiring intentions for the graduating class, once in the fall to ascertain their plans and again in the spring to determine how their hiring plans may have changed. NACE's *Job Outlook 2023 Spring Update* report provides a formal update of employers' original hiring intentions for new college graduates contained in the *Job Outlook 2023* report that was published in November 2022.

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KEY INSIGHTS

- Projections in the *Job Outlook 2023 Spring Update* show that employers are planning to hire 3.9% more graduates from the Class of 2023 than they did from the Class of 2022. While this hiring projection is positive, it represents a significant decline since fall 2022, when employers originally indicated plans to hire nearly 15% more new college graduates from the Class of 2023.
- In this update, 36% of respondents plan to increase hires, 52.2% plan to maintain hires, and 12.3% plan to decrease college hires. These, too, have shifted noticeably from last fall, when 50.5% planned to increase hires, 43.6% planned to maintain them, and just 5.9% planned to decrease college hires.
- These trends can be explained, in large part, by examining the movement within certain industries:
 - Hiring in the transportation industry is expected to be more than 50% higher than last year, while hiring in chemical/pharmaceutical manufacturing is expected to be up 30%.
 - On the other hand, some industries that planned large increases last spring are cutting back on their college hires. This is especially true for technology companies, which are laying off employees after hiring in large numbers during the pandemic.
 - Respondents in the information industry planned to hire almost 87% more new graduates at this time last year. Currently, they are projecting a decrease in hiring of almost 17%. Also, computer and electronics manufacturers were planning to increase hires by slightly more than 41% last year; that projection now stands at 19.1% for the Class of 2023.
 - Another substantial swing is evident among utilities companies. Last year's hiring projection was an increase of 11.5%; this year, utilities companies anticipate decreasing hiring by 39%—the largest reported decrease among survey respondents.
- The modality of work for both overall and entry-level positions has shifted from last year at this time, with the percentage of fully remote positions overall dropping from 20% to 13%. For entry-level positions, the percentage of those performed fully remote has also dropped from 18% to just 10%.
 - Fully remote positions may have shifted to hybrid, as this modality has increased for overall (41% to 48%) and entry-level (40% to 48%) positions. Furthermore, the percentages of positions performed fully in person have remained the same (39% overall; 42% entry-level).
 - Due to the inability to perform physical work in a fully remote position, it is no surprise that construction firms report the lowest percentages of this modality for both overall (1.3%) and entry-level (0.0%) positions.
 - Respondents in the Rocky Mountain/Far West region are most likely to perform positions in a fully remote manner, as they reported the highest percentage of positions for both overall (25.4%) and entry-level (20%) positions.

- The percentage of respondents that screen candidates by GPA continues to decline. Just 39% of respondents—an all-time low—report plans to use GPA as an initial criteria for selecting candidates from the Class of 2023.
 - For the first time, NACE asked employers what factors, beyond or in place of GPA, they use to screen candidates. Regardless of whether companies used GPA or not as a screening tool, academic major was a key filter. Among companies that use GPA to screen candidates, nearly all (98%) indicated the student's academic major is a factor. Academic major was also the most-used criterion (93%) for companies that do not screen by GPA.
 - Experience is also a significant screening factor. A student's participation in internships was the second most important factor for both companies that do and do not screen by GPA.
 - Whether respondents screen candidates by GPA or not, they consider a candidates' proficiency in the career readiness competencies. For example, more than three-quarters of respondents that do not consider GPA as a factor take into account a student's proficiency in the competencies.
 - In contrast, respondents deem a school's reputation less important when screening candidates. Less than one-quarter of respondents that do not screen by GPA and slightly more than 40% of respondents that do screen by GPA report using school reputation as a filter.
 - Taken together, these findings highlight that while major is a significant factor, experience in the industry, participating in an internship, and demonstrating proficiency in competencies are not only critical screening filters, they can help level the playing field. Increasingly, employers are looking for students who possess and demonstrate experiences and competencies rather than considering “where” students received their degrees.
- When asked to rank the eight career readiness competencies in terms of importance, 28% of respondents gave critical thinking the top ranking, while nearly 27% ranked communication most important.
- On the lower end of the ranking scale were technical skills; nearly half of respondents ranked this competency the least important.
- While the percentage increase in hiring has been tempered compared to last fall, slightly more than 80% of respondents plan to hire for both full-time and intern/co-op positions in fall 2023. Of the remaining respondents, 18.3% plan to hire either full-time positions or intern/co-op positions only. Just 1% of respondents will not hire in the fall, as they are not hiring in 2022-23.

JOB OUTLOOK 2023 SPRING UPDATE

FIGURE 1: JOB OUTLOOK HIRING PROJECTIONS, 2013 – 2023

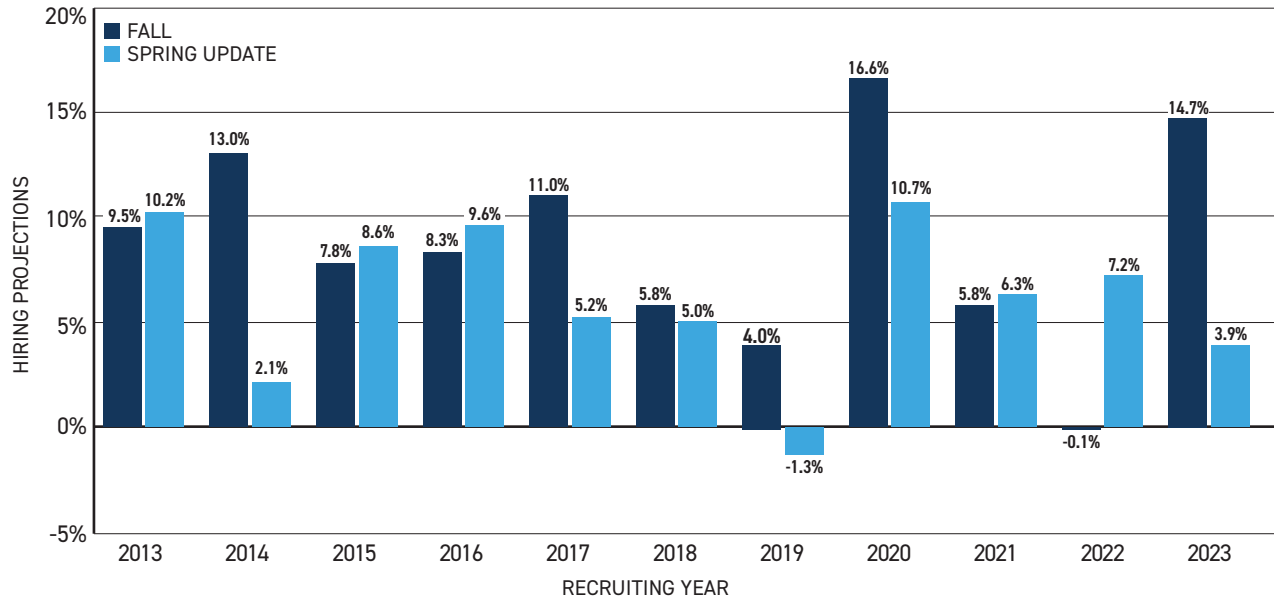


FIGURE 2: HIRING PLANS

Job Outlook	Percent Increasing Hires	Percent Maintaining Hires	Percent Decreasing Hires	Total Number of Respondents
Spring Update 2023	35.5%	52.2%	12.3%	211
Job Outlook 2023 (Fall 2022)	50.5%	43.6%	5.9%	204
Spring Update 2022	55.8%	40.5%	3.7%	190
Job Outlook 2022 (Fall 2021)	59.9%	36.6%	3.5%	142
Spring Update 2021	29.0%	63.0%	8.0%	200
Job Outlook 2021 (Fall 2020)	16.5%	52.5%	31.0%	227
Spring Update 2020	35.0%	54.8%	10.2%	196
Job Outlook 2020 (Fall 2019)	45.5%	48.2%	6.3%	150
Spring Update 2019	40.1%	52.6%	7.2%	152
Job Outlook 2019 (Fall 2018)	38.6%	57.4%	4.0%	172
Spring Update 2018	42.6%	50.7%	6.8%	148
Job Outlook 2018 (Fall 2017)	43.7%	46.7%	9.6%	135
Spring Update 2017	37.3%	54.0%	8.7%	150

FIGURE 3: TOTAL CHANGE IN HIRING, BY INDUSTRY

INDUSTRY	# OF 2022 ACTUAL HIRES	# OF 2023 PROJECTED HIRES	PERCENT CHANGE	NUMBER OF RESPONDENTS
TRANSPORTATION	262	405	54.6%	7
CHEMICAL (PHARMACEUTICAL) MFG.	1,855	2,420	30.5%	10
ENGINEERING SERVICES	825	1,062	28.7%	10
COMPUTER & ELECTRONICS MFG.	4,390	5,227	19.1%	17
FINANCE, INSURANCE, & REAL ESTATE	4,380	5,113	16.7%	24
CONSTRUCTION	837	916	9.4%	6
MANAGEMENT CONSULTING	790	861	9.0%	5
FOOD & BEVERAGE MFG.	249	270	8.4%	7
MOTOR VEHICLE MFG.	1,414	1,470	4.0%	9
ACCOUNTING SERVICES	6,306	6,376	1.1%	9
RETAIL TRADE	9,497	9,140	-3.8%	5
MISC. MFG.	1,398	1,334	-4.6%	22
MISC. PROF. SERVICES	574	479	-16.6%	11
INFORMATION	1,187	986	-16.9%	11
MISC. SUPPORT SERVICES	2,450	1,543	-37.0%	6
UTILITIES	172	105	-39.0%	5

FIGURE 4: HIRING PLANS, BY INDUSTRY

INDUSTRY	% INCREASING HIRES	% MAINTAINING HIRES	% DECREASING HIRES	NUMBER OF RESPONDENTS
TRANSPORTATION	85.7%	14.3%	0.0%	7
ENGINEERING SERVICES	77.8%	22.2%	0.0%	9
WHOLESALE TRADE	71.4%	14.3%	14.3%	7
CONSTRUCTION	50.0%	50.0%	0.0%	6
FINANCE, INSURANCE, & REAL ESTATE	46.2%	46.2%	7.7%	26
RETAIL TRADE	42.9%	42.9%	14.3%	7
MANAGEMENT CONSULTING	42.9%	28.6%	28.6%	7
UTILITIES	40.0%	60.0%	0.0%	5
SOCIAL SERVICES	37.5%	62.5%	0.0%	8
INFORMATION	27.3%	54.5%	18.2%	11
FOOD & BEVERAGE MFG.	25.0%	75.0%	0.0%	8
MISC. PROF. SERVICES	25.0%	66.7%	8.3%	12
COMPUTER & ELECTRONICS MFG.	23.8%	47.6%	28.6%	21
MISC. MFG.	23.3%	70.0%	6.7%	30
ACCOUNTING SERVICES	22.2%	66.7%	11.1%	9
CHEMICAL (PHARMACEUTICAL) MFG.	20.0%	70.0%	10.0%	10
MOTOR VEHICLE MFG.	20.0%	50.0%	30.0%	10
MISC. SUPPORT SERVICES	20.0%	50.0%	30.0%	10

FIGURE 5: MODALITY OF WORK, OVERALL AND ENTRY-LEVEL POSITIONS

MODALITY OF JOB POSITIONS (JOB OUTLOOK 2023 SPRING UPDATE)	OVERALL	ENTRY-LEVEL
AVERAGE % FULLY REMOTE	13%	10%
AVERAGE % FULLY HYBRID	48%	48%
AVERAGE % FULLY IN PERSON	39%	42%
MODALITY OF JOB POSITIONS (JOB OUTLOOK 2023)	OVERALL	ENTRY-LEVEL
AVERAGE % FULLY REMOTE	15%	12%
AVERAGE % FULLY HYBRID	49%	50%
AVERAGE % FULLY IN PERSON	36%	38%
MODALITY OF JOB POSITIONS (JOB OUTLOOK 2022 SPRING UPDATE)	OVERALL	ENTRY-LEVEL
AVERAGE % FULLY REMOTE	20%	18%
AVERAGE % FULLY HYBRID	41%	40%
AVERAGE % FULLY IN PERSON	39%	42%

FIGURE 6: MODALITY OF WORK - OVERALL POSITIONS, BY INDUSTRY

INDUSTRY	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN PERSON	NUMBER OF RESPONDENTS
UTILITIES	9.0%	33.0%	58.0%	5
CONSTRUCTION	1.3%	13.2%	85.5%	6
FOOD & BEVERAGE MFG.	6.3%	44.4%	49.4%	8
CHEMICAL (PHARMACEUTICAL) MFG.	5.1%	47.4%	47.5%	10
COMPUTER & ELECTRONICS MFG.	10.0%	43.8%	46.2%	21
MOTOR VEHICLE MFG.	3.5%	38.3%	58.3%	8
MISC. MFG.	10.3%	41.5%	48.1%	27
WHOLESALE TRADE	6.7%	30.0%	63.3%	6
RETAIL TRADE	6.4%	40.0%	53.6%	7
TRANSPORTATION	3.0%	59.9%	37.1%	7
INFORMATION	29.0%	51.0%	20.0%	10
FINANCE, INSURANCE, & REAL ESTATE	19.0%	53.0%	28.1%	21
ACCOUNTING SERVICES	21.0%	73.9%	5.1%	9
ENGINEERING SERVICES	14.4%	63.8%	21.9%	8
MANAGEMENT CONSULTING	6.7%	73.3%	20.0%	6
MISC. PROF. SERVICES	15.5%	62.7%	21.7%	11
SOCIAL SERVICES	25.9%	38.4%	35.7%	7
MISC. SUPPORT SERVICES	27.4%	53.1%	19.5%	10
OVERALL	13.0%	48.0%	39.0%	194*

*Only Industries with five or more respondents are reported here, so the total does not include all industries.

FIGURE 7: MODALITY OF WORK - ENTRY-LEVEL POSITIONS, BY INDUSTRY

INDUSTRY	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN PERSON	NUMBER OF RESPONDENTS
UTILITIES	9.0%	31.0%	60.0%	5
CONSTRUCTION	0.0%	12.0%	88.0%	5
FOOD & BEVERAGE MFG.	5.0%	40.0%	55.0%	8
CHEMICAL (PHARMACEUTICAL) MFG.	0.1%	38.4%	61.5%	10
COMPUTER & ELECTRONICS MFG.	6.4%	44.5%	49.0%	21
MOTOR VEHICLE MFG.	3.0%	47.2%	49.8%	9
MISC. MFG.	4.8%	44.9%	50.4%	28
WHOLESALE TRADE	0.8%	15.8%	83.3%	6
RETAIL TRADE	5.0%	25.8%	69.2%	6
TRANSPORTATION	1.4%	56.4%	42.1%	7
INFORMATION	27.7%	55.5%	16.8%	11
FINANCE, INSURANCE, & REAL ESTATE	17.5%	55.2%	27.3%	23
ACCOUNTING SERVICES	12.8%	79.3%	7.9%	9
ENGINEERING SERVICES	15.0%	48.9%	36.1%	9
MANAGEMENT CONSULTING	3.0%	97.0%	0.0%	5
MISC. PROF. SERVICES	12.8%	63.1%	24.1%	11
SOCIAL SERVICES	22.5%	33.8%	43.8%	8
MISC. SUPPORT SERVICES	28.0%	51.9%	20.1%	10
OVERALL	10.0%	48.0%	42.0%	198*

*Only Industries with five or more respondents are reported here, so the total does not include all industries.

FIGURE 8: MODALITY OF WORK - OVERALL POSITIONS, BY REGION

REGION	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN PERSON	NUMBER OF RESPONDENTS
NEW ENGLAND	20.7%	46.4%	32.9%	12
MIDEAST	9.3%	49.0%	41.7%	29
GREAT LAKES	9.1%	54.6%	36.4%	61
PLAINS	13.5%	49.9%	36.6%	19
SOUTHEAST	11.8%	43.9%	44.3%	23
SOUTHWEST	7.5%	40.9%	51.6%	22
ROCKY MOUNTAIN/FAR WEST	25.4%	43.5%	31.0%	28
OVERALL	13.0%	48.0%	39.0%	194

FIGURE 9: MODALITY OF WORK – ENTRY-LEVEL POSITIONS, BY REGION

REGION	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN PERSON	NUMBER OF RESPONDENTS
NEW ENGLAND	19.0%	52.9%	28.1%	12
MIDEAST	7.0%	51.9%	41.2%	28
GREAT LAKES	6.4%	50.7%	42.9%	61
PLAINS	11.7%	48.3%	40.0%	19
SOUTHEAST	9.7%	42.5%	47.9%	26
SOUTHWEST	5.7%	43.9%	50.5%	22
ROCKY MOUNTAIN/FAR WEST	20.0%	44.9%	35.1%	30
OVERALL	10.0%	48.0%	42.0%	198

FIGURE 10: SCREEN CANDIDATES BY GPA, BY PERCENTAGE OF RESPONDENTS

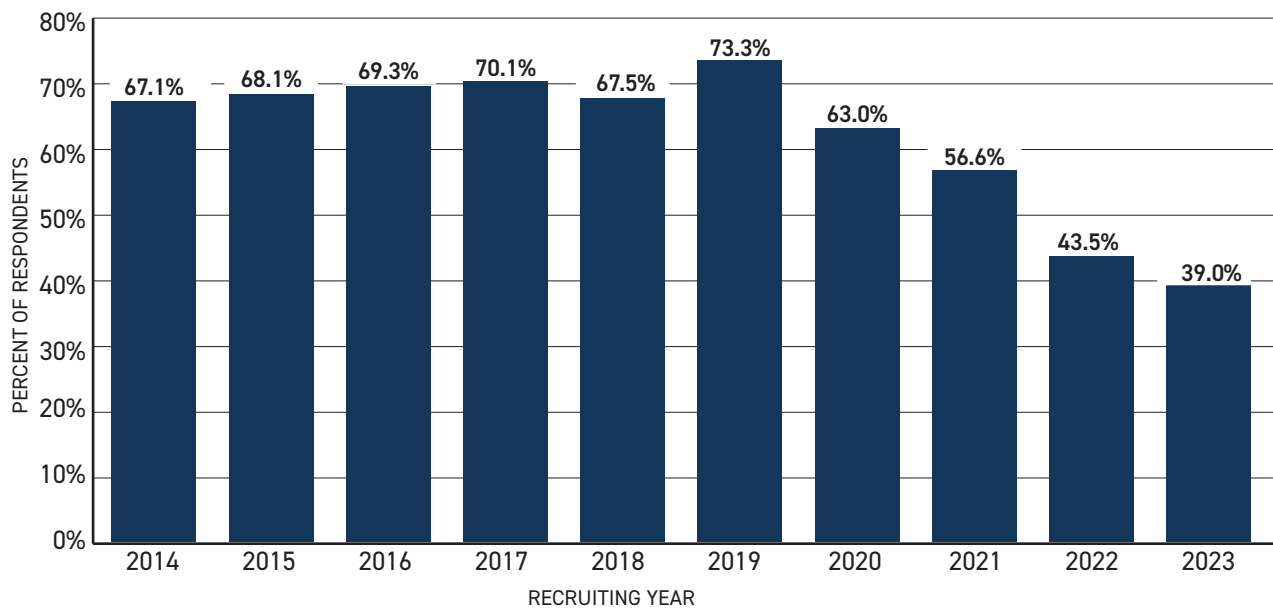


FIGURE 11: SCREEN CANDIDATES BY GPA, BY INDUSTRY

INDUSTRY	% OF RESPONDENTS	GPA CUTOFF (REPORTED MEDIAN)	NUMBER OF RESPONDENTS
MISC. MFG.	56.7%	3.0	17
ENGINEERING SERVICES	50.0%	3.0	5
FOOD & BEVERAGE MFG.	50.0%	3.0	4
FINANCE, INSURANCE, & REAL ESTATE	46.2%	3.0	12
ACCOUNTING SERVICES	44.4%	3.0	4
WHOLESALE TRADE	42.9%	3.0	3
TRANSPORTATION	42.9%	2.8	3
MANAGEMENT CONSULTING	42.9%	3.0	3
CHEMICAL (PHARMACEUTICAL) MFG.	40.0%	3.0	4
MOTOR VEHICLE MFG.	40.0%	2.8	4
UTILITIES	40.0%	3.0	2
SOCIAL SERVICES	37.5%	2.8	3
COMPUTER & ELECTRONICS MFG.	28.6%	3.0	6
CONSTRUCTION	28.6%	2.6	2
INFORMATION	27.3%	3.0	3
MISC. PROF. SERVICES	25.0%	3.0	3
RETAIL TRADE	14.3%	3.0	1
MISC. SUPPORT SERVICES	10.0%	3.0	1

FIGURE 12: ADDITIONAL FACTORS CONSIDERED BY RESPONDENTS WHO SCREEN BY GPA*

FACTOR	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
ACADEMIC MAJOR	79	97.5%
HAS COMPLETED AN INTERNSHIP WITHIN YOUR INDUSTRY	66	81.5%
HAS DEMONSTRATED PROFICIENCY IN COMPETENCIES	57	70.4%
HAS BEEN INVOLVED IN EXTRACURRICULAR ACTIVITIES	57	70.4%
INDUSTRY EXPERIENCE	56	69.1%
HAS COMPLETED AN INTERNSHIP WITH YOUR ORGANIZATION	56	69.1%
HAS HELD A LEADERSHIP POSITION	51	63.0%
SCHOOL'S REPUTATION	34	42.0%
HAS DONE VOLUNTEER WORK	34	42.0%

*Percentages total more than 100%, as respondents selected more than one factor.

FIGURE 13: ADDITIONAL FACTORS CONSIDERED BY RESPONDENTS WHO DO NOT SCREEN BY GPA*

FACTOR	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
ACADEMIC MAJOR	120	93.0%
HAS COMPLETED AN INTERNSHIP WITHIN YOUR INDUSTRY	102	79.1%
INDUSTRY EXPERIENCE	101	78.3%
HAS DEMONSTRATED PROFICIENCY IN COMPETENCIES	99	76.7%
HAS COMPLETED AN INTERNSHIP WITH YOUR ORGANIZATION	84	65.1%
HAS BEEN INVOLVED IN EXTRACURRICULAR ACTIVITIES	77	59.7%
HAS HELD A LEADERSHIP POSITION	66	51.2%
HAS DONE VOLUNTEER WORK	40	31.0%
SCHOOL'S REPUTATION	31	24.0%

*Percentages total more than 100%, respondents selected more than one factor.

FIGURE 14: EMPLOYERS RANK THE CAREER READINESS COMPETENCIES IN TERMS OF IMPORTANCE

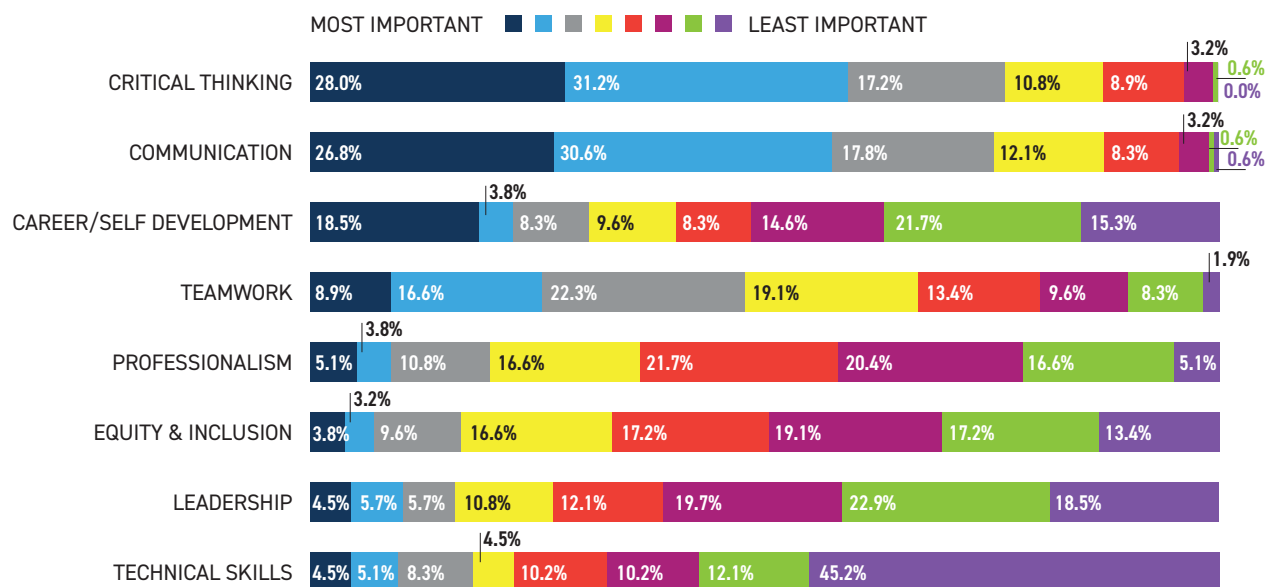


FIGURE 15: HIRING EXPECTATIONS FOR FALL 2023

	NUMBER OF 2023 RESPONDENTS	PERCENT OF 2023 RESPONDENTS	NUMBER OF 2022 RESPONDENTS	PERCENT OF 2022 RESPONDENTS
FULL-TIME ONLY	17	8.2%	7	3.7%
INTERN/CO-OP ONLY	21	10.1%	13	6.8%
BOTH FULL-TIME AND INTERN/CO-OP	168	80.8%	171	89.5%
NOT ON-CAMPUS - NOT HIRING IN 2022-23	2	1.0%	0	0.0%

APPENDIX

ABOUT THE SURVEY

The Job Outlook 2023 Spring Update survey was conducted from February 6 – March 13, 2023. Of the 216 total respondents, 171 were NACE employer members, representing 19.2% of eligible member respondents. The Job Outlook 2023 Spring Update survey was also distributed to nonmember companies; this group provided an additional 45 responses. The survey updates hiring projections for the Class of 2023; those projections were collected from NACE employer members from August 3 – September 16, 2022, and were reported in *Job Outlook 2023*, which was published in October 2022.

By region, 6.9% of respondents are from New England, 14.8% are from the Mideast, 30.6% are from the Great Lakes, 10.2% are from the Plains, 13.0% are from the Southeast, 10.2% are from the Southwest, and 14.4% are from the Rocky Mountain/Far West. For additional information about the respondents, see the appendix.

Data are calculated based on the number of respondents to each specific question. Totals may not equal 100% due to rounding.

FIGURE 16: RESPONDENTS BY TYPE OF ORGANIZATION

ORGANIZATION TYPE	PERCENT OF RESPONDENTS
FOR PROFIT, PUBLICLY HELD	52.1%
FOR PROFIT, PRIVATE	39.3%
NONPROFIT	6.6%
GOVERNMENT AGENCY	1.9%

FIGURE 17: RESPONDENTS BY SIZE OF COMPANY

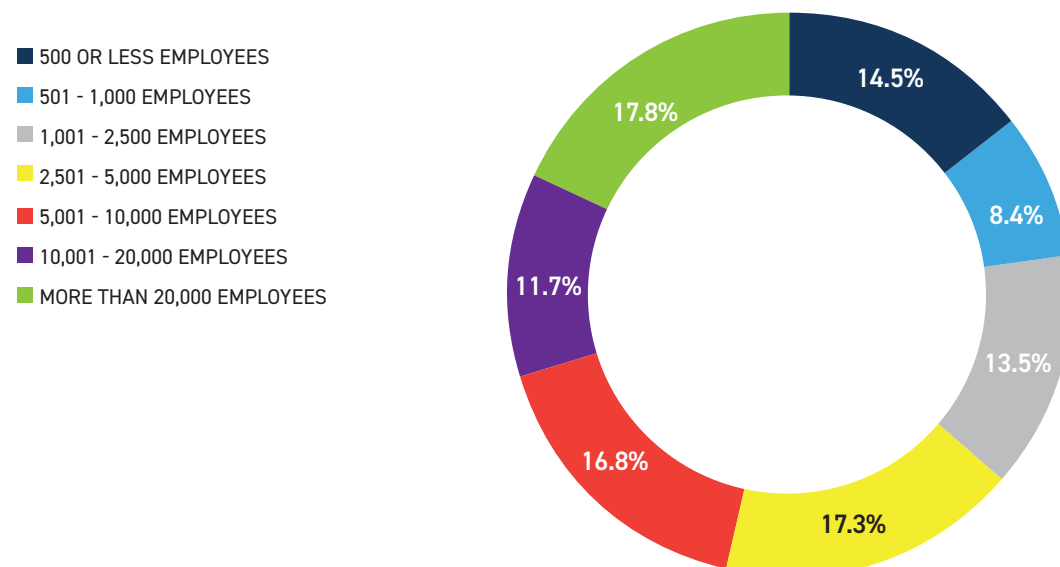


FIGURE 18: RESPONDENTS BY INDUSTRY

INDUSTRY	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
OIL & GAS EXTRACTION	2	0.9%
UTILITIES	5	2.3%
CONSTRUCTION	7	3.2%
FOOD & BEVERAGE MANUFACTURING	8	3.7%
CHEMICAL (PHARMACEUTICAL) MANUFACTURING	10	4.6%
COMPUTER & ELECTRONICS MANUFACTURING	21	9.7%
MOTOR VEHICLE MANUFACTURING	10	4.6%
MISC. MANUFACTURING	30	13.9%
WHOLESALE TRADE	8	3.7%
RETAIL TRADE	7	3.2%
TRANSPORTATION	8	3.7%
MESSAGING & WAREHOUSE	2	0.9%
INFORMATION	11	5.1%
FINANCE, INSURANCE, & REAL ESTATE	26	12.0%
ACCOUNTING SERVICES	9	4.2%
ENGINEERING SERVICES	10	4.6%
MANAGEMENT CONSULTING	7	3.2%
MISC. PROF. SERVICES	12	5.6%
SOCIAL SERVICES	8	3.7%
RECREATION & HOSPITALITY	3	1.4%
MISC. SUPPORT SERVICES	10	4.6%
GOVERNMENT	2	0.9%
TOTAL	216	100%

SURVEY RESPONDENTS

The following organizations took part in the NACE Job Outlook 2023 Spring Update survey. (Note: Although 216 organizations responded, the list below includes 134, as 82 organizations preferred not to be listed.)

Abbott Laboratories	Cummins Inc.
AbbVie Inc.	CVS Health
Advanced Cooling Technologies, Inc.	Dell Technologies
Alliant Energy	Dick's Sporting Goods
American Axle & Manufacturing Holdings, Inc.	Dot Foods
Amkor Technology	E. & J. Gallo Winery
Apex Tool Group	EDF Renewables North America
Armstrong World Industries	Edwards Lifesciences
Astronautics Corporation of America	EisnerAmper LLP
ATA Engineering, Inc.	ENERCON Services, Inc.
Avery Dennison Corporation	Epic Special Education Staffing
AVEVA	Experian
Badger Meter	Farmers Insurance
Baird	First Solar
Ball Aerospace	Franklin International
BASF Corporation	Freese and Nichols
Berkadia	GE Aviation
Black & Veatch Corporation	General Dynamics Electric Boat
Bluebeam, Inc.	Genworth Financial
BPM LLC	Gilbane Building Company
Carlisle Companies	Howmet Aerospace
CDM Smith	Huhtamaki, Inc.
Cengage	Huron Consulting Group
Central Hudson Gas & Electric Co.	Infoverity, Inc.
Cheniere Energy	Ingevity Corporation
Chevron Corporation	Ingredion
Cipla	Institute for Defense Analyses
CohnReznick	JE Dunn Construction
Coterra Energy	Kellogg Company
Crestron Electronics Inc.	Kimberly-Clark Corporation
Crowe LLP	Koch Industries, Inc.
Crown Cork & Seal Company USA, Inc.	Kohl's Department Stores
CRST	Kroll

Kyndryl
Land O'Lakes Inc.
Liberty Mutual Insurance Company
Link-Belt Construction Equipment Co.
LPL Financial
Mars, Incorporated
McCormick & Co., Inc.
McDonald's Corporation
Menasha Packaging Company
MicroVention-Terumo
Milwaukee Electric Tool Corporation
MKS Instruments
Molson Coors Beverage Company
Myers and Stauffer LC
Nan Ya Plastics Corporation, America
National Futures Association
Northwestern Mutual
NTT DATA Services
O-I
Oil-Dri Corporation of America
Oshkosh Corporation
Parsons Corporation
Paylocity
Perdue Inc.
Perkins & Co
Plexus Corp.
PMG Digital Media
Protiviti Inc.
R1 RCM
ROCKWOOL
Seagate Technology
Selden Fox LTD
Shermco
Smith & Nephew Inc.

Southwest Airlines Co.
Spectrum
Spectrum Health
SRI International
Starbucks
Steelcase Inc.
Stephano Slack LLC
Synovus Financial Corporation
T-Mobile USA, Inc.
TASC, Inc.
TEKsystems
Terracon
Terumo BCT
Textron Inc.
The Bozzuto Group
The Hartford Financial Services Group, Inc.
The Schwan Food Company
The Travelers Companies, Inc.
The Walsh Group
The Williams Companies
Thermo Fisher Scientific Inc.
Turner Construction Company
Uber
Uline
Uncommon Schools
United Launch Alliance
UnitedHealth Group
Urban Teachers
UScellular
Verisk
Walgreens
WestRock Company
Wipfli LLP
Worley



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