Our Mission

The Society of Women Engineers stimulates women to achieve full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving the quality of life, and demonstrates the value of diversity.
Uniting For Success

The history of SWE, in part, is rooted in unification. Early on, the founding members brought their strengths and talents together to create the Society: they did so to make a better future for all women in engineering and technology. Our legacy of uniting individuals, organizations and companies continues and delivered key achievements in FY08.

For many years the SWE National Conference has been the most effective forum for members to network and share experiences while pursuing professional development opportunities. In FY08 we re-branded the conference as “WE07.” By emphasizing the “WE” in “SWE” we recognized that our conference is where members, industry allies and other professionals connect. WE came together, and in record-breaking numbers.

Where the national conference acts as a centralized meeting place, the Society’s outreach efforts allow us to take our passion for engineering and technology to girls and young women throughout the country. With additional funding we received from various partners in FY08, we increased the impact of our turnkey outreach program Wow! That’s Engineering!®. More girls and young women met SWE members and were inspired to consider a future in engineering.

Uniting for success also affords us the ability to celebrate the work and achievements of the people, companies and organizations we engage with to further the SWE mission. This year we recognized U.S. Representative Eddie Bernice Johnson (D-TX) with our first President’s Award. Congresswoman Johnson was selected for this prestigious honor as a result of her strong partnership with SWE to champion legislation that will make the STEM fields inclusive to all.

Partnership comes in many forms, and in FY08 we began development on a new strategic plan for the SWE Corporate Partner Council, or CPC. Major corporate partners have historically united with SWE to support recruitment and retention of women engineers; we are confident that our renewed efforts will increase the value of the CPC.

FY08 was a strong and impactful year for the Society of Women Engineers. We credit our success to the united dedication of the members, corporations, organizations and individuals this annual report illustrates.
SWE-AWE Partnership Expands Assessment Tool Program

SWE-AWE is a partnership between SWE and researchers from Penn State and the University of Missouri, Columbia that provides proven outreach assessment tools and disseminates valuable information into the engineering outreach community. Funded by a National Science Foundation (NSF) Gender in Engineering and Science grant, SWE has found SWE-AWE to be essential in enhancing its premier national outreach program Wow! That's Engineering®. All organizations conducting engineering outreach events can take advantage of SWE-AWE’s resources and assessment instruments at no cost at swe.org/awe.

New Aspire Website Great Outreach Marketing Tool

SWE’s new K-12 outreach website, swe.org/aspire is an informative and interactive portal on careers in engineering for parents, educators, engineering professionals, and young girls and teens. Generously funded by ExxonMobil Foundation and The Kimberly-Clark Corporation, the Aspire site serves as a gateway to impactful SWE and industry-based outreach resources and information. The site’s cool look and fun feel helps convey the exciting and vital nature of engineering—the underlying goal of SWE’s outreach efforts.
Wow! That’s Engineering!® Program Excels with Section Grants

FY08 was the first year SWE offered professional development grants to local sections to take part in this valuable opportunity. As a result, SWE sections successfully held numerous Wow! events across the country.

FY2008 Scholarships

Freshman/Reentry

Admiral Grace Murray Hopper Memorial
Anne Maureen Whitney Barrow Memorial
Bertha Lamme Memorial
B.J. Harrod

BK Krenzer Memorial Reentry
Dorothy M. & Earl S. Hoffman Exelon Corporation
Ford Motor Company
Lockheed Martin Corporation
Northrop Grumman Foundation
Olive Lynn Salembier Reentry
Solar Turbines
SWE New Jersey Section
SWE Phoenix Section

Upper Class and Graduate

Ada I. Pressman Memorial
Baker Hughes
Bechtel Corporation
Booz Allen Hamilton
Boston Scientific
Brill Family
Caterpillar Inc.
Chevron Corporation
Chrysler LLC
Cummins Inc.
Dell Inc.
Dorothy Lemke Howarth Memorial
Dorothy P. Morris
DuPont
Electronics for Imaging
Elizabeth McLean Memorial
Ford Motor Company
General Electric Women’s Network (GEWN)
General Motors
Goldman, Sachs & Co.
The Henry Luce Foundation - Clare Boothe Luce Graduate Fellowship
Honeywell International Inc.
IBM Corporation
Intel Corporation
ITT
Ivy M. Parker Memorial
Jill S. Tietjen, P.E.
Judith Resnik Memorial
The Kellogg Company
Lehman Brothers
Lillian Moller Gilbreth Memorial
Lockheed Martin Corporation
Lydia I. Pickup Memorial
Mary V. Munger Memorial
MASWE Memorial
Meredith Thoms Memorial
Microsoft
Northrop Grumman Foundation
Past Presidents
Rockwell Automation
Rockwell Collins
Susan Miszkoowicz Memorial
SWE Baltimore/Washington Section
SWE Central Indiana Section
SWE Central New Mexico Section
SWE Region H Section
SWE Rocky Mountain Section
SWE University of Alabama Section
United States Steel
Verizon Foundation
Strong Leaders for Powerful Careers

Collegiate Leadership Forum (CLF)

The Collegiate Leadership Forum (CLF) is a training program for collegiate leaders—both existing and high potential SWE Future Leaders (SWEFLs). Each fall, the CLF provides training and professional development sessions to prepare attendees for leadership roles within SWE and their future places of employment. Attendees also conduct goal-setting sessions to enhance their collegiate leadership positions.

In FY08 the CLF was sponsored by Lockheed Martin and took place in Bethesda, Md. The training program, which included several Lockheed Martin STAR® training sessions, provides a foundation that attendees can build upon and allows collegians to use their newly-gained skills and insights to excel at their future jobs and in additional SWE positions.

Diversity and Inclusion Training to Shape the Future of SWE

One major goal of SWE’s FY08 strategic plan was to increase the diversity among SWE members and expand inclusion. As Natalie Thompson, SWE Special Director for Diversity and Inclusion, stated, “A more diverse and inclusive SWE is a stronger SWE.”

Thompson further explained that the Society benefits from the richness of a diverse membership and the unique values that people with different backgrounds bring. “We are committed to engaging the perspectives, talents, and participation of a diverse membership in order to fulfill SWE’s potential and demonstrate leadership in this area,” she stated.

Taking inspiration from Gandhi’s quote that “we must be the change we want to see in the world,” SWE leaders participated in an intensive diversity workshop. As a result, SWE is better poised to be the place for all women engineers to share unique perspectives and authentically advance themselves, SWE and the engineering profession.

In FY08 the newly branded WE07 conference emphasized the “WE” in “SWE” and welcomed a record number of attendees who learned from and networked with peers and colleagues. The successful conference featured increased programming for mid-career level professionals. Nashville—the Music City—provided the perfect place for more than 5,000 enthusiastic women engineers and students to come together and celebrate Women in Tune with Technology.
U.S. Representative Eddie Bernice Johnson Receives First President’s Award

The first SWE President’s Award was awarded to U.S. Representative Eddie Bernice Johnson (D-TX) at a reception held on Capitol Hill. The Award was established to provide special recognition to the individuals and organizations that have made significant contributions to women in engineering.

SWE FY08 President Michelle Tortolani proposed Congresswoman Johnson as the Award’s first recipient for her efforts in implementing the recommendations of the 2006 National Academies report, *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, and promoting gender equality in academic science and engineering.

“The STEM fields are beginning to more accurately reflect our country, but women and people of color are still under-represented in STEM professions,” said Congresswoman Johnson. “I remain committed to writing and championing legislation that will make the STEM fields inclusive to all.”

Congresswoman Johnson is one of six co-chairs within the House Diversity and Innovation Caucus, which was founded in 2007 on the belief that “the increased education and participation of groups currently under-represented in STEM is essential to supplying the American economy with the expertise the country needs to innovate and remain competitive.” SWE is honored to serve as the co-chair of the Caucus’s planning committee.

SWE Member Kristina Johnson First Woman Honored with John Fritz Medal

SWE Achievement Award recipient and member Kristina M. Johnson, Ph.D. was the first woman recipient of the John Fritz Medal. Nominated by SWE, Dr. Johnson, Senior Vice President for Academic Affairs at Johns Hopkins University, was recognized for her internationally acknowledged expertise in optics, optoelectronic switching, and display technology, as well as for her commitment to education and the engineering profession. The John Fritz Medal, considered the highest award in engineering, was first awarded in 1902.
SWE Impacting Gender Diversity Through Public Policy

In FY08 government officials again turned to SWE as a key resource and authority on diversity in engineering. One example is the request by U.S. Representative Eddie Bernice Johnson (D-TX) for SWE to organize a briefing to support the introduction of her Gender Bias Elimination Act of 2007—a bill addressing gender bias in the sciences. SWE, the House Diversity and Innovation Caucus and 10 co-sponsoring organizations convened for The Leaky Science and Engineering Pipeline: How Can We Retain More Women in Academia and Industry? SWE was honored that Dr. Shalala, President of the University of Miami, participated by addressing the progress made in the year since she led the committee that wrote the National Academies’ report Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering—the same report used to influence Congresswoman Johnson’s legislation.

In addition, Lisa Frehill, Ph.D., Executive Director of the Commission of Professionals in Science and Technology (CPST), presented the results for the SWE Retention Study, which showed that women in industry experience problems similar to women in academia. The study also reported that women leave the profession in rates much higher than their male counterparts.

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**Congratulations to the FY2008 SWE Award Recipients**

<table>
<thead>
<tr>
<th>Achievement Award</th>
<th>Manufacturing and Construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melanie W. Cole, Ph.D.; U.S. Army Research Laboratory</td>
<td>Amy Herbert, P.E.; Fluor Corporation</td>
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<tr>
<th>Upward Mobility Award</th>
<th>Project Research and Design Engineering</th>
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<tr>
<td>Florence Hudson; IBM</td>
<td>Ramune Nagisetty; Intel Corporation</td>
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<tr>
<th>Entrepreneur Award</th>
<th>Quality</th>
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<tbody>
<tr>
<td>Carol M. Craig; Craig Technologies</td>
<td>Sandra Edmonds; Intel Corporation</td>
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<tr>
<th>Work/Life Balance Award</th>
<th>Safety, Health and Environment</th>
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<tr>
<td>Kate Quinn, Ph.D.; University of Washington</td>
<td>Kimberly Smieja; Intel Corporation</td>
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<thead>
<tr>
<th>Rodney D. Chipp Memorial</th>
<th>Sales and Marketing</th>
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<tr>
<td>Sam Angelos Jr., Ph.D.; Hewlett-Packard</td>
<td>Jada Phillabaum; Caterpillar Inc.</td>
</tr>
<tr>
<td>Donald F. McCormack; Naval Undersea Warfare Center</td>
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<td>Daniel L. Smith; Raytheon Company</td>
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<thead>
<tr>
<th>Emerging Leader Awards</th>
<th>Systems Engineering</th>
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<tbody>
<tr>
<td>Manufacturing and Construction</td>
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<tr>
<td>Project Research and Design Engineering</td>
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</tr>
<tr>
<td>Quality</td>
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<td>Safety, Health and Environment</td>
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<td>Sales and Marketing</td>
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<td>Systems Engineering</td>
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<table>
<thead>
<tr>
<th>SWE Fellows</th>
<th>Distinguished Service Award</th>
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<tbody>
<tr>
<td>Lisa Bird; Morgan Research, A Stanley Company</td>
<td>Terri Morse; The Boeing Company</td>
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<td>Nora Hsu Davis; Central Intelligence Agency</td>
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<tr>
<td>Lucy Hsu; NVIDIA Corporation</td>
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<tr>
<td>Marcia Lampela; BorgWarner Transmission Systems</td>
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<tr>
<td>Anne Lucietto; Caterpillar Inc.</td>
<td></td>
</tr>
<tr>
<td>Charlotte Wagner, P.E.; Cogent Energy Inc.</td>
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</tr>
</tbody>
</table>

| Distinguished New Engineers | |
|-----------------------------| |
| Jennifer Braganza; University of North Carolina at Charlotte | |
| Irene Hodor; Exxon Mobil Corporation | |
| Hayley R. McGuire; The Boeing Company | |
| Jennifer Chen Morikawa; General Motors Corporation | |
| Erin Penne; General Dynamics Advanced Information Systems | |
The members of SWE’s CPC recognized that in order to continue to grow and increase the value of Council membership, a robust strategic plan was imperative. With direction from a facilitator provided by Rockwell Collins, the Council was able to identify five strategic areas of focus:

**Executive Engagement**—an executive commitment plan and set of actions for involvement with the CPC was drafted.

**CPC Governance**—the governance model for the CPC needed to evolve to stay in step with the continuing evolution of the CPC.

**Rapid Tool Prototyping**—the CPC needed channels to quickly test tools and processes to determine best practices for immediate dissemination to all CPC members.

**Rules of Engagement**—rules were identified and enacted to help the CPC—an organization of companies with unique intellectual property—share innovations with other companies.

**New Work Paradigm**—the member companies of the CPC offer varying flexible work arrangements but needed to better understand the case for change and develop possibilities for a new work paradigm for women in engineering.

Work in each of the areas established the foundation for a strong strategic plan that will significantly enhance the Council’s role and SWE’s impact on the recruitment of women into engineering and their retention and advancement in the profession.
FY2008 Sponsorships

SWE’s mission is advanced every day through the dedication, effort and innovation of SWE members, combined with crucial financial support from corporations, foundations and individuals who endorse SWE’s mission and objectives. By working closely with each organization, we can design a sponsorship package that meets the needs of both the sponsoring organization and the Society.

Corporate Partnership Council (CPC)
CPC members provide assistance to SWE through consultation with SWE leadership, sharing insight on industry trends and developments, and supplying financial support for innovative projects as well as operations and infrastructure of the Society. Each CPC member commits a minimum of $30,000 annually, applied to SWE activities of its choice (including unrestricted support).

Corporate Membership
A corporate membership shows commitment to diversity and support for professional development of women in the organization. SWE’s corporate membership is available to any corporation, educational institution or government entity that supports the mission and objectives of the Society. A $3,000 Corporate Membership package includes:

- Nine individual SWE memberships for employees
- Full conference registrations for three of the sponsored employees
- Best practices sharing through formal sessions

National Conference Sponsorship
The SWE National Conference is SWE’s annual premier event for professional development, networking and career advancement for both professional and collegiate members. A conference sponsorship enables SWE to offer high-value, high-impact programming for all members and significant subsidies for participation by collegiate members.

Programs and Initiatives
Programs and initiatives support SWE’s objectives to launch or sustain programs that provide vital services to members, from college and entry-level engineers to senior executives, and reach girls at all ages to interest them in engineering and technology. At the same time, activities provide high visibility for the sponsors and address specific goals for the sponsors. Key target areas are:

- K-12 educational outreach
- Collegiate outreach and scholarships
- Professional development
- Diversity and inclusion
- Leadership training
- Awards and recognition

SWE Magazine Heritage Club Advertising
SWE, our award-winning magazine, is published five times annually and provided to members in print and online versions. It contains articles geared to both professional and collegiate members to inspire, provide industry information and relay news about the Society. Companies and organizations committed to advertising consistently in each issue of the magazine become Heritage Club members, which allows SWE to deliver a high-quality publication year after year.

Listings of SWE CPC members, corporate members, conference sponsors and SWE Magazine Heritage Club members are on page 11.
## FY2008 Financials

### Society Statement of Financial Position

<table>
<thead>
<tr>
<th>Description</th>
<th>2008 Total</th>
<th>2007 Total</th>
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<tr>
<td>Cash/Investments</td>
<td>$7,995,557</td>
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<td>Accounts Receivable</td>
<td>443,245</td>
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<td>Prepaid Expenses</td>
<td>279,298</td>
<td>276,287</td>
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<td>Net Fixed Assets</td>
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<td><strong>Total Assets</strong></td>
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<td>Liabilities &amp; Accounts Payable</td>
<td>$504,832</td>
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<td>Deferred Revenues</td>
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<td>Unrestricted Net Assets</td>
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<td>4,858,820</td>
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<td>Temporarily Restricted Net Assets</td>
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<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td>$8,766,434</td>
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### Society Statement of Revenues and Expenses

#### Unrestricted

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<th>Description</th>
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<td>Dues</td>
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<td>Other</td>
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<td>Conference</td>
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<td>Programs &amp; Services</td>
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<td>Publications</td>
<td>1,271,357</td>
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<td>Net Assets Released from Restrictions</td>
<td>817,438</td>
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<td><strong>Total Income</strong></td>
<td>$7,298,318</td>
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#### Temporarily Restricted

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<td>Conference</td>
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<td>Programs &amp; Services</td>
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<td>Membership</td>
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<td>Publications</td>
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<td>Relations</td>
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<td><strong>Total Expenses</strong></td>
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#### Revenue—Expenses

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<td><strong>Revenue—Expenses</strong></td>
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### Consolidated Net Assets

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<td>Contingency Reserve</td>
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<td>Restricted Grants</td>
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<td>General Operating</td>
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<td>Annual Conference</td>
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<td>Sponsored Scholarships</td>
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<td>Corporate Partnership Council</td>
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<td><strong>Total Society Net Assets</strong></td>
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<td>SWE-EFI Permanently Restricted</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>$11,996,541</td>
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Support that Generates Success

### National Conference Sponsors

<table>
<thead>
<tr>
<th>$20,000 + Sponsorship</th>
<th>$10,000 – $19,999 Sponsorship</th>
<th>$5,000 – $9,999 Sponsorship</th>
<th>Up to $5,000 Sponsorship</th>
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<tbody>
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<td>Caterpillar Inc.</td>
<td>Bank of America</td>
<td>Constellation Energy</td>
<td>BAE SYSTEMS</td>
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<td>Chrysler LLC</td>
<td>The Boeing Company</td>
<td>Goldman, Sachs &amp; Co.</td>
<td>Ball Aerospace &amp; Technology Corporation</td>
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<td>Cummins Inc.</td>
<td>BP</td>
<td>ITT Corporation</td>
<td>Boston Scientific</td>
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<tr>
<td>Dell Inc.</td>
<td>Chevron</td>
<td>John Deere</td>
<td>General Electric Company</td>
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<tr>
<td>The Dow Chemical Company</td>
<td>Cisco Systems, Inc.</td>
<td>Shell Oil Company</td>
<td>Microsoft</td>
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<tr>
<td>Exxon Mobil Corporation</td>
<td>The Clorox Company</td>
<td>UT Battelle/Oak Ridge National Laboratory</td>
<td>Owens Corning</td>
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<tr>
<td>Ford Motor Company</td>
<td>Cornell University—Johnson Graduate School of Management</td>
<td>Weyerhaeuser</td>
<td>The Procter &amp; Gamble Company</td>
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<td>Honeywell</td>
<td>DuPont</td>
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<td>US Airways</td>
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<td>IBM Corporation</td>
<td>Energy Services, Inc.</td>
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<tr>
<td>Intel Corporation</td>
<td>Exxon Corporation</td>
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<td>FM Global</td>
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<td>Lockheed Martin Corporation</td>
<td>Lehman Brothers</td>
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<td>Northrop Grumman Corporation</td>
<td>Lyondell Chemical Company</td>
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<tr>
<td>Raytheon</td>
<td>Rockwell Automation</td>
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<td>Texas Instruments</td>
<td>Rockwell Collins</td>
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<td></td>
<td>Southern Company</td>
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<td></td>
<td>Toyota</td>
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<td></td>
<td>U.S. Navy Recruiting</td>
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<td></td>
<td>United States Steel</td>
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### Heritage Club Members

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<thead>
<tr>
<th>3M</th>
<th>Exelon Corporation</th>
<th>Lockheed Martin Corporation</th>
<th>Southern Company</th>
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<tbody>
<tr>
<td>Aerojet</td>
<td>General Motors</td>
<td>Michelin North America</td>
<td>Toyota</td>
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<td>Applied Physics Laboratory of Johns Hopkins University</td>
<td>Goldman, Sachs &amp; Co.</td>
<td>MIT Lincoln Laboratory</td>
<td>U.S. Navy</td>
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<td>BAE SYSTEMS</td>
<td>Hess Corporation</td>
<td>National Security Agency</td>
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<td>Caterpillar Inc.</td>
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<td>Nissan North America</td>
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<td>DuPont</td>
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<td>Pitney Bowes</td>
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