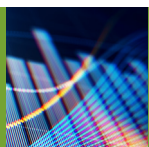


Pearl Meyer

The 2024 Executive Compensation and Benchmarking Survey

NEW DATA NEW PERSPECTIVES NEW VIEWPOINTS

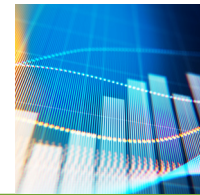


A single source gives you greater insight into your executive compensation investment and pay practices.

“ Better, more in-depth data than other sources in the industry.”

“ Helped spark great dialogue and influenced our decision-making.”

“ The data I needed to understand my competitive positioning.”



The 2024 Executive Compensation and Benchmarking Survey

Pearl Meyer has combined two industry-leading data sources to provide you with an in-depth review of both your competitive standing in comparison to your peers and the total cost of compensation for your leadership team.

You'll benefit from insight based on detailed information gathered from survey participants who will provide compensation data for their executives and senior management teams combined with 2024 Compensation Discussion and Analysis Data (CD&A) public company proxy filings* for their top five executives.

What will the report provide?

Our report covers the *complete* top two layers of a firm's management team including over eighty executive positions. In addition to a traditional competitive pay summary by benchmark position, the report also gives data for non-benchmark positions (e.g., direct report to CEO, not matched elsewhere) allowing you to determine an appropriate survey match for each one of your top executives, even those with a unique range of responsibilities.

*Source: Main Data Group

DATA COLLECTED & REPORTED

- Base Salary
- Cash Incentives
 - Target, Actual, Threshold, and Maximum Awards
- Long-Term Incentives
 - Target and Actual Awards
 - Ongoing/Annual, New Hire, Special, and Mega Grants
 - Performance-Based Options
 - Non-Performance-Based Options
 - Performance-Based Restricted Stock
 - Non-Performance-Based Restricted Stock
 - Performance-Based Non-Stock Price Awards
 - Restricted Cash Awards



SUMMARY DATA IS ORGANIZED BY:

- Survey matches
- Proxy matches
- A combination of both



THREE WAYS TO DEFINE A "JOB" WITHIN THE ORGANIZATION:

- Benchmark position
- Overall pay rank within the firm (1 to 20)
- Pay rank (1 or 2) within a functional area

DATA CAN BE VIEWED BY:

- Firm size
- Industry
- Number of levels below the CEO





Benchmark your investment in leadership to your peers.

The Leadership Cost Index

Multiple indices provide a holistic perspective:

- Total Cash Cost as a percent of revenue, as percent of net income
- Total Direct Compensation Cost as a percent of revenue, as a percent of net income
- Total number of leaders per US employee headcount, world-wide employee headcount

Custom Peer Group Report

Custom peer group reports provide in-depth data that will provide insight into how your executive pay program compares to that of your competitors. Participants receive, free of charge, one custom peer group report as part of their membership.

Enroll Today!

One basic membership fee of \$3,750 (with submission of your senior and executive management data) will give you access to information on more than 80 executive positions across the top two layers of management from participating firms and over 500 public company proxy filings.

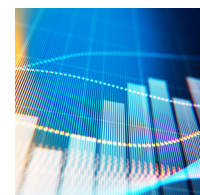
Survey Schedule

Data Effective Date: April 1st, 2024

Submission Due Date: May 10th, 2024

Publication Date: August 5th, 2024





Job Positions by Level

General Management

Chairman of the Board (not CEO)
Chief Executive Officer
Chief Operating Officer
Direct Report to CEO,
not matched elsewhere
Regional President

Administration

Top Administration (without finance)
Top Facilities, Real Estate,
Property Management
Top Security

Communications

Top Communications
Direct Report to Top Communications,
not matched elsewhere
Top Community Relations
Top Investor Relations

Development / Planning

Top Corporate Development
Top Strategic Planning /
Transformation

Energy

Top Drilling
Top Exploration and Production

Engineering and Construction

Top Construction
Direct Report to Top Construction,
not matched elsewhere
Top Engineering
Direct Report to Top Engineering,
not matched elsewhere
2nd Level Engineering
3rd Level Engineering

Finance

Top Financial (CFO)
Direct Report to Top Financial (CFO),
not matched elsewhere
Controller
Top Tax
Treasurer

Healthcare

Chief Medical Officer (Hospital)
Top Managed Care
Top Ambulatory Services
Top Behavioral Health
Top Nursing
Top Patient Care
Chief Medical Officer (non-Hospital)
Chief Scientific Officer
Top Clinical Research
Top Drug Safety
Top Medical Affairs
Top Drug Discovery

Human Resources

Top Human Resources
Direct Report to Top Human
Resources, *not matched elsewhere*
Top Compensation & Benefits
Top Diversity

Information Systems

Top Information Services
Direct Report to Top Information
Services, *not matched elsewhere*
Chief Technology Officer
Top Architecture (Tech)
Top Cyber Security
Top Artificial Intelligence

Legal

Top Legal Counsel
Direct Report to Top Legal,
not matched elsewhere
Corporate Secretary

Marketing and Sales

Top Marketing
Direct Report to Top Marketing,
not matched elsewhere
Top Sales
Direct Report to Top Sales,
not matched elsewhere
Top Marketing and Sales

Not-for-Profit

Executive Director
Direct Report to Executive Director,
not matched elsewhere
Top Development / Fundraising
Top Foundation
Top Grants
Top Membership
Top Philanthropy

Operations

Top Operations
Direct Report to Top Operations,
not matched elsewhere
Top Logistics
Top Manufacturing
Top Project Management
Top Quality
Top Risk Management
Top Supply Chain

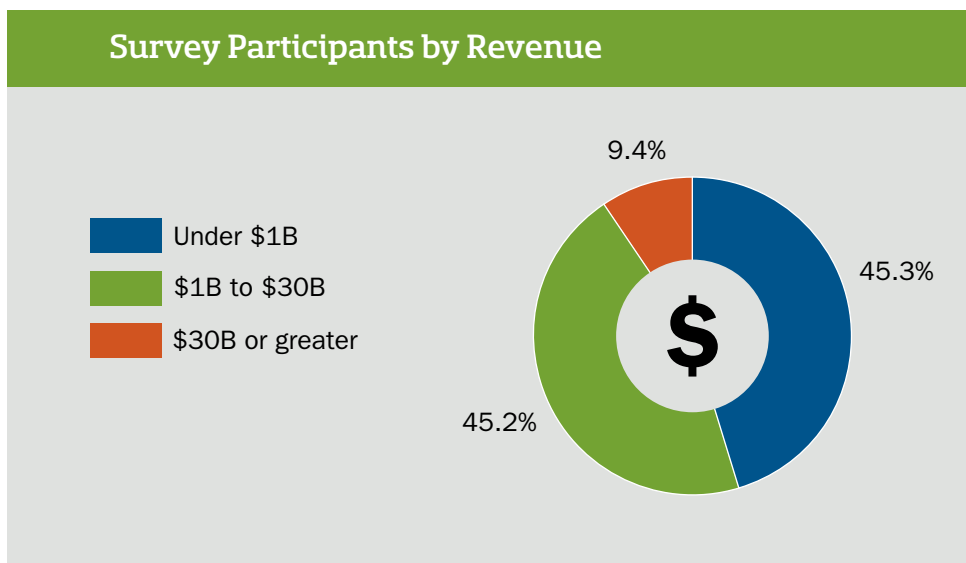
Research & Development

Top Research and Development
2nd Level Research and Development
3rd Level Research and Development
Direct Report to Top Research and
Development, *not matched elsewhere*
Laboratory Director
2nd Level Laboratory Director
Head of Research Center
Top Research
2nd Level Research
3rd Level Research
Top Development
2nd Level Development
3rd Level Development
Fellow
Senior Fellow



Representative List of Survey Participants

Pearl Meyer conducts over 50 annual compensation, custom and managed surveys each year working with a range of organizations from Fortune 500 to mid-and-small cap companies across a broad number of industries.



927 organizations participated in our 2023 Executive Compensation and Benchmarking Survey, including:

- | | | | |
|-------------------------------------|--------------------------------------|--|-----------------------------------|
| 10x Genomics* | Akoya Biosciences, Inc.* | American Equity Investment Life Holding Company* | Applied Industrial Technologies* |
| 3D Systems Corporation* | Alamar Biosciences, Inc. | American Homes 4 Rent | Applied Materials, Inc.* |
| 3M Company | Alaska Airlines* | American Institutes for Research | Apyx Medical Corporation |
| 908 Devices | Aldeyra Therapeutics, Inc. | American International Group (AIG)* | Aramark* |
| Abbott Laboratories* | Align Technology* | American Wholesale Furniture Inc. | Arbor Health Morton Hospital |
| AbbVie Inc.* | Alignment Healthcare USA, LLC | Ameriprise Financial, Inc.* | ArcBest Corporation* |
| Abercrombie & Fitch Co.* | Allan Myers | AmerisourceBergen Corporation | Archer Daniels Midland Company* |
| Accesso | Allegiant Travel Company* | Amerisure Insurance Company | Archrock, Inc. |
| Activision Blizzard, Inc.* | Alpha & Omega Semiconductor Limited* | AMGEN | ARCO Construction |
| ADDvantage Technologies Group, Inc. | Alterra Mountain Company | Amicus Therapeutics, Inc.* | Arcosa, Inc.* |
| Adirondack Health | Altimmune, Inc. | Amplify Education | Arctic Slope Regional Corporation |
| ADMA Biologics, Inc.* | Altria Client Services Inc.* | Amplitude, Inc.* | Argan, Inc.* |
| Advance Auto Parts Inc | AMC Entertainment Holdings, Inc.* | Amylyx Pharmaceuticals Corp | Argonne National Laboratory |
| AECOM | AMCON Distributing Company* | Analog Devices, Inc. | Arnot Health |
| AFLAC Incorporated* | Amerant Bancorp Inc.* | Androscoggin Valley Hospital | Arrow Electronics, Inc. |
| Agenus Inc.* | Ameresco* | Antero Resources Corporation* | Artesian Resources Corporation |
| Agilent Technologies, Inc.* | American Airlines* | Aon Corporation* | Ashland Inc.* |
| Agilysys Inc.* | American Eagle Outfitters* | Apple Computer, Inc.* | Associated Capital Group, Inc.* |
| Akoustis Technologies, Inc. | | | AT&T Inc. |

Data was collected from both company submissions and through proxy filings from Main Data Group.



Participating Companies

Athira Pharma	Broaddus Hospital	Claxton-Hepburn Medical Center	Dell*
Atlantic General Hospital	Broadstone Real Estate, LLC	Clearfield, Inc.*	Delta Air Lines, Inc.*
Atlas Air Worldwide Holdings, Inc.*	Brookfield Residential Properties	Clearspeed, Inc.	Delta Apparel, Inc.*
Auburn Community Hospital	Brookline Bancorp*	Cleveland-Cliffs Inc.	Denny's Corporation*
Austen Riggs Center	Brotherhood Mutual Insurance Company	Clifton-Fine Hospital	Department of Energy's Kansas City National Security Campus
AutoZone, Inc.	Brown & Brown, Inc.*	Clover Health Investments, Corp.*	Devon Energy Corporation*
Avantor, Inc.	Bruker Corporation*	CNA	Diamond Offshore
Aviat Networks, Inc.*	Builders FirstSource, Inc.*	Coca-Cola Bottling Company United, Inc.	Digi International Inc.*
Avnet, Inc.*	Bunge Limited*	Cognex Corporation*	Digimarc Corp.*
AXT, Inc.*	Burns & McDonnell Engineering	Cognizant Technology Solutions Corporation*	Dine Brands Global, Inc.*
Azenta Life Sciences	C.H. Robinson Worldwide, Inc.*	Colas	Diodes Incorporated*
B&G Foods, Inc.*	Cabell Huntington Hospital	Colquitt Regional Medical Center	Discover Financial Services*
Bacon County Hospital and Health System	Cal-Maine Foods, Inc.*	Columbia Memorial Hospital - NY	DocuSign, Inc.*
Bank of America Corporation*	Campbell Soup Company*	Columbia Memorial Hospital - Oregon	Dolby Laboratories, Inc.*
Bankwell Bank	Capital One Financial Corporation*	Comcast Corporation	Dollar Tree Stores, Inc.*
Barton Malow Builders	Capitol Square Ltd.	Comfort Systems USA*	Dominos Pizza, Inc.*
Battelle Memorial Institute	Capstone Turbine Corporation	Community Memorial Hospital (NY)	Dorian LPG Ltd.*
Beazer Homes USA, Inc.	Cardinal Health*	Commvault Systems, Inc.*	Doximity, Inc.*
Beck Group	CareSource	Compass Therapeutics LLC	Draper Laboratory
Becton, Dickinson and Company*	Carnival Corporation*	Comtech Telecommunications Corp	Dril-Quip, Inc.*
Benco Dental	Carrier Global Corporation	ConAgra Foods, Inc.*	DSW Inc.*
Berkshire Hathaway Inc.*	Carrols Restaurant Group, Inc.*	ConocoPhillips*	DXP Enterprises, Inc.*
Berkshire Health Systems	Cars.com Inc.*	Consolidated Nuclear Security, LLC	Dycom Industries, Inc.*
Berkshire Medical Center	Carthage Area Hospital	Constellation Brands, Inc.*	Eagle Bulk Shipping Inc.*
Best Buy Co., Inc.*	Cascade Medical Center	Construction Partners, Inc.*	Earthstone Energy, Inc.*
BEYOND MEAT, INC.*	Catalent, Inc.*	Continental Properties	EastGroup Properties Inc.
Bingham Memorial Hospital	Catalog DNA	Continental Resources, Inc.*	Edwards Lifesciences
BioCryst Pharmaceuticals, Inc.*	Caterpillar	Cook Inlet Housing Authority	eGain Corporation*
Biogen Idec Inc.	CAVA	Core Laboratories LP*	eHealth, Inc.*
BioNano Genomics, Inc.*	Celsius Holdings, Inc.*	CoreCard Corp*	El Pollo Loco Holdings, Inc.*
Bio-Techne	CENIC	Corning Incorporated*	Electriq Power, Inc.
Bixby Land Company	Centene Corporation*	CorVel Corporation*	Elevance Health, Inc.*
Black & Veatch Corporation	Centers Plan For Healthy Living LLC	Costco Wholesale Corporation*	Eli Lilly and Company*
BlackRock Inc*	Central Maine Healthcare	Covenant Transportation Group, Inc.*	Ellis Medicine
Blend Labs, Inc.	Ceridian Corporation*	Cracker Barrel Old Country Store, Inc.*	Emcor Group Inc*
Block, Inc.*	CEVA, Inc.*	Crawford & Company*	Emerson Electric Company*
Bloomin Brands, Inc.*	CF Evans Construction	Crisp Regional Hospital	Encompass Health Corporation*
Blount Memorial Hospital	CGG Services (US) Inc.	Crouse Health	Enercon Services
Blue Cross and Blue Shield of Louisiana	Champions Oncology*	CSX Corporation*	EnerSys*
bluebird bio, Inc.*	Chemed Corporation*	Cyclacel Pharmaceuticals, Inc.*	EnPro Industries
BlueLinx Holdings Inc.*	Cheniere Energy, Inc	Cyteir Therapeutics	Envestnet, Inc.*
BNSF Railway Company	Chesapeake Energy Corporation*	Cytek Biosciences Inc.*	Envista Holdings Corporation*
BNY Mellon*	Chevron Corporation	Danaher Corporation*	EOG Resources, Inc.*
Boise Cascade Company*	Chicago Zoological Society	Darden Restaurants, Inc.	Epiq
Booz Allen Hamilton Inc.	Chord Energy Corporation*	Dartmouth Health	Eppendorf North America
Borr Drilling	Chuys Holdings, Inc.*	Datadog, Inc.*	Epsilon Data Management, LLC
BridgeBio Pharma, Inc.*	Cincinnati Financial Corporation*	Davis Health System	Era Group, Inc.*
BrightView, Inc.	Cirrus Logic, Inc.*	DaVita Inc.*	Esquire Bank NA*
Brinker International, Inc.	Cisco Systems, Inc.*	DealerPolicy	Evangelical Community Hospital
Bristol Health	Citigroup Inc.*	Deborah Heart & Lung Center	Evolution Petroleum Corp*
Bristol-Myers Squibb Company*	Civil & Environmental Consultants	Deciphera Pharmaceuticals	Evonik Industries
Broadcom Corporation*	Civitas Resources, Inc.*		Expedia, Inc.*

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Expeditors International of Washington, Inc.*	Gray, Inc.	Humana Inc.*	Kinsale Capital Group, Inc.*
Exponent, Inc.*	Great Lakes Dredge & Dock Corporation	Hunt Companies	Kirby Corporation*
Expro Americas, LLC	Great Southern Bancorp, Inc.*	Hunting PLC	Kohls Corporation*
Expro Group Holdings N.V.*	Greene County Bancorp, Inc.*	Hyzon Motors	Kraft Foods Global, Inc.*
ExxonMobil Corporation*	Group 1 Automotive, Inc.*	Idera Pharmaceuticals Inc	Kronos Bio
Facebook	GSI Technology, Inc.*	IDEXX Laboratories, Inc.*	Kronos Incorporated
Fairview Hospital	The Guardian Life Insurance Company of America	illumina, Inc.*	L&M Development Partners
Fall Creek Farm & Nursery	Guidewire Software, Inc.*	Immersion Corporation*	Lamb Weston Holdings Inc.*
Farmer Bros*	Gulf Island Fabrication, Inc.*	Independence Contract Drilling	Lancaster Colony Corporation*
Federal Aviation Administration	Gulfport Energy Corp*	Indiana Regional Medical Center	Landsea Homes
FedEx Services*	Gunnison Valley Health	Ingersoll Rand, Inc	Lawrence Berkeley National Laboratory
Fermi National Accelerator Laboratory	H.B. Fuller Company*	Ingevity	Lawrence Livermore National Laboratory
Fidelity D & D Bancorp, Inc.*	H.W. Lochner, Inc.	Ingles Markets, Inc*	LendingClub Corporation*
Fiesta Restaurant Group	Haemonetics Corporation	Innoviva, Inc.*	Leupold & Stevens, Inc.
Finger Lakes Health	The Hain Celestial Group, Inc.*	Institute for Defense Analyses	Lewis County Health System
First Advantage Corporation*	Halliburton Company*	Integer Holdings Corp*	Liberty Global plc
First Bancorp (NC)*	Halozyme Therapeutics, Inc.*	Integra LifeSciences*	Lifetime Brands, Inc.
First Command Financial Services	Hamilton Health Care System	Intel Corporation	Lincoln Community Hospital
First Financial Bank N.A.	Hampshire Memorial Hospital	Intellia Therapeutics Inc.*	Lincoln National Corporation*
Flame Acquisition Corp	Hanesbrands Inc.*	Intelsat US LLC	Lindblad Expeditions Holdings Inc.*
Flowers Foods, Inc.*	Harmony Biosciences Holdings*	Intermountain Healthcare	LKQ Corporation*
Flywire Corporation*	Harris Health System	International Seaways, Inc.*	Lockheed Martin Corporation
Foot Locker, Inc.*	Harsco Corporation	INTL FCStone Inc.*	Los Alamos National Laboratory
Fortive Corporation	Hawaiian Holdings, Inc.*	Intuit Inc.*	Lower Colorado River Authority
Forward Air Corporation*	Hawkins, Inc.*	iovance Biotherapeutics, Inc.*	Lowes Companies, Inc.
Four Seasons Hotel Limited	HCI Group, Inc.*	IQVIA*	Lumber Liquidators, Inc.
Franchise Group, Inc.	HDR, Inc.	iRobot Corporation*	Lumentum Holdings Inc*
Franklin Electric Co., Inc.*	Healthequity, Inc*	Ironwood Pharmaceuticals*	M&T Bank*
FRP Holdings, Inc.*	Heartland Express, Inc.*	Iteeris, Inc.*	M. A. Mortenson Company
FVCBankcorp, Inc.*	Heidrick & Struggles*	J & J Snack Foods Corp.*	Macy's, Inc.*
Gaia, Inc.*	Helmerich & Payne, Inc.	J.B. Hunt Transport Services, Inc.*	Magnite, Inc.*
Gannett Fleming, Inc.	Henry Schein, Inc.	Jabil Circuit, Inc.*	Magnolia Oil & Gas Corp*
Genco Shipping and Trading Limited*	Heritage Insurance Holdings, Inc.*	Jazz Pharmaceuticals*	Magnolia Regional Health Center
General Mills, Inc.*	Heritage Valley Health System	JE Dunn Construction Group	MannKind Corporation*
Genuine Parts Company*	Hershey Foods*	Jefferies Financial Group Inc.*	ManpowerGroup Inc.*
Geospace Technologies Corporation*	Heska Corporation*	Jefferson Laboratory	ManTech International Corporation
GFL Environmental Inc	Hewlett-Packard Company*	Jet Propulsion Laboratory	MapLight Therapeutics, Inc
Gilbane, Inc.	Highwoods Properties	JetBlue Airways Corporation*	Marathon Oil Company*
Gilead Sciences, Inc.*	Hilltop Holdings Inc.*	John Marshall Bancorp, Inc.*	Maravai LifeSciences*
Ginkgo Bioworks Holdings, Inc.*	Hilton Grand Vacations	Johns Hopkins University Applied Physics Laboratory	Marcos Franchising LLC
Glens Falls Hospital	HNTB Corporation	Johnson & Johnson	MarineMax, Inc.*
Globe Life Inc.*	Holyoke Medical Center, Inc.	Just Born	Marinus Pharmaceuticals
Globoforce	Holzer Health System	Karyopharm Therapeutics, Inc.*	Marsh & McLennan Companies, Inc.*
Goldman Sachs Trust Company NA*	Hood Companies, Inc.	Kellogg Company*	Marten Transport, Ltd.*
Goodwill Industries of Houston	Hospital Corporation of America*	Kelly Services, Inc.	MasTec, Inc.*
Google LLC	Hostess Brands, Inc.*	Kemper Corporation*	MasterCard Incorporated
Goosehead Insurance, Inc.*	Houston Healthcare	Kennedy/Jenks Consultants, Inc.	Matador Resources Company*
Grace Cottage Hospital	Howard Hughes Corp	Keurig Green Mountain, Inc.*	Matson, Inc.*
Graham Management Services LP	HP Enterprise Services	Kewaunee Scientific Corporation	MBIA Inc.*
Grande Ronde Hospital	Hub Group, Inc.*	Kimball Electronics, Inc.*	McCarthy
Granite Construction Inc.	HubSpot, Inc.*	Kimley-Horn	McCormick & Company, Inc.*
Granville Health System	Huggins Hospital	Kinder Morgan, Inc.*	McCownGordon

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McDonalds Corporation*
McKesson Corporation*
Medallion Financial Corp*
Medifast, Inc.*
Memorial Health System
Memorial Park Conservancy
Merck & Co., Inc.
Mercury Broadband LLC
Mercy Health Partners-Southwest Ohio
Merit Medical Systems, Inc.
Meritage Homes Corporation
Meritex Enterprises
Mersana Therapeutics
Merus NV
MetLife, Inc.*
Mettler-Toledo International Inc.*
MGIC Investment Corporation*
MGP Ingredients, Inc*
Michael Baker International
Micron Technology, Inc.*
Mid-America Apartment Communities Inc. (MAA)
Midland States Bank*
MIT Lincoln Laboratory
MKS Instruments, Inc.
Mohawk Valley Health System
Molina Healthcare, Inc.
Molson Coors Brewing Company*
Monadnock Community Hospital
Mondelez International, Inc.*
Monolith Materials, Inc.
Monolithic Power Systems, Inc.*
Monroe Group, Ltd.
Monster Beverage Corporation*
Morgan Stanley*
Mount Desert Island Hospital
Mount Nittany Health
Mountain Health Network
MRC Global Inc.*
MRIGlobal
MSC Industrial Direct Co., Inc.*
Murphy Oil Corporation*
Myriad Genetics Inc*
Nabors
Nanobiotix
NAPCO Security Technologies, Inc.*
Nashville General Hospital at Meharry
Nathan Littauer Hospital
National Bank Holdings Corp*
National Beverage Corp.*
National Instruments Corporation*
National Oilwell Varco
National Renewable Energy Laboratory
National Research Corporation*
National Rural Electric Cooperative Association
Nationwide Realty Investors
Natural Gas Services Group, Inc.*
Nautilus Biotechnology*
NCS Multistage Holdings, Inc.*
NEC Corporation of America
Netflix*
Netgear, Inc.*
Neural Payments
Neurocrine Biosciences, Inc.*
New London Hospital
Newell Brands Inc.*
NextCure, Inc.
NextEra Energy, Inc.
NextGen Healthcare, Inc.*
NGL Energy Partners LP*
NI Holdings, Inc.*
NMI Holdings, Inc.*
Noble Drilling
Noodles & Company*
Nordstrom Inc*
Norfolk Southern Corporation*
North Country HealthCare
Northern Oil & Gas, Inc.*
Northwest Bancshares, Inc.
NOV Inc.*
Novavax, Inc
Nu Skin Enterprises, Inc*
NVE Corporation*
NVIDIA Corporation*
Oak Ridge National Laboratory UT-Battelle, LLC
Occidental Petroleum*
OceanFirst Bank*
OCH Regional Medical Center
Ohio Health Corporation
Old Dominion Freight Line, Inc.*
Old Republic International Corporation*
Ollies Bargain Outlet Holdings Inc
Olympic Steel, Inc.*
Omeros Corporation*
Omnicom Group, Inc.*
Oncor Electric Delivery Company
Oneida Healthcare Systems
OneSpan Inc.*
OPENLANE, Inc.*
Option Care, Inc.
Oracle Corporation*
Organon & Co.*
Orion Group Holdings Inc*
Osborne County Memorial Hospital
Oscar Health, Inc.*
OSI Systems, Inc.*
Oswego Health
Outfront Media Inc
Overseas Shipholding Group, Inc.*
P.A.M. Transportation Services, Inc*
PACCAR Inc*
Pacific Biosciences of California, Inc.*
Pactiv Evergreen
Page Memorial Hospital
Palomar Holdings, Inc.*
Pana Community Hospital
Pantheon Resources Plc
Par Pacific Holdings, Inc.*
Paramount Global
Park Electrochemical Corp.*
Park Hotels & Resorts
Parker Drilling
Parker Hannifin Corporation*
Parsons Corporation
Patelco Credit Union*
PDC Energy, Inc.*
Penn Highlands Brookville
Penn Highlands Clearfield
Penn Highlands Connellsville
Penn Highlands DuBois
Penn Highlands Elk
Penn Highlands Healthcare
Penn Highlands Huntingdon
Penn Highlands Mon Valley
Penn Highlands Tyrone
Penske Automotive Group, Inc.*
Performance Food Group Company*
PerkinElmer, Inc.
Perrigo Company plc*
Perry Hospital
PetIQ, Inc.*
PetMed Express, Inc.*
Pfizer, Inc.*
Phenomenex*
Philip Morris International Inc.*
Pieris Pharmaceuticals Inc
Pikes Peak Energy Ltd.
Pilgrims Pride Corporation*
Pioneer Natural Resources Company*
PMV Pharmaceuticals
PNC Financial Services*
Pool Corporation*
PosiGen Inc
Post Holdings, Inc.*
PriceSmart, Inc.*
PrimeEnergy Corporation*
Primerica, Inc.*
Princeton Plasma Physics Laboratory
Principal Financial Group*
ProAssurance Corporation*
ProFrac Holding Corp.*
Progyny, Inc.*
Promega Corporation
Propetro Holding Corp
Prosser Memorial Health
Protagonist Therapeutics, Inc.*
Provident Bancorp, Inc.*
Prudential Financial Inc.*
Publix Super Markets, Inc.
Punxsutawney Area Hospital
Putnam General Hospital
QIAGEN
Quanta Services, Inc.*
Quanterix Corporation*
Radian Group Inc.*
Radiant Logistics, Inc.*
Ramboll
RAND Corporation
Range Resources Corporation*
Realty Income Corporation
Reliance Steel & Aluminum Co.*
Repligen Corporation*
Republic Bank & Trust Company*
Resolute Investment Managers
Resolve Biosciences*
RH*
Richardson Electronics, Ltd*
Ricoh Americas Corporation
Rigel Pharmaceuticals, Inc.
Ring Energy, Inc.*
Rite Aid*
RLI Corp.*
Royal Caribbean Cruises Ltd.*
RPC, Inc.*
RS&H
RSF Partners, Inc.
Ruths Hospitality Group, Inc.*
RXO Inc
Ryder System Inc.
Ryerson Holding Corporation*
S&T Bank*
SAIC, Inc.
Sally Beauty Holdings, Inc.*
Salt River Project
Samaritan Health
Sandia National Laboratories
Santa Cruz County Bank
Saratoga Hospital
Sargent & Lundy, LLC
ScanSource, Inc.
Schlumberger Limited*
Schnitzer Steel Industries
Schnitzer West
Schreiber Foods Inc.
scPharmaceuticals, Inc.
SCYNEXIS, Inc.
Seacoast National Bank*
SEACOR Marine Holdings Inc*
Seadrill Management Ltd
Sealy & Company LLC
Seaman Paper
Seer, Inc.*
Selective Insurance Group, Inc.*
Seneca Foods Corporation*

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Serco
Seres Therapeutics, Inc.*
ServisFirst Bank*
Shake Shack Inc.*
Shelf Drilling Offshore Holdings Limited
Shenandoah Memorial Hospital
Sheppard Pratt Health System
Sierra Pacific Industries
Silicon Laboratories Inc.*
Simulations Plus, Inc.*
Six Flags Entertainment Corp.*
SkyWest, Inc.*
SLAC National Accelerator Laboratory
SMART Global Holdings, Inc.*
Snider Fleet Solutions
SolarEdge Technologies, Inc.*
Solaris Oilfield Infrastructure Inc
SomaLogic*
Sonos, Inc.*
Sony Electronics, Inc.
SoundThinking, Inc.*
South County Health
South Jersey Industries
Southern Copper Corporation*
Southern Missouri Bancorp, Inc.*
Southland Holdings, Inc.*
Southwest Airlines Co.*
Southwest Research Institute
Southwestern Energy Company*
SPARK Holland BV*
Speare Memorial Hospital
Spirit Airlines, Inc.*
St. Marys Hospital Amsterdam
St. Marys Medical Center
Standard Motor Products, Inc.*
Stanford University
Stantec Inc.
Star of Hope
Star Valley Health
Starbucks Corporation*
State of Missouri
State Street Corporation*
Steel Technologies
Sterling Bancorp, Inc.*
Sterling Construction Co Inc*
Stewart Information Services Corporation*
STV Group, Incorporated
Subaru of America, Inc.
Sumitomo Rubber North America
Summit Midstream Partners, LP*
Sundance Bay
Sundt
Sunnova Energy International, Inc.
SunOpta, Inc.
SUNY Upstate Medical University

SWIFT*
Symbotic
Synchrony Financial*
Synnex Corporation*
SYSCO Corporation*
System America, Inc.*
Taboola, Inc.
TALOS ENERGY INC.*
Tamlyn
Target Corporation
Tavistock Development Company
TECAN Trading Ltd.
TechnipFMC
Teknova*
Teleflex*
Tenet Healthcare Corporation*
Terracon Consultants, Inc.
Tetra Tech*
Teva Pharmaceutical Industries Limited*
TFS Financial Corporation*
The Aerospace Corporation
The Allstate Corporation*
The Andersons, Inc.*
The Austin Company
The Bancorp Inc*
The Boston Beer Company, Inc.*
The Brink's Company*
The Capital Group
The Chefs' Warehouse, Inc.*
The Cigna Group*
The Coca-Cola Company
The Cooper Companies, Inc.*
The Durham Manufacturing Company
The GAP Inc.*
The Goodman Group
The Hackett Group, Inc.*
The Hartford Financial Services Group Inc*
The Home Depot Inc.
The Horace Mann Companies*
The J.M. Smucker Company*
The Kroger Co.*
The MetroHealth System
The MITRE Corporation
The Mosaic Company*
The Progressive Corporation*
The TJX Companies, Inc.*
The Travelers Companies
The Westervelt Company
The Williams Companies, Inc.*
TidalHealth
TidalHealth Nanticoke
Tidewater Inc.*
Tift Regional Health System
T-Mobile Inc.
Toll Brothers

Tompkins Financial Corporation*
Tootsie Roll Industries, Inc.*
TopBuild Corp.*
TRACON Pharmaceuticals, Inc.*
Trajan Scientific & Medical
Trammell Crow Residential
Trane Technologies
Transocean
Tredgar Corporation
TreeHouse Foods, Inc.*
Trevana
TriCo Bancshares*
Trupanion, Inc.*
Turner Construction
Twist Bioscience*
Tyson Foods Inc*
U.S. Silica Holdings Inc.*
Uber Technologies, Inc.*
UC Health
Ultra Clean Holdings, Inc.*
Ultragenyx Pharmaceuticals Inc.*
Unchained Labs
Unico Properties
Union Bank*
Union General Hospital System
Union Pacific Corporation*
United Continental Holdings, Inc.*
United Launch Alliance
United Parcel Service
United Security Bank*
UnitedHealth Group Incorporated*
Uniti Group Inc
Universal Health Services, Inc.*
University Corporation for Atmospheric Research (UCAR)
Univest Financial Corporation*
UnumProvident Corporation*
Upper Connecticut Valley Hospital
Urban Outfitters, Inc.*
US Bank*
US Foods Holding Corp.*
USAA
UVMHN Champlain Valley Physicians Hospital
Valaris plc
Valhi, Inc*
Valley Health
Valley Regional Hospital
Value Line, Inc.*
Vanderhall Motor Works
Vector Group Ltd.*
Ventas, Inc.
Veritiv Corporation*
VERRA MOBILITY Corp.*
Vertex Energy Inc
Vince Holding Corp.*
Vir Biotechnology, Inc.*

Vital Energy, Inc.*
Vontier Corporation
W.W. Grainger Inc.*
Waitr Holdings Inc.*
Walgreens Boots Alliance Inc
Wallowa Memorial Hospital
Wanzek Construction
War Memorial Hospital
Warby Parker Inc.*
Ward Memorial Hospital
Warren Memorial Hospital
Waters Corporation*
Watsco, Inc.*
Wawa, Inc.
Wayne Memorial Health System
Webcor
Webster County Memorial Hospital
Weeks Medical Center
Weis Markets, Inc.*
Wells Fargo & Company*
Welltower Inc.
Werewolf Therapeutics
Werner Enterprises, Inc.*
West Pharmaceutical Services, Inc.*
Western Digital Corporation*
Weyco Group, Inc*
Whirlpool Corporation*
White Mountains Insurance Group, Ltd.*
White River Health System
Willdan Group, Inc.*
Willis Lease Finance Corp.*
Willscot Mobile Mini Holdings Corp*
Winchester Medical Center
Wingstop Inc.*
Winmark Corp*
Witham Health Services
Wood
Workise Technologies Inc
World Kinect Corporation*
World Wrestling Entertainment, Inc.
Worley
WSP
WVU Medicine
Wyoming County Community Hospital
XPO, Inc.*
Yum! Brands Inc*
Zachry Industrial Inc.
Ziff Davis, Inc.*
Zoetis
Zoom Video Communications, Inc.*



Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Senior Survey
Account Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Senior Survey
Account Manager



Veronika Valcheva
Associate Account
Manager



Streamlined, Secure Client Portal

Pearl Meyer clients have unlimited access to online reporting tools that help provide quick and easy access to customize your data.





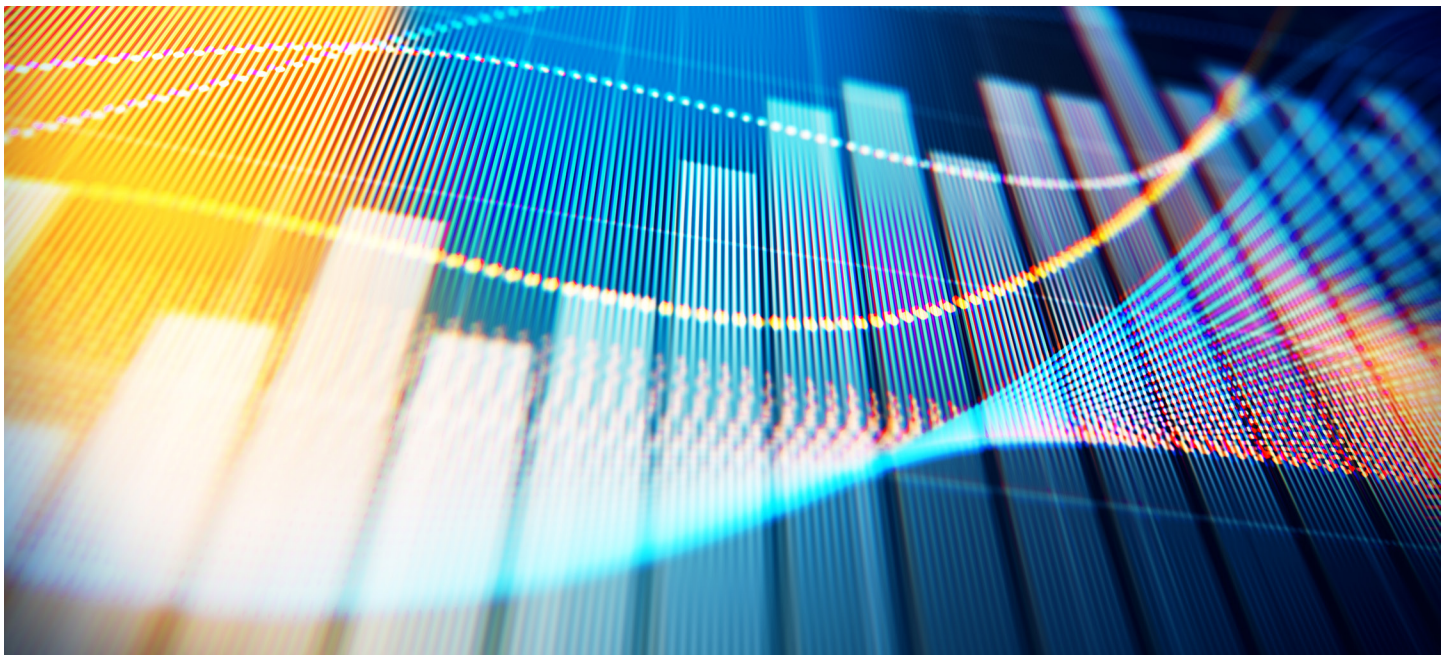
Contact Us

To learn more about our 2024 Executive Compensation and Benchmarking Survey or to enroll, please reach us:

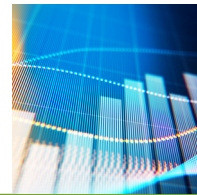
By email: survey@pearlmeyer.com

By phone: 508-460-9600

Or contact Rebecca Toman,
Vice President, Survey Business Unit
rebecca.toman@pearlmeyer.com; 508-630-1475



Pearl Meyer



About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

About Main Data Group

Main Data Group is a provider of executive compensation benchmarking and corporate governance analytics. Its mission is to empower executive compensation professionals with comprehensive total rewards and corporate governance information in an affordable, easy-to-use online service.

For more information, visit www.maindatagroup.com



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