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Analyzing Director Pay: New Data for 2025



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The annual Pearl Meyer/NACD Director Compensation Report analyzes director pay at 1400 public companies across 24 industries to provide the latest data on cash and equity compensation, along with a number of important governance policies and practices.

In this webinar with NACD, we share the report's high-level data on board pay and a historical analysis of evolving trends. Our panel also discusses the pros and cons of compensation for special committees, which are becoming a more frequent occurrence.

Download the presentation to understand current director pay levels and program structures for public companies at multiple revenue bands, learn leading practices for board compensation policies and equity grant practices, and gain insights on how board pay programs are evolving.

Learn more about this annual research study [here](#) or visit our [Director Compensation](#) page for more information about our consulting services for boards.

About the Authors

Ryan Hourihan is a managing director with Pearl Meyer. He has over ten years of experience advising boards and senior management on incentive compensation design, corporate governance, and performance measurement with the objective of supporting business strategy, value creation, and shareholder interests. Ryan is particularly experienced in compensation challenges unique to privately held firms seeking to compete with publicly traded firms. His clients have included Fortune 500 organizations, privately held companies, and pre-IPO ventures across an array of industries.

Tim Dupuis is a vice president at Pearl Meyer. Tim specializes in executive compensation and works closely with boards of directors and senior management teams to design executive compensation programs that are aligned with the organization's business strategies, aid in the attraction and retention of key executive talent, and withstand external scrutiny. He has worked with a variety of companies across many industries, ranging from small entrepreneurial firms to Fortune 500 companies, with a particular focus on manufacturing, financial services, healthcare, retail, and not-for-profit organizations. His areas of expertise include executive and board of directors pay competitiveness reviews and annual and long-term incentive plan design.

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.