



Pearl Meyer

2026 Executive Compensation and Benchmarking Survey

SAMPLE DATA

Position Report

		Top Financial (CFO) (FI1)										
		Finance										
Data Effective 4/1/2026		# Firms	# Employees	Base Salary	Actual Cash Incentive	Actual Total Cash Compensation	Target Incentive as Pct Salary	Target Incentive	Target Cash Compensation	LTI Value	Actual Total Direct Compensation	Target Total Direct Compensation
Corporate	All Firms	819	824	\$588,517	\$478,215	\$1,066,732	84.1%	\$552,126	\$1,063,117	\$2,380,168	\$2,926,044	\$2,922,429
Unit	All Firms	16	30	\$425,660	\$282,561	\$708,221	49.6%	\$310,172	\$715,154	\$584,284	\$1,078,268	\$1,085,201
Corporate and Unit	All Firms	825	854	\$582,796	\$471,342	\$1,054,138	82.9%	\$542,921	\$1,050,893	\$2,328,074	\$2,861,134	\$2,857,889
Organizational Revenue												
Corporate	Below \$100M	81	81	\$418,621	\$154,978	\$573,599	46.5%	\$194,468	\$569,873	\$915,542	\$1,195,263	\$1,191,538
	\$100M to < \$300M	85	85	\$413,156	\$159,723	\$572,879	53.2%	\$210,639	\$576,711	\$708,235	\$1,021,543	\$1,025,375
	\$300M to < \$1B	175	178	\$464,939	\$258,546	\$723,486	68.6%	\$311,970	\$725,260	\$1,131,937	\$1,504,987	\$1,506,761
	\$1B to < \$3B	157	157	\$554,566	\$383,009	\$937,575	75.0%	\$445,077	\$934,440	\$1,489,887	\$2,088,200	\$2,085,065
	\$3B to < \$10B	134	136	\$616,061	\$568,866	\$1,184,927	87.7%	\$610,652	\$1,186,302	\$1,909,754	\$2,762,922	\$2,764,297
	\$10B to < \$20B	74	74	\$733,829	\$876,317	\$1,610,145	114.5%	\$891,303	\$1,576,954	\$3,023,172	\$4,447,470	\$4,414,278
	\$20B to < \$30B	41	41	\$846,708	\$1,169,973	\$2,016,682	145.0%	\$1,206,212	\$1,994,081	\$4,249,158	\$6,068,852	\$6,046,251
	\$30B and Above	72	72	\$1,017,814	\$994,220	\$2,012,034	123.0%	\$1,179,561	\$2,017,165	\$7,587,404	\$9,416,455	\$9,421,585
Unit	Below \$100M	3	3									
	\$100M to < \$300M	2	2									
	\$300M to < \$1B	0	0									
	\$1B to < \$3B	4	4									
	\$3B to < \$10B	5	9	\$406,312	\$332,792	\$739,104		\$333,071	\$739,383		\$1,109,374	\$1,109,652
	\$10B to < \$20B	0	0									
	\$20B to < \$30B	2	2									
	\$30B and Above	5	10	\$495,746	\$257,725	\$753,471	55.7%	\$278,629	\$774,375	\$572,865	\$1,326,336	\$1,347,240
Corporate and Unit	Below \$100M	84	84	\$417,437	\$151,159	\$568,596	45.4%	\$190,500	\$564,848	\$915,542	\$1,168,058	\$1,164,310
	\$100M to < \$300M	86	87	\$409,884	\$159,422	\$569,306	53.6%	\$209,795	\$573,861	\$695,397	\$1,007,828	\$1,012,383
	\$300M to < \$1B	175	178	\$464,939	\$258,546	\$723,486	68.6%	\$311,970	\$725,260	\$1,131,937	\$1,504,987	\$1,506,761
	\$1B to < \$3B	161	161	\$551,536	\$388,961	\$940,497	75.2%	\$454,229	\$938,054	\$1,481,693	\$2,074,834	\$2,072,391
	\$3B to < \$10B	137	145	\$600,470	\$549,059	\$1,149,529	84.5%	\$586,384	\$1,150,457	\$1,862,950	\$2,645,142	\$2,646,069
	\$10B to < \$20B	74	74	\$733,829	\$876,317	\$1,610,145	114.5%	\$891,303	\$1,576,954	\$3,023,172	\$4,447,470	\$4,414,278
	\$20B to < \$30B	43	43	\$832,326	\$1,132,981	\$1,965,308	140.7%	\$1,163,013	\$1,941,245	\$4,072,362	\$5,862,178	\$5,838,116
	\$30B and Above	73	82	\$954,451	\$904,096	\$1,858,547	113.4%	\$1,052,358	\$1,865,640	\$6,706,770	\$8,426,128	\$8,433,220
Levels from CEO												
Corporate	CEO / Chairman	0	0									
	Direct Report to CEO	122	123	\$573,034	\$420,524	\$993,558	69.0%	\$494,532	\$972,418	\$2,684,542	\$1,807,726	\$1,786,585
	2 Below CEO	19	19	\$457,183	\$502,620	\$959,803	39.4%	\$560,447	\$929,138		\$1,373,478	\$1,342,813
	3 Below CEO	5	5	\$469,207	\$518,371	\$987,578			\$941,851		\$7,204,755	\$7,159,029
	4 Below CEO	0	0									
	5 or More Below CEO	673	677	\$595,897	\$487,715	\$1,083,612	87.2%	\$561,317	\$1,084,251	\$2,319,846	\$3,141,197	\$3,141,836
Unit	CEO / Chairman	0	0									
	Direct Report to CEO	3	3									
	2 Below CEO	9	16	\$389,538	\$300,770	\$690,308	43.8%	\$322,840	\$690,219		\$978,287	\$978,198
	3 Below CEO	0	0									
	4 Below CEO	2	2									
	5 or More Below CEO	4	9									
Corporate and Unit	CEO / Chairman	0	0									
	Direct Report to CEO	125	126	\$571,579	\$417,752	\$989,331	69.5%	\$494,749	\$969,477	\$2,592,948	\$1,799,829	\$1,779,975
	2 Below CEO	27	35	\$421,244	\$400,738	\$821,983	40.1%	\$432,670	\$804,467	\$1,145,472	\$1,166,427	\$1,148,911
	3 Below CEO	5	5	\$469,207	\$518,371	\$987,578			\$941,851		\$7,204,755	\$7,159,029
	4 Below CEO	2	2									
	5 or More Below CEO	673	686	\$594,039	\$484,946	\$1,078,985	86.7%	\$557,220	\$1,079,779	\$2,292,046	\$3,115,492	\$3,116,286