

RESEARCH REPORT | DEC 2024

Looking Ahead to Executive Pay Projections in 2025: Banking Edition



Daniel M. Wetzel

MANAGING DIRECTOR



Rhonda Snyder

SENIOR SURVEY ACCOUNT MANAGER

Pearl Meyer's "Looking Ahead to Executive Pay Projections in 2025" is an online survey conducted in late September to early October 2024 with participation from 51 financial services companies.

The pay projections survey addresses anticipated financial performance outcomes for 2024, projected award funding outcomes for short-term incentive (STI) and long-term incentive (LTI) cycles ending in 2024, anticipated use of discretion, and 2025 projections for base salary increases and LTI grant values.

We believe this information will serve as a useful tool as your organization prepares for year-end pay determinations and Fiscal 2025 compensation planning.

About the Authors

Dan Wetzel is a managing director at Pearl Meyer. With over 30 years of experience in the field of compensation and benefits, Dan assists clients in the areas of executive and non-employee director compensation and employee pay, focusing on the development of annual and long-term incentive compensation programs to meet clients' strategic objectives. He also provides consultation in the areas of employment contracts and change of control provisions, mergers and acquisitions, expert

testimony, reasonableness of compensation, salary administration, performance management, and employee and executive benefits. His client engagements cover a variety of industries and company organizational and developmental stages, including startup/pre-IPO, privately-held, public, subsidiary, foreign-owned, and non-profit organizations.

Rhonda is a senior survey account manager at Pearl Meyer. She joined the team in August of 2019 and she works as a liaison to the Southeast banking associations on banking salary surveys while also assisting many other state and national survey clients.

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.