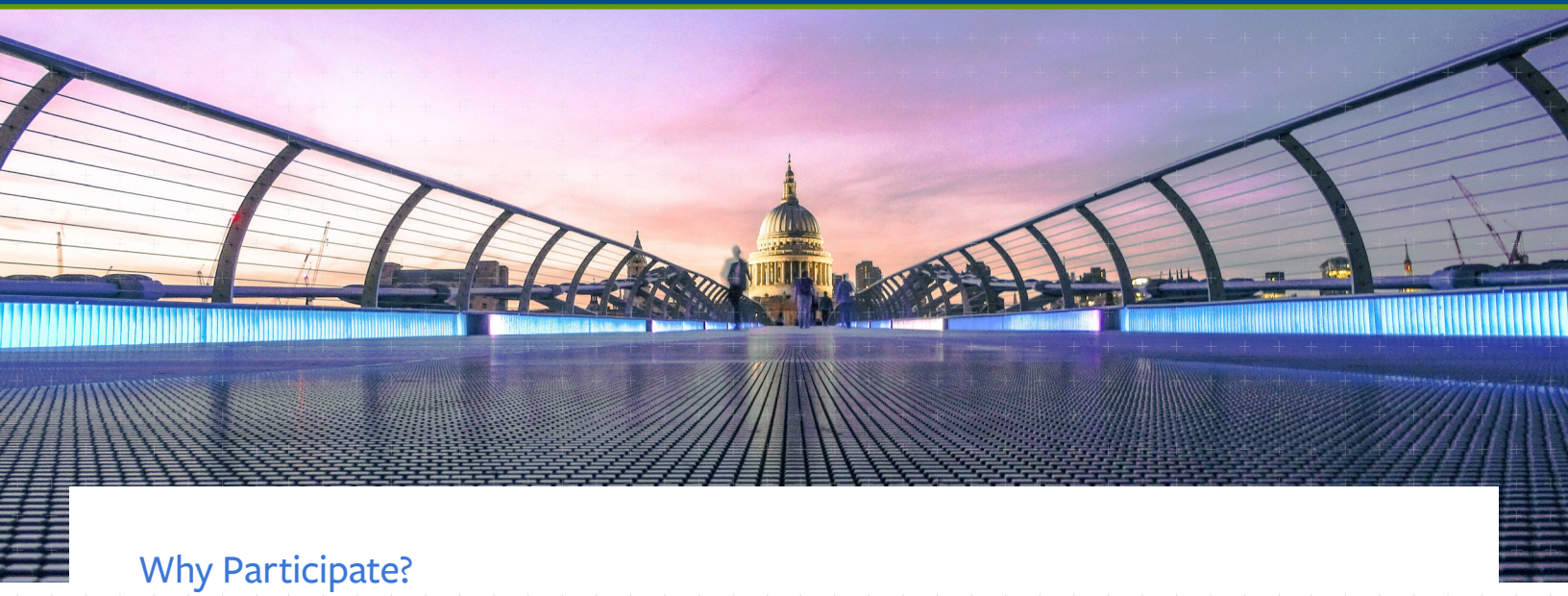


Pearl Meyer

CHiPS *One* World Total Compensation Survey

Learn why the CHiPS One World Total Compensation Survey is the best value for global technology compensation data.

"Our go-to source for competitive global market data."



Why Participate?

The CHiPS *One* World Total Compensation Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information you need to analyze your competitive position and compensation mix from a total compensation perspective.

Comprehensive

+ More than 250 Job Families and 2,000 positions
+ 255 U.S. and Global Participants

Credible

+ 255 U.S. and Global Participants
+ More than 50 Countries

Customized

+ Dedicated Account Managers
+ One Free Custom Peer Group Report

Cost-effective

+ One low fee of $4,250 for both U.S. and Global data

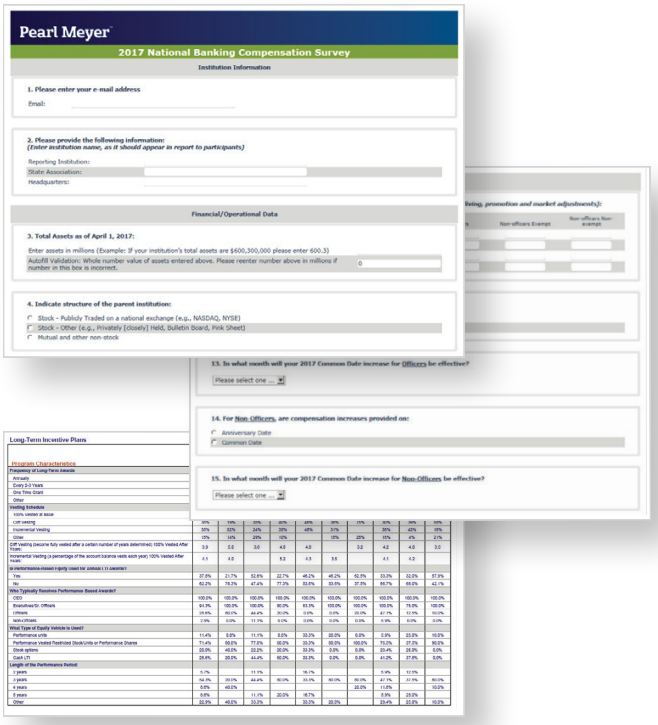
We provide one-to-one account support through our dedicated team of account managers and industry experts. This customized approach helps you go beyond the data to understand how the survey results apply to your organization and its unique compensation needs.

Comprehensive

Streamlined Policies and Practices Information

+ Short- and long-term incentive plan design
+ Perquisites
+ Sales and incentive plan design
+ Salary structure and merit increase budgets and confidentiality.

Online Questionnaire



Flexible Report Formats

As a member of the CHiPS *One* World Total Compensation Survey, you will be able to easily download detailed total compensation data by survey position in both Excel and PDF Format. Excel reports

provide U.S. data breakouts by industry, region, tenure, and security clearance while Global excel data is broken out by county. These survey reports give you the ability to isolate key data points and identify salary trends.

Key Data Reported:

+ Base Salary
+ Short-Term Incentives
+ Long-Term Incentives
+ Total Cash/Target/Direct Compensation
+ Global Merit Increases

Enroll Today!

Commit to participate in our 2027 CHiPS One World Total Compensation Survey today and we'll send you the submission materials when the survey launches in April.

Survey Schedule
Data Effective Date: 4/1/27
Due Date: 4/30/27
Published: 7/5/27

2026 CHiPS *One* World Participating Companies List

908 Devices
AAON, Inc.
Accenture LLP
ADT Inc
AECOM
Air Products & Chemicals
Albertson's, Inc.
Ally Financial Inc.
American Institutes for Research
American International Group (AIG)
Ames Laboratory
Ansa Biotechnologies, Inc.
Applied Physics Laboratory/University of Washington
Applied Research Laboratories - The University of Texas at Austin
Arch Capital Services LLC
Argonne National Laboratory
AT&T Inc.
Barton Malow
Battelle Memorial Institute
Bechtel Global Corporation
Bechtel Plant Machinery, Inc.
Biotage
Black & Veatch Corporation
Blue Cross and Blue Shield of Tennessee
Blue Origin
BMC Software, Inc.
BNSF Railway Company
Booz Allen Hamilton Inc.
Bowman Consulting Group Ltd.
Brady Corporation
Brookhaven National Laboratory
Burlington Stores, Inc.
Burns & McDonnell Engineering
CACI International, Inc.
Carnegie Mellon Software Engineering Institute
Caterpillar
CDM Smith Inc.
CENIC
CGI Technologies and Solutions, Inc.
Cheniere Energy, Inc
Cherokee Nation Businesses, LLC
Chicago Bridge & Iron
Ciena Corp
CIGNA Corporation Cisco Systems, Inc.
City and County of Denver, CO
Cleveland Clinic
Cleveland-Cliffs Inc.
CNA
Colas
Colliers Engineering & Design
Comcast Corporation
Commonwealth Associates
Consolidated Nuclear Security, LLC
Corning Incorporated
Creare
Cummins, Inc.
Daher
Day & Zimmermann
Dechert LLP
Deloitte LLP
Department of Energy's Kansas City National Security Campus
Dewberry
Direct Supply, Inc.
DISH Network Corporation
Dominion Energy, Inc.
Dow
Draper Laboratory
DTE Energy
Duke Energy
E. & J. Gallo Winery
Eagle Materials
Eaton Corporation
eBay Inc.
Edwards Lifesciences
Enercon Services
Epiq
Epsilon Data Management, LLC
Equinix
Experian Americas
Faith Technologies Incorporated
Fannie Mae
Farm Credit Foundations
Federal Aviation Administration
Federal Reserve Bank of Atlanta
FedEx Freight
Fermi National Accelerator Laboratory
Fidelity Investments
Fluor Marine Propulsion
Ford Motor Company
Framatome
Gannett Fleming, Inc.
GBA
GDIT
General Atomics
General Dynamics Mission Systems
Gensler
Genuine McCarthy Enterprises, Inc
George Washington University
Georgia Tech Research Institute
Gilbane, Inc.
Granite Construction Inc.
Gresham Smith
Guardian Life Insurance Company of America, The
Halliburton Company
HDR Corporate Services
H-E-B
Henderson Engineers
HGA
Hilton Grand Vacations
HNTB Corporation
Hormel Foods Corp.
HP Enterprise Services
Humana Inc.
Hy Cite Enterprises, LLC
Idaho National Laboratory
Ingram Micro Inc.
Institute for Defense Analyses
International Paper Company
Jack Henry & Associates, Inc.
Jackson National Life Insurance
Jacobs Engineering Group Inc.
JE Dunn Construction Group
Jefferson Laboratory
Jet Aviation
Jet Propulsion Laboratory
Johns Hopkins University
Johns Hopkins University Applied Physics Laboratory
Johnson & Johnson
Kiewit Corporation
Kimley-Horn
Kodiak Gas Services LLC
Kohls Corporation
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
Leidos
Leonardo DRS
Liberty Mutual Group
Lockheed Martin Corporation
L'Oreal USA
Los Alamos National Laboratory
Lower Colorado River Authority
Lumen
LyondellBasell
ManTech International Corporation

Participating Companies List (continued)

Massachusetts Mutual Life Insurance Company
Mead & Hunt
Memphis Light, Gas and Water
Merck & Co., Inc.
Messer North America, Inc.
Michael Baker International
Micron Technology, Inc.
Mini Circuits
Mission Support and Test Services, LLC
MIT Lincoln Laboratory
MODEC America, Inc.
Molina Healthcare, Inc.
Motorola Solutions
National Laboratory of the Rockies (NLR)
National Rural Electric Cooperative Association
NCCI Holdings, Inc
NextEra Energy, Inc.
Nightwing Noblis, Inc.
Northrop Grumman Corporation
Novartis Services, Inc.
Oak Ridge National Laboratory
UT-Battelle, LLC
Okuma America Corporation
Olsson
Omaha Public Power District
Oncor Electric Delivery Company
Oriental Bank
PACCAR Inc
Pacific Northwest National Laboratory
Panduit Corp.
Pantex
Parsons Corporation
Penn State Health
Peraton
Port Authority of NY/NJ
Predicta Biosciences
Princeton Plasma Physics Laboratory
Promega Corporation
Propetro Holding Corp
Prudential Financial Inc.
pSemi Corporation
Publix Super Markets, Inc.
RAND Corporation
Ricoh Americas Corporation
Riverside Research Institute
Ryder System Inc.
S & B Engineers & Constructors, Ltd.
Salesforce.com, Inc.
Salt River Project
Sandia National Laboratories
Sargent & Lundy, LLC
Savannah River National Laboratory
Savannah River Nuclear Solutions, LLC
Serco
Shimadzu Scientific Instruments, Inc.
Siemens Digital Industries Software
Sierra Nevada Corporation
SK Engineering & Construction Co., Ltd.
SLAC National Accelerator Laboratory
Sonoco Products Company
Sony Electronics, Inc.
Southwest Research Institute
Space Dynamics Lab
SRI International
Stanford University
Stanley Consultants Inc.
State Farm Mutual Automobile Insurance Company
Stellantis NV
Stryker Corporation
STV Group, Incorporated
Subaru of America, Inc.
Target Corporation
Taylor Engineering
Terracon Consultants, Inc.
The Aerospace Corporation
The Applied Research Laboratory at PSU
The Capital Group
The Hershey Company
The Home Depot Inc.
The MathWorks, Inc.
The MITRE Corporation
The Procter & Gamble Company
The Progressive Corporation
The TJX Companies, Inc.
Timmons Group
Toyota Motor North America
Trane Technologies
Turner Construction
Twist Bioscience
UKG Inc.
Unchained Labs
United Fire Group, Inc.
United Launch Alliance
University Corporation for Atmospheric Research (UCAR)
USAA
Versova Management Company
VHB
Virgin Galactic
Visa Inc.
Vontier Corporation
Wade Trim Group Inc
Wawa, Inc.
Weatherford International plc
Wiss, Janney, Elstner Associates, Inc
Wood
Workers' Credit Union
Worley
WSP
Zebra Technologies Corporation
Ziegler CAT

What Will I Receive?

The membership fee includes an all-participants report, one free custom peer group report, one full year of 24/7 access to CHiPS online with free on-demand features, and access to the CHiPS peer to peer network.

About the Survey

Collecting data on over 250 job families comprised of more than 2,100 individual positions, CHiPS One World provides both U.S. and global compensation information on employees in:

+ Research & Development;
+ Engineering;
+ Information Technology;
+ Sales & Customer-facing; and
+ Core Support (Communications, Finance, HR, Legal, etc.) functions.
+ Aerospace (NEW) – Aeronautical Engineering, Satellite Systems Engineer, Quality Technician

Job Families

Research & Development

Analog/Digital Signal Processing Engineering
Biomedical Engineering
CAD Engineering
Chemist
Data Scientist
Defense Sector Program/Project Management
Development Engineering Default
Electronic Design Engineering
Embedded Software Engineering
Engineer Technician
Engineer Technician - Hardware
Environmental Engineering
Hardware Engineering
Hardware Engineering Default
Information Assurance Engineering
Materials Engineering
Mechanical Design Engineering
Optical Engineering
Quantum Research Engineer
R&D Program/Project Management
Research Scientist Applied
Research Scientist Basic
Research Scientist Default
RF/Wireless Development Engineering
Software Applications Engineering
Software Engineering Default
Software Operating Systems Engineering
Structural Engineering
Systems Design Engineering
User Experience Design Engineering

Customer Focused Support

Applications Engineering
Business Process Analysis - External Focus
Business Process Analysis - Internal Focus
Client Services Program/Project Management
Customer Service Support
Field Service Engineering
Field Service Technician
Network Engineering
PC Help Desk Technician
Professional Services Specialist
SaaS (Software as a Service) Operations Engineer
Systems Engineering (Pre-/Post-Sales)
Technical Support Engineering
Technical Training
User Support Specialist

Job Families (cont'd)

Information Systems

Applications Programmer/Analyst
Artificial Intelligence Engineer
Artificial Intelligence Governance and Responsible Oversight
Big Data Analytics/Mining
Business Intelligence
Business/Systems Analysis
Client/Server Database Administration
Cloud Computing
Computer Operations Support
Cyber Security - External
Cyber Security - Internal
Cyber Security - Default
Data Engineering
Data Privacy, Data Security, and Compliance
Database Analysis
Database Engineer
DevOps Engineer
Electronic Data Interchange (EDI)
Enterprise Resource Planning Programmer/Analyst
Help Desk Coordinator
Information Systems Architect
Information Systems Internal Audit
Information Systems Program/Project Management
Information Systems Security
Information Technology Operations Management
Internal Network Engineering
Internet of Things (IoT) Development
Machine Learning Engineer
Network Systems Analysis
Operating Systems Programmer/Analyst
PC Technician (HW/SW Support)
Penetration Testing & Vulnerability Assessment
Programmer/Analyst Default
Reverse Engineering & Vulnerability Research
Robotics Engineer
Software Quality Assurance and Testing
Systems Administration
Telecommunications Analysis
Web Site Design

Aerospace

Aeronautical Engineering
Aerospace Aircraft Certification
Aerospace Engineer
Aerospace Equipment Mechanic
Aerospace Technician
Aircraft Inspector
Aircraft Structural Repairer
Aircraft Systems Engineer
Autonomy Engineer
Avionics Engineer
Avionics Technician
Captain/Pilot
Chief Pilot
Co-Pilot
Drone/UAS Pilot
Flight Test Engineer
Quality Technician
Satellite Systems Engineer
Test Pilot

Life Science

Animal Research
Biology Research
Biomedical Equipment Technician
Biostatistician
Chemistry Research
Clinical Data Coordinator
Clinical Regulatory Affairs
Clinical Research Monitoring
Clinical Research Scientist
Clinical Trial Management
Clinical Trial Support
Laboratory Technician
Medical Device Design
Medical Laboratory Technician
Medical Writing
Microbiology Research
Pathology Research
Pharmacology Research
Toxicology Research

Manufacturing

Assembler
Chemical Engineering
Configuration/Release Engineering
Hazardous Materials Technician
Industrial Engineering
Inventory Control
Logistics
Machine Operator/Sputter
Machinist
Maintenance Mechanic
Manufacturing Engineering
Manufacturing Maintenance Technician
Manufacturing Process Engineering Default
Manufacturing Production Management
Manufacturing Technician
Material Handler
Material/Production Control Planning
Purchasing/Procurement for Manufacturing
Purchasing/Procurement/Planning Default
Semiconductor Equipment Operator
Supply Chain Analysis
Vendor Management

Quality

Calibration Technician
Hardware Test Engineering
Inspector (QA/QC/In-Process/Receiving)
Quality Engineering
Quality Engineering Default
Reliability Engineering
Software Quality Assurance Analysis
Software Quality/Test Engineering

Job Families (cont'd)

Marketing

Community Relations
Event Specialist
Government Relations (non-attorney)
Marketing Communications
Marketing Default
Marketing Operations and Automation
(MarTech)
Marketing Research
Pricing Analysis
Product Management/Marketing Default
Product Marketing
Product/Brand Management
Proposal Development
Public Relations
Public/Community Relations Default
Search Engine Optimization/Marketing
Visual/Graphic Designer

Sales

Business Development
Field Sales - Direct & Indirect
Inside Sales Representative
National Account Management
Sales Analytics
Sales Operations - Management
Sales Operations & Administration
Sales Order Processing
Sales Support
Strategic Client Management

Engineering & Construction

Architect
Civil/Structural Engineering
Construction Project Management
Designer
Drafter
Drafter/Designer Default
Electrical Engineering
Environmental Health and Safety
Facilities Engineering
Facilities Technician
Mechanical Engineering
Piping Engineering
Process Engineering
Project Engineering
Safety Technician

Other Technical

Geospatial Analyst
Mathematician/Statistician
Technical Editing
Technical Program/Project Management
Technical Writing

Finance

Accounting
Auditing
Controller
Cost Accounting
Credit/Collection Analysis
Credit/Collection Support
Finance
Finance Program/Project Management
Finance/Accounting Default
Finance/Accounting Supervisor Default
Payable/Receivable Accounting Support
Payroll Support
Risk Management
Tax
Treasury Analysis

Human Resources

Benefits
Compensation
Compensation and/or Benefits Default
EEO/Diversity
Employee Relations
HRIS
Human Resource Generalist
Human Resource Operations
Human Resource Specialist Default
Human Resource Support
Labor Relations
Organizational Development
Staffing
Training

Legal

Classified Information Compliance
Contracts Administration/Management
General Compliance
General Law
Intellectual Property Licensing Services
Legal Regulatory Affairs
Legal Secretary
Paralegal
Regulatory Records Management

Job Families (cont'd)

Other Administration

Administrative Assistant/Administrative Support
Business Planning Analyst
Business Strategy - External Focus
Document Content Specialist
Executive Assistant
Import/Export Analyst
Mail Clerk
Occupational Health Nursing
Office Manager
Project/Program Management (Non-Technical)
Purchasing Assistant
Purchasing/Procurement for Non-Manufacturing
Real Estate Portfolio Management
Receptionist
Security
Shipping/Receiving Clerk
Web Analyst

How Can I Participate?

Work with a Dedicated Survey Account Manager

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your survey account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email: survey@pearlmeyer.com or daniel.besser@pearlmeyer.com

By phone: Daniel Besser, Survey Manager, 508-630-1517

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Senior Survey
Account Manager



Dan Besser
Survey Project Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Jason Dionne
Associate Account
Manager



Benji Sheiffer
Senior Survey
Account Manager



Rhonda Snyder
Survey Project Manager



Veronika Valcheva
Senior Survey
Account Manager

Why Pearl Meyer Surveys?

Our Promise to You

Our objectives are simple:

+ Provide the highest quality compensation information available anywhere
+ Include the benchmark competitors you need
+ Offer you a survey experience that is as easy as possible

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting, surpassing all other global technology surveys in the industry. Our rigorous quality assurance process includes:

+ Job matching guidelines that contain clear and concise job descriptions and level guide matrices that contain education and experience profiles, typical population distributions, and scope definitions.
+ Distribution of quality assurance reports to help clarify input and identify discrepancies.
+ Through 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 any organization and you can have peace of mind that your data will be uploaded into a secure environment.

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 five companies matching (3 company limit is used outside the U.S.).
+ No organization's data will represent more than a 25% weighting for any job (35% weighting is employed outside the U.S.).

pearlmeyer.com

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.

pearlmeyer.com/salary-surveys

Pearl Meyer's Survey Suite

At Pearl Meyer we specialize in salary surveys in a wide range of industries including high technology, engineering and construction, banking and many more. Each survey provides the most comprehensive perspective on total compensation, giving you the only data resource you need to establish and manage your employee pay and reward strategy.



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

Pearl Meyer

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