

# Disclosure

## Best Places to Work - 2019

The 2019 Best Places to Work in Western Pennsylvania honors the region's most outstanding workplaces. Winners are selected based on an online employee survey in June of 2019 and are honored at an event and in a special supplement.

- **ELIGIBILITY REQUIREMENTS**

**(Note: Only one person per company should register here. That person will be responsible for handling the employee survey. If you've already registered, please do not register again.)**

The 2019 Best Places to Work in Western Pennsylvania honors the region's most outstanding workplaces. Winners are selected based on an online employee survey in June of this year and are honored at an event and in a special section of the paper.

You must have at least 10 employees working in western Pennsylvania to participate. (Anyone with 5 percent or more ownership in the company may not participate in the survey and does not count toward the final employee total.) Companies do not have to be based in western Pennsylvania. Only employees working in the region are included in the survey and results.

You'll be notified in late May, 2019, with instructions on how to sign up for the online survey. If you'd like more information, contact Richard Cerilli, rcerilli@bizjournals.com, 412-208-3815.

**Please Note Limitations:** Neither rankings and/or recognition by unaffiliated rating services, publications, media, or other organizations, nor the achievement of any designation or certification, should be construed by a client or prospective client as a guarantee that he/she will experience a certain level of results if DIA is engaged, or continues to be engaged, to provide investment advisory services. Rankings published by magazines, and others, generally base their selections exclusively on information prepared and/or submitted by the recognized adviser. Rankings are generally limited to participating advisers (*see* above disclosure as to participation data/criteria). Unless expressly indicated to the contrary, DIA did not pay a fee to be included on any such ranking. No ranking or recognition should be construed as a current or past endorsement of DIA by any of its clients. **ANY QUESTIONS:** DIA's Chief Compliance Officer remains available to address any questions regarding rankings and/or recognitions, including the criteria used for any reflected ranking.