



**Pearl Meyer**

**2022-2023 Compensation Planning  
Survey**

**Participating Companies List**

## Participating Companies List

Company	Industry
1st Source Bank	Finance, Insurance
A/R/C Associates, Inc.	Construction & Engineering
Accenture LLP	Software, Consulting, Services
Adams Community Bank	Finance, Insurance
Aerojet Rocketdyne	Government, Defense, NFP
AgCountry FCS	Government, Defense, NFP
Allegro Senior Living, LLC	Health Care, Pharm, Bio
Alliance Data Systems Corporation	Finance, Insurance
Amedisys, Inc.	Health Care, Pharm, Bio
American Airlines Federal Credit Union	Government, Defense, NFP
American Bank	Finance, Insurance
American Family Insurance Group	Finance, Insurance
American Homes 4 Rent	Finance, Insurance
American Institutes for Research	Government, Defense, NFP
AMGEN	Health Care, Pharm, Bio
Amplify Education	Software, Consulting, Services
ANSER	Software, Consulting, Services
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP
Applied Technologies	Construction & Engineering
Archrock, Inc.	Industrials, Utilities

## Participating Companies List

<b>Company</b>	<b>Industry</b>
Argonne National Laboratory	Government, Defense, NFP
Arthur J. Gallagher & Co.	Finance, Insurance
Asbury Theological Seminary	Government, Defense, NFP
ASM Research	Software, Consulting, Services
Astellas Pharmaceuticals	Health Care, Pharm, Bio
AstraZeneca Inc	Health Care, Pharm, Bio
AT&T Inc.	Technology Hardware & Equipment
BAE Systems North America, Inc.	Government, Defense, NFP
Balboa Thrift & Loan Association	Finance, Insurance
Bank of Canton	Finance, Insurance
Banner Bank	Finance, Insurance
Battelle Memorial Institute	Software, Consulting, Services
Bechtel Global Corporation	Construction & Engineering
Becton, Dickinson and Company	Health Care, Pharm, Bio
BellCo Credit Union	Finance, Insurance
Bio-Techne	Health Care, Pharm, Bio
Biotage	Health Care, Pharm, Bio
Black & Veatch Corporation	Construction & Engineering
Blue Cross and Blue Shield of Louisiana	Finance, Insurance
BlueScope Buildings North America, Inc.	Industrials, Utilities

## Participating Companies List

<b>Company</b>	<b>Industry</b>
Bluestone Bank	Finance, Insurance
BNSF Railway Company	Industrials, Utilities
Boehringer Ingelheim Pharmaceuticals Inc	Health Care, Pharm, Bio
Bohler Engineering	Construction & Engineering
Borr Drilling	Industrials, Utilities
Boyd Watterson Asset Management LLC	Finance, Insurance
Broadstone Real Estate, LLC	Finance, Insurance
Brookfield Properties, Inc.	Finance, Insurance
Brookhaven National Laboratory	Government, Defense, NFP
Brotherhood Mutual Insurance Company	Finance, Insurance
BRS Architects	Software, Consulting, Services
Burlington Stores, Inc.	Consumer Services and Products
Burns & McDonnell Engineering	Construction & Engineering
Byline Bancorp Inc.	Finance, Insurance
CACI International, Inc.	Technology Hardware & Equipment
Calmwater Capital	Finance, Insurance
Cambridge Savings Bank	Finance, Insurance
Camden National Corporation	Finance, Insurance
Cape Ann Savings Bank	Finance, Insurance
Capitol Square Ltd.	Finance, Insurance

## Participating Companies List

Company	Industry
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
CDM Smith Inc.	Software, Consulting, Services
Centric Architecture	Software, Consulting, Services
CGI Technologies and Solutions, Inc.	Software, Consulting, Services
Charter Communications, Inc.	Technology Hardware & Equipment
Chartway Credit Union	Finance, Insurance
Cisco Systems, Inc.	Technology Hardware & Equipment
City National Bank of Florida	Finance, Insurance
Clearwater Paper Corporation	Industrials, Utilities
CoastHills Credit Union	Finance, Insurance
CoBank	Finance, Insurance
Colas	Construction & Engineering
Columbia Bank (WA)	Finance, Insurance
Commerce Bancshares	Finance, Insurance
Commonwealth Associates	Construction & Engineering
Community National Bank	Finance, Insurance
Community Trust Bancorp, Inc.	Finance, Insurance
Core Bank	Finance, Insurance
CRB Group	Construction & Engineering
Cresa Global Inc.	Finance, Insurance

## Participating Companies List

Company	Industry
Cushman & Wakefield, Inc.	Finance, Insurance
Danaher Corporation	Health Care, Pharm, Bio
Darden Restaurants, Inc.	Consumer Services and Products
Day & Zimmermann	Construction & Engineering
Dewberry	Construction & Engineering
Diamond Offshore	Industrials, Utilities
Dollar General Corporation	Consumer Services and Products
Dominion Energy, Inc.	Industrials, Utilities
Dow	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP
DRS Technologies, Inc.	Government, Defense, NFP
DTE Energy	Industrials, Utilities
Dynasty Energy Services	Industrials, Utilities
E. & J. Gallo Winery	Consumer Services and Products
East West Bank	Finance, Insurance
Eaton Corporation	Industrials, Utilities
Echostar - Hughes Network Systems	Technology Hardware & Equipment
Edwards Lifesciences	Health Care, Pharm, Bio
Elara Engineering	Software, Consulting, Services
Elements Financial Federal Credit Union	Finance, Insurance

## Participating Companies List

Company	Industry
Elevations Credit Union	Finance, Insurance
Ent Credit Union	Finance, Insurance
Entegris, Inc.	Technology Hardware & Equipment
Enterprise Bank	Finance, Insurance
Epcor Utilities Inc	Industrials, Utilities
Epiq	Software, Consulting, Services
Equinix	Software, Consulting, Services
Experian Americas	Finance, Insurance
Fallon Health	Health Care, Pharm, Bio
Fannie Mae	Finance, Insurance
Farm Credit Bank of Texas	Finance, Insurance
Fermi National Accelerator Laboratory	Government, Defense, NFP
First FarmBank	Finance, Insurance
First Fidelity Bank	Finance, Insurance
First Financial Bank N.A.	Finance, Insurance
First Financial Bankshares	Finance, Insurance
First National Bank	Finance, Insurance
First Southwest Bank	Finance, Insurance
First Technology Federal Credit Union	Finance, Insurance
First United Bank & Trust Company	Finance, Insurance

## Participating Companies List

Company	Industry
FIS Global	Technology Hardware & Equipment
Five Star Bank (NY)	Finance, Insurance
Flexco	Industrials, Utilities
Fortis Private Bank	Finance, Insurance
Foth & Van Dyke, LLC	Construction & Engineering
Framatome	Industrials, Utilities
Friedkin Aviation	Consumer Services and Products
G.W. Williams Co.	Finance, Insurance
Gannett Fleming, Inc.	Construction & Engineering
GECU	Government, Defense, NFP
General Atomics	Government, Defense, NFP
General Dynamics Corp.	Government, Defense, NFP
General Dynamics Mission Systems	Government, Defense, NFP
George Washington University	Consumer Services and Products
GID Real Estate Investments	Finance, Insurance
Gilbane, Inc.	Construction & Engineering
GMP Solutions	Software, Consulting, Services
Goodyear Tire and Rubber Company	Consumer Services and Products
Graham Management Services LP	Construction & Engineering
Granite Construction Inc.	Construction & Engineering



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Company	Industry
Graphic Packaging International, Inc.	Industrials, Utilities
Green Diamond Resource Company	Industrials, Utilities
Greenman-Pedersen, Inc.	Industrials, Utilities
Greylock Federal Credit Union	Finance, Insurance
Guardian Life Insurance Company of America, The	Finance, Insurance
Guidehouse	Software, Consulting, Services
Guilford Savings Bank	Finance, Insurance
Gulfstream Aerospace Corporation	Government, Defense, NFP
H.W. Lochner, Inc.	Construction & Engineering
Hanson Professional Services	Software, Consulting, Services
HarbisonWalker International, Inc.	Industrials, Utilities
Harbor Group Management	Finance, Insurance
HarborOne Bank	Finance, Insurance
Hart Realty Advisers LLC	Finance, Insurance
Haskell	Construction & Engineering
HBM Holdings Company	Industrials, Utilities
HDR, Inc.	Software, Consulting, Services
Hennebery Eddy Architects	Software, Consulting, Services
Herman Miller	Consumer Services and Products
HGA	Construction & Engineering

## Participating Companies List

Company	Industry
Hilton Grand Vacations	Finance, Insurance
HNTB Corporation	Construction & Engineering
HP Enterprise Services	Technology Hardware & Equipment
Hunt Companies	Finance, Insurance
Hy Cite Enterprises, LLC	Consumer Services and Products
IBI Group	Software, Consulting, Services
ICW Group	Finance, Insurance
IDB Bank	Finance, Insurance
Independence Bank of Kentucky	Finance, Insurance
Independence Contract Drilling	Industrials, Utilities
Institute for Defense Analyses	Government, Defense, NFP
Intelsat US LLC	Technology Hardware & Equipment
International Paper Company	Industrials, Utilities
ISO New England Inc.	Industrials, Utilities
Jacobs Engineering Group Inc.	Software, Consulting, Services
JE Dunn Construction Group	Construction & Engineering
Jefferson Laboratory	Government, Defense, NFP
Jet Propulsion Laboratory	Government, Defense, NFP
Jewett City Savings Bank	Finance, Insurance
JLL	Finance, Insurance

## Participating Companies List

Company	Industry
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Johnson & Johnson	Health Care, Pharm, Bio
Johnson Development	Finance, Insurance
Just Born	Consumer Services and Products
KBR, Inc.	Industrials, Utilities
Kelly Services, Inc.	Software, Consulting, Services
Kennebunk Savings Bank	Finance, Insurance
Kidder Mathews	Finance, Insurance
Kindred Healthcare, Inc.	Health Care, Pharm, Bio
Kirby Corporation	Industrials, Utilities
Klein Tools, Inc.	Consumer Services and Products
KLX Energy Services	Industrials, Utilities
Kodiak Gas Services LLC	Industrials, Utilities
Kohls Corporation	Consumer Services and Products
Kronos Incorporated	Software, Consulting, Services
Landau Associates	Software, Consulting, Services
Lawrence Livermore National Laboratory	Government, Defense, NFP
Leidos	Software, Consulting, Services
Lendlease	Construction & Engineering
Lexmark International, Inc.	Technology Hardware & Equipment

## Participating Companies List

Company	Industry
Liberty Bank	Finance, Insurance
Life Care Services	Health Care, Pharm, Bio
Lincoln Financial Group	Finance, Insurance
LJB Inc	Software, Consulting, Services
Lockheed Martin Corporation	Government, Defense, NFP
Lookout, Inc.	Software, Consulting, Services
Lumen	Technology Hardware & Equipment
Machias Savings Bank	Finance, Insurance
Macys, Inc.	Consumer Services and Products
Magellan Health Inc	Health Care, Pharm, Bio
Main Street Bank (MA)	Finance, Insurance
Manasquan Bank	Finance, Insurance
ManTech International Corporation	Software, Consulting, Services
Manulife Investment Management, Inc.	Finance, Insurance
Mapletree Investments	Finance, Insurance
Maravai LifeSciences	Health Care, Pharm, Bio
Marine Bank & Trust Company	Finance, Insurance
Mark IV Capital, Inc.	Finance, Insurance
Mascoma Bank	Finance, Insurance
Matrix Service Company	Construction & Engineering

## Participating Companies List

Company	Industry
Matrix Technologies Inc	Software, Consulting, Services
MBK Real Estate LLC	Finance, Insurance
McCarthy	Construction & Engineering
McDermott, Inc.	Construction & Engineering
McKinney York Architects	Software, Consulting, Services
Merck & Co., Inc.	Health Care, Pharm, Bio
Merrill & Ring, Inc.	Industrials, Utilities
Messer North America, Inc.	Industrials, Utilities
Methuen Co-operative Bank	Finance, Insurance
Metrohm USA, Inc.	Health Care, Pharm, Bio
Mettler Toledo AutoChem, Inc	Health Care, Pharm, Bio
Michael Baker International	Software, Consulting, Services
Mission Support and Test Services, LLC	Government, Defense, NFP
MIT Lincoln Laboratory	Government, Defense, NFP
MODEC International, Inc.	Industrials, Utilities
Mondelez International, Inc.	Consumer Services and Products
Monroe Group, Ltd.	Finance, Insurance
MS Consultants	Construction & Engineering
Mutual of Omaha Insurance	Finance, Insurance
Nasdaq, Inc.	Finance, Insurance

## Participating Companies List

Company	Industry
National Radio Astronomy Observatory	Government, Defense, NFP
ND Paper	Industrials, Utilities
NetCracker Technology Corp.	Technology Hardware & Equipment
New York Life Insurance Company	Finance, Insurance
Newpark Resources	Industrials, Utilities
Newport News Shipbuilding Employees Credit Union	Government, Defense, NFP
NextEra Energy, Inc.	Industrials, Utilities
Nicolet National Bank	Finance, Insurance
Niles Bolton Associates	Construction & Engineering
NMR Consulting	Software, Consulting, Services
NoackLittle Architecture & Interiors	Software, Consulting, Services
Noble Drilling	Industrials, Utilities
Noblis, Inc.	Technology Hardware & Equipment
North Brookfield Savings Bank	Finance, Insurance
Northfield Savings Bank	Finance, Insurance
Northrop Grumman Corporation	Government, Defense, NFP
NTT Research, Inc.	Software, Consulting, Services
Numerica Credit Union	Finance, Insurance
Oak Ridge National Laboratory UT-Battelle, LLC	Government, Defense, NFP
Oak Valley Community Bank	Finance, Insurance

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<b>Company</b>	<b>Industry</b>
Oregon Community Credit Union	Finance, Insurance
Oregon State Credit Union	Finance, Insurance
Oriental Bank	Finance, Insurance
Outfront Media Inc	Technology Hardware & Equipment
Packaging Corporation of America	Industrials, Utilities
Park Hotels & Resorts	Finance, Insurance
Parsons Corporation	Construction & Engineering
Patelco Credit Union	Finance, Insurance
Patterson-UTI Energy Inc.	Industrials, Utilities
Pennsylvania State Employees Credit Union	Finance, Insurance
Pentucket Bank	Finance, Insurance
PepsiCo, Inc.	Consumer Services and Products
Peraton	Technology Hardware & Equipment
PerkinElmer Life and Analytical Sciences	Health Care, Pharm, Bio
PHC Corporation	Health Care, Pharm, Bio
Phillips Edison & Company	Finance, Insurance
Pinnacle Bank	Finance, Insurance
Platte Valley Bank	Finance, Insurance
POWER Engineers	Construction & Engineering
Precision Construction Services	Construction & Engineering

## Participating Companies List

Company	Industry
Prologis	Finance, Insurance
Property Reserve Inc.	Finance, Insurance
Prudential Financial Inc.	Finance, Insurance
QIAGEN	Health Care, Pharm, Bio
Qualico	Finance, Insurance
Quiddity Engineering, LLC	Construction & Engineering
RAND Corporation	Software, Consulting, Services
Renasant Bank	Finance, Insurance
RES Group	Industrials, Utilities
RMR Group Inc.	Finance, Insurance
S&T Bank	Finance, Insurance
Salem Five Bank	Finance, Insurance
Salt River Project	Industrials, Utilities
Sanofi Pasteur	Health Care, Pharm, Bio
Schreiber Foods Inc.	Consumer Services and Products
SciPlay	Consumer Services and Products
Shelf Drilling Offshore Holdings Limited	Industrials, Utilities
Siemens Energy	Industrials, Utilities
Skanska	Construction & Engineering
SNC-Lavalin Inc.	Construction & Engineering



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Company	Industry
Sound Community Bank	Finance, Insurance
Southwest Research Institute	Government, Defense, NFP
SRI International	Government, Defense, NFP
Stantec Inc.	Construction & Engineering
STCU	Finance, Insurance
Summit State Bank	Finance, Insurance
Sunstate Bank	Finance, Insurance
Swagelok Company	Industrials, Utilities
Swanson Group, Inc.	Industrials, Utilities
Target Corporation	Consumer Services and Products
Taylor Morrison Inc.	Consumer Services and Products
Terrabank, National Association	Finance, Insurance
Terracon Consultants, Inc.	Construction & Engineering
Teva Pharmaceutical Industries Limited	Health Care, Pharm, Bio
The Austin Company	Construction & Engineering
The Bank of Hemet	Finance, Insurance
The Coca-Cola Company	Consumer Services and Products
The Cooperative Bank of Cape Cod	Finance, Insurance
The Goodman Group	Finance, Insurance
The Home Depot Inc.	Consumer Services and Products

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Company	Industry
The Irvine Company	Finance, Insurance
The J.M. Smucker Company	Consumer Services and Products
The Kroger Co.	Consumer Services and Products
The Pittsfield Cooperative Bank	Finance, Insurance
The Progressive Corporation	Finance, Insurance
The Village Bank	Finance, Insurance
The Washington Trust Company	Finance, Insurance
Tolko Industries (U.S.) Ltd.	Industrials, Utilities
Trammell Crow Residential	Finance, Insurance
Transocean	Industrials, Utilities
Travis Credit Union	Finance, Insurance
Tri Counties Bank, Inc.	Finance, Insurance
TriMet	Industrials, Utilities
Trinity Health	Health Care, Pharm, Bio
Trustmark Corporation	Finance, Insurance
TTCU Federal Credit Union	Finance, Insurance
Ulteig	Construction & Engineering
Unchained Labs	Health Care, Pharm, Bio
Unico Properties	Finance, Insurance
Unit Corporation	Industrials, Utilities

## Participating Companies List

Company	Industry
United Security Bank	Finance, Insurance
Unity Bank	Finance, Insurance
University Corporation for Atmospheric Research (UCAR)	Government, Defense, NFP
University of Minnesota	Consumer Services and Products
USAA	Finance, Insurance
Utah State University Space Dynamics Laboratory	Government, Defense, NFP
Valaris plc	Industrials, Utilities
Vector Security	Technology Hardware & Equipment
VeriSign, Inc.	Software, Consulting, Services
Vesta Corporation	Finance, Insurance
Victoria's Secret & Co.	Consumer Services and Products
Viridian Management	Finance, Insurance
Volkswagen Group of America, Inc.	Consumer Services and Products
Vulcan Inc.	Finance, Insurance
W.R. Grace & Co.	Industrials, Utilities
Washington Univ. School of Medicine	Health Care, Pharm, Bio
Water & Air Research, Inc	Software, Consulting, Services
Waterton Property Management LLC	Finance, Insurance
Watertown Savings Bank	Finance, Insurance
Welltower Inc.	Finance, Insurance

## Participating Companies List

Company	Industry
Western Forest Products	Industrials, Utilities
Westfield Bank	Finance, Insurance
Westfield Bank (OH)	Finance, Insurance
Westinghouse Electric Company	Industrials, Utilities
Whirlpool Corporation	Consumer Services and Products
Willamette Valley Bank	Finance, Insurance
Winchester Co-operative Bank	Finance, Insurance
Winchester Savings Bank	Finance, Insurance
Winter Hill Bank	Finance, Insurance
Woodblock Architecture	Construction & Engineering
Workers Credit Union	Finance, Insurance
WR Companies	Finance, Insurance
WSP	Construction & Engineering
Yampa Valley Bank	Finance, Insurance
Zeller Realty Group	Finance, Insurance
ZGF ARCHITECTS (Zimmer Gunsul Frasca)	Construction & Engineering