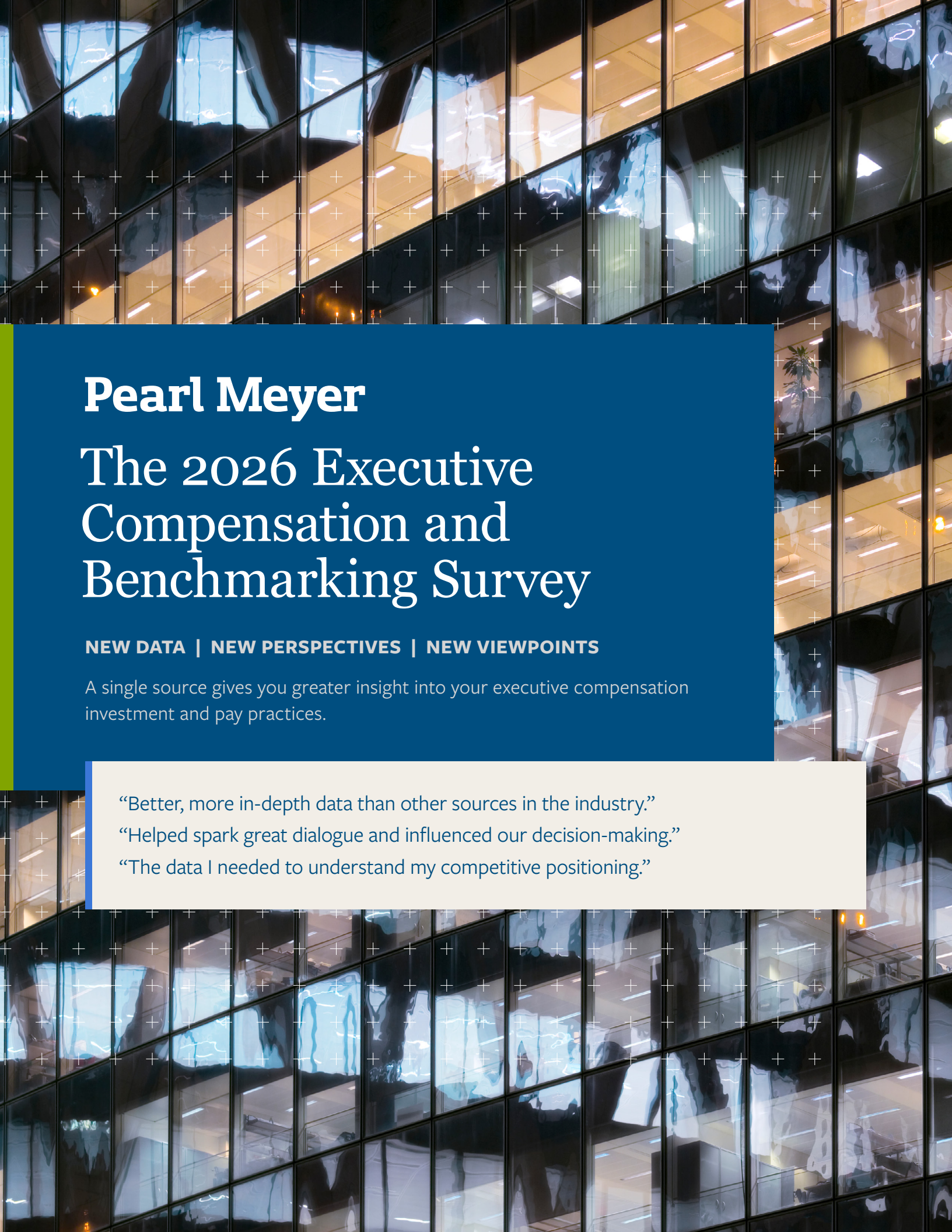




Pearl Meyer

The 2026 Executive Compensation and Benchmarking Survey

NEW DATA | NEW PERSPECTIVES | NEW VIEWPOINTS

A single source gives you greater insight into your executive compensation investment and pay practices.

“Better, more in-depth data than other sources in the industry.”

“Helped spark great dialogue and influenced our decision-making.”

“The data I needed to understand my competitive positioning.”



The 2026 Executive Compensation and Benchmarking Survey

Pearl Meyer has combined two industry-leading data sources to provide you with an in-depth review of both your competitive standing in comparison to your peers and the total cost of compensation for your leadership team.

You'll benefit from insight based on detailed information gathered from survey participants who will provide compensation data for their executives and senior management teams combined with 2026 Compensation Discussion and Analysis Data (CD&A) public company proxy filings* for their top five executives.

What will the report provide?

Our report covers the *complete* top two layers of a firm's management team including over eighty executive positions. In addition to a traditional competitive pay summary by benchmark position, the report also gives data for non-benchmark positions (e.g., direct report to CEO, not matched elsewhere) allowing you to determine an appropriate survey match for each one of your top executives, even those with a unique range of responsibilities.

**Source: Main Data Group*

Data Collected & Reported:

Base Salary

Cash Incentives

- + Target, Actual, Threshold, and Maximum Awards

Long-Term Incentives

- + Target and Actual Awards
- + Ongoing/Annual, New Hire, Special, and Mega Grants
- + Performance-Based Options
- + Non-Performance-Based Options
- + Performance-Based Restricted Stock
- + Non-Performance-Based Restricted Stock
- + Performance-Based Non-Stock Price Awards
- + Restricted Cash Awards

Summary Data is Organized By:

- + Survey matches
- + Proxy matches
- + A combination of both

Three Ways to Define a "Job" Within the Organization:

- + Benchmark position
- + Overall pay rank within the firm (1 to 20)
- + Pay rank (1 or 2) within a functional areas

Data Can Be Viewed By:

- + Firm size
- + Industry
- + Number of levels below the CEO



Benchmark your investment in leadership to your peers.

The Leadership Cost Index

Multiple indices provide a holistic perspective:

- + Total Cash Cost as a percent of revenue, as percent of net income
- + Total Direct Compensation Cost as a percent of revenue, as a percent of net income
- + Total number of leaders per US employee headcount, world-wide employee headcount

Custom Peer Group Report

Custom peer group reports provide in-depth data that will provide insight into how your executive pay program compares to that of your competitors. Participants receive, free of charge, one custom peer group report as part of their membership.

Enroll Today!

One basic membership fee of \$4,250 (with submission of your senior and executive management data) will give you access to information on more than 80 executive positions across the top two layers of management from participating firms and over 500 public company proxy filings.

Survey Dates

Data Effective Date: 4/1/2026

Submission Due Date: 5/8/2026

Survey Results Published: 8/17/2026



Job Positions by Level

General Management

Chairman of the Board (not CEO)
Chief Executive Officer
Chief Operating Officer
Direct Report to CEO,
not matched elsewhere
Regional President

Administration

Top Administration (without finance)
Top Facilities, Real Estate,
Property Management
Top Security

Communications

Top Communications
Direct Report to Top Communications,
not matched elsewhere
Top Community Relations
Top Investor Relations
Development / Planning
Top Corporate Development
Top Strategic Planning / Transformation

Energy

Top Drilling
Top Exploration and Production

Engineering and Construction

Top Construction
Direct Report to Top Construction,
not matched elsewhere
Top Engineering
Direct Report to Top Engineering,
not matched elsewhere
2nd Level Engineering
3rd Level Engineering
Top Estimating

Finance

Top Financial (CFO)
Direct Report to Top Financial (CFO),
not matched elsewhere
Controller
Top Tax
Treasurer

Healthcare

Chief Medical Officer (Hospital)
Top Managed Care
Top Ambulatory Services
Top Behavioral Health
Top Nursing
Top Patient Care
Chief Medical Officer (non-Hospital)
Chief Scientific Officer
Top Clinical Research
Top Drug Safety
Top Medical Affairs
Top Drug Discovery

Human Resources

Top Human Resources
Direct Report to Top Human
Resources, *not matched elsewhere*
Top Compensation & Benefits
Top Diversity

Information Systems

Top Information Services
Direct Report to Top Information
Services, *not matched elsewhere*
Chief Technology Officer
Top Architecture (Tech)
Top Cyber Security
Top Artificial Intelligence

Legal

Top Legal Counsel
Direct Report to Top Legal,
not matched elsewhere
Corporate Secretary

Marketing and Sales

Top Marketing
Direct Report to Top Marketing,
not matched elsewhere
Top Sales
Direct Report to Top Sales,
not matched elsewhere
Top Marketing and Sales

Not-for-Profit

Executive Director
Direct Report to Executive Director,
not matched elsewhere
Top Development / Fundraising
Top Foundation
Top Grants
Top Membership
Top Philanthropy

Operations

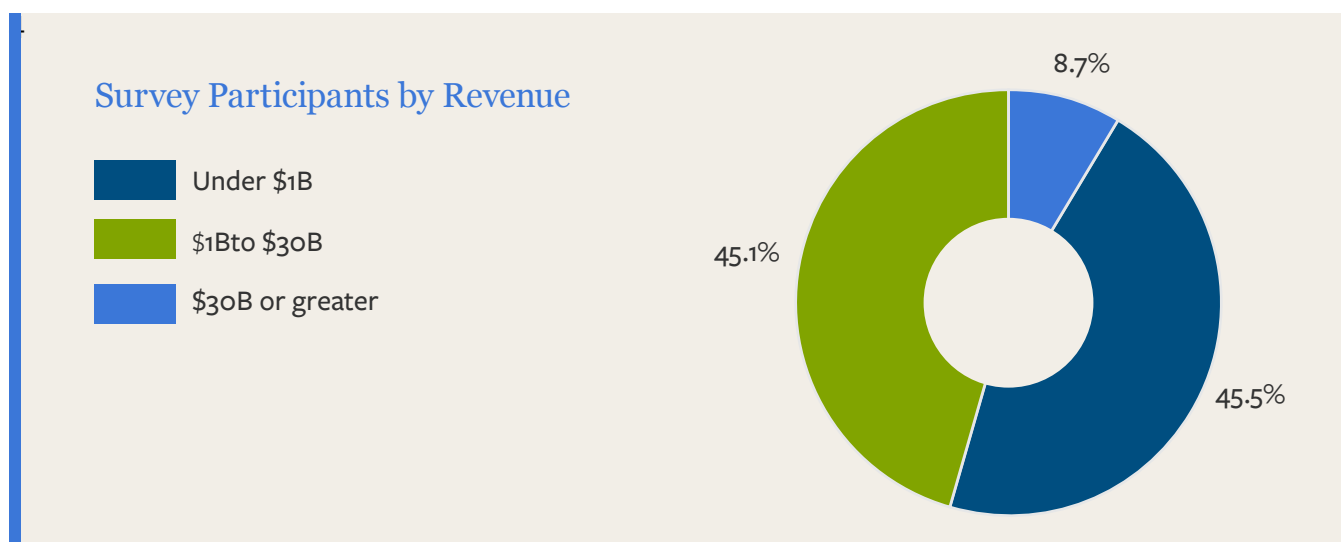
Top Operations
Direct Report to Top Operations,
not matched elsewhere
Top Logistics
Top Manufacturing
Top Project Management
Top Quality
Top Risk Management
Top Supply Chain

Research & Development

Top Research and Development
2nd Level Research and Development
3rd Level Research and Development
Direct Report to Top Research and
Development, *not matched elsewhere*
Laboratory Director
2nd Level Laboratory Director
Head of Research Center
Top Research
2nd Level Research
3rd Level Research
Top Development
2nd Level Development
3rd Level Development
Fellow
Senior Fellow

Representative List of Survey Participants

Pearl Meyer conducts over 50 annual compensation, custom and managed surveys each year working with a range of organizations from Fortune 500 to mid-and-small cap companies across a broad number of industries.



1,076 organizations participated in our 2026 Executive Compensation and Benchmarking Survey, including:

1-800-Flowers.Com	Agilent Technologies, Inc.*	American Airlines*
10x Genomics*	Agilysys Inc.*	American Apartment Management Co., Inc.
12 Oaks Senior Living	Air Products & Chemicals	American Eagle Outfitters*
3D Systems Corporation*	Akebia Therapeutics Inc	American Homes 4 Rent
3M Company	Alarm.com Holdings, Inc.*	American Institutes for Research
908 Devices	Alaska Airlines*	American International Group (AIG)*
Abbott Laboratories* AbbVie Inc.*	Albany International Corp.	American Realty Advisors
Abercrombie & Fitch Co.*	Albany Medical Center Health System	American Vanguard Corp.*
Aclaris Therapeutics Adirondack Health	Albertson's, Inc.	Ameriprise Bank*
Aditxt, Inc	Aldeyra Therapeutics, Inc.	Amerisure Insurance Company
ADMA Biologics*	Alector	AMGEN
Adobe Systems Incorporated*	Align Technology* Allan Myers	Amherst Holdings, LLC
ADT Inc	Allegiant Travel Company*	Amphastar Pharmaceuticals, Inc.*
Advance Auto Parts Inc	Allegro Senior Living, LLC	Amplify Energy* Amplitude, Inc.*
Advanced Living Management & Development Inc.	Alpha and Omega Semiconductor Ltd*	Amylyx Pharmaceuticals Corp
AECOM	Altria Client Services Inc.*	Andesite AI
AEG Vision	Ambarella, Inc*	ANI Pharmaceuticals Inc*
AFLAC Incorporated*	Amerant Bank, National Association*	Ansa Biotechnologies, Inc.
Agenus Inc*	Ameresco*	Antero Resources Corporation*

Participants (contd.)

AON Corporation*	BendBroadband*	C.M. Capital Advisors LLC
Apollo Medical Holdings, Inc.	Bentley Systems	Cabell Huntington Hospital
Apple Computer, Inc.*	Berkshire Hathaway Inc.*	Cactus Wellhead, Inc.
Applied Industrial Technologies*	Berkshire Health Systems	Cal-Maine Foods, Inc.*
Applied Materials, Inc.*	Berkshire Medical Center	Calavo Growers, Inc.* Caliber Collision
ARAMARK Corporation*	Best Buy Co., Inc.	California Resources Corporation*
Arbor Health Morton Hospital	Beyond Meat, Inc.*	Campbell Soup Company*
ARCADIS U.S. Inc.	Bio-Rad Laboratories, Inc.*	Capital One Financial Corporation*
ArcBest Corporation*	Bio-Techne*	Capstone Turbine Corporation
Archer Daniels Midland Company*	BioCryst Pharmaceuticals*	Cardinal Health* CareDx*
Archrock, Inc.	Biodesix*	CarMax, Inc.*
ARCO Construction	Biolife Solutions*	Carnival Corporation*
Arcosa, Inc.*	BioNano Genomics, Inc.*	Cars.com Inc.*
Ardent Health	Biscuitville, Inc.	Casto Management Services Inc.
Argan, Inc.*	Bitfarms*	Caterpillar
Argonne National Laboratory	BJ's Restaurants, Inc.*	CAVA Group, Inc.
Armstrong County Memorial Hospital	BJ's Wholesale Club, Inc.*	Cavco Industries, Inc. CDW Corporation*
Arrow Electronics, Inc.	Black & Veatch Corporation	Celsius Holdings, Inc.* Cencora*
Arrowhead Pharmaceuticals*	Black Rifle Coffee Company LLC	CENIC
Ashland Inc.*	BlackRock Inc*	Centikor Foundation Centene Corporation*
ASP Isotopes	Block, Inc.*	CervoMed Inc.* CEVA, Inc.*
AT&T Inc.	Bloomin' Brands, Inc.*	Charlotte's Web Holdings
Atlantic Health System	Blue Cross and Blue Shield of Tennessee	Chef Works
Auburn Community Hospital	BlueLinx Holdings Inc.*	Chemed Corporation* Cheniere Energy, Inc
Audubon Nature Institute	BNSF Railway Company	Cherokee Nation Businesses, LLC
Ausherman Properties	BNY Mellon*	Chesapeake Energy Corporation*
AutoNation, Inc.*	Boise Cascade Company*	Chevron Corporation
AutoZone, Inc.	Bon Secours Mercy Health	Chicago Symphony Orchestra
Avantor, Inc.*	Boot Barn Holdings, Inc.*	Chipotle Mexican Grill, Inc.*
Aviat Networks, Inc.* Avnet, Inc.*	Booz Allen Hamilton Inc.	Chord Energy Corporation*
AXT Inc*	BorgWarner Inc.	CI Hedging
Azenta Life Sciences	Boston Beer Company, Inc., The*	CIGNA Corporation
B&G Foods, Inc.*	Bowman Consulting Group Ltd.*	Cincinnati Financial Corporation*
Bacon County Hospital and Health System	Brady Corporation Braze, Inc.*	Cinemark Holdings, Inc.
Bank of America Corporation*	Bread Financial*	Cisco Systems, Inc. Citi Trends, Inc.*
Bank OZK*	BridgeBio Pharma, Inc.*	Citigroup Inc.* Clayco
Bankwell Bank* Barton Malow	BrightView, Inc. Brink's Company, The*	Clearfield, Inc.*
Bassett Healthcare Network	Bristol Health	Cleveland Clinic
Bath & Body Works Inc	Bristol-Myers Squibb Company*	Cleveland-Cliffs Inc.
Battalion Oil Corporation*	Bristow Group*	CLOVER HEALTH INVESTMENTS, CORP.*
Battelle Memorial Institute	Broadcom Corporation*	CNA
Bay State Milling Company	Broadstone Real Estate, LLC	CNX Resources Corporation*
BCS Financial Corporation	Brotherhood Mutual Insurance Company	Coca-Cola Bottling Company United, Inc.
Beam Therapeutics Inc.*	Brown & Brown, Inc.*	Codexis, Inc.*
Beazer Homes USA, Inc.	Bruker Corporation*	Coffee Regional Medical Center
Bechtel Global Corporation	Builders FirstSource, Inc.*	Cognex Corporation*
Becton, Dickinson and Company*	Bunge Limited*	Cognizant Technology Solutions Corporation*
Bell Flight	C.H. Robinson Worldwide, Inc.*	Cohen & Steers, Inc.*

Participants (contd.)

Coherus Oncology, Inc.*	Dell*	EVI Industries, Inc
Colliers	Delta Air Lines, Inc.*	Evolution Petroleum Corp*
Colliers Engineering & Design	Delta Dental of California	Excelerate Energy, Inc.* Expedia, Inc.*
Columbia Bank (NJ)	Department of Energy's Kansas City National Security Campus	Expeditors International of Washington, Inc.*
Columbia Memorial Hospital - NY	Devon Energy Corporation*	Exponent, Inc.*
Comcast Corporation Comfort Systems USA*	Diamond Hill Investment Group, Inc.*	Expro Group Holdings N.V.*
Commercial Metals Company*	Diamondback Energy, Inc.*	ExxonMobil Corporation*
Community Options	Dick's Sporting Goods* Digi International Inc.* Digimarc Corp.*	Facebook
Comstock Resources, Inc.*	Dillard's, Inc.*	Fairchild Medical Center
Comtech Telecommunications Corp	Dine Brands Global, Inc.*	Fairview Hospital
ConAgra Foods, Inc.*	Diodes Incorporated*	Faith Technologies Incorporated
CONMED Corporation*	Disc Medicine	Federal Aviation Administration
ConocoPhillips*	DISH Network Corporation	Federal Express Corporation*
Conor Commercial Real Estate	Distribution Solutions Group, Inc.*	Fermi National Accelerator Laboratory
Consolidated Nuclear Security, LLC	Diversatek, Inc. DNOW Inc.*	Fidelity Bank (PA)*
Construction Partners, Inc.*	DocuSign, Inc.*	Filana Therapeutics First Bancorp (NC)*
Convergent Technologies	Dogwood Therapeutics	First Watch Restaurant Group*
Core & Main*	Dolby Laboratories, Inc.*	FleetPride
Core Laboratories LP*	Dollar Tree Stores, Inc.* Dominion Energy, Inc.	Flowers Foods, Inc.*
Corning Incorporated*	Domino's Pizza, Inc.*	Fluor Corporation
Costco Wholesale Corporation*	DoorDash, Inc.* Dorian LPG Ltd.* Doximity, Inc.*	Flutter Entertainment PLC
Coterra Energy Inc.*	Doyon	Flywire Corporation* FormFactor, Inc.*
Covenant Logistics Group	DSW Inc.*	Forum Energy Technologies*
CPI Card Group Inc.*	DT Midstream, Inc.*	Forward Air Corporation*
Cracker Barrel Old Country Store, Inc.*	Duke Energy	Franklin Electric Co., Inc.*
Crawford & Company*	Dutch Bros Inc.*	Freshpet, Inc.*
Crescendo AI	DXP Enterprises, Inc.* Dycom Industries, Inc.*	Frontier Group Holdings, Inc.*
Crescent Energy Company*	EastGroup Properties Inc.	FRP Holdings, Inc.* FTAI Aviation Ltd.* FTI Consulting, Inc.
Crisp Regional Hospital	Editas Medicine Inc. eGain Corporation* eHealth, Inc.*	FVCBankcorp, Inc.*
CRISPR Therapeutics*	El Pollo Loco Holdings, Inc.*	G-III Apparel Group, Ltd.*
CRM Residential Crouse Health	Elevance Health	Gaia, Inc.*
CRST International Inc CryoPort Inc*	Eli Lilly and Company* Ellis Medicine	Gannett Fleming, Inc. Garnet Health
CSX Corporation*	Emcor Group Inc*	Garnet Health Medical Center
Culp, Inc	Emerson Electric Company*	Garnet Health Medical Center Catskill
Curis	Encompass Health Corporation*	Genco Shipping and Trading Limited*
Cyberonics, Inc.	Endeavor Global Enovis Corporation* EnPro Industries	General Mills, Inc.*
Cytek Biosciences Inc.*	Envista Holdings Corporation*	Genesco Inc.*
Dallas Theological Seminary	EOG Resources, Inc.*	Genuine McCarthy Enterprises, Inc
Danaher Corporation*	Epiq	Genuine Parts Company*
Darden Restaurants, Inc.	Epsilon Data Management, LLC	George Regional Health System
Dart Container Corporation	EQT Corporation*	George Washington University
Dartmouth Health	Equifax Inc.*	Georgia Tech Research Institute
Datadog, Inc.*	Equinix	Geospace Technologies Corporation*
DaVita Inc.*	Equus Capital Partners Esquire Bank NA*	Gilbane, Inc.
Day & Zimmermann	Eversource Energy*	Gilead Sciences, Inc.*
Deborah Heart & Lung Center		Ginkgo Bioworks*
Dechert LLP		Glaukos Corporation*
Delek*		Glens Falls Hospital

Participants (contd.)

Global Industrial Company*
 Globe Life Inc.*
 Goldman Sachs Trust Company NA*
 Goosehead Insurance, Inc.*
 Gopher Resources
 Gorman & Company LLC
 Grace Therapeutics
 Gran Tierra Energy Inc.*
 Grande Ronde Hospital
 Granite Construction Inc.
 Granite Properties
 Granite Ridge Resources, Inc.*
 Granville Health System
 Graybar Electric Company
 Great Lakes Dredge & Dock Corporation
 Great Southern Bancorp, Inc.*
 Greene County Bancorp, Inc.*
 Group 1 Automotive, Inc.
 Guardian Life Insurance Company of America, The
 Guidewell Source
 Guidewire Software, Inc.*
 Gulfport Energy Corp*
 Gunnison Valley Health
 H.B. Fuller Company*
 Haemonetics Corporation
 Hain Celestial Group, Inc., The*
 Halliburton Company*
 Halozyme Therapeutics, Inc.*
 Hampshire Memorial Hospital
 Hanover Company
 Harmony Biosciences Holdings*
 Harris Center for Mental Health and IDD
 Harris Health
 Hartford Financial Services Group Inc, The*
 Haworth, Inc.
 HCA Healthcare*
 HCI Group, Inc.*
 HDR Corporate Services
 Headway
 Health Catalyst, Inc.*
 Health Connect America, Inc
 Healthequity, Inc* HealthStream, Inc.*
 Heart of the Rockies Regional Medical Center
 Heartland Express, Inc.*
 Henderson Engineers
 Heritage Insurance Holdings, Inc.*
 Heritage Valley Health System

Hewlett-Packard Company*
 HHHunt Corporation Highmark Health
 HighPeak Energy, Inc.
 Highwoods Properties
 Hilltop Holdings Inc.
 Hilton Grand Vacations
 Hingham Institution for Savings*
 Hispanic Housing Development Corporation
 HNTB Corporation Holland Partner Group
 Hologic, Inc.*
 Holyoke Medical Center, Inc.
 Holzer Health System HP Enterprise Services
 HubSpot, Inc.* Humana Inc.*
 Hunt Companies
 Hussey Seating Company
 ICU Medical, Inc.*
 Idaho National Laboratory
 Idaho Youth Ranch
 IDEX Corporation*
 IDEXX Laboratories, Inc.*
 Illumina, Inc.*
 ImageBio
 Immersion Corporation*
 ImpactAssets
 Independent Bank
 (MI)*
 Indiana Regional Medical Center
 Ingles Markets, Inc.*
 Innovaccer
 Innovex*
 Innoviva, Inc.*
 Inotiv, Inc.*
 Insteel Industries
 Institute for Defense Analyses
 Institute for Healthcare Advancement
 Integer Holdings Corp* Integra LifeSciences*
 Intel Corporation*
 Intellia Therapeutics Inc.*
 Interactive Brokers Group, Inc.*
 Intermountain Healthcare
 International Association of Drilling Contractors
 International Seaways, Inc.*
 INTL FCStone Inc.*
 Intuit Inc.*
 Iovance Biotherapeutics, Inc.*
 IQVIA*
 Ironwood Pharmaceuticals*
 J.B. Hunt Transport Services, Inc.*

J.M. Thomas Forest Products
 J&J Snack Foods Corp.*
 Jabil Circuit, Inc.*
 JE Dunn Construction Group
 Jefferson Laboratory
 Jet Aviation
 Jet Propulsion Laboratory
 JetBlue Airways Corporation*
 Joby Aviation*
 John B. Sanfilippo & Son, Inc.
 John Marshall Bank*
 Johns Hopkins All Children's Hospital
 Johns Hopkins Bayview Medical Center
 Johns Hopkins Health System
 Johns Hopkins Howard County Medical Center
 Johns Hopkins University Applied Physics Laboratory
 Johnson & Johnson*
 Johnson Development
 Johnson Outdoors, Inc.
 JRM Construction Management
 Kaiser Aluminum Corporation*
 KalVista Pharmaceuticals, Inc.
 Karyopharm Therapeutics, Inc.*
 Kemper Corporation*
 Keurig Green Mountain, Inc.*
 Kewaunee Scientific Corporation
 Kidder Mathews
 Kiewit Corporation
 Kimball Electronics, Inc.*
 Kimbell Royalty Partners*
 Kimley-Horn
 Kinder Morgan, Inc.*
 Kinsale Capital Group, Inc.*
 Kirby Corporation* KLX Inc.*
 Knife River Corporation*
 Knight-Swift Transportation Holdings Inc
 Knox Community Hospital
 Koch Enterprises, Inc. Kohls Corporation
 Kosmos Energy Ltd.*
 Kraft Heinz Company, The*
 Kraus-Anderson Realty Company
 Krystal Biotech*
 Kura Oncology, Inc.* Kura Sushi USA, Inc.
 Kymera Therapeutics, Inc.*
 L.A. Care Health Plan
 L&M Development Partners
 Lactalogs

Participants (contd.)

Lamb Weston Holdings Inc.*
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
LeMaitre Vascular, Inc.*
LendingClub Corporation*
LeonaBio
Leonardo DRS
Letner Roofing Leucadia Aviation, Inc.*
Lexicon Pharmaceuticals
Liberty Global plc Limoneira Company
Lincoln National Corporation*
Lindblad Expeditions Holdings Inc.*
Lipocine
Lithia Motors, Inc.*
Live Nation Entertainment*
LKQ Corporation*
Lockheed Martin Corporation
Lockwood Companies
Lodge Manufacturing
Los Alamos National Laboratory
Lower Colorado River Authority
Lumen
Lumentum Holdings Inc.*
LyondellBasell
M. A. Mortenson Company
M&T Bank*
Macy's, Inc.* MadisonHealth Magnite, Inc.*
Magnolia Oil & Gas Corp*
MannKind Corporation*
ManpowerGroup Inc.* Mapletree
Investments MapLight Therapeutics
Marathon Oil Company*
Maravai LifeSciences*
MarineMax, Inc.*
Mark IV Capital, Inc. Markel Group*
Marsh & McLennan Companies, Inc.*
Marsh Furniture
Marshall Health Network
Marten Transport, Ltd.*
Martin's Point Health Care
Marzetti Company, The*
Massachusetts Mutual Life Insurance
Company
Mastec Clean Energy & Infrastructure*
MasterCard Incorporated*
Masttro US, LLC
Matador Resources Company*
Matrix Service Company*
Matson, Inc.*

MaxCyte, Inc.
MBIA Inc.*
McCormick & Company, Inc.*
McCownGordon
McDonald's Corporation*
Medallion Financial Corp*
Medifast, Inc.*
Medtronic plc*
Memorial Health System
Memphis Light, Gas and Water
Menorah Housing Foundation
Merck & Co., Inc.
Mercury Computer Systems, Inc.*
Mercury Financial Meritex Enterprises Merrill
Gardens LLC
Merrimack Health
Merritt Properties
Mesa Laboratories, Inc.*
Mesh Suture, Inc.
MetLife, Inc.*
Mettler-Toledo International Inc.*
MGIC Investment Corporation*
MGP Ingredients, Inc*
Michael Baker International
Michels Corporation
Micron Technology, Inc.
Midland States Bank Mini Circuits
Mission BioCapital
MIT Lincoln Laboratory
MKS Instruments, Inc. ML*
MODEC America, Inc.
Mohawk Valley Health System
Molina Healthcare, Inc.
Molson Coors Brewing Company*
Monadnock Community Hospital
Mondelez International, Inc.*
Monolithic Power Systems, Inc.*
Monster Beverage Corporation*
Montgomery Housing Partnership
Morgan Stanley*
Morton Buildings, Inc.
Motorola Solutions
Mott MacDonald
Mount Desert Island Hospital
Mount Nittany Health
MSC Industrial Direct Co., Inc.*
Mt. Ascutney Hospital and Health Center
Murphy Oil Corporation*
Museum of Contemporary Art Chicago

Myriad Genetics Inc*
NANA
NAPCO Security Technologies, Inc.*
Natera, Inc.*
Nathan Littauer Hospital & Nursing Home
National Bank Holdings Corp*
National Beverage Corp.*
National Church Residences
National Laboratory of the Rockies (NLR)
National Oilwell Varco*
National Research Corporation*
National Rural Electric Cooperative
Association
Nationwide
Natural Gas Services Group, Inc.*
Natural Grocers by Vitamin Cottage Inc*
Nautilus Biotechnology*
NCS Multistage*
Neogen Corporation* Netflix*
Netgear, Inc.*
Neurocrine Biosciences, Inc.*
New London Hospital Newell Brands Inc.*
Newpark Resources* NextCure, Inc.
NI Holdings, Inc.*
NMI Holdings, Inc.* Noblis, Inc. NodThera,
Inc. Nolan Living Noodles & Company*
Norfolk Southern Corporation*
North Adams Regional Hospital
North Development
Northern Oil and Gas, Inc.*
NorthForest
Northland Investment Corporation
Northwest Bancshares, Inc.
Northwest Building LLC
Northwest Real Estate Capital Corp.
Novanta, Inc.*
Novartis Services, Inc.
Novavax, Inc
Nu Skin Enterprises, Inc*
NVIDIA Corporation*
O'Reilly Automotive, Inc.*
Oak Ridge National Laboratory UT-Battelle,
LLC
OC Sports & Entertainment
Occidental Petroleum*
OceanFirst Bank*
Octave Specialty Group*
ODL Inc
Oil States International*
Okuma America Corporation

Participants (contd.)

Old Dominion Freight Line, Inc.*	Phillips 66*	Repligen Corporation*
Old Republic International Corporation*	Pilgrim's Pride Corporation*	Replimune Inc.
Omeros Corporation* Omnicom Group, Inc.*	Plains All American Pipeline, L.P.*	Republic Bank & Trust Company*
Oncor Electric Delivery Company	Playlist Technologies	Resources Connection, Inc.*
Oneida Health ONEOK, Inc.* OneSpan Inc.*	PMB Real Estate Services LLC	Revolution Medicines, Inc.*
Onteris, Inc.* OPENLANE, Inc.* OptimizeRx	PMV Pharmaceuticals	REX American Resources Corporation*
Option Care, Inc.	PNC Financial Services*	Richardson Electronics, Ltd*
Oracle Corporation*	PointClickCare Technology	Ricoh Americas Corporation
Organogenesis Holdings Inc.	Pool Corporation*	Riley Exploration Permian, Inc.*
Organon & Co.*	Port Authority of NY/NJ	Ring Energy, Inc.* River Hospital
Origin Bank*	Post Holdings, Inc.* PRA Group, Inc.	Rivers Health
Orion Group Holdings Inc*	Predicta Biosciences PriceSmart, Inc.*	RLI Corp.*
Oscar Health, Inc.* Oswego Health Outfront Media Inc	PrimeEnergy Corporation*	Roane General Hospital
Oxford Industries, Inc.*	Primerica, Inc.*	Rock And Roll Hall Of Fame And Museum, Inc
PacBio*	Primoris Services Corporation	Roivant Sciences*
PACCAR Inc	Princeton Plasma Physics Laboratory	Rome Memorial Hospital
Pacific City Bank*	Principal Financial Group*	Roseburg Forest Products Co.
Page Memorial Hospital	ProAssurance Corporation*	Ross Stores, Inc.* Royal Business Bank
Palomar Holdings, Inc.*	PROCEPT BioRobotics Corporation*	Royal Caribbean Cruises Ltd.*
PAMT CORP*	Prodigy Health Proeza	RPC, Inc.*
Pana Community Hospital	Progyny, Inc.*	RXO Inc*
Pangaea Logistics Solutions, Ltd.*	Promega Corporation	Ryder System Inc.
Pantex	Propetro Holding Corp	Ryerson Holding Corporation*
Par Pacific Holdings, Inc.*	Protagonist Therapeutics, Inc.*	S & B Engineers & Constructors, Ltd.
PAR Technology Corp.*	Protolabs	S&T Bank*
Park Hotels & Resorts	Prudential Financial Inc.	Safety Insurance Group, Inc.*
Parsons Corporation	PTC Therapeutics, Inc.*	Salesforce.com, Inc.*
Paylocity Holding Corp*	Public Policy Holding Company	Sally Beauty Holdings, Inc.*
Peckham Industries, Inc.	Publix Super Markets, Inc.	Salt River Project
Penn Highlands Brookville	PulteGroup, Inc.*	Samaritan Health
Penn Highlands Clearfield	Punxsutawney Area Hospital	Sandia National Laboratories
Penn Highlands DuBois Penn Highlands Elk	Putnam General Hospital	Saratoga Hospital Sargent & Lundy, LLC
Penn Highlands Healthcare	QIAGEN*	Savannah River Nuclear Solutions, LLC
Penn Highlands Huntingdon	Quanta Services, Inc.*	ScanSource, Inc.
Penn Highlands Mon Valley	Quanterix Corporation*	Schlumberger Limited*
Penn Highlands State College	QuidelOrtho Corporation*	SCYNEXIS, Inc. Seacoast Bank*
Penn Highlands Tyrone	Radian Group Inc.* Radiant Logistics, Inc.*	SEACOR Marine Holdings Inc*
Pennsylvania Mountains Care Network	Ralliant Corporation	Sealy & Company LLC
Penske Automotive Group, Inc.*	Ramboll	SEI Investments Company*
Pentegra	RAND Corporation	Seldin Company
PepsiCo, Inc.*	Range Resources Corporation*	Selective Insurance Group, Inc.*
Peraton	Rapid Micro Biosystems*	Sempra*
Performance Food Group Company*	Realty Income Corporation	Seneca Foods Corporation*
PerkinElmer, Inc. Permian Resources* Perrigo Company plc*	Recursion*	Seres Therapeutics, Inc.*
Personalis, Inc.*	REDICO LLC	ServisFirst Bank*
Pfizer, Inc.*	Relay Therapeutics, Inc.*	SGMC Health
Philip Morris International Inc.*	Reliance Steel & Aluminum Co.*	Shenandoah Memorial Hospital
	Renasant Bank*	

Participants (contd.)

Sibley Memorial Hospital	TALOS ENERGY INC.*	TopBuild Corp.*
Sierra Nevada Corporation	Targa Resources Corp.*	Tractor Supply Company
Silicon Laboratories Inc.*	Target Corporation	Traeger, Inc.* TransUnion*
Simple Higher Ed	Teleflex*	Tredegar Corporation
Simulations Plus, Inc.* SiTime Corporation	Tempur Sealy International Inc.	TriCo Bancshares* Truist Bank* Trupanion, Inc.* TruSource
Six Flags Entertainment Corp.*	Tenet Healthcare*	TSCG Investors
Skagit Regional Health Skillz	Terracon Consultants, Inc.	TTPC, LLC
SkyWest, Inc.*	TerSera Therapeutics, LLC	Turner Construction
SLAC National Accelerator Laboratory	Tetra Tech*	Turning Point Brands, Inc.*
SM Energy Company*	Texas Capital Bancshares, Inc.*	Twist Bioscience Tyson Foods Inc*
SMART Global Holdings, Inc.*	TFS Financial Corporation*	Uber Technologies, Inc.*
Smart Sand, Inc.*	The Aerospace Corporation	UHS Chenango Memorial Hospital
Snoqualmie Valley Hospital	The Allstate Corporation*	UKG Inc.
SolarEdge Technologies, Inc.*	The Andersons, Inc.*	Ultra Clean Holdings, Inc.*
Solaris Oilfield Infrastructure Inc*	The Applied Research Laboratory at PSU	Ultragenyx Pharmaceuticals Inc.*
Sonos, Inc.*	The Austin Company	Unchained Labs
Sotera Health Company*	The Bancorp Inc* The Buckle, Inc.*	Underwriters Laboratories, Inc
SoundThinking, Inc.*	The ConAm Group	Union Bank*
South County Health	The Cooper Companies, Inc.*	Union General Hospital System
South Jersey Industries	The Durham Manufacturing Company	Union Pacific Corporation*
Southern Copper Corporation*	The Forge Companies	United Airlines Holdings, Inc.*
Southern Missouri Bancorp, Inc.*	The Freeman Companies	United Natural Foods, Inc.
Southland Holdings, Inc.*	The GAP Inc.*	UnitedHealth Group Incorporated*
Southwell Medical Center	The Goodman Group The Guthrie Clinic	Universal Health Services, Inc.*
Southwest Airlines Company*	The Hackett Group, Inc.*	Universal Logistics Holdings, Inc.*
Southwest Research Institute	The Hershey Company*	Universal Technical Institute
Southwire	The Horace Mann Companies*	University Corporation for Atmospheric Research (UCAR)
Space Dynamics Lab	The Irvine Company	Univest Financial Corporation*
Speare Memorial Hospital	The Johns Hopkins Hospital	UnumProvident Corporation*
Sprouts Farmers Markets, Inc.*	The Kroger Co.*	Upstate University Hospital
St. Anthony Regional Hospital	The MITRE Corporation	Urban One
St. Mary's Healthcare Amsterdam	The Mosaic Company*	Urban Outfitters, Inc.*
St. Mary's Medical Center	The ONE Group Hospitality Group*	US Bank*
Standard BioTools, Inc.*	The Pape' Group	US Foods Holding Corp.*
Standard Motor Products, Inc.*	The Progressive Corporation*	USAA
Stanford University	The Suddath Companies	USEC, Inc*
Starbucks Corporation*	The TJX Companies, Inc.	Utz Brands, Inc.*
State Street Corporation*	The Waters	UVMHN Alice Hyde Medical Center
Sterling Construction Co Inc*	The Weitz Company	UVMHN Champlain Valley Physicians Hospital
Stewart Information Services Corporation*	The Wolff Resident Experience Company LLC	UVMHN Elizabethtown Community Hospital
STRATEC Biomedical AG	Thermo Fisher Scientific, Inc.	VAALCO Energy, Inc.*
Stream Realty Structure Tone, Inc. Stryker Corporation* Suburban Hospital	TidalHealth TidalHealth Atlantic TidalHealth Nanticoke Tidewater*	Valero Energy Corporation*
Suderman & Young	Tift Regional Health System	Valhi, Inc*
Sundt	Tile Shop Holdings Inc	Valley Health
Synalloy Corporation Synchrony Financial*	Tinubu Square Americas	Valley Regional Hospital
Synnex Corporation* SYSCO Corporation*	Tompkins Financial Corporation*	Value Line, Inc.* Vedanta Biosciences Ventas, Inc.
Taboola, Inc.	Tootsie Roll Industries, Inc.*	
Take-Two Interactive Software, Inc.*		

Participants (contd.)

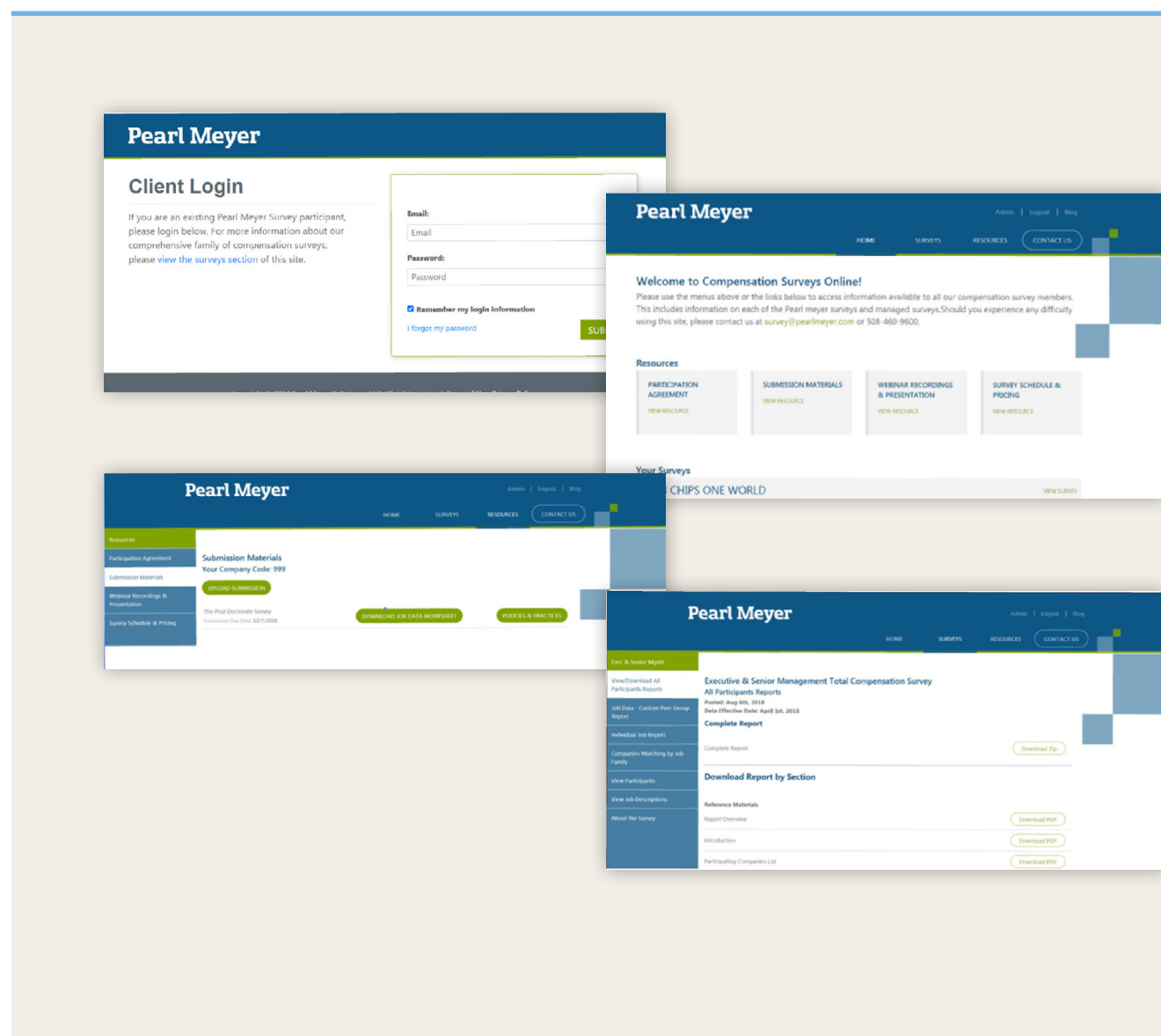
Veracyte, Inc.*	Warren General Hospital	Williams Companies, Inc., The*
Verastem	Warren Memorial Hospital	Willis Lease Finance Corp.*
Vericel*	Waste Connections Waters Corporation*	Willscot Mobile Mini Holdings Corp*
VERRA MOBILITY Corp.*	Waterton Property Management LLC	Winchester Medical Center
Vesta Corporation	Wawa, Inc.	Wingstop Inc.*
Veterans Health Administration	Wayne Memorial Hospital	Winmark Corp*
VHB	Webcor	Wisconsin Management Company, Inc.
Village Super Market Inc*	Weis Markets Inc*	Witham Health Services
Vince Holding Corp.* Vir Biotechnology, Inc.	Well Care Health Wellmark, Inc.	Wood
Virgin Galactic	Wells Fargo & Company*	World Kinect Corporation*
Visa Inc.*	Werewolf Therapeutics	Worley
Vitesse Energy, Inc.*	Werner Enterprises, Inc.*	WSP
Voldex Entertainment LTD	West Pharmaceutical Services, Inc.*	WVU Medicine
Vontier Corporation	Western Digital Corporation*	Wyoming County Community Health System
Voyager Space Holdings	Westminster Company	XPO, Inc.*
W.W. Grainger Inc* W&T Offshore, Inc.*	Wesworks, LLC	Yum! Brands Inc*
Wallowa County Health Care District	Weyco Group, Inc*	Zachry Industrial Inc. Ziff Davis, Inc.*
Walsh Group	Whirlpool Corporation*	Zoetis
War Memorial Hospital Warby Parker Inc.*	White Mountains Insurance Group, Ltd.*	Zoom Video Communications, Inc.
Ward Memorial Hospital	White River Health System	

Data was collected from both company submissions and through proxy filings from Main Data Group.



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Contact Us

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By phone:

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Or contact Rebecca Toman,
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508-630-1475

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



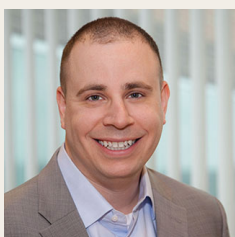
Dan Besser
Survey Project Manager



Matt Donahue
Senior Survey
Account Manager



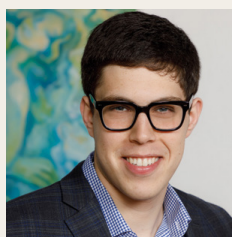
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Rhonda Snyder
Survey Project Manager



Veronika Valcheva
Senior Survey
Account Manager

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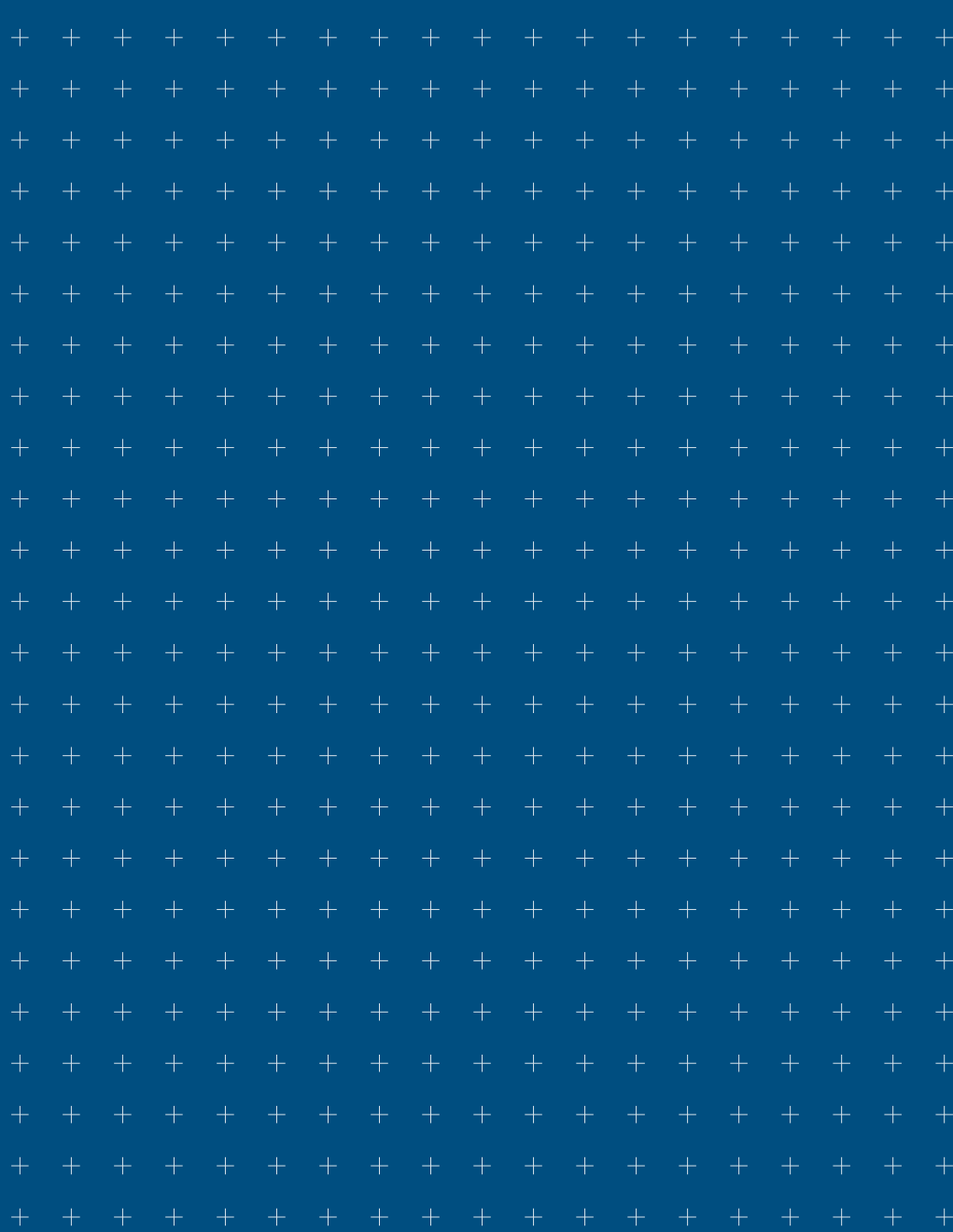
About Pearl Meyer

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 Main Data Group

Main Data Group is a provider of executive compensation benchmarking and corporate governance analytics. Its mission is to empower executive compensation professionals with comprehensive total rewards and corporate governance information in an affordable, easy-to-use online service. For more information, visit www.maindatagroup.com



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