Pearl Meyer

MARKET INTELLIGENCE | DEC 2024

Looking Ahead to Executive Pay Projections in 2025: Banking Edition



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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 brings 30+ years in compensation and benefits, advising on executive/director and broad-based pay, incentive design, CIC/contracts, and transaction support.

Rhonda is a senior survey account manager at Pearl Meyer. 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.