



# FIRST DESTINATION SURVEY 2021

FDS

Carlissa Jackson

## Contents

Overview	2
Response Rate and Knowledge Rate	2
First Destination Outcomes	3
Primary Activities Reporting Categories	3
National Student Clearinghouse	7
Career Outcomes by School and Major	9
Salary Information and Hiring Companies	12
APPENDIX A- List of Graduate and Professional Schools	13
APPENDIX B- Companies Hiring SMCC Graduates	16

## RESULTS FROM THE 2021 FIRST DESTINATION SURVEY: PART I - FIRST DESTINATION OUTCOMES

Bev McLean, Director  
Career and Professional Development Services

Carlissa Jackson, Director  
Institutional Research

April 5, 2022

### Overview

Traditionally, Saint Mary's College of California (SMC) interacts with graduates in-person and requires them to complete the FDS as a condition for obtaining graduation regalia. However, due to the COVID-19 pandemic, SMC had to revamp its engagement strategy with students to deploy the instrument for graduates in the Spring 2021 term. Therefore, all efforts to complete the FDS were virtual and the institution had a substantial decline in completed surveys. Nonetheless, administration, with the assistance of academic affairs and student affairs, launched several strategies to increase response rates. Those efforts are listed below:

1. Deploy survey multiple times.
2. Manually search for graduates via professional social media accounts (LinkedIn)
3. Utilize SEBA tracking system (Internal resource)
4. Elicit Faculty feedback
5. Utilize the CCAP tracking system (Internal resource)
6. Review Clearinghouse data for graduate level post-secondary education outcomes

SMC analyzed its results in terms of the two NACE (National Association of Colleges and Employers) standards: "Knowledge Rate" and "Career Outcomes". According to NACE (2019), **Knowledge rate** is defined as the percent of the entire graduating class for which an institution has reasonable information about postgraduate career activities. SMC achieved a 66.4% knowledge rate which slightly exceeds NACE's preferred 65% knowledge rate (see Table 1). **Career Outcomes** is the percentage of graduates with known information that are employed, participating in volunteer service, serving in the armed services, or enrolled in a program of continuing education out of the total graduates (NACE, 2019). SMC's Career Outcomes Rate is 54.4% (see Figure 3).

### Response Rate and Knowledge Rate

The eligible survey population included graduates who advanced in the 2020/21 academic year (July 1, 2020 thru June 30, 2021). That included participants in the August 2020, December 2020, February 2021, and May 2021 commencement cycles. SMC's FDS response rate for 2021 increased by 10% to a 38.6% completion rate. Nonetheless, the institution was able to utilize other resources across campus to understand our graduates' final destination. Therefore, the overall Knowledge rate is 66.4% (see Table 1).

Table 1 Number of Graduates Surveyed and Response Rates

	TOTAL
2020-21 GRADUATES	N=640
RESPONSES TO FDS ONLY	n=247/38.6%
OTHER RESOURCES Excluding FDS	n=178/27.8%
COMBINED RESPONSES FDS and Other Resources – Knowledge Rate	n=425/66.4%
RESPONSE RATE	66.4%
MISSING	n=215

### First Destination Outcomes

There are several primary activities that graduates are engaged in after graduation. SMC asked graduates to select the most relevant activities. The FDS results are based on the self-reported data and compared to other known resources such as SMC’s internal departmental tracking system(s), social media, and Clearinghouse data when available. Of the graduates who responded, nearly a third (28.9%) are employed in full-time positions and 32.5% have been accepted into professional/ graduate school as their primary activities (see Table 2).

### Primary Activities Reporting Categories

The top three career outcomes primary activities included: employment, continuing education, and completion of an internship. Though the top primary activities are career related there is substantially less graduates who are working. Out of 425 respondents, 33.2% (n=141) identified themselves as employed in either full-time or part-time positions (see Table 2; Figure 3). The rates for continuing education via additional courses or graduate program enrollment is higher than in previous years. Additionally, the percentage of students utilizing a gap year has increased from 0.7% in academic year 2020 to 6.1% this current year.

Table 2 Primary Activities/ Knowledge Rate

### Primary Activities/Knowledge Rate

Category Number	Category Name	Percent/ Count
1	Will remain enrolled at Saint Mary's as an undergraduate (have not yet graduated).	0% / n=0
2	Employed in a full-time position.	28.9% / n=123
3	Employed in a part-time position	4.2% / n=18
4	Completing an internship.	3.8% / n=16

5	Not employed and seeking employment.	7.5% / n=32
6	Volunteer	0.2%/ n=1
7	Accepted into a professional or graduate degree program.	32.5%/ n=138
8	Taking courses needed for acceptance into a professional or graduate degree program	9.2%/ n=39
9	Have applied (or working on an application) to a professional or graduate degree program.	4.5% / n=19
10	Participating in a volunteer or service program (e.g., Lasallian Volunteers, Peace Corps).	0.9 % / n=4
11	Serving in the U. S. military.	0.5 % / n=2
12	Planning to continue education but not yet enrolled.	0.0 % / n=0
13	Not seeking employment or continuing education at this time.	0.0 % / n=0
14	Taking time off or a gap year (e.g., before working or starting graduate school).	6.1% / n=26
15	Other (please describe).	1.6% / n=7

Table 3. Distribution of First Destination Primary Activities/Knowledge Rate by SEBA School and Major-Numbers

SEBA	Accepted Prof/Grad Program	Inter n	Employ Full-time	Applied to Prof/Grad Program	Not Employ & Seek Employ	Other	Employ Part-time	Taking Courses for grad school	Volunteer	Grand Total
Accounting	27.3% n=6	13.6% n=3	45.5% n=10	0%/ n=0	0%/ n=0	0%/ n=0	4.5% n=1	9.1%/ n=2	0%/ n=0	22
Bus Admin	24.1% n=27	1.8% n=2	56.3% n=63	3.6% n=4	3.6% n=4	0.9% n=1	3.6% n=4	4.5% n=5	1.8% n=2	112
Economics	27.3% n=3	0% n=0	45.5% n=5	% n=	18.2% n=2	% n=	% n=	9.1% n=1	% n=	11
<b>SEBA Grand Total</b>	<b>24.8% n=36</b>	<b>3.4% n=5</b>	<b>53.8% n=78</b>	<b>2.8% n=4</b>	<b>4.1% n=6</b>	<b>0.7% n=1</b>	<b>3.4% n=5</b>	<b>5.5% n=8</b>	<b>1.4% n=2</b>	<b>145</b>

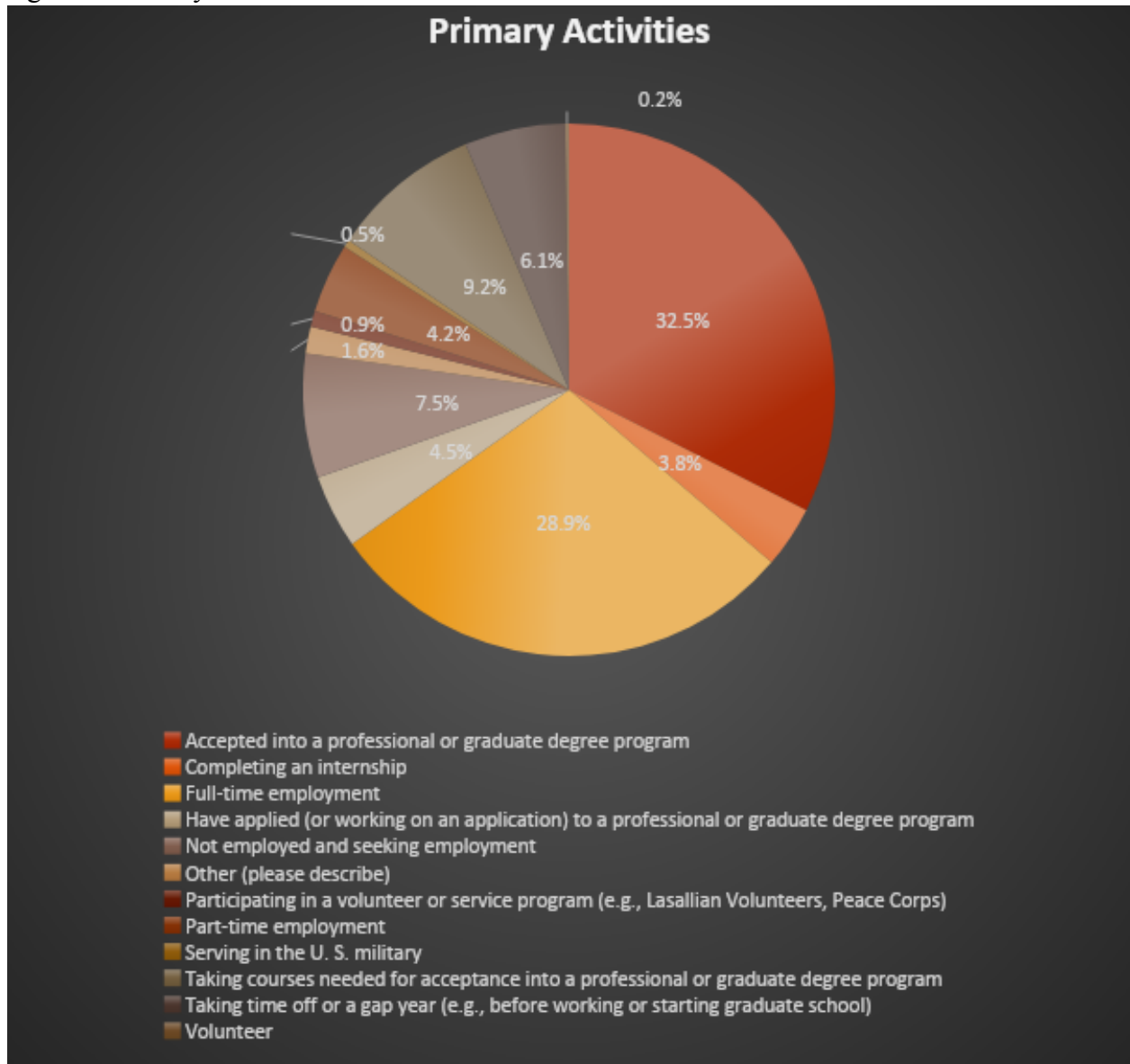
Table 4. Distribution of First Destination Primary Activities/Knowledge Rate by SOLA School and Major-Numbers

SOLA	Accepted Prof/ Grad Program	Intern	Employ Full-time	Applied to Prof/ Grad Program	Not Employ & Seek Employ	Other	Employ Part-time	Military	Taking Courses for grad school	Gap Year	Volunteer	Grand Total
Anthropology	33.3% n=1	0% n=0	33.3% n=1	0% n=0	0% n=0	0% n=0	33.3% n=1	0% n=0	0% n=0	0% n=0	0%/n=0	3
Art, Art History	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	50.0% n=1	0% n=0	50.0% n=1	0%/n=0	2
Communication	45.5% n=10	9.1% n=2	22.7% n=5	4.5% n=1	9.1% n=2	0% n=0	9.1% n=2	0% n=0	0% n=0	0% n=0	0%/n=0	22
Dance	100% n=1	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	1
English	50.0% n=7	0% n=0	0% n=0	0% n=0	21.2% n=3	0% n=0	7.2% n=1	0% n=0	0% n=0	21.4% n=3	0%/n=0	14
Ethnic Studies	100% n=1	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0%/n=0	1
French	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	100% n=1	0%/n=0	1
Global Studies	25.0% n=1	25.0% n=1	0% n=0	0% n=0	25.0% n=1	0% n=0	0% n=0	0% n=0	0% n=0	25.0% n=1	0%/n=0	4
History	33.3% n=2	16.7% n=1	0% n=0	0% n=0	16.7% n=1	0% n=0	0% n=0	16.7% n=1	16.7% n=1	0% n=0	0%/n=0	6
Integral	66.7% n=6	0% n=0	0% n=0	11.1% n=1	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	22.2% n=2	0%/n=0	9
JCL	40.0% n=10	0% n=0	44.0% n=11	0% n=0	0% n=0	0% n=0	4.0% n=1	0% n=0	12.0% n=3	0% n=0	0%/n=0	25
Kinesiology	36.0% n=9	12.0% n=3	8.0% n=2	4.0% n=1	12.0% n=3	4.0% n=1	0% n=0	0% n=0	16.0% n=4	8.0% n=2	0%/n=0	25
Performing Arts	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	50.0% n=1	0% n=0	0% n=0	0% n=0	50.0% n=1	0%/n=0	2
Philosophy	50.0% n=1	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	50.0% n=1	0%/n=0	2
Politics	43.8% n=7	6.2% n=1	31.3% n=5	0% n=0	0% n=0	0% n=0	6.2% n=1	0% n=0	12.5% n=2	0% n=0	0%/n=0	16
Sociology	33.3% n=2	0% n=0	16.7% n=1	0% n=0	33.3% n=2	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	16.7% n=1	6
TRS	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	100% n=1	0%/n=0	1
WaGs	50.0% n=1	0% n=0	0% n=0	50.0% n=1	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0% n=0	0%/n=0	2
<b>SOLA Grand Total</b>	<b>41.5% n=59</b>	<b>5.6% n=8</b>	<b>17.6% n=25</b>	<b>2.1% n=3</b>	<b>9.2% n=13</b>	<b>2.1% n=3</b>	<b>4.2% n=6</b>	<b>0.7% n=1</b>	<b>7.7% n=11</b>	<b>8.5% n=12</b>	<b>0.7%/n=1</b>	<b>142</b>

Table 5. Distribution of First Destination Primary Activities//Knowledge Rate by SOS School and Major-Numbers

SOS	Accept Prof/Grad Program	Intern	Employ Full-time	Applied to Prof/Grad Program	Not Employ & Seek Employ	Other	Employ Part-time	Military	Taking Courses for Prof/Grad Program	Gap	Volunteer	Grand Total
3 + 2 Engineering	100%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	1
Allied Health Science	13.6%/n=3	0%/n=0	13.6%/n=3	13.6%/n=3	0%/n=0	4.5%/n=1	0%/n=0	4.5%/n=1	31.8%/n=7	13.6%/n=3	4.5%/n=1	22
Biochemistry	10.0%/n=1	20.0%/n=2	%n=0	20.0%/n=2	10.0%/n=1	%n=0	10.0%/n=1	%n=0	%n=0	30.0%/n=3	0%/n=0	10
Biology	25.9%/n=7	0%/n=0	11.1%/n=3	3.7%/n=1	14.8%/n=4	7.4%/n=2	7.4%/n=2	%n=0	18.5%/n=5	11.1%/n=3	0%/n=0	27
Chemistry	0%/n=0	0%/n=0	66.7%/n=2	0%/n=0	0%/n=0	0%/n=0	33.3%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	3
Earth Science	100%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	1
Environmental Science	0%/n=0	0%/n=0	33.3%/n=1	33.3%/n=1	0%/n=0	0%/n=0	33.3%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	3
Environmental Studies	33.3%/n=1	0%/n=0	33.3%/n=1	0%/n=0	33.3%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	3
Math & CS	31.2%/n=5	0%/n=0	18.8%/n=3	6.3%/n=1	31.2%/n=5	0%/n=0	6.3%/n=1	0%/n=0	6.3%/n=1	0%/n=0	0%/n=0	16
Physics	33.3%/n=1	0%/n=0	33.3%/n=1	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	0%/n=0	33.3%/n=1	0%/n=0	3
Psychology	46.9%/n=23	2.0%/n=1	12.2%/n=6	8.2%/n=4	4.1%/n=2	0.0%/n=0	2.0%/n=1	0%/n=0	14.3%/n=7	8.2%/n=4	2.0%/n=1	49
<b>Grand Total</b>	<b>31.2%/n=43</b>	<b>2.2%/n=3</b>	<b>14.5%/n=20</b>	<b>8.7%/n=12</b>	<b>9.4%/n=13</b>	<b>2.2%/n=3</b>	<b>5.1%/n=7</b>	<b>0.7%/n=1</b>	<b>14.5%/n=20</b>	<b>10.0%/n=14</b>	<b>1.4%/n=2</b>	<b>138</b>

Figure 1. Primary Activities



### National Student Clearinghouse

In March 2022, the First Destination Survey population was submitted to the National Student Clearinghouse to determine current graduation and professional school enrollment. In total, the Clearinghouse data verified 225 graduates have been enrolled in other post-secondary activities. Of those 225 students, 42.7% (n=96) of those graduates returned to SMC (see Figure 2). In total, the FDS survey confirmed that 138 graduates' primary activities after graduation were enrolling in professional/graduate school and 39 graduates are taking courses at community colleges (see Table 2). Appendix A provides a full list of schools SMC's alumni attend. Our top competitors for enrollment are:

1. Diablo Valley College



2. Foothill College
3. University of San Francisco
4. San Francisco State University
5. City College of San Francisco
6. University of Southern California

Figure 2. Clearing Graduate House Data

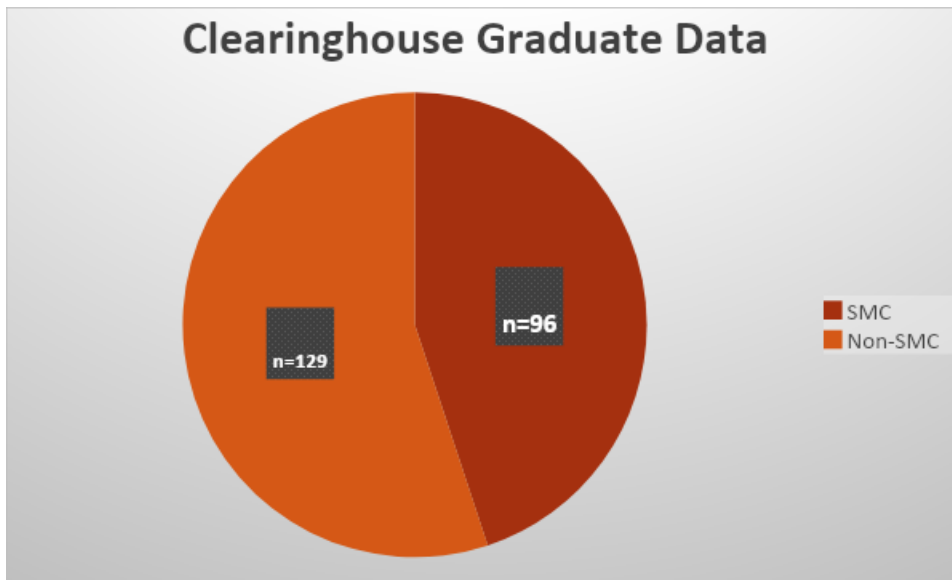
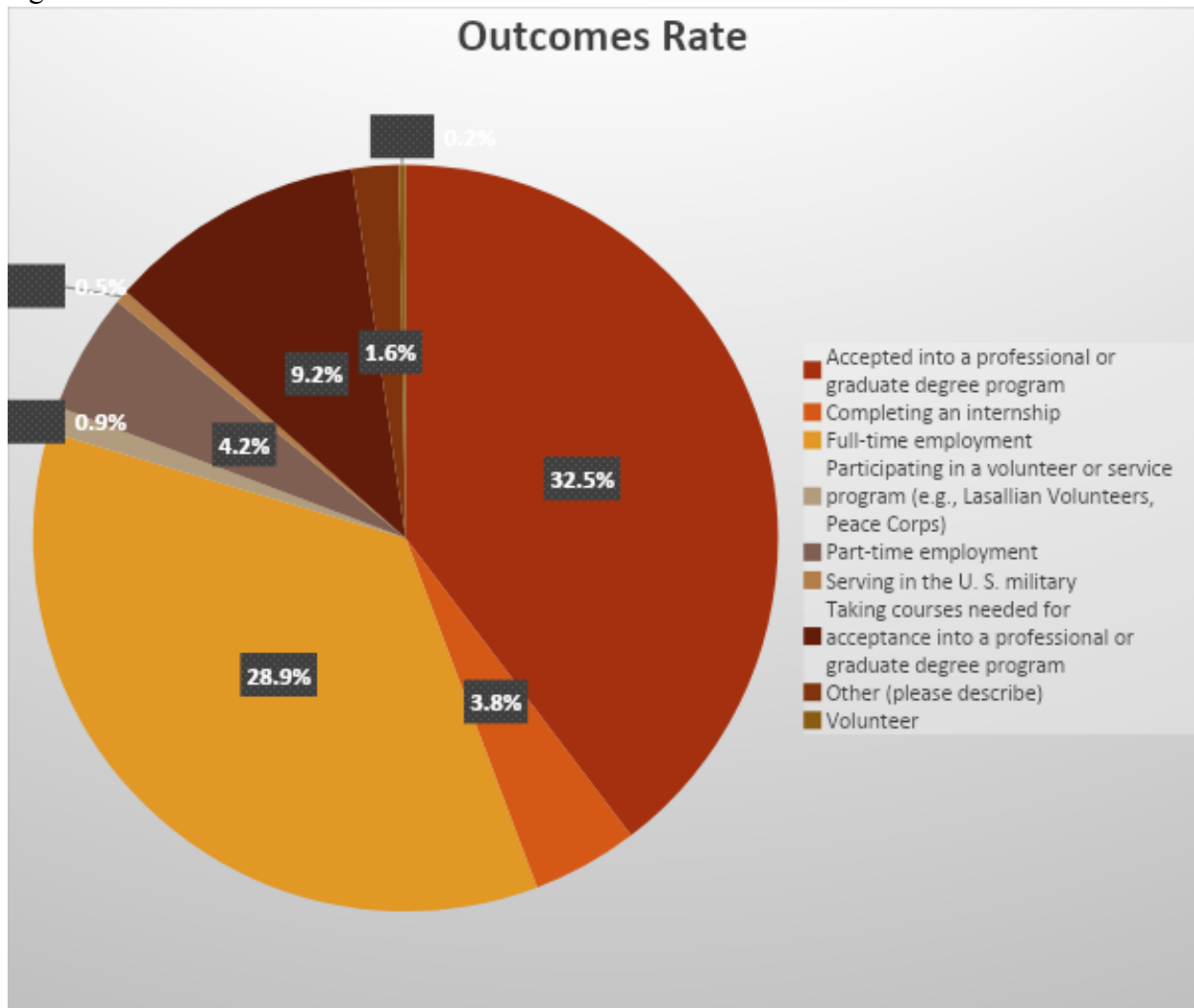


Figure 3. Outcomes Rate



### Career Outcomes by School and Major

Nearly a third from each division was represented; 33.4% of respondents represented the School of Liberal Arts, 34.1% are from SEBA, and the remaining 32.5% came from School of Science (see Figure 4). The distribution for first destination outcomes for each School and major is displayed in tables 3-5. Overall, SEBA, SOLA, and SOS have aggressive numbers when considering full-time employment. Similar to previous years, SEBA has the most graduates that are employed full-time and the least number of students who are not employed and seeking employment (see Figure 5).

Below is an additional list of findings surrounding career outcomes and race.

1. As usual, the highest response rate by race is represented by the White, Hispanic, and Asian graduates (see Table 6).
2. Identical to last year, the Asian population had the highest seeking employments rate when comparing the Hispanic and white graduates (see Table 6).

3. Excluding the exceptionally small population of black graduates (n=18), pacific islanders (n=5) and the one Native American student who responded, white graduates have the highest number of students employed full-time (see Table 6).

Figure 4. Distribution of Outcomes by School

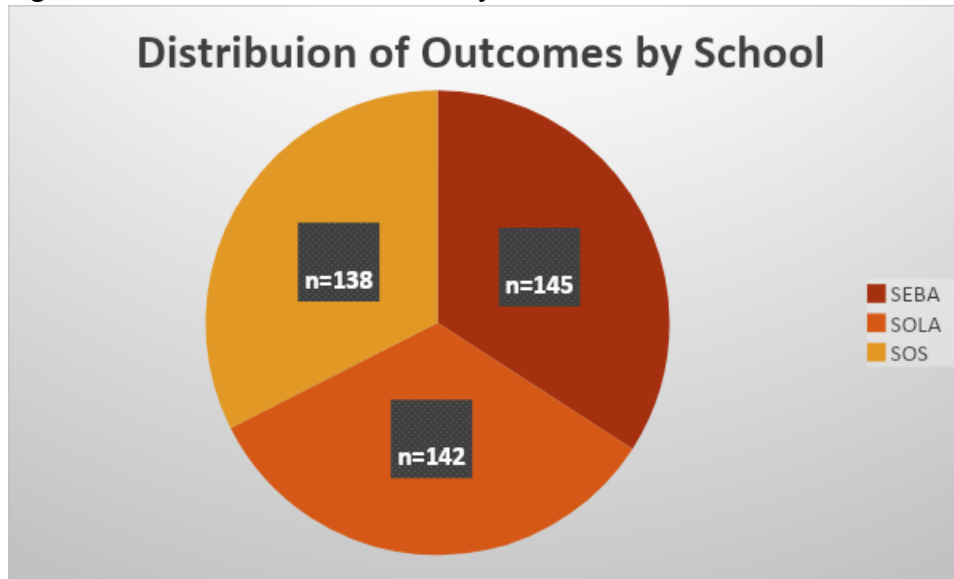


Figure 5. Distribution of Employed Full-time, Not Employed and Seeking Employment, and Accepted into a Professional or Graduate Degree Program by School

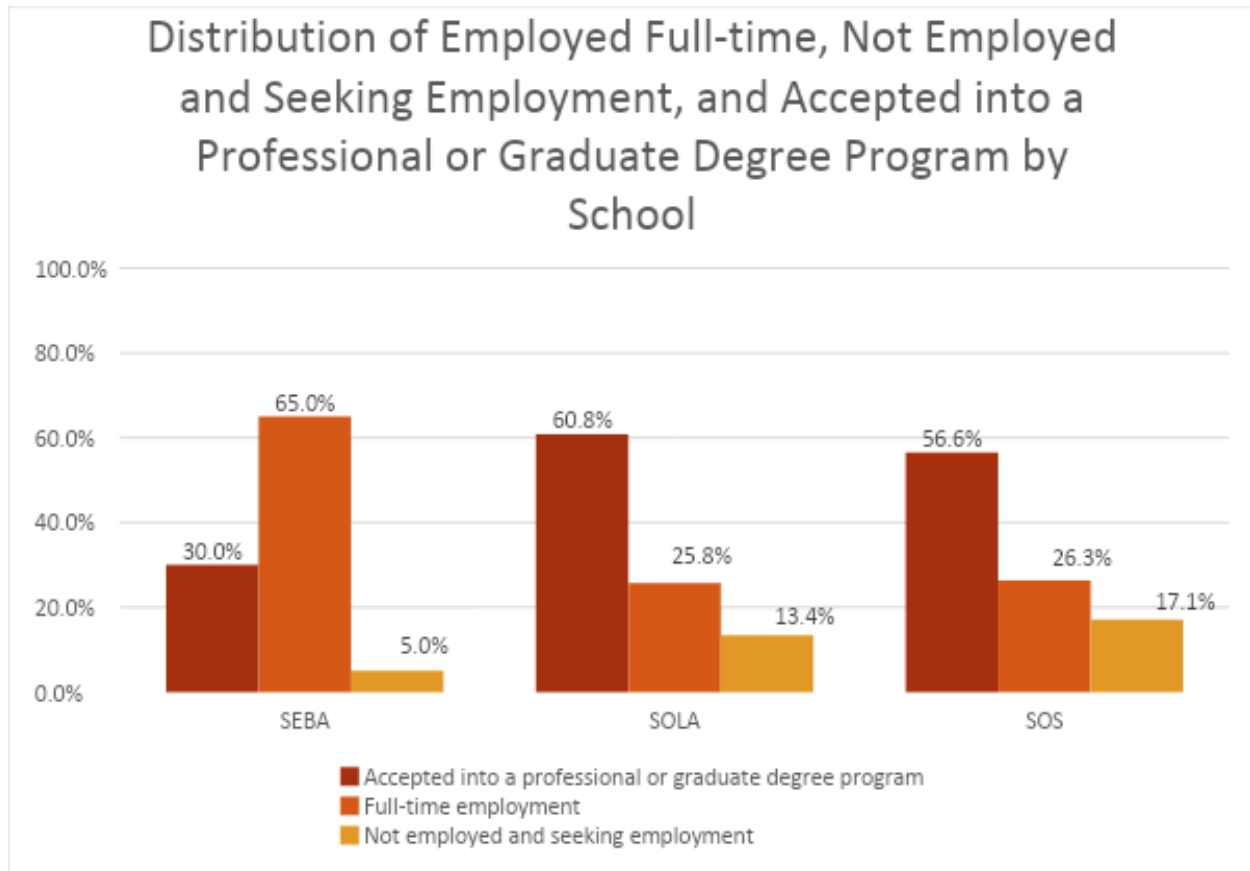


Table 6. Rates of “Not Employed and Seeking Employment” to “Full-time Employment” by Race/Ethnicity

	White	Hispanic/	Black	Asian	Non Resident	Pacific Islander	2 or more races	Native American
<b>Total Number of Responses</b>	N=176	N=138	N=18	N=45	N=10	N=5	N=19	N=1
<b>Employed Full-time</b>	n= 53/ 30.1%	n= 49 25.5%	n= 6 33.3%	n= 13 28.9%	n= 2 20.0%	n= 1 20.0%	n= 4 21.1%	n= 0 0.0%
<b>Seeking Work</b>	n= 14 8.0%	n= 9 6.5%	n= 1 5.6%	n= 4 8.9%	n= 0 0.0%	n= 0 0.0%	n= 1 5.3%	n= 0 0.0%

\*10 Respondents did not have any known IPEDs race data.

### Salary Information and Hiring Companies

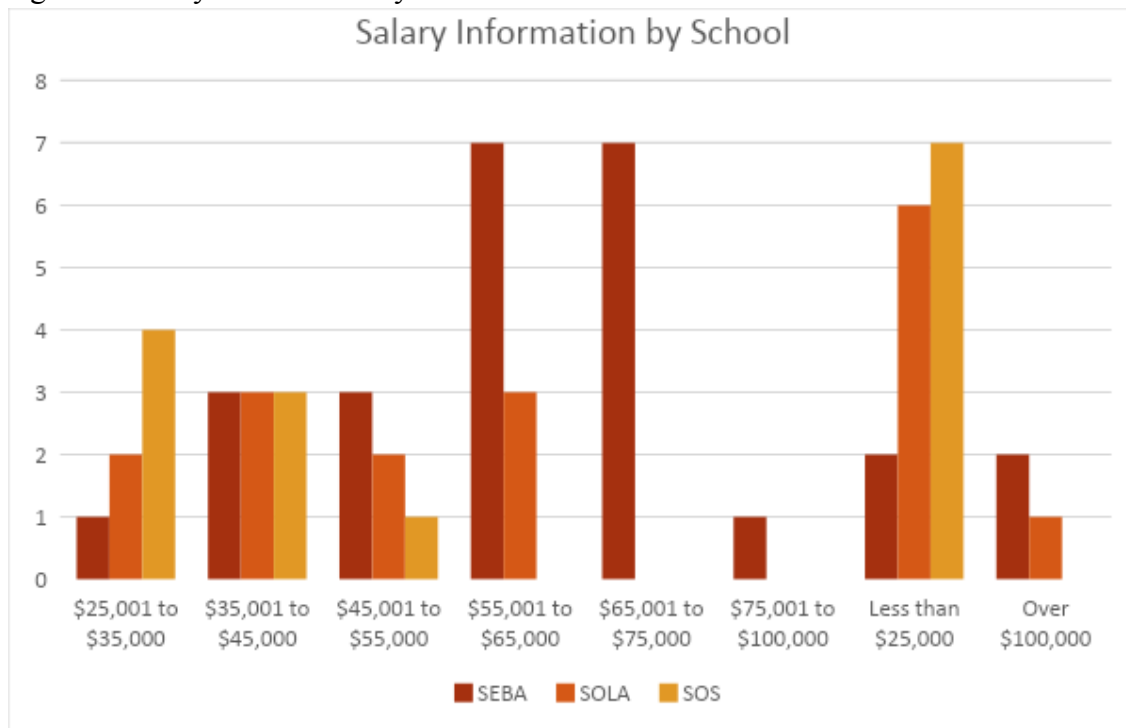
SMC Graduates who provided employment information are working for several diverse companies (see Appendix B). The top employers excluding SMC are:

1. Deloitte
2. New York Life Insurance
3. Abbott Diabetes Care
4. KPMG
5. Federal Deposit Insurance Corporation (FDIC)
6. Odo

There is limited salary information on SMC’s graduates. In total, 58 graduates provided salary information; 44.8% (n=26) came from SEBA graduates. Below are some highlights of SMC Graduates’ Salaries.

- SEBA students have the most representation of higher paying salaries compared to SOLA and SOS (see Figure 6).
- A majority of respondents’ salary range is between \$35, 001 to \$75,000.

Figure 6. Salary Information by School



## APPENDIX A- List of Graduate and Professional Schools

List 82 School SMC's Alumni Attend

<b>SMC Alumni Professional/ Graduate Colleges</b>		
<b>List</b>	<b>School</b>	<b>Enrollment</b>
1	ST MARY'S COLLEGE OF CALIFORNIA/ ST MARY'S COLLEGE OF CALIFORNIA- GRADUATE SCHOOL	96
2	AMERICAN PUBLIC UNIVERSITY SYSTEM	1
3	BALL STATE UNIVERSITY	1
4	BASTYR UNIVERSITY	1
5	BERKELEY CITY COLLEGE	1
6	BOISE STATE UNIVERSITY	1
7	CALIFORNIA STATE UNIVERSITY - CHICO	1
8	CALIFORNIA STATE UNIVERSITY - EAST BAY	1
9	CALIFORNIA STATE UNIVERSITY - SACRAMENTO	1
10	CALIFORNIA STATE UNIVERSITY - SAN MARCOS	1
11	CALIFORNIA STATE UNIVERSITY- NORTHRIDGE	1
12	CHABOT COLLEGE	1
13	CHAPMAN UNIVERSITY-ORANGE	1
14	CITY COLLEGE OF SAN FRANCISCO	4
15	COLLEGE OF ALAMEDA	1
16	COLLEGE OF MARIN	1
17	COLLEGE OF SAN MATEO	1
18	COLUMBIA UNIVERSITY	1
19	CYPRESS COLLEGE	1
20	DE ANZA COLLEGE	3
21	DEPAUL UNIVERSITY	1
22	DIABLO VALLEY COLLEGE	14
23	DOMINICAN UNIVERSITY OF CALIFORNIA	1
24	EASTERN WASHINGTON UNIVERSITY	1
25	EL CAMINO COLLEGE	1
26	EMERSON COLLEGE	1
27	EVERGREEN VALLEY COLLEGE	2
28	FOOTHILL COLLEGE	6
29	GEORGETOWN UNIV - GRAD SCHOOL	1
30	GOLDEN GATE UNIVERSITY- SCHOOL OF LAW	1
31	GONZAGA UNIVERSITY	1
32	HOLY NAMES UNIVERSITY -TRADITIONAL	1

33	HOWARD UNIVERSITY	1
34	KANSAS STATE UNIVERSITY	1
35	KAPIOLANI COMMUNITY COLLEGE	1
36	LAS POSITAS COLLEGE	2
37	LIFE CHIROPRACTIC COLLEGE - WEST	1
38	LOS ANGELES PIERCE COLLEGE	1
39	LOYOLA MARYMOUNT UNIVERSITY	3
40	MARYLAND UNIVERSITY OF INTEGRATIVE HEALTH	1
41	MISSION COLLEGE	1
42	NAPA VALLEY COLLEGE	1
43	NATIONAL UNIVERSITY	2
44	NAVARRO COLLEGE	1
45	NEW ENGLAND LAW BOSTON	1
46	NEW YORK UNIVERSITY	1
47	NORTHERN ILLINOIS UNIVERSITY	1
48	NORTHWESTERN UNIVERSITY	1
49	OHLONE COLLEGE	1
50	OREGON STATE UNIVERSITY	2
51	PALO ALTO UNIVERSITY	2
52	PEPPERDINE UNIVERSITY	1
53	PEPPERDINE UNIVERSITY - ONLINE PSYCHOLOGY	1
54	PIMA COMMUNITY COLLEGE	1
55	SACRAMENTO CITY COLLEGE-LOS RIOS CC DISTRICT	1
56	SAN DIEGO MESA COLLEGE	3
57	SAN FRANCISCO STATE UNIVERSITY	5
58	SAN JOSE CITY COLLEGE	2
59	SAN JOSE STATE UNIVERSITY	1
60	SANTA BARBARA CITY COLLEGE	1
61	SANTA CLARA UNIVERSITY	1
62	SANTA MONICA COLLEGE	2
63	SANTA ROSA JUNIOR COLLEGE	2
64	SOLANO COMMUNITY COLLEGE	2
65	TEXAS A&M UNIVERSITY	1
66	UNIVERSITY OF CALIFORNIA - IRVINE	1
67	UNIVERSITY OF CALIFORNIA-DAVIS 80	1
68	UNIVERSITY OF CALIFORNIA-SAN DIEGO	1
69	UNIVERSITY OF DALLAS	1
70	UNIVERSITY OF HAWAII AT MANOA	1
71	UNIVERSITY OF ILLINOIS AT CHICAGO	1

72	UNIVERSITY OF LOUISVILLE	1
73	UNIVERSITY OF NEBRASKA-LINCOLN	1
74	UNIVERSITY OF OREGON LAW SCHOOL	1
75	UNIVERSITY OF PHOENIX	1
76	UNIVERSITY OF PORTLAND	1
77	UNIVERSITY OF SAN FRANCISCO	6
78	UNIVERSITY OF SOUTHERN CALIFORNIA	4
79	WASHINGTON UNIVERSITY	1
80	WILLAMETTE UNIVERSITY	1
81	XAVIER UNIVERSITY	1
82	YUBA COMMUNITY COLLEGE	1



## APPENDIX B- Companies Hiring SMCC Graduates

Companies who have hired SMC Alums	#
<i>Saint Mary's College of California</i>	3
Abbott Diabetes Care	1
Acord & Fong Wealth Strategies	1
Adecco	1
Adobe	1
AmeriCorps Jumpstart	1
Antioch Unified School District	1
BASS Medical Group	1
Best Western Novato Oaks Inn	1
British Airways	1
California Coalition for Youth	1
Carta	1
Center for Learning & Autism Support Services (CLASS)	1
CIEE Teach Abroad	1
City of Redding	1
CLA	1
Coldwell Banker	1
Connect Commercial Real Estate	1
Contra Costa County AMR	1
Countable	1
Cresta	1
Crowe	1
Cuda Ridge Wines	1
Deloitte	4
DermBiont, Emeryville	1
DoorDash	1
Dunne Plumbing	1
Emcor Services Mesa Energy Systems	1
English Language and Culture Assistant	1
EY	1
Family Caregiver	1
Federal Deposit Insurance Corporation (FDIC)	2
Foragers Market	1
Formfactor Inc.	1
Forward	1
Fragomen	1
Fred Finch Family Services	1
Gallagher Insurance Company	1
Gateway Medical Equipment	1
Genesis	1
GeoVera	1

<b>Google</b>	<b>1</b>
<b>Gov. Intelligence Program</b>	<b>1</b>
<b>Hamilton Zanze</b>	<b>1</b>
<b>Hangar 13</b>	<b>1</b>
<b>HB Staffing</b>	<b>1</b>
<b>Hypeach</b>	<b>1</b>
<b>InterVarsity Christian Fellowship</b>	<b>1</b>
<b>JLL</b>	<b>1</b>
<b>Kaiser Permanente</b>	<b>1</b>
<b>Kantar</b>	<b>1</b>
<b>Kimpton in Sacramento</b>	<b>1</b>
<b>KPMG</b>	<b>2</b>
<b>Landaverde &amp; Associates</b>	<b>1</b>
<b>Launch Colorado</b>	<b>1</b>
<b>Linqia</b>	<b>1</b>
<b>Lumentum</b>	<b>1</b>
<b>Minnesota Twins</b>	<b>1</b>
<b>Morgan Stanley</b>	<b>1</b>
<b>Motion Recruitment</b>	<b>1</b>
<b>NAI NorCal</b>	<b>1</b>
<b>nanny</b>	<b>1</b>
<b>Necessary Behavior</b>	<b>1</b>
<b>New York Life Insurance</b>	<b>3</b>
<b>Newport Academy</b>	<b>1</b>
<b>Nordstorm</b>	<b>1</b>
<b>North Bay Labor Council, AFL-CIO</b>	<b>1</b>
<b>Northrop Grumman</b>	<b>1</b>
<b>Odoo</b>	<b>2</b>
<b>Outdoor Voices</b>	<b>1</b>
<b>Oxygen Plus</b>	<b>1</b>
<b>Pacific Hospitality Group, Meritage (Napa)</b>	<b>1</b>
<b>Panda Restaurant Group</b>	<b>1</b>
<b>Parkside Elementary</b>	<b>1</b>
<b>Port53</b>	<b>1</b>
<b>Protected Investors of America</b>	<b>1</b>
<b>Protiviti</b>	<b>1</b>
<b>PWC</b>	<b>1</b>
<b>real estate company</b>	<b>1</b>
<b>Ritual</b>	<b>1</b>
<b>Roadway Construction, Inc</b>	<b>1</b>
<b>Robert Half</b>	<b>1</b>
<b>Roc nation</b>	<b>1</b>
<b>Ruth Acty Elementary School</b>	<b>1</b>
<b>Ruth Bancroft Garden</b>	<b>1</b>

<b>Safeway</b>	<b>1</b>
<b>Sailthru</b>	<b>1</b>
<b>San Francisco 49ers</b>	<b>1</b>
<b>Searchlight Lending</b>	<b>1</b>
<b>Shea Labagh Dobberstein</b>	<b>1</b>
<b>Sigma Computing</b>	<b>1</b>
<b>Sprout Mortgage</b>	<b>1</b>
<b>Sure Thing Consulting</b>	<b>1</b>
<b>SV medical Center</b>	<b>1</b>
<b>Syufy Enterprises</b>	<b>1</b>
<b>Technicon Engineering Services</b>	<b>1</b>
<b>TextNow</b>	<b>1</b>
<b>The Athenian School</b>	<b>1</b>
<b>The Foundation Investment Group</b>	<b>1</b>
<b>The Renee White Team</b>	<b>1</b>
<b>Tile outlet</b>	<b>1</b>
<b>Trader Joe's</b>	<b>1</b>
<b>travlwear</b>	<b>1</b>
<b>UCLA Health</b>	<b>1</b>
<b>Unity Technologies</b>	<b>1</b>
<b>VCA Animal Hospitals</b>	<b>1</b>
<b>Vituity</b>	<b>1</b>
<b>Wells Fargo Advisors</b>	<b>1</b>
<b>Wetlands</b>	<b>1</b>
<b>Yapp Construction</b>	<b>1</b>