Pearl Meyer

2025 Bank Director Compensation and Governance Practices Survey

The definitive source for information on bank board of directors' compensation and governance practices.

Pearl Meyer

Pearl Meyer's Bank Director Compensation and Governance Practices Survey

The Bank Director Compensation and Governance Practices Survey is produced every other year and provides the information financial institutions need regarding Director compensation and related governance issues to effectively align the interests of shareholders and Directors and ensure the institution is providing appropriate value to Directors.

Specific Topics Covered Include:

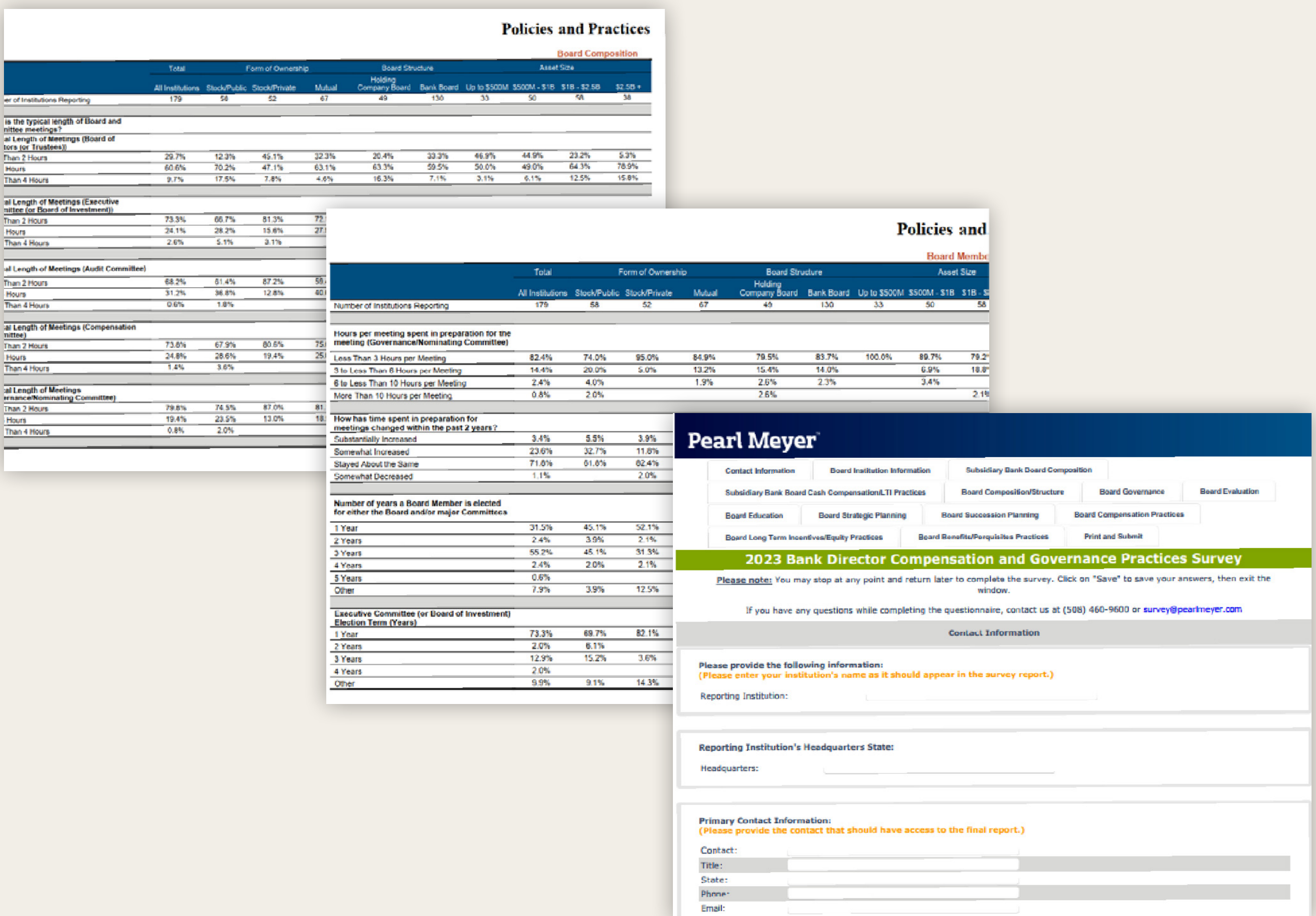
+ Compensation (including Board Retainers and Meeting Fees)
+ Committee Compensation (including Chair Premiums)
+ Board and Committee Composition and Structure
+ Equity Practices
+ Governance Practices
+ Board Evaluation
+ Board Education
+ Strategic Planning
+ Succession Planning

Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

Online Questionnaire



Who Participates?

Our participants represent public, private, and mutual banks across the country.

2025 List of Participating Companies

1st Source Corporation
Abbeville First Bank, SSB
Adams Community Bank
Androscoggin Bank
Athol Savings Bank
Avidia Bank
Banesco USA
Bank Midwest
Bank of Botetourt
Bank of Clarke
Bank of Luxemburg
Bank of New Hampshire
Bank of Oak Ridge
Bank of the Sierra
Bank of Travelers Rest
Bank of Zachary
BankGloucester
Banner Corporation
Bath Savings Institution
Bay State Savings Bank
BayCoast Bank
Benchmark Community Bank
Bonvenu Bank
Bristol County Savings Bank
Byline Bank
Capital Farm Credit
Central Bank (FL)
Central Bank (TX)
Centreville Bank
Chain Bridge Bank, NA
Charlesbridge MHC
Chelsea Groton Bank
Chesapeake Financial Shares, Inc
Citizens Bank and Trust Company (VA)
Citizens Bank of Swainsboro
Citizens Community Bank (GA)
Citizens Trust Bank
Climate First Bank
Clinton Savings Bank
Coastal Heritage Bank
Colony Bankcorp, Inc.
Columbia Bank (NJ)
Commerce Bank & Trust
Community Bank of Georgia
Community Bank of Pickens County
Community Bank of the South
Community Bankshares, Inc. (GA)
Community Neighbor Bank
Community Trust Bancorp
Cornerstone Bank (MA)
Country Bank
Dedham Savings
Dedicated Community Bank
Dime Bank
DR Bank
East Cambridge Savings Bank
Eastern National Bank
Enterprise Bank & Trust
Essex Savings Bank
F&M Bank (GA)
Fairfield County Bank
First Bank (VA)
First Century Bank, N.A.
First Community Bank of Central Alabama
First County Bank
First Federal Bank (FL)
First Federal Bank (NC)
First Fidelity Bank (OK)
First Hope Bank
First Interstate BancSystem, Inc.
First National Bank of Griffin
First National Bank of Michigan
First State Bank
Florence Bank
Florida Capital Bank, N.A.
FNBC Bank
Georgia Community Bank
Georgia First Bank
Greenfield Cooperative Bank
Greenville National Bank
Harford Bank
Home Bank
HomeStreet Bank
Horizon Bank
Intercredit Bank, N.A.
Intracoastal Bank
Ion Bank
Karnes County National Bank
Katahdin Trust Company
Kearny Financial Corp.
Kennebec Savings Bank
KS Bank, Inc.
Ledyard National Bank
Lee Bank
Liberty Bank and Trust
Live Oak Bank
Local Bank
Locality Bank
Locus
M&F Bank
Machias Savings Bank
Main Street Bank (MA)
Maine Community Bank
Mascoma Bank
Middlesex Savings Bank
Midland States Bancorp, Inc.
Monson Savings Bank
New Haven Bank
Newburyport Five Cents Savings Bank
Nicolet Bankshares, Inc.
North Brookfield Savings Bank
North Country Savings Bank
North Easton Savings Bank

2025 List of Participating Companies (cont'd)

North Shore Bank
Northfield Savings Bank
Northwest Bank
Norway Savings Bank
Oak Valley Community Bank
Oak View National Bank
OceanFirst Bank NA
OneLocal Bank
Pacific National Bank
Passumpsic Bank
Peach State Bancshares, Inc.
People's Bank of Commerce
Peoples Bank (NC)
PeoplesBank
Piscataqua Savings Bank
Plumas Bancorp
Ponce Bank
Potomac Bancshares, Inc.
Queenstown Bank of Maryland
Reading Cooperative Bank
Relyance Bank
Richwood Banking Company
Robertson Banking Company
Round Top State Bank
Saco & Biddeford Savings Institution
Salem Five
Savers Co-Operative Bank
Seamen's Bank
Simmons First National Corporation
Skyline National Bank
Solvay Bank
South Georgia Banking Company
South Shore Bank
Southeastern Bank
SouthWest bank
Stafford Savings Bank
Summit State Bank
Sunstate Bank
Terrabank, NA
Texas Partners Bank
The Apple Creek Banking Company
The Bank of Edison
The Bank of Southside Virginia Corporation
The Cooperative Bank of Cape Cod
The Corn City State Bank
The Farmers Bank of Appomattox
The First Bank of Greenwich
The Lowell Five Cent Savings Bank
The MINT National Bank
The Pittsfield Cooperative Bank
The Savings Bank (OH)
The Washington Trust Company
Thomaston Savings Bank
Torrington Savings Bank
TransPecos Banks, SSB
Trustmark Corporation
U.S. Century Bank
Union Savings Bank
Vantage Bank
Virginia National Bank
Wallis Bank
Walpole Co-operative Bank
Watertown Savings Bank
Webster Five
West Shore Bank
Winchester Co-operative Bank
Windsor Federal Bank
Winter Hill Bank, FSB

If you are a community bank we strongly encourage your participation to increase the depth of the survey data while providing you with key insights into Board of Director compensation trends.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in a PDF file.

All of this provides you with the most accurate, affordable, reliable data that you can use to reward and retain your board members.

Cost-Effective

We offer an affordable solution to your banking Board of Director compensation data needs for a competitive price of just **$695**

Bank Director Compensation and Governance Practices Survey Pricing

No Cost	Survey Submission
$695	Participating Institutions
$1,495	Non-participating Institutions

Participating institutions receive over 50% off

Contact Us

To learn more about our Bank Director Compensation and Governance Practices Survey please contact our survey group at survey@pearlmeyer.com or your dedicated Account Manager.

By email:
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By phone:
508-460-9600 or contact Jordan Gagnon; 508-630-1501

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Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- Review of quality assurance reports to help clarify input and identify discrepancies.
- Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all banks, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- All data is reported in summary form only.
- No data is reported for any job at any level where there are less than four institutions matching.
- No institution's data will represent more than a 25% weighting for any job.

You May Also Be Interested In

Pearl Meyer has a suite of surveys in addition to the Bank Board of Director Compensation and Governance Practices Survey.

State Reports

- Alabama
- California
- Connecticut
- Florida
- Georgia
- Massachusetts
- New York
- Ohio
- Texas
- Virginia

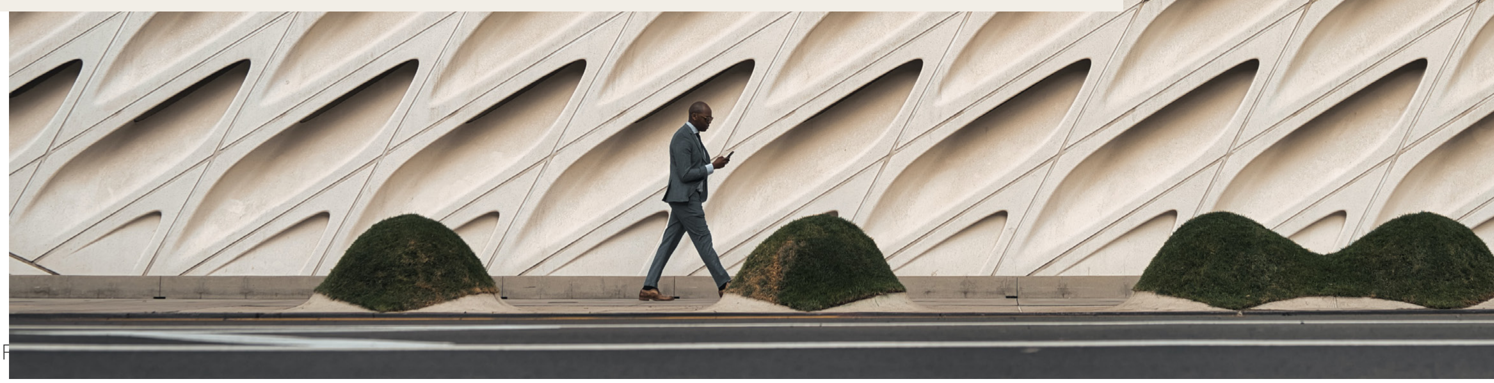
Regional reports

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

National Report (U.S. based)

Banking Board of Director Survey

Banking Benefits and Human Resources Policies Survey



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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.

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About Pearl Meyer's Banking Compensation Consulting

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

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Pearl Meyer's Banking Survey Suite

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 Alabama, California, Connecticut, Florida, Georgia, Massachusetts, New York, Ohio, Texas and Virginia.
    + **Regional report for the Northeast** (that includes CT, MA, ME, NH, NY, RI and VT), and a regional report for the Northern New England (that includes NH, ME, VT), the Banks of the Carolinas, and the South Atlantic Region (that includes AL, FL, GA, NC, SC, and VA).
    + **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.

For more information on Pearl Meyer, visit us at www.pearlmeyer.com or contact us at (212) 644-2300.

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