Pearl Meyer

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Compensation Peer Groups: Everything You Need to Know Right Now



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The use of peer groups in benchmarking executive pay is ubiquitous. However, the construction of peer groups and how the data is used can vary greatly across companies. Furthermore, the proxy advisory firms often have their own peer groups for evaluating executive pay, causing potential disconnects between the data used by compensation committees in making pay decisions and the data used by the proxy advisory firms and their institutional investor clients in evaluating those pay decisions.

During this webcast with Pearl Meyer and the NACD, we outline the proper role of peer group data in compensation decision-making, key considerations when structuring a peer group, and how to maximize the impact of peer group information. This includes typical—and novel—approaches to compensation peer groups and the types of analyses and data that can be used by compensation committees to inform decision-making.

About the Authors

Greg is a consulting team leader with 25+ years advising compensation committees and executives on executive and non-employee director pay, including performance metrics, governance, and SEC disclosure.

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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.