

# 2019-2020

## ENGINEERING CAREER SERVICES ANNUAL REPORT

IOWA STATE UNIVERSITY

**Engineering Career Services**

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# INTRODUCTION

This report summarizes a variety of information relative to the career development and recruiting activity directed at College of Engineering students. This report also includes data about the co-op and internship work experiences of engineering students, and the career outcomes of recent graduates. All of the information in this report is for the 2019-20 academic year, except the six-month post-graduation career outcome data, which is still being collected. Since the six-month post-graduation placement rate is one of our most important metrics, the latest available data, collected from our 2018-19 graduates, is included.

It should be noted that this is not a comprehensive report of all that the College does to help students prepare for and launch their careers. Most of the major efforts of Engineering Career Services are covered, but many other groups and individuals within the College of Engineering also provide support. Career topics are embedded in many classes, and academic advisors and student organization advisors also make strong contributions. Additionally, our alumni and other friends/supporters of the College, also play an important role. Engineering Career Services is grateful to all of our on- and off-campus partners.

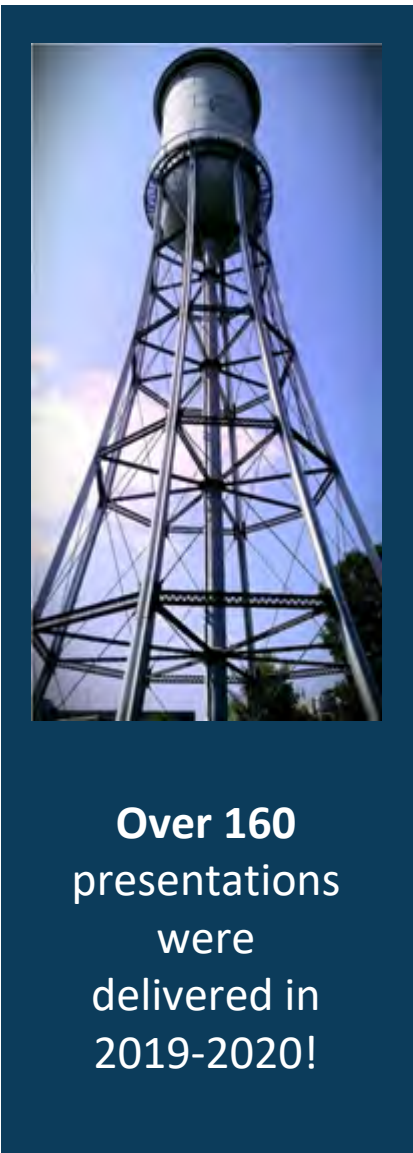
Any questions about any of the information included in this report should be directed to Engineering Career Services at [ecs@iastate.edu](mailto:ecs@iastate.edu).



# STUDENT DEVELOPMENT AND COACHING

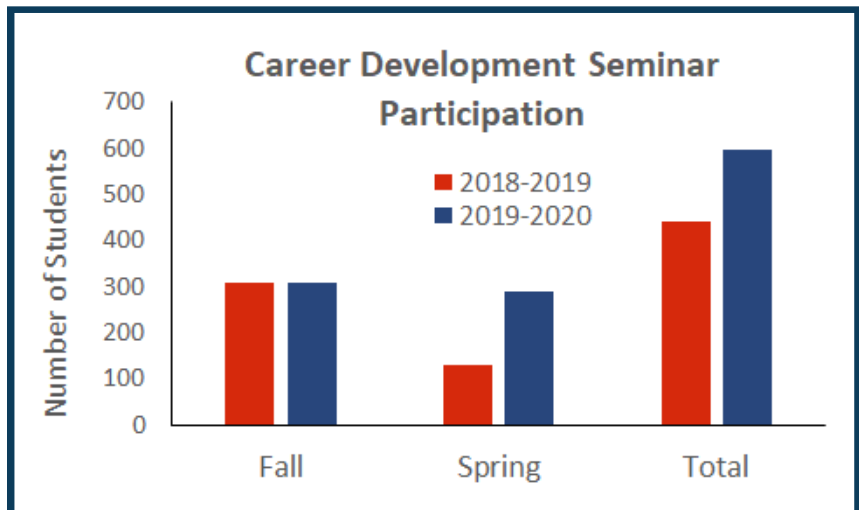
## Presentations

The career development process begins very soon after students enter ISU in Engineering 101 classes. Engineering Career Services (ECS) supports course instructors by making an introductory presentation and providing information as requested. ECS also attends various department open houses and welcome events during the fall semester. Engagement is sustained through regularly-offered seminars on a comprehensive set of topics. Since many students prefer on-demand content, a voluntary, career development course is available to all engineering students through Canvas and over 20 videos of our presentations have been added in the past year.



	Fall 2019	Spring 2020
<b>Career Development Seminars</b>	<b>28</b>	<b>21</b>
<b>Engineering 101 Classes</b>	<b>56</b>	<b>9</b>
<b>Other Class Presentations</b>	<b>9</b>	<b>13</b>

- Understanding Engineering Employers
- Resume Preparation
- CV Preparation
- Cover Letter Writing
- Job Search Strategies
- What's an Internship & How Do I Get One?
- Career Fair Prep
- Networking & Using LinkedIn
- Searching & Applying for Engineering Positions
- Interviewing for Professional Positions
- Job Search & Resumes for International Students
- Evaluating Offers & Negotiating
- Being Successful in Your Engineering Career
- Pursuing Grad School
- Job Search & Networking for Grad Students

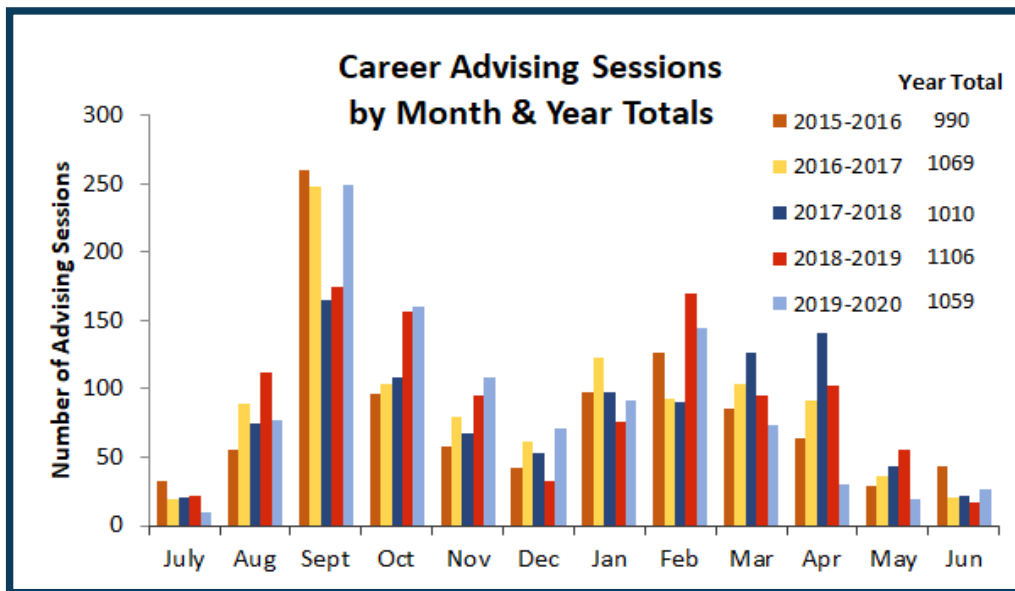


*Numbers reflect career development presentation attendance only*

# Career Advising

Over 1000 students/alums met with one of our career advisors during the year, which was a slight decrease from 2018-2019. The lower number is mostly attributed to the months of March, April, and May when students were not on campus due to COVID-19 and could not take advantage of drop-in hours. Video and phone appointments were available during that time by appointment. It can be seen from the graph below that the greatest number of appointments occur in September and February as students prepare for the career fairs.

Another convenient form of advising provided to students is one-minute resume reviews. During these quick reviews, students are given a brief assessment of the effectiveness of their resume and offered a few suggestions for improvement. Students needing significant help are asked to make an advising appointment. 1584 students took advantage of this service, which continues to grow in popularity as the second chart below shows.

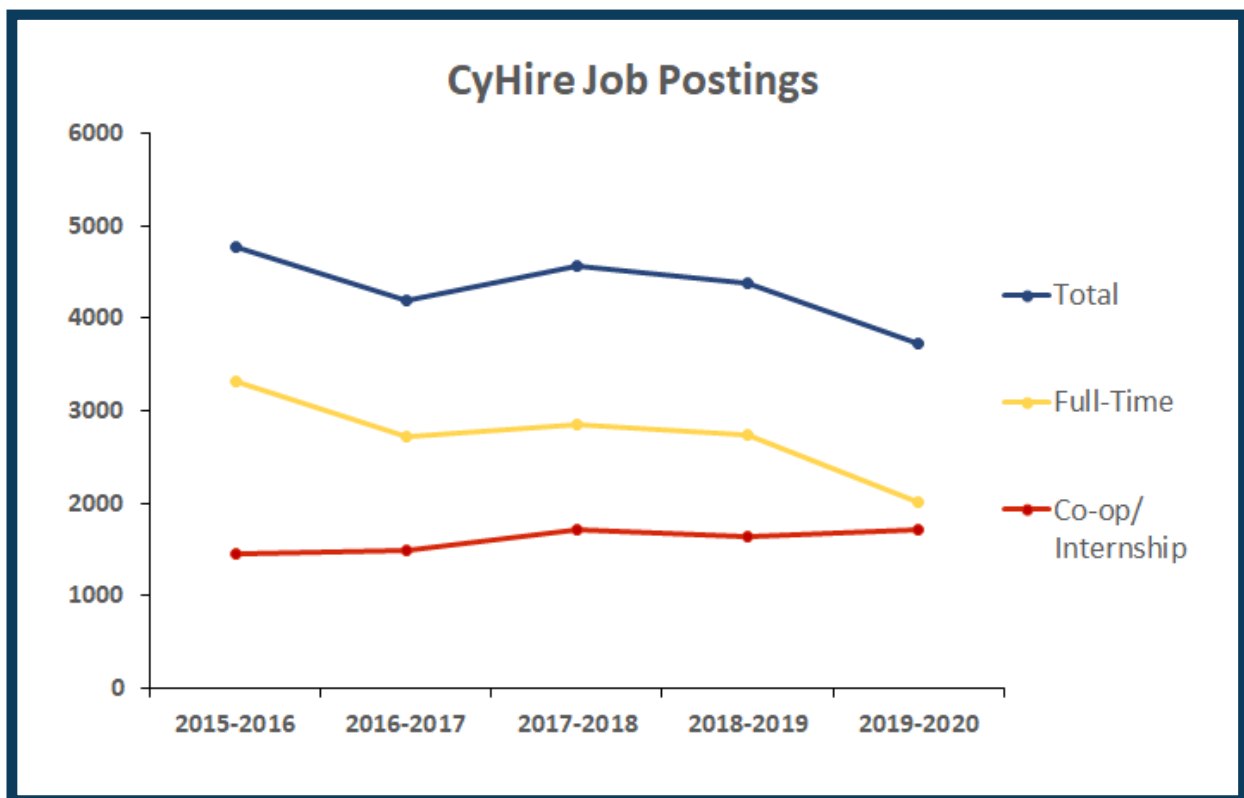


# EMPLOYER SERVICES

## CyHire Job Postings

Employers use our online career management system, CyHire, to post both post-graduation and co-op/internship positions. Over 2000 post-graduation postings were reviewed and approved during 2019-2020, which was down from the previous year due to the slowing of the economy in 2019 and the COVID-19 global pandemic in 2020. The vast majority of these postings are for entry-level positions, but we also receive postings seeking experienced alums. Co-op and internship postings also decreased this year (1731 vs 1854) due to the same reasons as mentioned above.

**Note:** In order to meet equal employment opportunity regulations, all positions that employers wish to advertise to our students must be posted in CyHire. Once posted in CyHire, the employer can take additional steps at ISU to further spread the word about the position and connect with students.



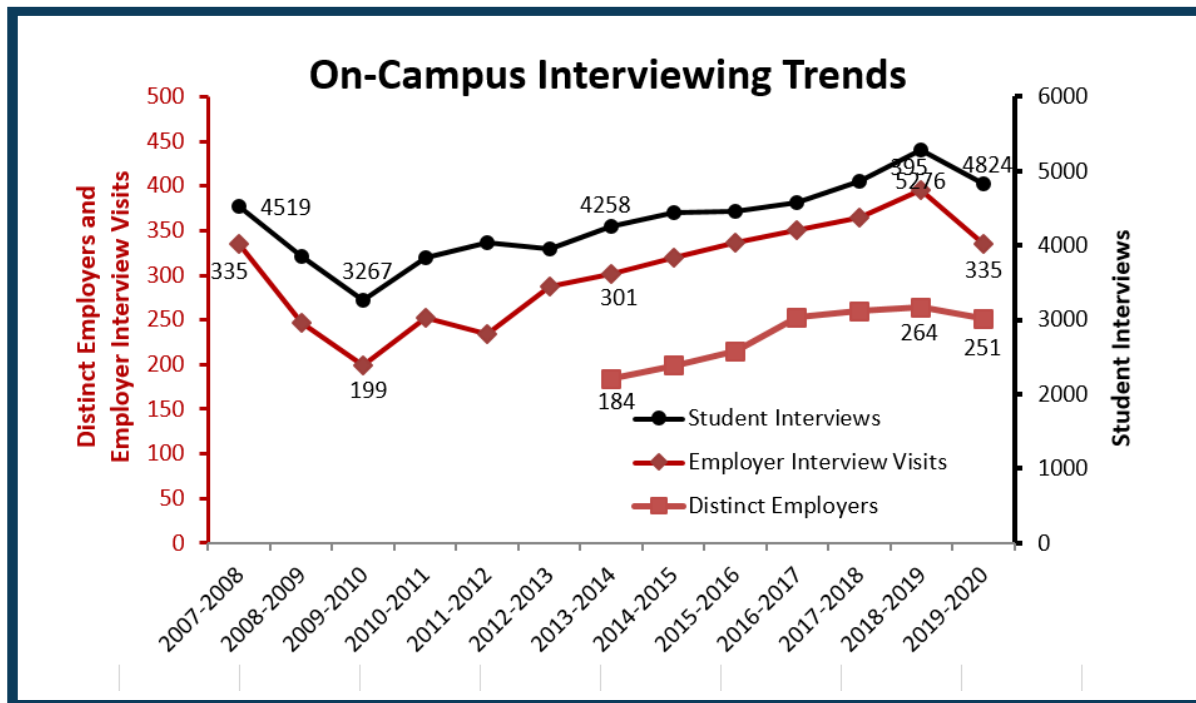
**79%** of current engineering students and **140** alumni used CyHire during the year

The average number of times an individual logged in was **10**

A total of **636** employers (new to ISU) registered for a CyHire account

# On-Campus Interviewing

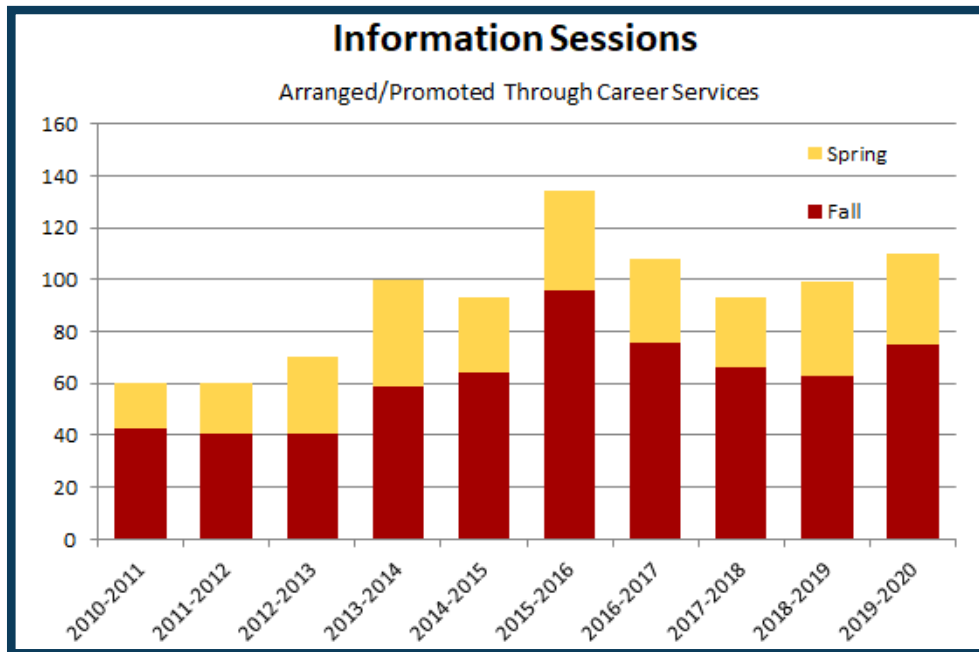
Engineering Career Services collaborates with employers to offer convenient and effective interviewing for our students right here on campus. The number of on-campus interviews decreased slightly this year (4,824 versus 5,280 in the previous year). Over 2,000 interviews were conducted in the Scheman Building and Lied Rec Center on the days following the fall career fairs. A total of 335 employer visits and 588 interview schedules were accommodated in 2019-2020. Note: one schedule can accommodate up to twelve interviews. 251 distinct employers conducted on-campus interviews (down slightly from 264 in 2018-2019).



*Interviews taking place in the Lied Rec Center on the day following one of the fall career fairs. Note: on all other days during the semester, private meeting rooms in Marston Hall are available to employer for conducting interviews.*

# Information Sessions

Many employers hold on-campus information sessions to inform students about their organizations and employment opportunities. These events typically involve a short presentation followed by question and answer time in a classroom setting, but large, green-space, tent events are held by some employers. Information sessions help employers increase name recognition and generate interest in the positions they are working to fill. They also provide good opportunities for networking. Engineering Career Services arranges classroom or auditorium space for employers and promotes the events to students. The total number of information sessions increased compared to last year (110 versus 93 respectively).



## Resume Books

The College of Engineering makes limited use of resume books to encourage students to actively pursue employment opportunities. However, halfway through their final semester, graduating seniors are invited to submit their resumes for inclusion in a book. Career Services reviews the resumes and works with the students to increase the effectiveness of their documents. Employers with an active job posting in CyHire are given access to the book. This year, approximately 39 resumes were included in the fall semester book and 58 resumes were included in the spring semester book. To help make additional connections during COVID-19, an internship/co-op resume book was also compiled this spring and 58 students opted in to this book.

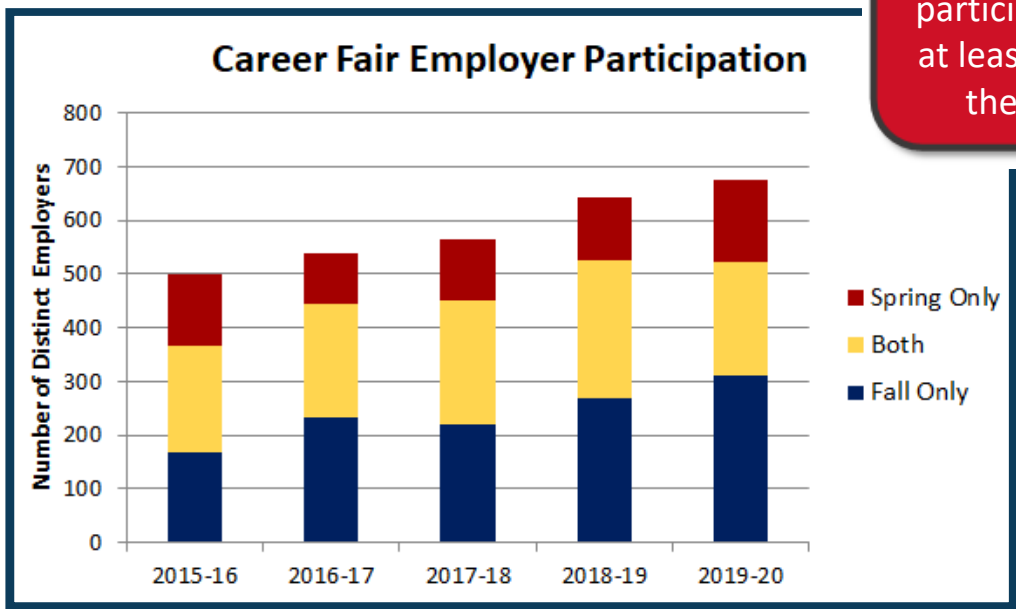


# CAREER FAIRS

Each year Engineering Career Services, along with a student executive team, plans and carries out three of the largest career fairs in the nation. Hilton Coliseum and the Scheman Building were used to accommodate 676 distinct employers at one or more of the fairs (an increase from 642 in 2018-2019). The 2020 fall career fairs will take place virtually due to COVID-19 and will be held on September 15th and 16th.

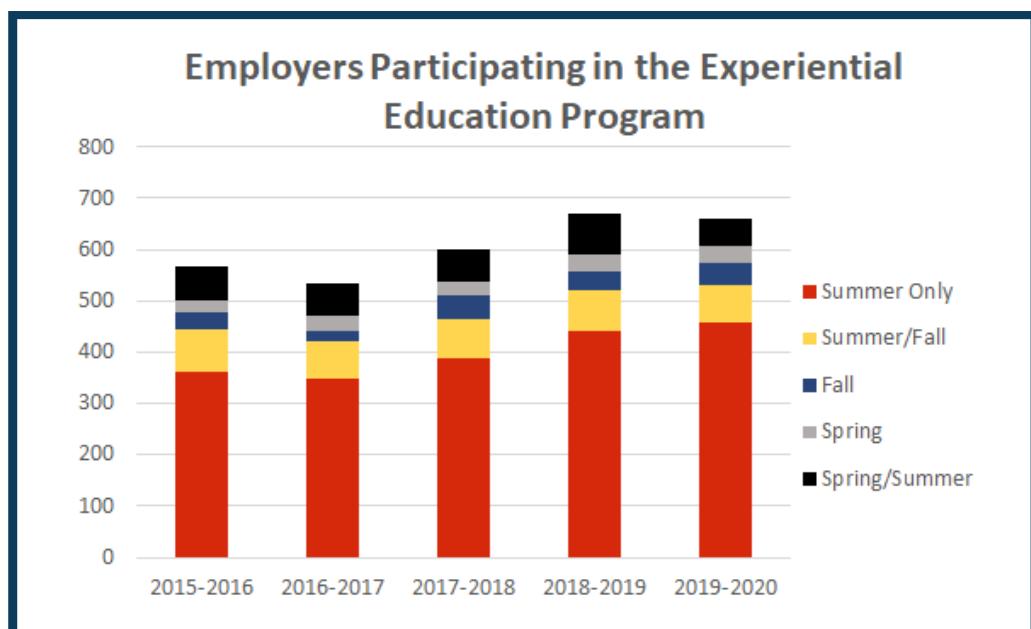
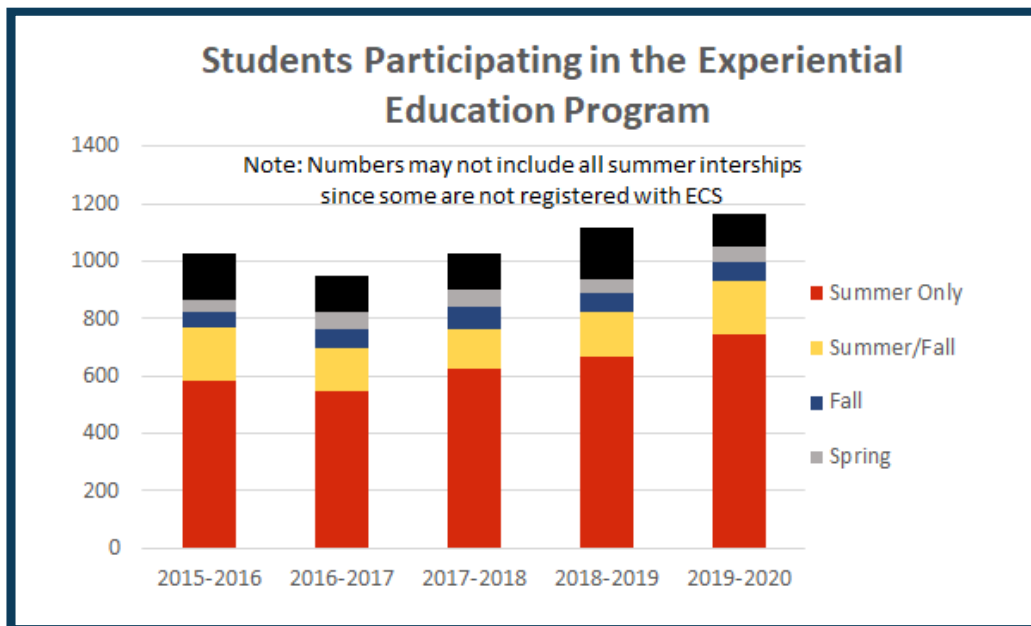
	Employers	Students
Fall Semester	552	6013
Spring Semester	341	2989
<b>Total</b>	<b>893</b>	<b>9002</b>

**676 distinct employers participated in at least one of the fairs**



# EXPERIENTIAL EDUCATION (INTERNSHIPS/CO-OPS)

Experiential education provides important learning and professional development opportunities for students, and participation is highly recommended. These opportunities are offered during the semester (co-op) and/or over the summer (internship). Students who register for the internship and co-op class maintain their full-time student status (with no tuition or fees), have the experience documented on their transcripts, and generally receive a better work-learning experience due to the oversight provided by the College. Some students choose not to register their summer internships, and these internships are not included in the values shown below. The number of students continued to increase this year (up 4%) while the number of employers decreased slightly (down 1%).

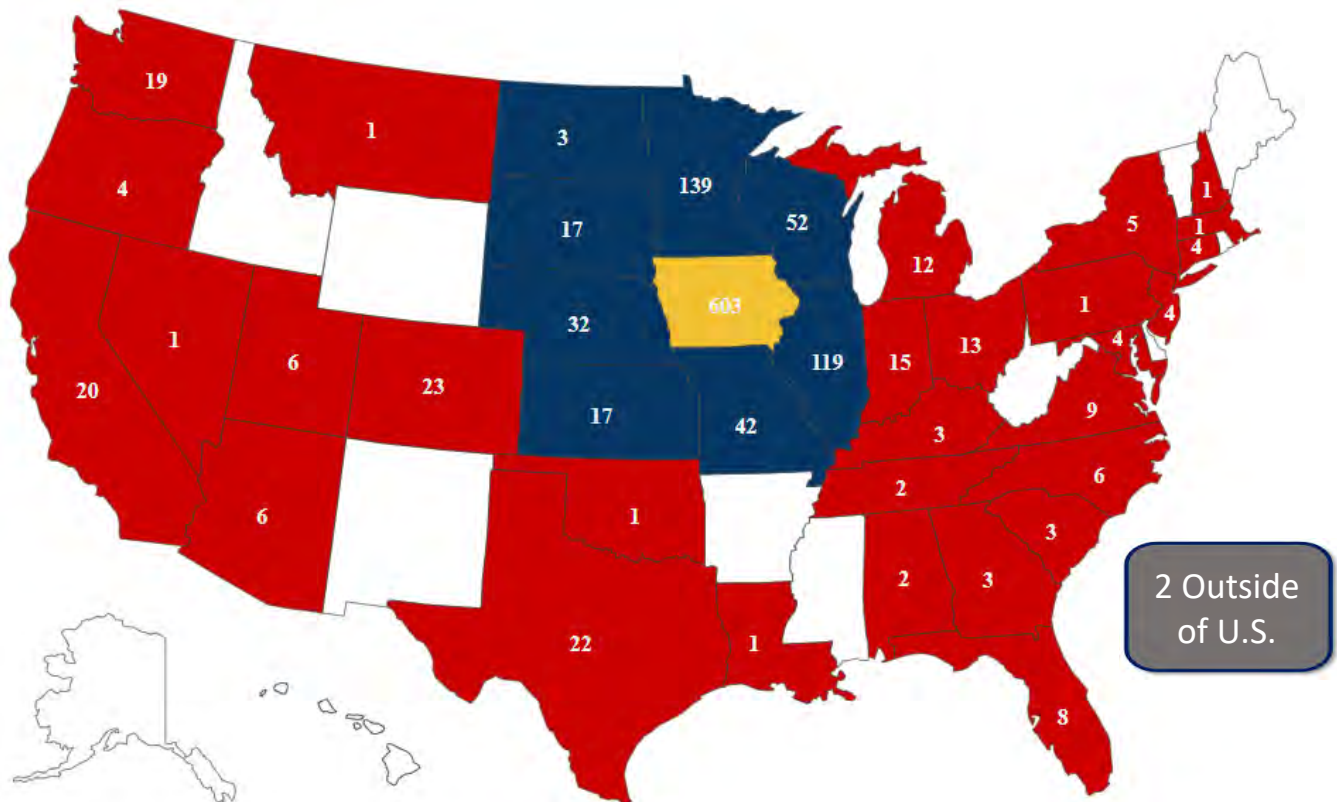


# Breakdown by Major

Major	2019 Summer	2019 Summer/Fall	2019 Fall	2020 Spring	2020 Spring /Summer	Total
Aerospace Engineering	41	17	11	9	20	98
Agricultural Engineering	20	11	4	0	4	39
Biological Systems Engineering	9	1	0	1	2	13
Chemical Engineering	63	19	6	4	11	103
Civil Engineering	103	20	3	2	4	132
Computer Engineering	55	9	3	3	4	74
Construction Engineering	101	7	1	0	3	112
Cyber Security Engineering	1	0	0	0	0	1
Electrical Engineering	33	12	1	2	4	52
Industrial Engineering	95	20	4	6	11	136
Materials Engineering	17	8	2	1	6	34
Mechanical Engineering	256	48	22	19	42	387
Software Engineering	85	9	9	8	1	112
<b>Total</b>	<b>879</b>	<b>181</b>	<b>66</b>	<b>55</b>	<b>112</b>	<b>1293</b>

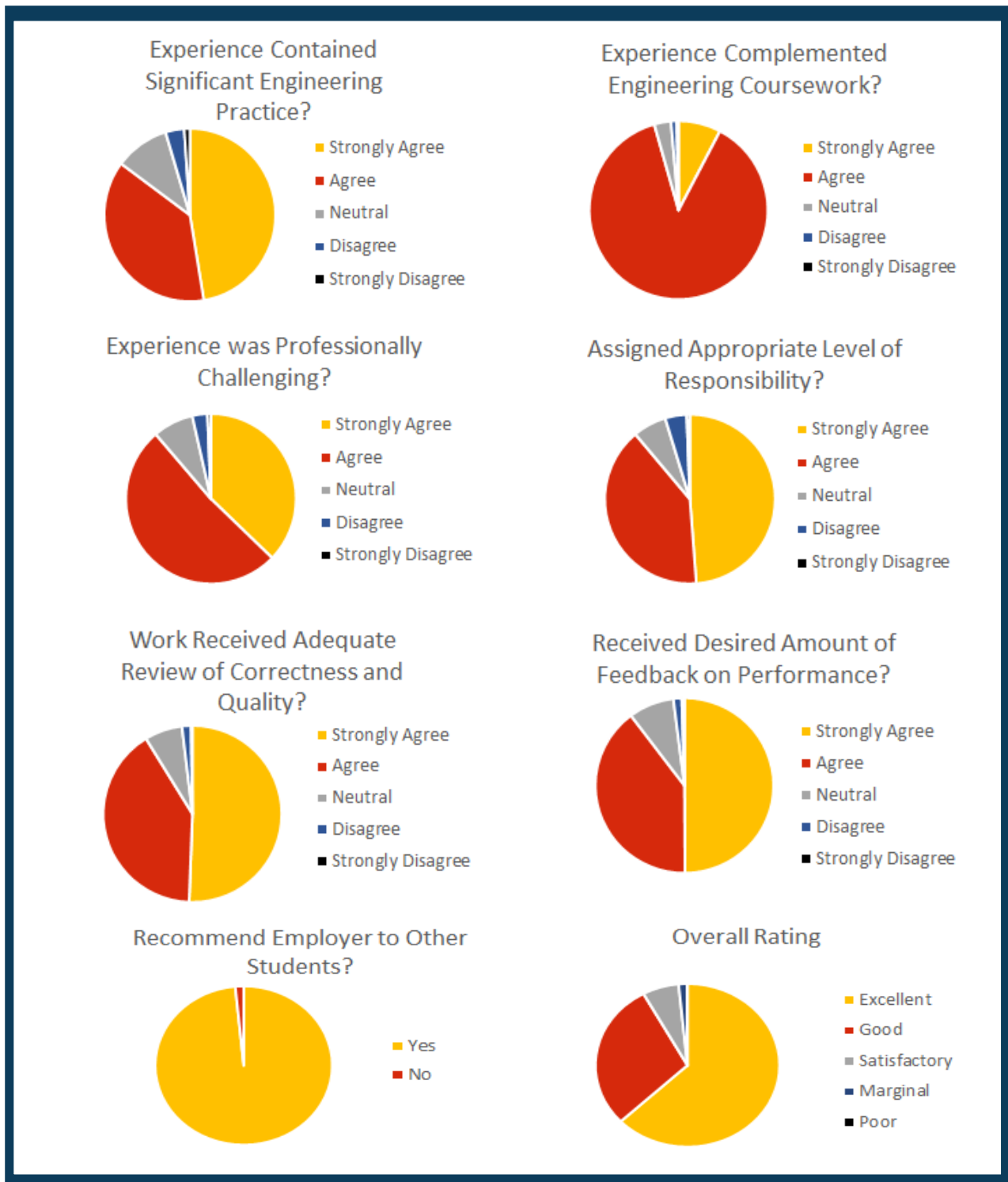
## Experiential Education Employers & Locations

Nearly 600 distinct employers helped the College of Engineering develop engineers by employing an engineering co-op or intern student during the 2019-2020 academic year. Employment locations were in 38 states as well as multiple international locations, with the largest concentration in Iowa and the surrounding states. A list of the employers that participated during this reporting period can be found in Appendix A.



# Student Feedback on Co-op & Internship Experiences

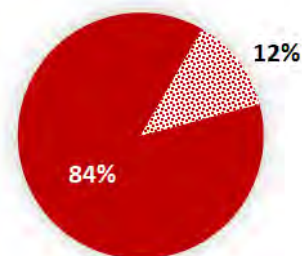
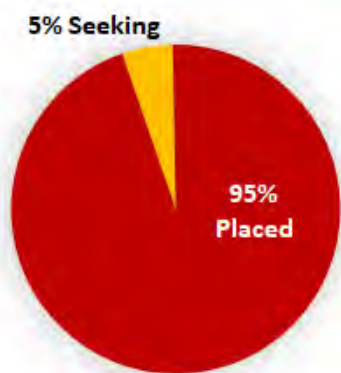
Co-op and internship students must complete three assignments to receive a passing grade for the experiential education course. One of the assignments is to provide feedback on their work experience. The feedback provided during 2019-2020 is summarized in the following charts.



# POST-GRADUATION CAREER OUTCOME INFO

Each semester, graduating students are asked to complete a survey at graduation, and those still seeking employment are followed-up with six months after graduation. The following pages summarize the 'six months post-graduation' responses for the Class of 2018-2019 and the 'at-graduation' responses for the Class of 2019-2020.

Within six months of graduation,  
**95%**  
of College of Engineering B.S. graduates secured their next destination positions



84% have accepted employment  
12% are pursuing additional education  
(Note: Does not equal 95% due to rounding.)

## 2018-2019 Career Outcomes at Six Months Post-Graduation

### B.S. 2018-2019 Career Outcomes at Six Months Post-Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	122	104	87	5	88%
Agricultural Engineering	52	50	42	8	100%
Biological Systems Engineering	25	24	14	10	100%
Chemical Engineering	152	110	76	20	87%
Civil Engineering	161	144	121	21	99%
Construction Engineering	83	83	82	1	100%
Computer Engineering	125	118	92	19	94%
Electrical Engineering	132	122	91	24	94%
Industrial Engineering	157	147	129	11	95%
Mechanical Engineering	474	401	351	36	97%
Materials Engineering	55	51	33	11	86%
Software Engineering	116	107	98	5	96%
<b>TOTALS</b>	<b>1654</b>	<b>1461</b>	<b>1216</b>	<b>171</b>	<b>95%</b>

### M.S. 2018-2019 Career Outcomes at Six Months Post-Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	14	12	6	6	100%
Agricultural Engineering	7	7	5	2	100%
Bioinformatics & Computational Biology	0	0	0	0	-
Biorenewable Resources & Technology	0	0	0	0	-
Chemical Engineering	15	14	4	9	93%
Civil Engineering	43	28	23	4	96%
Computer Engineering	46	39	34	5	100%
Electrical Engineering	40	34	22	11	97%
Energy Systems Engineering	5	5	3	2	100%
Engineering Mechanics	1	1	1	0	100%
Engineering Management	18	18	17	1	100%
Environmental Science	1	1	1	0	100%
Human Computer Interaction	25	21	20	0	95%
Industrial and Agricultural Technology	0	0	0	0	-
Industrial Engineering	21	21	19	1	95%
Information Assurance	17	16	14	1	94%
Mechanical Engineering	37	33	22	8	91%
Materials Science and Engineering	4	2	2	0	100%
Systems Engineering	9	9	9	0	100%
<b>TOTALS</b>	<b>303</b>	<b>261</b>	<b>202</b>	<b>50</b>	<b>97%</b>

### PhD 2018-2019 Career Outcomes at Six Months Post-Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	8	6	6	0	100%
Agricultural Engineering	7	6	6	0	100%
Bioinformatics & Computational Biology	1	0	0	0	-
Biorenewable Resources & Technology	0	0	0	0	-
Chemical Engineering	12	10	10	0	100%
Civil Engineering	33	30	30	0	100%
Computer Engineering	9	8	8	0	100%
Electrical Engineering	16	14	14	0	100%
Engineering Mechanics	4	4	4	0	100%
Environmental Science	0	0	0	0	-
Human Computer Interaction	1	1	1	0	100%
Industrial Engineering	6	5	3	0	60%
Information Assurance	0	0	0	0	-
Mechanical Engineering	28	25	25	0	100%
Materials Science and Engineering	7	7	7	0	100%
Sustainable Agriculture	1	1	1	0	100%
Wind Energy Science, Engineering & Policy	1	1	1	0	100%
<b>TOTALS</b>	<b>134</b>	<b>118</b>	<b>116</b>	<b>0</b>	<b>98%</b>

# 2019-2020 Career Outcomes at Graduation

## B.S. 2019-2020 Career Outcomes at Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	150	140	73	14	62%
Agricultural Engineering	49	46	27	5	70%
Biological Systems Engineering	27	24	13	4	71%
Chemical Engineering	128	115	44	11	50%
Civil Engineering	146	134	93	20	84%
Computer Engineering	151	140	84	17	74%
Construction Engineering	54	54	52	0	96%
Cyber Security Engineering	3	2	1	0	50%
Electrical Engineering	119	106	58	17	72%
Industrial Engineering	132	120	78	6	70%
Mechanical Engineering	56	51	20	8	55%
Materials Engineering	434	386	179	30	55%
Software Engineering	149	134	83	8	69%
<b>TOTALS</b>	<b>1598</b>	<b>1452</b>	<b>805</b>	<b>140</b>	<b>66%</b>

## M.S. 2019-2020 Career Outcomes at Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	14	13	6	3	69%
Agricultural Engineering	14	13	8	4	92%
Bioinformatics & Computational Biology	0	0	0	0	-
Biorenewable Resources & Technology	0	0	0	0	-
Chemical Engineering	12	11	1	5	64%
Civil Engineering	42	37	22	10	86%
Computer Engineering	45	42	21	6	67%
Cyber Security	5	5	4	0	80%
Electrical Engineering	40	35	15	10	74%
Energy Systems Engineering	2	1	1	0	100%
Engineering Management	9	9	7	0	78%
Engineering Mechanics	1	1	0	0	0%
Environmental Science	1	1	0	0	-
Human Computer Interaction	25	24	18	1	79%
Industrial Engineering	28	25	9	3	52%
Information Assurance	13	10	6	0	60%
Materials Science and Engineering	1	1	0	0	0%
Mechanical Engineering	43	37	25	6	89%
Seed Technology and Business	0	0	0	0	-
Sustainable Agriculture	0	0	0	0	-
Systems Engineering	8	8	7	0	88%
<b>TOTALS</b>	<b>303</b>	<b>273</b>	<b>150</b>	<b>48</b>	<b>75%</b>

## PhD 2019-2020 Career Outcomes at Graduation

Major	Grads	Grads Reporting	Employed	Continuing Education	% Placed
Aerospace Engineering	8	7	6	0	86%
Agricultural Engineering	9	9	5	1	67%
Bioinformatics & Computational Biology	1	1	1	0	100%
Biorenewable Resources & Technology	0	0	0	0	-
Chemical Engineering	12	11	7	0	64%
Civil Engineering	25	23	18	0	78%
Computer Engineering	12	11	7	0	64%
Electrical Engineering	29	26	21	0	81%
Engineering Mechanics	5	4	1	0	25%
Environmental Science	0	0	0	0	-
Human Computer Interaction	2	1	1	0	100%
Industrial Engineering	6	6	5	0	83%
Information Assurance	0	0	0	0	-
Materials Science and Engineering	6	6	4	0	67%
Mechanical Engineering	32	30	22	0	73%
Sustainable Agriculture	0	0	0	0	-
Wind Energy Science, Engineering & Policy	4	3	3	0	100%
<b>TOTALS</b>	<b>151</b>	<b>138</b>	<b>101</b>	<b>1</b>	<b>74%</b>

## Average Starting Salaries for B.S. Graduates

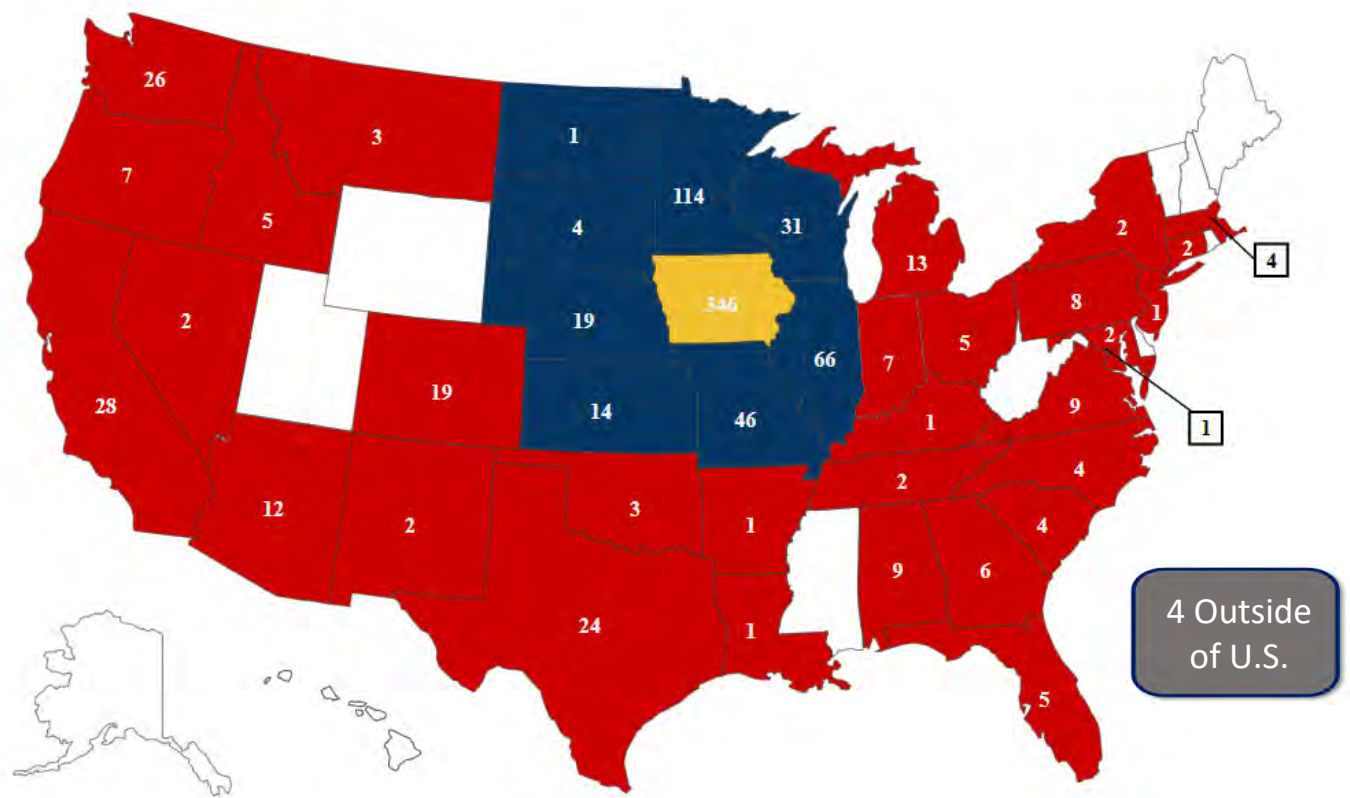
Starting salary information is also collected during the career outcomes survey. The values shown in cardinal are the averages for each engineering major. The columns indicate the range of values reported. Annual salaries for most majors increased; the average salary for 2019-2020 was \$69,604, compared to \$67,381 for 2018-2019





# Employers and Locations of Employment

Over 420 different employers hired an engineering graduate following their summer 2019, fall 2019 or spring 2020 graduation. Employment locations were concentrated in Iowa and the Midwest, but graduates found employment across the U.S. A list of the employers that made a full-time hires during this reporting period can be found in Appendix B.



2019-2020 graduates were employed in 41 different states across the US

# ABOUT ENGINEERING CAREER SERVICES



Engineering Career Services (ECS) provides programming and coaching to help undergraduate students, graduate students, and alumni achieve their goals related to co-ops and internships, full-time employment, or acceptance into a graduate program. ECS helps 1) students and alumni develop career management knowledge and skills, 2) students develop workplace competencies through experiential education, and 3) job seekers and employers connect.

ECS also manages the data collection and reporting that allows students to assess competencies, and faculty and staff to assess outcomes and identify opportunities for continuous improvement. Additionally, ECS works to develop mutually beneficial partnerships with industry that lead to improved student development, an increase in research collaborations, and an increase of support to the College.

## Summary of Services

- Professional Development and Career Self-Management Education
- Employment Services (i.e. Job Postings, Interviewing, Career Fairs)
- Experiential Education Program Administration
- Formative Assessment for Student Development, Continuous Curriculum Improvement, and Accreditation
- Post-Graduation and Six-Month Follow-Up Outcomes and Other Reports
- Corporate Partnership Building

Please see our website for additional information

<http://www.engineering.iastate.edu/ecs/>

# APPENDIX A

## EMPLOYERS OF CO-OP AND INTERN STUDENTS

Nearly 600 distinct employers hired an engineering intern during the 2019-2020 academic year.

*O Source Solar*  
*360 Yield Center*  
*3M*  
*ACCO Brands Corporation*  
*Adolfson & Peterson Construction*  
*AECOM*  
*Aerospace Fabrication and Materials*  
*AES Corporation*  
*Affiliated Engineers*  
*Ag Leader Technology*  
*AGCO Corporate Group*  
*Ahern Fire Protection*  
*AIM Aerospace*  
*Airlite Plastics*  
*AirPro Fan and Blower*  
*Ajinomoto North America, Inc*  
*Allegheny Technologies*  
*Alliant Energy Corporation*  
*ALMACO*  
*Altec Industries*  
*Alula*  
*Amazon*  
*Ambitech Engineering Corporation*  
*Amtcor*  
*American Axle and Manufacturing*  
*American Family Insurance*  
*American National Skyline, Inc.*  
*American Ordnance, LLC*  
*American Packaging Corporation*  
*Ames Construction, Inc.*  
*Ames Laboratory of US DOE*  
*Andersen Corporation*  
*Ankeny, IA, City of*  
*Anning-Johnson Co*  
*Apollo Mechanical*  
*Appareo Systems*  
*Apple, Inc.*  
*Aqseptence Group*  
*Arcadis US*  
*Archer Daniels Midland Company*  
*ARCO Design/Build, Inc.*  
*Arconic*  
*Ardent Mills*  
*Ardisam, Inc.*  
*Ardo Schmidt Construction, Inc.*  
*ARTi - Advanced Renewable  
Technology International*

*Ashley Furniture Industries*  
*ASM Engineering Consultants, LLC*  
*Atlas Manufacturing*  
*B&G Foods, Inc.*  
*Baker Concrete Construction, Inc.*  
*Baker Group*  
*Bankers Trust*  
*Barilla America, Inc.*  
*Baxter & Woodman, Inc.*  
*Bayer*  
*Beck Engineering, Inc.*  
*Beck Group, The*  
*Bedford Industries inc*  
*Behrens Manufacturing*  
*Benchmark Electronics*  
*Best Buy Co., Inc.*  
*Biocentury Research Farm*  
*Bluestone Engineering, LLC*  
*BMTS Technology US*  
*BMW Manufacturing Corp.*  
*Bobcat Company*  
*Boeing Company, The*  
*Boerger, LLC*  
*Bolton & Menk, Inc.*  
*Boone County Engineers Office*  
*BorgWarner*  
*Bornquist, Inc.*  
*Bowen Engineering Corporation*  
*Braun Intertec Corporation*  
*Bridgestone Americas Holding, Inc.*  
*Buildertrend*  
*Built To Suit*  
*Bunge Loders Croklaan*  
*Bunge North America*  
*Bunn-O-Matic Corporation*  
*Burns & McDonnell Engineering*  
*Businessolver*  
*Calhoun-Burns & Associates, Inc.*  
*Cambrex Charles City, Inc.*  
*Cambria*  
*Campbell Soup Company*  
*CaptiveAire Systems*  
*Cardinal Glass Industries*  
*Cargill, Incorporated*  
*Carver Pump Company*  
*Casey's General Stores, Inc.*  
*Caterpillar Inc.*

*CED Industrial Solutions Network*  
*Cedar Rapids (IA), City of*  
*Cerner Corporation*  
*CF Industries*  
*cfm Distributors*  
*Chamberlain Group*  
*Chantland Pulley*  
*Charles Schwab*  
*Check-All Valve Mfg. Co.*  
*Chevron Phillips Chemical Company*  
*CHS Inc.*  
*CIRAS*  
*Cirrus Aircraft*  
*City of Ames Iowa*  
*Civco Medical Solutions*  
*Civil Constructors Inc.*  
*Civil Design Advantage*  
*Clark Construction Group, Inc., The*  
*Clayco*  
*Clearway Energy*  
*Cline Tool*  
*Clow Valve Company*  
*Clysar, LLC*  
*CNH Industrial*  
*Cobham Mission Systems*  
*Collins Aerospace*  
*Colony Brands, Inc.*  
*Colorcon*  
*ComEd*  
*Compressor Controls Corporation*  
*Conagra Brands*  
*Conductix-Wampfler*  
*Conference Technologies, Inc.*  
*Consolidated Electrical Distributors*  
*Consolidated Precision Productions*  
*CO-OP Financial Services*  
*Cooper Crawford & Associates, LLC*  
*Cornell University*  
*Corning, Inc.*  
*Corteva Agriscience*  
*Covenant Construction Services*  
*CPC*  
*Crafts Technology*  
*CRH Americas Materials*  
*Crown Cork and Seal USA, Inc.*  
*Crystal Group*  
*Crystal Lake, IL, City of*

Cummins, Inc.  
 Curbtender, Inc.  
 Curran Contracting Company  
 Curries Company  
 Daikin Applied  
 Daikin-Sauer-Danfoss  
 Daikin-Sauer-Danfoss LTD  
 Dakota County, Minnesota  
 Daktronics, Inc.  
 Danfoss  
 Dee Zee Manufacturing Inc.  
 Demco  
 Demkota Ranch Beef  
 Denk & Roche  
 Des Moines Water Works  
 Dexter Laundry, Inc.  
 District of Columbia Water & Sewer  
 Dolby Laboratories  
 Donaldson Company  
 Dover Corporation  
 Dow Chemical Company  
 Downing Construction Inc.  
 DPR Construction, Inc.  
 DriSteem Corporation  
 Duncan Aviation  
 Eaton Corporation  
 Ecolab, Inc.  
 Econstruct  
 Edwin Hancock Engineering  
 EFCO Corp.  
 Electrical Power Products, Inc.  
 Element Materials Technology  
 Embedded Flight Systems, Inc.  
 Emerson  
 Emerson Process Management -  
 Regulator Technologies  
 Emerson Remote Automation  
 Solutions  
 empirical  
 Encapsys  
 EnSoft  
 Entrust Datacard  
 Epic  
 ESCO Group  
 Ethicon Endo Surgery, LLC  
 Excel Engineering  
 Exelon Corporation  
 Exile Brewing Co.  
 F.H. Paschen Construction  
 Farm Credit Services of America  
 Farmers Mutual Telephone Company  
 FarmTek  
 Fast Enterprises, LLC  
 Federal Mogul LLC  
 Federated Insurance  
 Fehr Graham Engineering Environmental  
 Fidato Technology Builders  
 FIRST  
 Flexco  
 FMS Corporation  
 Foth Companies  
 Fountian Industries  
 Fox Engineering Associates, Inc.  
 Frito-Lay, Inc.  
 Frontida BioPharm  
 Frontline Bioenergy  
 Fuyao Glass America Inc.  
 Gallagher Asphalt Corporation  
 Gamma Technologies  
 GARMIN International, Inc.  
 Garver  
 GBA  
 GE Hitachi Nuclear Energy  
 GE Johnson Construction Company  
 Geater Machining & Manufacturing Co.  
 GELITA USA  
 Gemini Inc.  
 GeoStabilization International  
 Getman Corporation  
 GHD  
 GlobalVetLINK, L.C.  
 Gold Eagle Co.  
 Grace Technologies  
 Graco, Inc.  
 Graham Construction Company  
 Grain Processing Corporation  
 Granular, Inc.  
 Graycor Services, L. L. C.  
 H. B. Fuller Company  
 Haber Technologies, Inc  
 Hach Company  
 Hagie Manufacturing Company  
 Hall Engineering  
 Hanley, Flight & Zimmerman, LLC  
 Hansen Ag Solutions  
 Harold Pike Construction Company  
 HawkeyePedershaab  
 Henderson Engineers, Inc.  
 Henderson Products  
 Hendrickson Truck Commercial Vehicle  
 Systems  
 Henkel Construction Company  
 Hensel Phelps Construction Co. Inc.  
 Hershey's Metal Meister, LLC  
 HillPhoenix  
 HNI/HON/Allsteel  
 HOBO Inc  
 HomePainter  
 Honeywell Federal Mftg & Technologies  
 Hooper Corporation  
 Hormel Foods Corporation  
 Horton Holdings Inc  
 HR Green  
 Hubbell Realty Company  
 Hudl  
 HUSCO International  
 Hydrite Chemical Company  
 Hy-Vee, Inc.  
 IBM  
 ICL  
 Ideal Industries, Inc.  
 IHC Construction Companies, LLC  
 iicon Construction  
 Illinois Department of  
 Transportation  
 IMA Automation North America  
 IMEG Corp  
 IMT Insurance Company  
 In Motion Care LLC  
 Industrias Mas Salvado  
 Ingersoll-Rand Company  
 Ingredion Incorporated  
 Inte Q  
 Intel  
 International Contractors, Inc.  
 International Paper Company  
 Iowa DNR  
 Iowa DNR Pollution Prevention  
 Iowa Department of Transportation  
 Iowa Fertilizer Company  
 Iowa Pump Works  
 Iowa State University Bioeconomy  
 Institute  
 Iowa State University Dept of  
 Chemical & Biological Engineering  
 Iowa State University, Facilities  
 Planning & Management  
 Iowa Utilities Board  
 ISG  
 ITC Holdings Corp.  
 ITER Organization  
 J.E. Dunn Construction Co.  
 J.F. Brennan Co., Inc.  
 Jack Links  
 Jacobs Corporation  
 JBS  
 JEO Consulting Group, Inc.  
 John Crane, Inc.  
 John Deere  
 Kaila Software  
 Kemin Industries, Inc.  
 Kenrich Group, The  
 Keurig Dr Pepper  
 Kiewit  
 Killark Electric - Hubbell

Kingland Systems Corp.  
Kingsbay Group  
Kinze Manufacturing  
Kiwi Campus  
Klein Tools  
Knife River Midwest  
Knutson Construction Services, Inc.  
Koch Fertilizer Ft. Dodge, LLC  
Koester Construction Company, Inc.  
Kohler Company  
KONE Inc.  
KPI Concepts  
Kraemer North America  
Kraft Heinz Company, The  
Kraus-Anderson Construction Company  
Kuhn North America, Inc.  
LafargeHolcim  
Land O'Lakes, Inc.  
Landscape Structures Incorporated  
LANE Trailer Mfg. Co.  
Larson Construction Company, Inc.  
Larson Engineering Inc.  
LasX Industries, Inc.  
Lennox  
Life Line Emergency Vehicles  
Life Time Fitness  
Lincoln Electric Company, The  
Lincoln Electric System  
Linn County  
Lisle Corporation  
Lockheed Martin Corporation  
Loram Maintenance of Way, Inc.  
Lozier Corporation  
Lunda Construction Company  
LyondellBasell  
M. A. Mortenson  
Mallet & Company  
Marshalltown Company  
Martin Engineering  
Maverick Software Consulting  
Maxon Furniture  
McCarthy Building Companies  
McCarthy Improvement Company  
McClure Engineering Company  
McNally Industries  
McShane Construction Company  
MD Products & Solutions  
Mead & Hunt  
Medtronic, Inc.  
Merck  
Merck Sharp & Dohme Corp  
MercyOne North Iowa Medical Center  
Merk Animal Health  
Metropolitan Mechanical Contractors  
Meyer Contracting, Inc

Meyer Tool, Inc  
Michael Foods, Inc.  
Micron Technology, Inc.  
Microsoft Corporation  
MidAmerican Energy Company  
Milwaukee Electric Tool  
Minnesota DOT  
MinnHealth  
Miron Construction Company, Inc.  
Missouri DOT  
MIT Lincoln Laboratory  
MMC Contractors  
Mobile Track Solutions  
MODUS  
Molex Incorporated  
Mortenson Construction  
Motorola Solutions  
MTS Systems Corporation  
Musco Sports Lighting, LLC  
Nalco Water  
NASA  
National Carwash Solutions  
National Grid  
National Instruments  
National Renewable Energy Laboratory  
Nationwide Insurance  
Navistar International  
NEBCO, INC  
Nestlé  
Net Integrated Consulting, Inc  
Netsmart Technologies  
Neumann Brothers, Inc.  
NeuVector  
New Hudson Facades  
New Leaf Symbiotics  
Newell Machinery Co., Inc.  
Nexteer Automotive  
Nike, Inc.  
Nilles Associates, Inc.  
NISC  
Norcon, Inc.  
Nordstrom  
Northern Natural Gas Company  
Northern Technologies, LLC  
Northrop Grumman  
NovaTech LLC  
NSK Corporation  
Nucor Vulcraft Group  
Numinous Games  
Nurocor, Inc.  
Omega Cabinetry  
OneStop Solutions  
Open Systems International, Inc.  
OPS America Inc  
Optum

Opus Group, The  
Orginal Saw Company  
OSI Group  
Otis Elevator Company  
Paladin Attachments  
Paragon International/GMI  
Parker Hannifin Corporation  
PayPal  
PCL Construction Services, Inc.  
PCT Ebeam and Integration, LLC.  
Peak Construction Corporation  
Pelds Engineering  
Pella  
Pentair  
Pentsoft  
Pepper Construction  
PepsiCo  
Percival Scientific, Inc.  
Permasteelisa North America  
Peterson Contractors, Inc.  
Petroliam Nasional Berhad  
Placon Corp  
Plainfield Public Works Dept  
POET  
Populus Group  
Port Authority of New York &  
New Jersey  
Porticos Inc  
Post Consumer Brands  
Power Construction Co., LLC  
Power Lift  
Pratt & Whitney  
Precision Castparts Corp.  
PricewaterhouseCoopers, LLP  
Principal Financial Group  
Procter & Gamble  
Proplanner, Inc.  
Quad County Corn Processors  
R & D Industries, Inc. / Thinx  
R & R Realty Group, LTD  
Raining Rose, Inc.  
Ramboll  
Ranco Fertiliservice Inc.  
Raven Industries, Inc.  
Raymond Corporation, The  
RELCO, LLC  
Renewable Energy Group (REG)  
Renewable Energy Systems,  
Americas  
Rensenhouse Electric Supply  
Revcor Airflow Solutions  
Riverview LLP  
Rochester Gauges  
Rockwell Automation  
Rolls-Royce

Romanelli Exportação e Importação Ltda.  
 Roof Spec, Inc.  
 Roquette America, Inc.  
 RSM US LLP  
 Russell Construction Company  
 Ryan Companies US, Inc.  
 Safco  
 Sage Ag LLC  
 Sanford Health  
 SAP  
 SCADAware  
 Schneider Electric  
 Sears Holdings Corporation  
 SEH Inc.  
 Shearer's Foods  
 Shepard Wesnitzer Inc  
 Shive-Hattery Group, Inc.  
 SICK, Inc.  
 Siemens  
 Siemens Energy  
 Sierra Nevada Corporation (SNC)  
 Signode Industrial Group  
 Simmers Crane Design & Services  
 SKF USA Inc  
 Slack  
 Smart Ag  
 SME Mechanical  
 Smithco Manufacturing Inc  
 Smithfield Foods  
 Smiths Medical  
 Snyder & Associates, Inc.  
 Spreetail  
 SPS Commerce  
 SSAB  
 Stacy and Witbeck  
 Stanley Black & Decker  
 Stanley Consultants  
 Stantec  
 State Farm Insurance  
 State of Iowa, Agency: OCIO  
 Story Construction Co.  
 Sub-Zero Wolf  
 Sukup Manufacturing Company  
 Summit Materials  
 Sun Country Airlines  
 Sun Hydraulics  
 Superior Industries  
 Swenson Technology Inc.

SwineTech, Inc  
 Synergy Flavors  
 Syngenta  
 Target Headquarters  
 TechnipFMC  
 Telligent  
 Terex Corporation  
 Terra Technologies LLC  
 Terracon  
 Tesla Motors  
 Tessier's Inc.  
 Texas Instruments Incorporated  
 Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)  
 Therma-Tru Doors  
 Thomson Reuters  
 Thybar Corporation  
 Timken Company, The  
 Timken Drives  
 Toyota Motor Corporation - USA  
 TPI Composites, Inc.  
 Trachte, LLC  
 Trackside Solutions  
 Transamerica  
 Traylor Bros., Inc.  
 Trelleborg  
 True Manufacturing  
 Turner Construction Company  
 U.S. Army Corps of Engineers  
 U.S. Army Corps of Engineers - Kansas City District  
 U.S. Army Research Laboratory  
 UbiSoft  
 UL - Underwriters Laboratories  
 Union Pacific Railroad  
 Unison Comfort Technologies  
 United Airlines  
 United Contractors, Inc. & Subsidiaries  
 United Piping, Inc.  
 United States Postal Service  
 UnitedHealth Group  
 University of Florida  
 University of Iowa Community Credit Union (UICCU)  
 UPS  
 Urbandale, City of  
 USDA Agricultural Research Service

USG (United States Gypsum Company)  
 UTC Aerospace Systems  
 Valent BioSciences Corporation  
 Valeo  
 Valero Services, Inc.  
 Veenstra & Kimm, Inc.  
 Ventura Foods, LLC  
 Vermeer Corporation  
 Viking Pump, Inc.  
 Village of Hanover Park  
 Visa, Inc.  
 Vizient  
 Volvo Group  
 VT Industries, Inc.  
 W.A. Klinger, L.L.C.  
 W.E. Mowrey Company  
 Waldinger Corporation, The  
 Walsh Group, Inc., The  
 Walt Disney Company, The  
 Warren Distribution  
 Washington University in St. Louis  
 Weis Builders, Inc.  
 Weitz Company, The  
 Wellman Dynamics Corporation  
 Wellmark  
 Wells Enterprises, Inc.  
 West Des Moines, City of  
 Westendorf Mfg. Inc. Co.  
 Western Digital  
 Westwood Professional Services  
 Whirlpool Corp.  
 Whiting-Turner Contracting Company, The  
 WHKS & Co.  
 Wightman  
 Winegard Company  
 Winnebago Industries  
 Wolf Robotics  
 Woodbury County  
 Woodruff Construction, LLC  
 Woodward  
 Workiva  
 WSP  
 ZiBoZhiHengGongMao  
 Zirous

# APPENDIX B

## EMPLOYERS OF ENGINEERING GRADUATES

Over 420 distinct employers hired an engineering graduate during the 2019-2020 academic year.

2IM Group, LLC  
3M  
A to Z Drying, Inc.  
Abbott Laboratories - Cardiac  
    Arrhythmias Heart Failure  
    Business Unit  
Accenture LLP  
Acieta  
Adobe Systems  
Adolfson & Peterson  
    Construction  
Advanced Micro Devices  
AE2S  
AECOM  
Aerjet Rocketdyne  
AES Corporation  
Affiliated Engineers  
Ahern Fire Protection  
Air Force Civilian Service  
Air Force Research Laboratory  
Air Force Test Center, Air Force  
    Civilian Service, Edwards AFB  
Ajinomoto North America, Inc  
Allegheny Technologies  
Alliant Energy Corporation  
Alliant Engineering, Inc.  
Allstate Insurance Company  
Altec Industries  
Amazon  
Amcors  
American Airlines  
American Family Insurance  
American Packaging Corporation  
Ames Construction, Inc.  
Ames Engineering, Inc.  
Andersen Corporation  
Anning-Johnson Co  
Apex Structural LLC  
Apple, Inc.  
Arconic  
Ardisam, Inc.  
Arizona State University  
ASM Inc  
ASML  
Automotive Robotics (ARi)

AVISTA Inc.  
Baker Group  
Baxter & Woodman, Inc.  
Bayer CropScience  
BD  
Bechtel Plant Machinery, Inc  
Beck Group, The  
Best Buy Co., Inc.  
Bishop Engineering  
BKBM Engineers  
Black & Decker (U.S.) Inc.  
Black & Veatch, Inc.  
Blattner Energy, Inc  
Bluestone Engineering, LLC  
Boeing Company, The  
Bolton & Menk, Inc.  
Boston Scientific Corporation  
Braun Intertec Corporation  
Bridgestone Americas Holding  
Buhler  
Buildertrend  
Burns & McDonnell Engineering  
Calhoun-Burns & Associates, Inc.  
Cardinal Glass Industries  
Cargill Meat Solutions  
Cargill, Incorporated  
Carpenter Technology  
Caterpillar Inc.  
CB&I  
Cedar Falls, City of  
Cerner Corporation  
CF Industries  
Chevron Phillips Chemical  
    Company LP  
CHS Inc.  
City of Des Moines, IA  
Clemson University  
Clinton County (IA)  
Clysar, LLC  
Cobham Mission Systems  
Collins Aerospace  
ComEd  
Compressor Controls Corporation  
Conagra Brands

Conductix-Wampfler  
Consolidated Electrical  
    Distributors (CED)  
Controltech Corporation  
Corteva Agriscience  
Cramer and Associates, Inc.  
Crane Worldwide Logistics  
Cretex Companies  
Cummins, Inc.  
Daikin Applied  
Daktronics, Inc.  
Danfoss  
Dashiell Corporation  
DCI Group  
Deloitte & Touche LLP  
Department Of Defense  
Department of the Navy  
Des Moines Area Community  
    College  
Dexter Laundry, Inc.  
DHI Group, Inc.  
Donaldson Company  
Dow Chemical Company  
Downing Construction Inc.  
Duke University  
Dynetics  
Eaton Corporation  
Ecolab, Inc.  
Edge Commercial  
Edwards Air Force Base  
EFCO Corp.  
eFuneral  
Electrical Power Products, Inc.  
EMC Insurance Group, Inc.  
Emerson  
Emerson Process Management -  
    Regulator Technologies  
Emerson Remote Automation  
    Solutions  
EN Engineering  
EnSoft  
Entrust Datacard  
Epic  
ExxonMobil Corporation

F.H. Paschen Construction  
Facebook  
Farm Bureau Financial Services  
Federal Deposit Insurance Corporation  
Federal Highway Administration  
Federated Insurance  
Feed Energy and FEC Solutions  
FEH DESIGN  
Fisher Barton Specialty Products  
Ford Motor Company  
Foth Companies  
Fox Engineering Associates, Inc.  
Fox River  
French-Reneker Associates, Inc.  
Frontline Bioenergy  
Gap Inc.  
GARMIN International, Inc.  
GE Johnson Construction Company  
General Dynamics Mission Systems  
General Electric Company  
General Mills  
General Motors Corporation  
GENESYS  
Georgia Pacific  
Gilbert Mechanical  
Google  
Grace Engineered Products  
Gracon LLC  
Graham Construction Company  
Grain Processing Corporation  
Great Plains Mfg.  
Gross-Wen Technologies  
H. B. Fuller Company  
Hach Company  
Hagie Manufacturing Company  
HAILA Architecture Structure Planning, Ltd.  
Hanley, Flight & Zimmerman, LLC  
Hansen Company  
Harman International  
HawkeyePedershaab  
HDR Engineering, Inc.  
Helm Group  
Henderson Products  
Henkel Construction Company  
HGA Architects & Engineers  
HNI/HON/Allsteel  
Honeywell Aerospace  
Honeywell Federal Manufacturing & Technologies  
Honeywell International, Inc.  
Hormel Foods Corporation

Horwitz NS/I  
HR Green  
Hubbell Realty Company  
HUSCO International  
HydraForce, Inc  
Hy-Vee, Inc.  
IBM  
IBM Corporation  
ICL  
IIW, P.C.  
IMEG Corp  
IMT Insurance Company  
Industrial Hard Chrome, Ltd.  
Ingios Geotechnics, Inc.  
Innovative Software Engineering  
Institute for Transportation - ISU  
Intel  
International Paper Company  
Interstates Companies, The  
Iowa Department of Transportation  
Iowa State University  
Iowa State University Ag and Biosystems Engineering Department  
Iowa State University College of Engineering  
Iowa State University Department of Civil, Construction and Environmental Engineering  
Iowa State University Electrical & Computer Engineering  
ISG  
ITC Holdings Corp.  
J.E. Dunn Construction Co.  
J.H. Findorff & Son, Inc.  
Jacobs Engineering Group  
JBS  
JEO Consulting Group, Inc.  
John Crane, Inc.  
John Deere  
John Deere Financial  
Johns Manville  
Johnson Controls  
Kansas Department of Transportation  
KCL Engineering  
Kemin Industries, Inc.  
Kenrich Group, The  
Keystone Electrical Manufacturing Company  
Kiewit  
Kimley-Horn and Associates, Inc.  
Kingland Systems Corp.

Koch Industries  
KPF Consulting Engineers  
Kraemer North America  
Kraft Heinz Company, The  
Land O'Lakes, Inc.  
Larson Construction Company, Inc.  
Leapfrog Technologies, Inc.  
Leidos  
Lennox  
Lennox Industries  
LinkedIn  
Lockheed Martin Corporation  
Loram Maintenance of Way  
Loras College  
LyondellBasell  
M. A. Mortenson  
MacDon Industries  
MacLean-Fogg Company  
Magna  
Magnaflux  
Marvin Windows and Doors  
Massachusetts Institute of Technology  
MathWorks, Inc.  
Maxim Integrated Products  
Mayo Clinic  
McClure Engineering Company  
Mead & Hunt  
Mechdyne Corporation  
Mediacom  
Medtronic, Inc.  
MEP Associates, LLC  
Merck  
Metropolitan Mechanical Contractors, Inc.  
Michael Foods, Inc.  
Microsoft Corporation  
MidAmerican Energy Company  
Midwest Engineering Associates, Inc.  
Milender White Inc.  
Military Extension Internship Program  
Milwaukee Electric Tool  
Minnetronix Medical  
MISO ( Midcontinent Independent System Operator, Inc)  
Mobile Track Solutions  
Modine Manufacturing Co.  
Molex Incorporated  
Mortenson Construction  
Motorola Solutions



Morton Buildings  
Motorola Solutions  
Mott MacDonald  
MSA Professional Services, Inc.  
MSE Audio  
MTS Systems Corporation  
Mueller Water Products  
Musco Sports Lighting, LLC  
NACS Inc.  
NASA  
National Oilwell Varco  
Nationwide Insurance  
NAVAIR - Civilian  
Navigators  
NetApp  
New Hampton Metal Fab  
New Hudson Facades  
New Leader Manufacturing  
Nexant, Inc.  
Nexteer Automotive  
Nicros, Inc  
Northern Illinois University  
Northrop Grumman  
NSK Corporation  
NUM Corporation  
OakRiver Technology  
Olin Corporation  
Omaha Public Power District  
One3 Design, Inc.  
OneWeb  
Open Systems International, Inc.  
Optum  
Opus Group, The  
Oshkosh Corporation  
OSI Group  
Pacific Northwest National  
Laboratory  
Parametrix  
Parker Hannifin Corporation  
PB Leiner USA  
PCL Construction Services, Inc.  
Pella Corporation  
Pepper Construction  
PepsiCo  
Permasteelisa North America  
Peterson Contractors, Inc.  
Phoenix Contact  
Pierson Wireless  
Piper Aircraft Inc.  
PMI Iowa  
POET  
Polaris Industries

Post Consumer Brands  
Power Construction Co., LLC  
POWER Engineers, Inc.  
Power/mation  
Pratt & Whitney  
Precision Pulley & Idler, Inc.  
Precision, Inc.  
PricewaterhouseCoopers, LLP  
Prince Sattam Bin Abdulaziz University  
Principal Global Investors  
Printer Inc., The  
Procter & Gamble  
Productive Resources  
Proplanner, Inc.  
PTAC Engineering Consultants  
QCI  
Quality Manufacturing Corporation  
R & D Industries, Inc./Thinix  
Radiant Vision Systems  
Ramco Innovations  
Ranco Fertiliservice Inc.  
Raven Industries, Inc.  
Raymond Corporation, The  
Raytheon  
Reilly Construction  
Renewable Energy Group (REG)  
Repair and Preservation Network  
RES  
RFA Engineering  
Rite-Hite Corporation  
RK Mechanical  
Rockwell Automation  
Rolls-Royce  
RoviSys  
Royal Power Solutions  
RSM US LLP  
Russell Construction Company  
Ryan Companies US, Inc.  
SACMI USA LTD  
Sage Ag LLC  
Samsung Engineering Co., Ltd.  
Sargent & Lundy  
Savannah River Nuclear Solutions, LLC  
Schaefer  
Scheid Farms  
Schneider Electric  
Seagate Technology  
Securian Financial Group  
SEH Inc.  
Seither & Cherry Company  
Service Management Group  
SHAZAM

Shearer's Foods  
Shive-Hattery Group, Inc.  
Sloan Valve Company  
Smiths Medical  
Snorkel International  
Sogeti USA  
Source Allies, Inc.  
South Inc  
Southwest Airlines  
Space X: Space Exploration  
Technologies Corp.  
Sportech Inc.  
Spreetail  
SRF Consulting Group, Inc.  
SRS Advanced Technologies, LLC  
Stantec  
Statefarm  
Statistics & Control, Inc.  
Stellar Industries, Inc.  
Strand Associates, Inc.  
Stratas Foods LLC  
Sukup Manufacturing Company  
Summit Products  
Syngenta  
Tapemark  
Target Stores and Distribution  
Tate & Lyle  
TC Transcontinental Packaging  
TEAM Software Inc.  
Terex Corporation  
Terra Technologies LLC  
Terracon  
Texas Instruments Incorporated  
Textron Aviation (Beechcraft  
Corporation and Cessna  
Aircraft Company)  
Textron, Inc.  
The Salt Company  
Thomson Reuters  
Timken Company, The  
TKDA and Associates  
TMC Transportation  
Todd & Sargent, Inc.  
Trane, Inc / Ingersoll-Rand  
Company  
Transamerica  
Traylor Bros., Inc.  
Trinity Consultants  
TuneIn radio  
Turner Construction Company  
Twin City Fan Companies, Ltd.  
Tyson Foods, Inc.

Mueller Water Products  
 Musco Sports Lighting, LLC  
 Mutual of Omaha  
 NASA  
 NASA Ames Research Center  
 National Carwash Solutions  
 Nationwide Insurance  
 NEBCO, INC  
 Nelson Construction & Development  
 Netsmart Technologies  
 New Hudson Facades  
 Nike, Inc.  
 Nilles Associates, Inc.  
 NISC  
 NOKIA  
 Northern Natural Gas Company  
 Northrop Grumman  
 Northwestern University  
 OakRiver Technology  
 Olin Corporation  
 Olsson  
 Omega & Associates  
 Open Systems International, Inc.  
 Optimized Operations 3M  
 Optum  
 Oracle Corporation  
 Pacific Northwest National Lab  
 PCL Construction Services, Inc.  
 Peak Construction Corporation  
 Pearson  
 Pelds Engineering  
 Pella  
 Pennsylvania State University  
 Pepper Construction  
 PepsiCo  
 Percival Scientific, Inc.  
 Permasteelisa North America  
 Peterson Contractors, Inc.  
 Phillips Medisize  
 Pine Ridge Farms, LLC  
 Polaris Industries  
 Post Consumer Brands  
 Power Construction Co., LLC  
 POWER Engineers, Inc.  
 Power/mation  
 Pratt & Whitney  
 PricewaterhouseCoopers, LLP  
 Principal Financial Group  
 Procter & Gamble  
 Progress Rail Services  
 PRVN Consultants, Inc.  
 Qualcomm, Inc.  
 Quality Manufacturing Corporation  
 Radio Flyer  
 Raymond Corporation, The  
 Raytheon  
 Renewable Energy Systems,  
 Americas  
 Rockwell Automation  
 Rosenboom Machine & Tool, Inc.  
 RSM US LLP  
 Russell Construction Company  
 Ryan Companies US, Inc.  
 SAFI-Tech  
 Sandia National Laboratories  
 Seagate Technology  
 SEH Inc.  
 Service Management Group  
 SHAZAM  
 Shive-Hattery Group, Inc.  
 Short Elliot Hendrickson  
 Shuck-Britson Inc.  
 Sierra Nevada Corporation (SNC)  
 Sioux City, City of  
 Smithco Manufacturing Inc  
 Smithfield Foods  
 Smiths Medical  
 Sogeti USA  
 Source Allies, Inc.  
 Southern California Edison  
 Space X  
 Spirit Aero Systems  
 SPS Commerce  
 SRF Consulting Group, Inc.  
 Stanford University  
 Stanley Consultants  
 Stantec  
 Stubbs Engineering  
 Sub-Zero Wolf  
 Sukup Manufacturing Company  
 Superstorm Restoration  
 SwineTech, Inc  
 Target Headquarters  
 Tate & Lyle  
 Terra Technologies LLC  
 Terracon  
 Tesla Motors  
 Texas Instruments Incorporated  
 Texas Research Institute Austin  
 Textron, Inc.  
 Thomson Reuters  
 Thrivent Financial  
 Titan Tire Corporation  
 TKDA and Associates  
 TMC Transportation  
 T-Mobile USA  
 Toyne Inc.  
 Trackside Solutions, LLC  
 Traylor Bros., Inc.  
 True360  
 TSP Group, Inc.  
 Turner Construction Company  
 Tyson Foods, Inc.  
 U.S. Air Force  
 U.S. Army  
 U.S. Bank  
 U.S. Marine Corps  
 U.S. Navy  
 Ulteig Engineers, Inc.  
 United Contractors, Inc.  
 United Piping, Inc.  
 United States Postal Service  
 United Technologies Corporation  
 UnitedHealth Group  
 Universal Industries, Inc.  
 University of Iowa  
 University of Maryland  
 University of Michigan  
 University of Northern Iowa  
 Unverferth Manufacturing  
 USDA Natural Resources  
 Conservation Service  
 USG (United States Gypsum)  
 UTC Aerospace Systems  
 Vanguard Sciences  
 Veenstra & Kimm, Inc.  
 Vermeer Corporation  
 Vertex Software  
 VMware  
 VT Industries, Inc.  
 Waldinger Corporation, The  
 Walmart Labs  
 Walsh Group, Inc., The  
 Weitz Company, The  
 Wellman Dynamics Corporation  
 Wells Enterprises, Inc.  
 Wells Fargo  
 Western Digital  
 Western States Fire Protection  
 Westwood Professional Services  
 Whirlpool Corp.  
 WHKS & Co.  
 Willis Towers Watson  
 Winnebago Industries  
 Wittern Group, The  
 Wolf Robotics  
 Woodruff Construction, LLC  
 Woodward  
 Workiva  
 WRH, Inc.  
 WSB & Associates, Inc.  
 Xcel Energy, Inc.  
 Zachry Group  
 Zirus