Pearl Meyer

MARKET INTELLIGENCE | NOV 2022

Looking Ahead to Executive Pay Practices in 2023



Bill Reilly

MANAGING DIRECTOR

Pearl Meyer's "Looking Ahead to Executive Pay Practices" is an annual, online survey and valuable compensation planning tool. This year's survey was conducted in August and September of 2022, with total participation of 301 companies, including 161 publicly traded, 104 private-for-profit, and 36 not-for-profit (NFP) organizations. As with prior surveys, responses are broken out separately by respondent role (board member vs. employee), ownership type, industry, and company revenue size.

This year's survey addresses key topics associated with the current environment, including perceived impact of various macroeconomic factors on businesses and their executive compensation programs, current/anticipated status of in-office vs. remote work requirements and any actions taken to encourage a return to the office, and use of retention awards. It also covers subjects such as compensation philosophy, compensation committee oversight, expected award funding outcomes and use of discretion for incentive cycles ending in Fiscal 2022, projected base salary increases for 2023, recent or anticipated incentive plan design changes, and long-term incentive award prevalence and participation.

About the Author

Bill is a senior advisor on executive and director compensation, helping committees and leaders set pay strategy, benchmark competitiveness, design incentives, and navigate contracts, severance/CIC, and governance expectations.

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.