



Pearl Meyer

2023 National Banking Compensation Survey



Go beyond the data with *the* definitive source for banking industry compensation information.



Our go-to source for competitive market data."



Reliable and current data to assist with our compensation planning initiatives."



The data I need to be market competitive."



Enroll Today!

Pearl Meyer's National Banking Compensation Survey

For more than 25 years, Pearl Meyer has been *the* definitive source of banking industry compensation data. Hundreds of institutions rely on us to guide their compensation strategy and decision making each year by working with our senior team of compensation consultants and survey experts.

COMPREHENSIVE

- 280+ Positions
- 109,000+ Employees
- **Exclusive Insight** into Peer Policies & Practices



CREDIBLE

- 548 Institutions
- \$73M – \$10B+ in assets
- Rigorous quality assurance process



CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis



COST-EFFECTIVE

- Complimentary survey submission
- Participants save 59% off the survey report purchase price





COMPREHENSIVE

We provide one-to-one account support through our dedicated team of senior, banking survey experts. This customized approach helps you go beyond the data to understand how the survey results apply to your organization and its unique compensation needs.

Exclusive Insight

Streamlined Policies and Practices Information – the only industry source of insight into what your peers are doing, including:

- Short- and long-term incentive plan design
- Starting hourly rates for branch positions
- Bank & teller turnover rates
- Salary structure and merit increase budgets

Enroll Today!

Commit to participate in our 2023 National Banking Survey today and we'll send you the submission materials when the survey launches in April.

Survey Schedule

Data Effective Date: April 1, 2023

Due Date: June 30, 2023

Published: September 11, 2023



Policies and Practices





Access to Detailed Data

548
Participating
Institutions



280+
Positions



109,000
Employees



Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives
- Total Cash/Target/Direct Compensation
- Mortgage Originator Compensation
- Commercial Loan Officer Compensation
- Miscellaneous Human Resources Practices





Job Positions

Executive Management

Chief Executive Officer
Chief Operating Officer
Chief Credit Officer
Chief Financial Officer
Chief Lending Officer
Chief Revenue Officer
Chief Banking Officer
Top Regional Banking Executive
Top Marketing Officer
Chief Administrative Officer
General Counsel
Chief Risk Officer
Top Human Resources Officer
Top Audit Officer
Chief Information Systems Officer
Chief Customer Experience Officer

Staff / Administration

Administrative Officer
Assistant to President
Corporate Secretary
Executive Secretary
Sr. Administrative Assistant
Administrative Assistant
General Clerk
Switchboard Operator/Receptionist
Human Resources Manager
Human Resources Generalist
Human Resources Assistant
HRIS Manager
HRIS Administrator
Recruiting Manager
Recruiter
Head of DE&I

Employee Relations Manager
Employee Relations Specialist
Compensation Director/Manager
Sr. Compensation Analyst
Compensation Analyst
Benefits Manager
Benefits Specialist
Payroll Manager
Payroll Specialist/Clerk
Training Officer
Training Specialist
Marketing Manager
Product Manager
Digital Channels Product Manager
Market Researcher
Data Analyst/Specialist
Marketing Specialist/Coordinator
Social Media Specialist
Purchasing Manager
Purchasing Assistant/Clerk
Head of Facilities
Facilities Manager
Facilities Supervisor
Facilities Assistant/Custodian
Risk Manager
Risk Analyst
Sr. Compliance Officer
Compliance Officer
Compliance Specialist
CRA Officer
Management Trainee
Quality Control Specialist
Bank Secrecy Act (BSA) Officer
Bank Secrecy Act (BSA) Analyst
Program/Project Management

Investment / Wealth Management

Top Wealth Management Executive
Personal Investment Sales Officer (non-commissioned)
Personal Investment Sales Officer (commissioned)
Private Banking Officer
Financial Planner
Sr. Portfolio Manager
Portfolio Manager
Jr. Portfolio Manager

Finance

Top Bank Investment Executive
Bank Investment Portfolio Manager
Treasurer
Treasury Operations Manager
Tax Manager
Finance Manager
Sr. Financial Analyst
Financial Analyst
Controller
Assistant Controller
Accounting Manager
Accounting Supervisor
Sr. Staff Accountant
Staff Accountant
Acctg/Bookkeeping Clerk II
Acctg/Bookkeeping Clerk I
Bookkeeping Generalist

Audit

Audit Manager
Staff Auditor
Audit Assistant



Job Positions (continued)

Business Banking

Top Business Banking Officer
Business Banking Business Development Officer
Sr. Business Banking Officer
Business Banking Officer
Community Relations Officer
SBA Loan Manager
SBA Loan Officer
SBA Loan Processor II/Closer
SBA Loan Processor I/Closer
SBA Credit Analyst
SBA Underwriter
SBA Processing Team Leader

Trust

Top Trust Executive
Sr. Trust Officer
Trust Officer
Trust Operations Manager
Trust New Business Officer
Trust Administrator
Trust Department Assistant

Operations

Sr. Operations Officer/Manager
Head of Cash Management / Treasury Management
Head of Digital/Electronic Banking
Operations/Services Manager - Centralized
Group Operations Manager
Operations Officer
Operations Supervisor
Utility Representative
Sr. Operations Clerk
Operations Coordinator

Security Officer
Fraud Specialist
Cash Management / Treasury Management Officer/Manager
Cash Management / Treasury Management Officer
Cash Management / Treasury Management Representative
Retirement Plans Manager
IRA Specialist
Retirement Plans Coordinator/Clerk
Digital/Electronic Banking Officer
Digital/Electronic Banking Specialist
ATM Supervisor
ATM Coordinator/Clerk
Document Imaging Coordinator
Image Processor
Proof Operator
Wire Transfer Clerk
Mail Clerk/Courier
Courier

Retail

Top Retail Banking Officer/Manager
Group Branch Administrator
Regional Branch Manager

Branch Manager/Retail

Branch Manager (Lending/Bus. Dev't) - 3 Levels
Branch Manager (Non-Lending/Bus. Dev't) - 3 Levels
Branch / Sales Center Manager - New Market
High School Branch Manager
Assistant Branch Manager - 3 Levels
Universal Banker - 4 Levels
Sr. Personal Banker

Personal Banker
Head Teller
Sr. Teller
Teller – Standard
Vault Teller
Sr. Teller/Customer Service Representative
Teller/Customer Service Representative
Interactive Banking Machine (ITM) Specialist
Retail Sales Manager
Retail Manager/Customer Service Manager - 3 Levels
Deposit Relationship Manager
Deposit Relationship Officer
Branch Operations Officer/Supervisor - 3 Levels
Assistant Branch Operations Officer/Supervisor
Call Center Manager
Call Center Supervisor
Call Center Specialist
Call Center CSR
Safe Deposit Attendant

Lending

Top Residential Mortgage Lending Executive
Residential Mortgage Loan Officer II (non-commissioned)
Residential Mortgage Loan Officer I (non-commissioned)
Mortgage Loan Officer (commissioned)
Mortgage Loan Originator (in-house/non-commissioned)
Mortgage Operations Manager
Mortgage Underwriter/Processor
Mortgage Loan Processor



Job Positions (continued)

Lending (cont'd)

Mortgage Closing Coordinator
 Sr. Underwriter (residential lending)
 Underwriter (residential lending)
 Top Consumer Lending Executive
 Sr. Consumer Loan Officer
 Consumer Loan Officer
 Consumer Loan Administrator/Processor
 Sr. Loan Processor
 Loan Processor
 Sr. Mortgage/Consumer Credit Analyst
 Mortgage/Consumer Credit Analyst
 Jr. Mortgage/Consumer Credit Analyst
 Indirect Lending Officer
 Sr. Underwriter (commercial/industrial lending)
 Sr. Underwriter (commercial real estate lending)
 Sr. Commercial Underwriter Default
 Underwriter (commercial/industrial lending)
 Underwriter (commercial real estate lending)
 Underwriter Default
 Commercial Underwriting Manager
 Regional Commercial Lending Executive
 Commercial Team Leader
 Sr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Sr. Commercial Loan Officer/Relationship Manager (commercial real estate)
 Sr. Commercial Loan Officer/Relationship Manager Default
 Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Commercial Loan Officer/Relationship Manager (commercial real estate)
 Commercial Loan Officer/Relationship

Manager Default
 Jr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Jr. Commercial Loan Officer/Relationship Manager (commercial real estate)
 Jr. Commercial Loan Officer/Relationship Manager Default
 Sr. Commercial Credit Analyst
 Commercial Credit Analyst
 Sr. Commercial Loan Portfolio Manager
 Commercial Loan Portfolio Manager
 Jr. Commercial Loan Portfolio Manager
 Commercial/Construction Loan Officer
 Sr. Commercial Loan Processor
 Commercial Loan Processor
 Top Asset-based Lending
 Commercial Loan Administrator
 Commercial Loan Servicer
 Sr. Note/Loan Service Department Manager
 Note/Loan Service Department Manager
 Note/Loan Documentation Officer/Supervisor
 Note/Documentation Specialist
 Note/Loan Servicing Clerk
 Loan Servicing Officer
 Loan Servicing Supervisor
 Loan Servicing Clerk
 Lending Sales Manager (Business Development/non-commissioned)
 Business Development Officer
 Loan Review Officer
 Loan Review Administrator
 Sr. Credit Officer
 Credit Officer
 Credit Operations Manager
 Collections Officer/Manager
 Collector II

Collector I
 Special Assets Manager
 Special Assets Officer
 Appraisal Manager
 Staff Appraiser
 Lending Generalist
 Secondary Market Officer
 Secondary Market Specialist/Coordinator
 Investor Reporting Specialist
 Trade Finance Manager
 Trade Finance Assistant
 Collateral Valuation Specialist

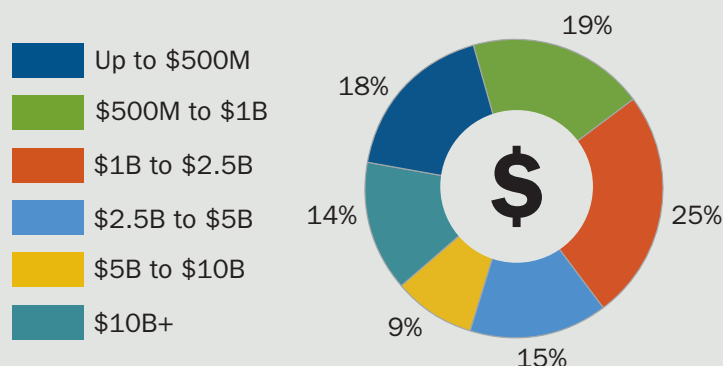
Technology

MIS Manager
 Systems Officer
 IT Manager
 Information Security Administrator
 Applications Programmer/Analyst
 Database Analysis
 Technical Program/Project Management
 Core System Manager
 Sr. Technology Generalist
 Technology Generalist
 Network Manager
 Network Specialist
 Data Security Officer
 Systems Analyst
 Business Systems Analyst
 Information Technology Compliance Analyst
 Online/Mobile Banking Manager
 Digital Marketing Manager
 Help Desk Specialist
 Computer Operator



CREDIBLE

Participant Demographics by Asset Size



Who Participates?

Join 548 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent a broad spectrum of financial institutions, including regional and community banks and credit unions across the U.S.

2022 List of Participants (alphabetical order)

1st Century Bank	American National Bank & Trust Company	Bank of Guam
1st Source Bank	American Pride Bank	Bank of Hawaii*
Abington Bank	American Riviera Bank	Bank of Holland (NY)
Abound Credit Union	Ameris Bancorp*	Bank of Marin
Adams Community Bank	Androscoggin Bank	Bank of New Hampshire
Adirondack Bank	Arrow Financial Corporation	Bank of Newington
Adirondack Trust Company	Arvest Bank	Bank of Oak Ridge
Advantis Credit Union	Ascend Federal Credit Union	Bank of Richmondville
Advia Credit Union	Athol Savings Bank	Bank of the James
Affinity Federal Credit Union	Atlantic Union Bank	Bank of the Lowcountry
Affinity Plus Credit Union	Auburn Savings Bank, FSB	Bank of the Pacific
AgFirst Farm Credit Bank	Avidia Bank	Bank of the Sierra, Inc.
Alamosa State Bank	b1BANK	Bank of Travelers Rest
Alden State Bank	BAC Community Bank	Bank OZK*
Allegacy Federal Credit Union	Balboa Thrift & Loan Association	BankFive
Alliance Bank & Trust	Banco De Credito Del Peru - Miami Agency	BankGloucester
Altamaha Bank and Trust Company	Bangor Savings Bank	BankNewport
Amalgamated Bank of Chicago	Bank of Botetourt	BankSouth
American Airlines Federal Credit Union	Bank of Canton	BankUnited, Inc.
American Bank & Trust	Bank of Charlotte County	Banner Bank
American Business Bank	Bank of Clarendon	Bar Harbor Bank & Trust
American Eagle Federal Credit Union	Bank of Clarke County	Bath Savings Institution
American National Bank		Baxter Credit Union



2022 List of Participants (continued)

BayCoast Bank	Citizens Bank of Americus	Dedham Institution for Savings
BCT-Bank of Charles Town	Citizens Business Bank	Del Norte Bank, A Savings and Loan Association
Beacon Business Bank	Citizens First Bank (FL)	Delta Community Credit Union
BellCo Credit Union	Citizens Trust Bank	Desert Financial
Benchmark Community Bank	City National Bank of Florida	Dime Bank
Beneficial State Bank	Claremont Savings Bank	Dollar Bank
Blue Foundry Bank	Classic City Bank	Douglas National Bank
Blue Ridge Bank	Clinton Savings Bank	Drummond Community Bank
Bluestone Bank	Coastal Bank and Trust	Dupaco Community Credit Union
BOK Financial	Coastal Community Bank*	Eagle Bank
Bristol County Savings Bank	Coastal Heritage Bank	East Cambridge Savings Bank
Brookline Bancorp	Coastal1 Credit Union	East West Bank
Burke & Herbert Bank and Trust Company	CoastHills Credit Union	Eastern Bank
Busey Bank	CoBank	Eastern Connecticut Savings Bank
Byline Bancorp Inc.	Cogent Bank	Eastern National Bank
Cadence Bank	Colonial Federal Savings Bank	Easthampton Savings Bank
California Coast Credit Union	Colony Bank	Eastman Credit Union
CalPrivate Bank	Columbia Bank (NJ)	Edison National Bank
Calvin B. Taylor Bank	Columbia Bank (WA)	El Dorado Savings Bank, F.S.B.
Cambridge Savings Bank	Columbia Credit Union (WA)	Elements Financial Federal Credit Union
Camden National Corporation	Commerce Bancshares	Elevations Credit Union
Canandaigua National Bank & Trust	Commerce National Bank & Trust	Endeavor Bank
Cape Ann Savings Bank	Commercial Bank of California	Ent Credit Union
Cape Cod 5	Commonwealth Business Bank	Enterprise Bank
Capital City Bank	Community Bank of Pickens County	Envision Bank
Carter Bank & Trust	Community Bank of Santa Maria	Essex Savings Bank
Cashmere Valley Bank	Community Bank of the Bay	EverTrust Bank
Cathay Bank	Community Bank of the Chesapeake	Exchange Bank
Centennial Bank	Community Bank of the South	F&A Federal Credit Union
Central Bank	Community Bank, N.A. (NY)	F&M Bank (CA)
Central Valley Community Bank	Community Banking Company of Fitzgerald	F&M Bank (GA)
Century Bank and Trust	Community Federal Savings Bank	F&M Bank and Trust Company
Century Bank of Florida	Community First Bank	Fairfield County Bank
Century Bank of Georgia	Community National Bank	Fairwinds Credit Union
Chain Bridge Bank, NA	Community West Bank, NA	Farm Credit West
Chartway Credit Union	Connecticut Community Bank, N.A.	Farmers & Merchants Bank (GA)
Chelsea Groton Bank	Cornerstone Bank (MA)	Farmers & Merchants Bank of Long Beach
Chesapeake Bank	Country Bank (MA)	Farmers Bank, Windsor Virginia
Citizens and Farmers Bank	Customers Bancorp	Fidelity Bank (MA)
Citizens Bank and Trust (FL)	D.L. Evans Bank	
Citizens Bank and Trust Company (VA)	Dean Bank	



2022 List of Participants (continued)

Fidelity Bank (NC)	Four Corners Community Bank	Jeanne D'Arc Credit Union
First Bancorp (NC)	Franklin Savings Bank	Jeff Bank
First Bank (NJ)*	Fresno First Bank	Jewett City Savings Bank
First Bank (VA)	Frontier Community Bank	Jonestown Bank and Trust
First Business Bank	Frost Bank, Inc.	Katahdin Trust Company
First Community Bank (VA)	GB Bank Group, Inc.	Kearny Bank
First Community Bank of Cullman	GECU	Kendall Bank
First Community Credit Union (MO)	Genesee Regional Bank	Kennebec Savings Bank
First County Bank	Genisys Credit Union	Kennebunk Savings Bank
First Federal Bank (FL)	Georgia Community Bank	KeyPoint Credit Union
First Federal Savings & Loan Association of San Rafael	Georgia First Bank	KS Bank
First Fidelity Bank	GFA Federal Credit Union	Lake City Bank*
First Financial Bankshares	Glacier Bancorp, Inc.	Lakeland Bancorp, Inc.
First Horizon Bank*	Gorham Savings Bank	Ledyard National Bank
First IC Bank	GrandSouth Bank	Lee Bank
First Interstate Bank	Great Oaks Bank	Legacy Bank
First National Bank	Greater Community Bank	Legacy State Bank
First National Bank (VA)	Greenfield Cooperative Bank	Leominster Credit Union
First National Bank of Griffin	Greenfield Savings Bank	LifeStore Bank
First National Bank of Long Island	Greenwood Credit Union	Local Government Federal Credit Union
First National Bank of Michigan	Greylock Federal Credit Union	Logix Federal Credit Union
First National Bank of Omaha	Guilford Savings Bank	Lowell Five
First National Bank of Pasco	Hancock Whitney Bank	Lumbec Guaranty Bank
First National Community Bank	HarborOne Bank	M&F Bank
First Northern Bank of Dixon	Harborstone Credit Union	Machias Savings Bank
First Port City Bank	Haverhill Bank	Main Street Bank (MA)
First Southern Bank	Heartland Financial USA, Inc.*	Maine Community Bank
First Southwest Bank	Heartland National Bank	MainStreet Bank (VA)
First State Bank	Heritage Bank	Malaga Bank FSB
First State Bank of the Florida Keys	Hilltop Holdings Inc.	Manufacturers Bank
First Technology Federal Credit Union	Hometown Bank	Marblehead Bank
First Western Financial	HomeTrust Bank	Marine Bank & Trust Company
FirstBank (CO)	Hudson Valley Credit Union	Martha's Vineyard Bank
FirstBank (TN)	IDB Bank	Mascoma Bank
FIRSTBANK FLORIDA	Independence Bank of Kentucky	Mechanics Cooperative Bank (MA)
Five Star Bank (CA)	Independent Bank	Meriwest Credit Union
Flagship Bank	Independent Bank Group	Merrimack Valley Credit Union
Flatirons Bank	Infinity Bank	Metro City Bank
Florida Capital Bank	Institution for Savings	Metro Credit Union
Forbight Bank	International Bancshares Corporation*	Middlesex Savings Bank
Founders Credit Union	Intracoastal Bank	MidFirst Bank
	Ion Bank	Midland States Bank



2022 List of Participants (continued)

MidSouth Bank	Oak View National Bank	PrimeSouth Bank
Milford Federal Bank	OceanFirst Bank	Primis Bank
Millbury National Bank	Oconee State Bank	PriorityOne Bank
Millennium Bank	Old National Bancorp	Provident Financial Services, Inc.
Mission Bank	OneAZ Credit Union	Purdue Federal Credit Union
Mission Federal Credit Union	OneSouth Bank	Quantum National Bank
Mission Valley Bank	OnPoint Community Credit Union	Queensborough National Bank & Trust Company
Monson Savings Bank	Opportunity Bank of Montana	Rabun County Bank
Mountain Valley Bank	Orange County Trust Company	Reading Co-operative Bank
Municipal Credit Union	Oregon Community Credit Union	Redwood Capital Bank
Nantahala Bank & Trust Company	Oriental Bank	Redwood Credit Union
NASA Federal Credit Union	Orrstown Bank	Relyance Bank
National Bank of Middlebury	Pacific National Bank	Renasant Bank
National Grand Bank of Marblehead	Pacific Premier Bank	Republic Bank & Trust Company
National Iron Bank	Pacific Service Credit Union	River City Bank (CA)
Naveo Credit Union	PacWest Bancorp	Rockland Trust Company
Navigant Credit Union	Partners Bank	Rocky Mountain Bank & Trust
NBT Bank, N.A.*	Partners Federal Credit Union	Rollstone Bank & Trust
Needham Bank	Passumpsic Savings Bank	Royal Business Bank
New Peoples Bank	Patelco Credit Union	S&T Bank
New Republic Bank	Pathfinder Bank	S.C. State Credit Union
New Valley Bank & Trust	Patriot Bank, N.A.	Saco & Biddeford Savings Institution
Newburyport Bank	Peach State Bank & Trust	Salem Co-operative Bank
Newtown Savings Bank	Pendleton Community Bank	Salem Five Bank
Nicolet National Bank	PenFed Credit Union	Salisbury Bank and Trust
North Brookfield Savings Bank	Pennsylvania State Employees Credit Union	San Francisco Federal Credit Union
North Easton Savings Bank	Pentucket Bank	Sandia Laboratory Federal Credit Union
North Shore Bank	Peoples Bank (NC)	Savers Bank
North State Bank	People's Bank of Commerce	Savings Bank of Mendocino County
Northeast Georgia Bank	PeoplesBank	SchoolsFirst Federal Credit Union
Northern Bank	Pineland Bank	Seacoast National Bank
Northfield Savings Bank	Pinnacle Bank (CA)	Seamen's Bank
Northwest Bancshares, Inc.	Pinnacle Bank (GA)	Security Federal Bank
Northwest Bank	Pinnacle Financial Partners*	Select Bank (VA)
Northwest Community Bank	Piscataqua Savings Bank	Sharon & Crescent United Credit Union
Northwest Community Credit Union	Planters and Citizens Bank	Signature Bank
Norway Savings Bank	Planters First Bank	Simmons Bank
Norwood Bank	Plumas Bank	Skowhegan Savings Bank
Numerica Credit Union	Poppy Bank	Skyline National Bank
Nusenda Credit Union	Powell Valley National Bank	Solarity Credit Union
NuVision Federal Credit Union	Premier America Credit Union	Solvay Bank
Oak Valley Community Bank		



2022 List of Participants (continued)

South Georgia Banking Company	The First Bank and Trust Company	United Federal Credit Union
South Shore Bank	The First Bank of Greenwich	United Nations Federal Credit Union
South State Bank	The First National Bank of Mount Dora	United Security Bank
Southeastern Bank	The First National Bank of South Miami	United Southern Bank
Southside Bank*	The First, N.A.	Unitus Community Credit Union
Stafford Savings Bank	The Lyons National Bank	University of Wisconsin Credit Union
Stanford Federal Credit Union	The Milford Bank	Uwharrie Bank
State Bank of India (California)	The National Bank of Blacksburg	Valley National Bank
State Employees' Credit Union	The Peoples Bank (GA)	Vantage West Credit Union
State Employees Credit Union of Maryland	The Pittsfield Cooperative Bank	Virginia Community Capital
STCU	The Savings Bank	Virginia National Bank
StonehamBank – A Co-operative Bank	The Savings Bank of Danbury	Virginia Partners Bank
Summit Bank (OR)	The Village Bank	Visions Federal Credit Union
Summit State Bank	The Washington Trust Company	VyStar Credit Union
SunMark Community Bank	Thomaston Savings Bank	Walpole Co-operative Bank
Surrey Bank & Trust	Thomasville National Bank	Washington Federal Inc.*
SVB Financial Group*	Timberland Bank*	Washington Savings Bank
Synovus	Tompkins Financial Corporation	Washington State Employees Credit Union
Tandem Bank	Torrington Savings Bank	Watertown Savings Bank
TC Federal Bank	Touchmark National Bank	WB&T Bankshares, Inc.
Terrabank, National Association	Tower Federal Credit Union	Webster Bank
Texas Capital Bancshares, Inc.	TowneBank	Webster First Federal Credit Union
The Bank of Bennington	Travis Credit Union	Webster Five Cents Savings Bank
The Bank of Edison	Tri Counties Bank, Inc.	Wells River Savings Bank
The Bank of Marion	Triad Business Bank	West Shore Bank
The Bank of Princeton*	TruPoint Bank	Western Alliance Bank
The Bank of South Carolina	Trustmark Corporation	Westerra Credit Union
The Bank of Southside Virginia	U.S. Century Bank	Westfield Bank
The Bank of Tampa	UFirst Credit Union	Westfield Bank (OH)
The Citizens Bank of Georgia	Umpqua Bank*	Winchester Co-operative Bank
The Citizens Bank of Swainsboro	UniBank	Winchester Savings Bank
The Commercial Bank (GA)	Union Bank	Winter Hill Bank
The Conway National Bank	Union Savings Bank	Wintrust Financial
The Cooperative Bank	United Bank	Woodsville Guaranty Savings Bank
The Cooperative Bank of Cape Cod	United Bankshares Inc.	Workers' Credit Union
The Delaware National Bank of Delhi	United Business Bank	Yampa Valley Bank
The Farmers Bank of Appomattox	United Community Banks, Inc.	

**Institutions noted include proxy data only*



CUSTOMIZED

Our senior team of banking industry and survey experts is one phone call away to walk you through the survey submission process and to help you customize and analyze the data Pearl Meyer provides.



Dedicated Team of Account Managers



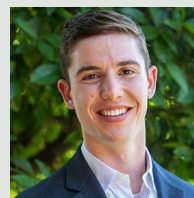
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Vice President, Survey
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Associate Account
Manager



Dan Besser
Survey Account
Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Survey Account
Manager

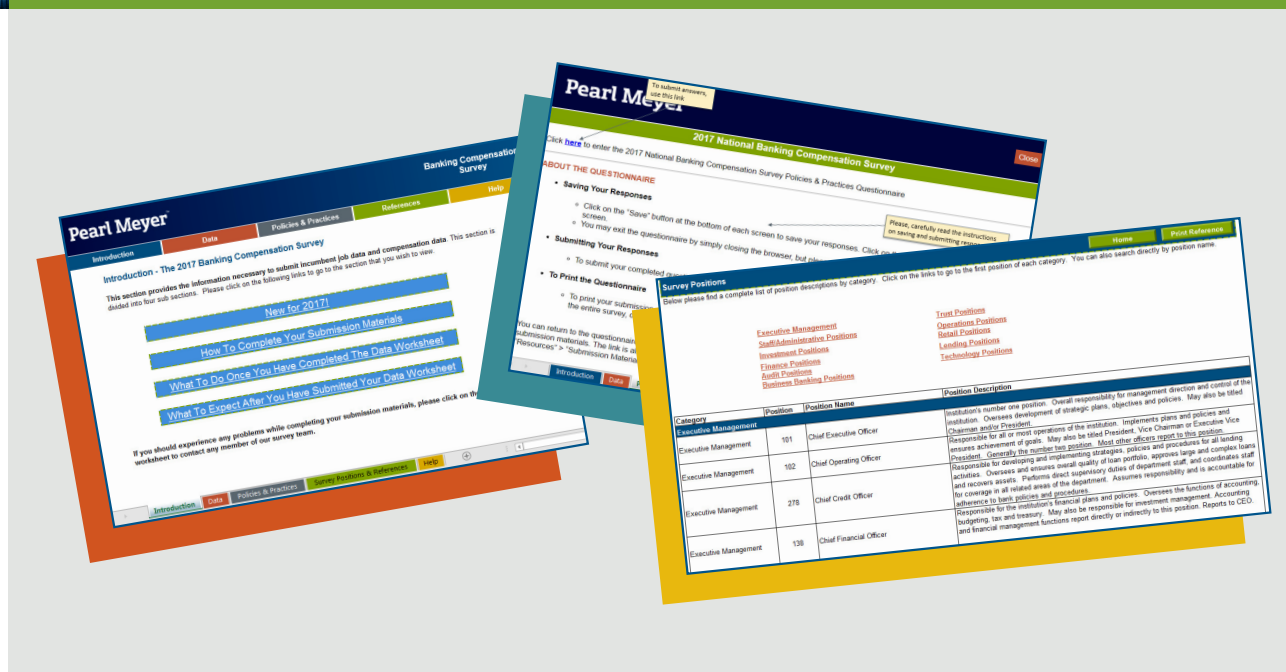


Veronika Valcheva
Associate Account
Manager

Pearl Meyer



Streamlined, Secure Client Portal



COST-EFFECTIVE

We offer an affordable solution to your banking compensation data needs for a competitive price of just **\$550**.

National Banking Survey Pricing

No Cost	Survey Submission
\$550	Participating Institutions
\$1,350	Non-Participating Institutions

Participating institutions receive 59% off!





Contact Us

To learn more about our National Banking Compensation Survey or to enroll, please reach us:

By email: survey@pearlmeier.com

By phone: 508-460-9600

Or contact Jordan Gagnon;
jordan.gagnon@pearlmeier.com; 508-630-1501

To learn more about our banking compensation consulting services:

Go to: www.pearlmeier.com/banking

Or email: banking@pearlmeier.com

You May Also Be Interested In

Pearl Meyer has a suite of banking surveys in addition to our National Banking Survey.

■ State Reports

- California
- Connecticut
- Florida
- Georgia
- New York
- Massachusetts
- Virginia



■ Regional reports

- Northeast (MA, RI, CT, ME, VT, NH, and NY)
- Northern New England (NH, ME, VT)
- Banks of the Carolinas
- South Atlantic (VA, NC, SC, GA, and FL)

■ Banking Board of Director Survey

■ Banking Benefits and Human Resources Policies Survey





About Pearl Meyer

(www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

About Pearl Meyer's Banking Compensation Consulting

(www.pearlmeyer.com/banking)

Pearl Meyer's National Banking Team has in-depth and diverse experience, based on long-term client relationships. We understand the business, regulatory and talent challenges of the industry and the ways in which compensation can play a role.

Our work starts by studying your institution's business strategy, leadership approach, and ownership structure. We take the time to listen to your compensation objectives and desired outcomes. Risk mitigation, regulatory compliance and governance are built into the design process. We use this process with the intent of developing compensation plans that achieve results and create a competitive advantage for your business.

Pearl Meyer's Banking Survey Suite

(www.pearlmeyer.com/banking-salary-surveys)

Pearl Meyer has been managing surveys specific to the banking industry for 25 years. Using the most advanced programming and algorithms to ensure confidentiality and accuracy, the banking survey suite includes the Banking Compensation Survey, the Banking Benefits and Human Resources Policies Survey, and the Banking Board of Directors' Survey.

- **Banking Compensation Survey** data can be obtained in the following ways to offer you the most relevant targeted and industry-wide data:
 - **Single state reports** for California, Connecticut, New York, Massachusetts, Florida, Georgia, and Virginia
 - **Regional report** for the Northeast (that includes MA, RI, CT, ME, VT, NH and NY), a regional report for Northern New England (that includes NH, ME and VT), a regional report for the Banks of the Carolinas and a South Atlantic report (that includes VA, NC, SC, GA, and FL)
 - **National banking report** that offers compensation information from banks throughout the country.
- **Banking Board of Director Survey** provides the most relevant information available on board of directors' compensation and governance practices.
- **Banking Benefits and Human Resources Policies Survey** is the definitive source for the most current information on benefits programs and human resources policies including PTO programs, health and dental insurance, flexible spending accounts, and short- and long-term disability plans.



Locations

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