



Pearl Meyer

2023 South Atlantic Bankers Associations Compensation Survey

The South Atlantic Bankers Associations Compensation Survey can help you attract and retain top talent.



Pearl Meyer's South Atlantic Bankers Associations Compensation Survey

The South Atlantic Bankers Associations Compensation Survey, was created exclusively for banks in Florida, Georgia, North Carolina, South Carolina and Virginia who were looking for the most up-to-date and accurate compensation data for this specific region. The report provides you with the most relevant benchmarking data to ensure your compensation mix is competitive enough to attract and retain the best talent.

COMPREHENSIVE

- 280+ Positions
- 25,000+ Employees
- **Exclusive Insight** into Peer Policies & Practices



CREDIBLE

- 161 Institutions
- \$73M - \$53.1B in assets
- Rigorous quality assurance process



CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis



COST-EFFECTIVE

- Free Participation
- Participants save over 50% off the survey



The South Atlantic Bankers Associations 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 needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- Analyze compensation trends by asset size.
- Understand what incentives are becoming more widespread.
- Isolate key pieces of data based on your unique needs.





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.

Exclusive Insight

The only inclusive source of insight into what your peers are doing:

- Short- and long-term incentive plan design
- Starting hourly rates for Personal Bankers, Universal Bankers, & Tellers
- Floating Teller pay practices
- Bank & Teller Turnover rates
- Salary Structure adjustment budgets
- Merit increase budgets
- Mortgage Originator average loan production & compensation
- Commercial Loan Officer average loan production & portfolio size



Policies and Practices

Program Characteristics	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991	1990	
Does a formal Long-Term Incentive Plan exist?	95%	84%	77%	67%	57%	47%	37%	27%	17%	7%	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	
What is the primary purpose of the Long-Term Incentive Plan?	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Who is eligible to participate in the Long-Term Incentive Plan?	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Executive Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-Executive Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
What is the primary purpose of the Long-Term Incentive Plan?	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Executive Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-Executive Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior Officer	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%



Access to Detailed Data

161
Participating
Institutions



280+
Positions



25,000+
Employees



Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives
- Total Cash/Target/Direct Compensation
- Mortgage Originator Compensation
- Commercial Loan Officer Compensation





Job Positions

Executive Management

Chief Executive Officer
Chief Operating Officer
Chief Credit Officer
Chief Financial Officer
Chief Lending Officer
Chief Revenue Officer
Chief Banking Officer
Top Regional Banking Executive
Top Marketing Officer
Chief Administrative Officer
General Counsel
Chief Risk Officer
Top Human Resources Officer
Top Audit Officer
Chief Information Systems Officer
Chief Customer Experience Officer

Staff / Administration

Administrative Officer
Assistant to President
Corporate Secretary
Executive Secretary
Sr. Administrative Assistant
Administrative Assistant
General Clerk
Switchboard Operator/Receptionist
Human Resources Manager
Human Resources Generalist
Human Resources Assistant
HRIS Manager
HRIS Administrator
Recruiting Manager
Recruiter
Head of DE&I

Employee Relations Manager
Employee Relations Specialist
Compensation Director/Manager
Sr. Compensation Analyst
Compensation Analyst
Benefits Manager
Benefits Specialist
Payroll Manager
Payroll Specialist/Clerk
Training Officer
Training Specialist
Marketing Manager
Product Manager
Digital Channels Product Manager
Market Researcher
Data Analyst/Specialist
Marketing Specialist/Coordinator
Social Media Specialist
Purchasing Manager
Purchasing Assistant/Clerk
Head of Facilities
Facilities Manager
Facilities Supervisor
Facilities Assistant/Custodian
Risk Manager
Risk Analyst
Sr. Compliance Officer
Compliance Officer
Compliance Specialist
CRA Officer
Management Trainee
Quality Control Specialist
Bank Secrecy Act (BSA) Officer
Bank Secrecy Act (BSA) Analyst
Program/Project Management

Investment / Wealth Management

Top Wealth Management Executive
Personal Investment Sales Officer (non-commissioned)
Personal Investment Sales Officer (commissioned)
Private Banking Officer
Financial Planner
Sr. Portfolio Manager
Portfolio Manager
Jr. Portfolio Manager

Finance

Top Bank Investment Executive
Bank Investment Portfolio Manager
Treasurer
Treasury Operations Manager
Tax Manager
Finance Manager
Sr. Financial Analyst
Financial Analyst
Controller
Assistant Controller
Accounting Manager
Accounting Supervisor
Sr. Staff Accountant
Staff Accountant
Acctg/Bookkeeping Clerk II
Acctg/Bookkeeping Clerk I
Bookkeeping Generalist

Audit

Audit Manager
Staff Auditor
Audit Assistant



Job Positions (continued)

Business Banking

Top Business Banking Officer
Business Banking Business Development Officer
Sr. Business Banking Officer
Business Banking Officer
Community Relations Officer
SBA Loan Manager
SBA Loan Officer
SBA Loan Processor II/Closer
SBA Loan Processor I/Closer
SBA Credit Analyst
SBA Underwriter
SBA Processing Team Leader

Trust

Top Trust Executive
Sr. Trust Officer
Trust Officer
Trust Operations Manager
Trust New Business Officer
Trust Administrator
Trust Department Assistant

Operations

Sr. Operations Officer/Manager
Head of Cash Management / Treasury Management
Head of Digital/Electronic Banking
Operations/Services Manager - Centralized
Group Operations Manager
Operations Officer
Operations Supervisor
Utility Representative
Sr. Operations Clerk
Operations Coordinator

Security Officer
Fraud Specialist
Cash Management / Treasury Management Officer/Manager
Cash Management / Treasury Management Officer
Cash Management / Treasury Management Representative
Retirement Plans Manager
IRA Specialist
Retirement Plans Coordinator/Clerk
Digital/Electronic Banking Officer
Digital/Electronic Banking Specialist
ATM Supervisor
ATM Coordinator/Clerk
Document Imaging Coordinator
Image Processor
Proof Operator
Wire Transfer Clerk
Mail Clerk/Courier
Courier

Retail

Top Retail Banking Officer/Manager
Group Branch Administrator
Regional Branch Manager

Branch Manager/Retail

Branch Manager (Lending/Bus. Dev't) - 3 Levels
Branch Manager (Non-Lending/Bus. Dev't) - 3 Levels
Branch / Sales Center Manager - New Market
High School Branch Manager
Assistant Branch Manager - 3 Levels
Universal Banker - 4 Levels
Sr. Personal Banker

Personal Banker
Head Teller
Sr. Teller
Teller – Standard
Vault Teller
Sr. Teller/Customer Service Representative
Teller/Customer Service Representative
Interactive Banking Machine (ITM) Specialist
Retail Sales Manager
Retail Manager/Customer Service Manager - 3 Levels
Deposit Relationship Manager
Deposit Relationship Officer
Branch Operations Officer/Supervisor - 3 Levels
Assistant Branch Operations Officer/Supervisor
Call Center Manager
Call Center Supervisor
Call Center Specialist
Call Center CSR
Safe Deposit Attendant

Lending

Top Residential Mortgage Lending Executive
Residential Mortgage Loan Officer II (non-commissioned)
Residential Mortgage Loan Officer I (non-commissioned)
Mortgage Loan Officer (commissioned)
Mortgage Loan Originator (in-house/non-commissioned)
Mortgage Operations Manager
Mortgage Underwriter/Processor
Mortgage Loan Processor
Mortgage Closing Coordinator



Job Positions (continued)

Lending (cont'd)

Sr. Underwriter (residential lending)
 Underwriter (residential lending)
 Top Consumer Lending Executive
 Sr. Consumer Loan Officer
 Consumer Loan Officer
 Consumer Loan Administrator/Processor
 Sr. Loan Processor
 Loan Processor
 Sr. Mortgage/Consumer Credit Analyst
 Mortgage/Consumer Credit Analyst
 Jr. Mortgage/Consumer Credit Analyst
 Indirect Lending Officer
 Sr. Underwriter (commercial/industrial lending)
 Sr. Underwriter (commercial real estate lending)
 Sr. Commercial Underwriter Default
 Underwriter (commercial/industrial lending)
 Underwriter (commercial real estate lending)
 Underwriter Default
 Commercial Underwriting Manager
 Regional Commercial Lending Executive
 Commercial Team Leader
 Sr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Sr. Commercial Loan Officer/Relationship Manager (commercial real estate)
 Sr. Commercial Loan Officer/Relationship Manager Default
 Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Commercial Loan Officer/Relationship Manager (commercial real estate)
 Commercial Loan Officer/Relationship Manager Default

Jr. Commercial Loan Officer/Relationship Manager (commercial/industrial)
 Jr. Commercial Loan Officer/Relationship Manager (commercial real estate)
 Jr. Commercial Loan Officer/Relationship Manager Default
 Sr. Commercial Credit Analyst
 Commercial Credit Analyst
 Sr. Commercial Loan Portfolio Manager
 Commercial Loan Portfolio Manager
 Jr. Commercial Loan Portfolio Manager
 Commercial/Construction Loan Officer
 Sr. Commercial Loan Processor
 Commercial Loan Processor
 Top Asset-based Lending
 Commercial Loan Administrator
 Commercial Loan Servicer
 Sr. Note/Loan Service Department Manager
 Note/Loan Service Department Manager
 Note/Loan Documentation Officer/Supervisor
 Note/Documentation Specialist
 Note/Loan Servicing Clerk
 Loan Servicing Officer
 Loan Servicing Supervisor
 Loan Servicing Clerk
 Lending Sales Manager (Business Development/non-commissioned)
 Business Development Officer
 Loan Review Officer
 Loan Review Administrator
 Sr. Credit Officer
 Credit Officer
 Credit Operations Manager
 Collections Officer/Manager
 Collector II

Collector I
 Special Assets Manager
 Special Assets Officer
 Appraisal Manager
 Staff Appraiser
 Lending Generalist
 Secondary Market Officer
 Secondary Market Specialist/Coordinator
 Investor Reporting Specialist
 Trade Finance Manager
 Trade Finance Assistant
 Collateral Valuation Specialist

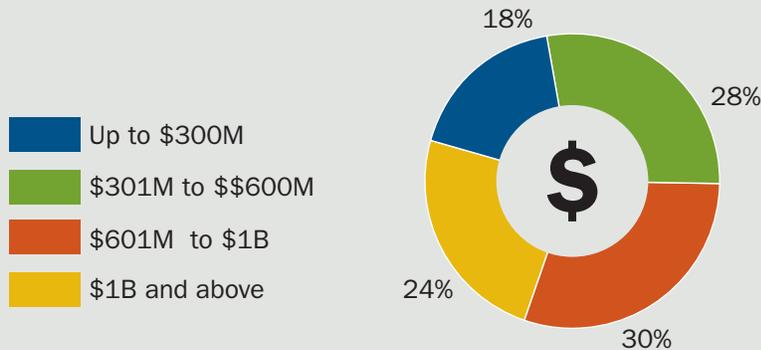
Technology

MIS Manager
 Systems Officer
 IT Manager
 Information Security Administrator
 Applications Programmer/Analyst
 Database Analysis
 Technical Program/Project Management
 Core System Manager
 Sr. Technology Generalist
 Technology Generalist
 Network Manager
 Network Specialist
 Data Security Officer
 Systems Analyst
 Business Systems Analyst
 Information Technology Compliance Analyst
 Online/Mobile Banking Manager
 Digital Marketing Manager
 Help Desk Specialist
 Computer Operator



CREDIBLE

Participant Demographics by Asset Size



Who Participates?

Join 161 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent financial institutions across Florida, Georgia, North Carolina, South Carolina, and Virginia





2022 List of Participants (alphabetical order)

AgFirst Farm Credit Bank	Century Bank of Georgia	First Bancorp (NC)
Allegacy Federal Credit Union	Chain Bridge Bank, NA	First Bank (VA)
Alliance Bank & Trust	Chesapeake Bank	First Community Bank (VA)
Altamaha Bank and Trust Company	Citizens and Farmers Bank	First Federal Bank (FL)
American Bank & Trust	Citizens Bank and Trust (FL)	First IC Bank
American National Bank	Citizens Bank and Trust Company (VA)	First National Bank (VA)
American National Bank & Trust Company	Citizens Bank of Americus	First National Bank of Griffin
American Pride Bank	Citizens First Bank (FL)	First National Bank of Pasco
Banco De Credito Del Peru - Miami Agency	Citizens Trust Bank	First National Community Bank
Bank of Botetourt	Classic City Bank	First Port City Bank
Bank of Charlotte County	Coastal Bank and Trust	First Southern Bank
Bank of Clarendon	Cogent Bank	First State Bank of the Florida Keys
Bank of Clarke County	Colony Bank	FIRSTBANK FLORIDA
Bank of Newington	Commerce National Bank & Trust	Flagship Bank
Bank of Oak Ridge	Community Bank of Pickens County	Florida Capital Bank
Bank of the James	Community Bank of the Chesapeake	Forbright Bank
Bank of the Lowcountry	Community Bank of the South	Founders Credit Union
Bank of Travelers Rest	Community Banking Company of Fitzgerald	Frontier Community Bank
BankSouth	Community First Bank	GB Bank Group, Inc.
BCT-Bank of Charles Town	Dollar Bank	Georgia Community Bank
Benchmark Community Bank	Douglas National Bank	Georgia First Bank
Blue Ridge Bank	Drummond Community Bank	GrandSouth Bank
Burke & Herbert Bank and Trust Company	Eastern National Bank	Great Oaks Bank
Calvin B. Taylor Bank	Edison National Bank	Greater Community Bank
Capital City Bank	Exchange Bank	Heartland National Bank
Carter Bank & Trust	F&M Bank (GA)	HomeTrust Bank
Centennial Bank	F&M Bank and Trust Company	Intracoastal Bank
Central Bank	Farmers & Merchants Bank (GA)	KS Bank
Century Bank and Trust	Farmers Bank, Windsor Virginia	Legacy Bank
Century Bank of Florida	Fidelity Bank (NC)	Legacy State Bank
		LifeStore Bank
		Local Government Federal Credit Union



2022 List of Participants (continued)

Lumbee Guaranty Bank	PrimeSouth Bank	The Citizens Bank of Georgia
M&F Bank	Primis Bank	The Citizens Bank of Swainsboro
MainStreet Bank (VA)	Quantum National Bank	The Commercial Bank (GA)
Marine Bank & Trust Company	Queensborough National Bank & Trust Company	The Conway National Bank
Metro City Bank	Rabun County Bank	The Farmers Bank of Appomattox
MidSouth Bank	Republic Bank & Trust Company	The First Bank and Trust Company
Millennium Bank	Seacoast National Bank	The First National Bank of Mount Dora
Nantahala Bank & Trust Company	Security Federal Bank	The First National Bank of South Miami
New Peoples Bank	Select Bank (VA)	The National Bank of Blacksburg
New Republic Bank	Skyline National Bank	The Peoples Bank (GA)
North State Bank	South Georgia Banking Company	Thomasville National Bank
Northeast Georgia Bank	Southeastern Bank	Touchmark National Bank
Oak View National Bank	State Employees' Credit Union	Triad Business Bank
Oconee State Bank	SunMark Community Bank	TruPoint Bank
OneSouth Bank	Surrey Bank & Trust	U.S. Century Bank
Pacific National Bank	Tandem Bank	United Bank
Peach State Bank & Trust	TC Federal Bank	United Southern Bank
Pendleton Community Bank	Terrabank, National Association	Uwharrie Bank
Peoples Bank (NC)	The Bank of Edison	Virginia Community Capital
Pineland Bank	The Bank of Marion	Virginia National Bank
Pinnacle Bank	The Bank of South Carolina	Virginia Partners Bank
Planters and Citizens Bank	The Bank of Southside Virginia	WB&T Bankshares, Inc.
Planters First Bank	The Bank of Tampa	
Powell Valley National Bank		

If you are a community bank or credit union we strongly encourage your participation to increase the depth of the survey data while providing you with key insights into compensation trends in your region.



CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.



Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Variables	Excel	PDF & Excel	Variables	Excel	PDF & Excel
Number of Institutions		✓	Average Award Excl \$0 Awards		✓ (% ⁹⁰ in Excel)
Total Number of Incumbents		✓	Average STI Excl \$0 Awards as % of Base		✓ (% ⁹⁰ in Excel)
Average Asset Size		✓	Target Bonus Award, % Base		✓ (% ⁹⁰ in Excel)
Median Asset Size		✓	Number of Incumbents Reporting Target		✓
Closeness of Match		✓	Average Total Target Cash Compensation	✓	
Base Salary:			Total Cash Compensation:		✓ (90 th is in Excel only)
Average Salary Range Min/Mid/Max		✓	Average Total Cash Compensation (25 th , 50 th , 75 th , and 90 th Percentiles)		
Hourly Average Salary Range Min/Mid/Max	✓		Long-Term Incentives:		
Number of Incumbents Non Bonus Eligible	✓		Percent Eligible for LTI		✓
Average Base Salary Non Bonus Eligible	✓		Percent Receiving LTI		✓
Hourly Average Base Salary Non Bonus Eligible	✓		LTI Award Value All Forms Incl 0	✓	
Number of Incumbents Bonus Eligible	✓		LTI Award Value All Forms Excl 0	✓ (% ⁹⁰ in Excel)	
Average Base Salary Bonus Eligible	✓		LTI Value as % of Base Excl 0	✓	
Hourly Average Base Salary Bonus Eligible	✓		Option Value Excl 0	✓	
Number of Incumbents Public Institutions		✓	RS Value Excl 0	✓	
Average Base Salary Public Institutions		✓	All Other Value Excl 0	✓	
Hourly Average Base Salary Public Institutions	✓		Total Compensation:		
Number of Incumbents Private Institutions		✓	Total Target Compensation	✓ (% ⁹⁰ in Excel)	
Average Base Salary Private Institutions		✓	Total Direct Compensation	✓ (% ⁹⁰ in Excel)	
Hourly Average Base Salary Private Institutions	✓		Rewards:		
Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)		✓ (90 th is in Excel only)	Stock Options (ISO and NQSO)	✓	
Hourly Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)	✓		Stock Appreciation Rights (SARS)	✓	
Short-Term Incentives:			Restricted Stock Plan	✓	
Percent Eligible for STI		✓	Phantom Synthetic Stock Plan	✓	
Percent Receiving STI		✓	Cash	✓	
			Other Long Term Incentives	✓	

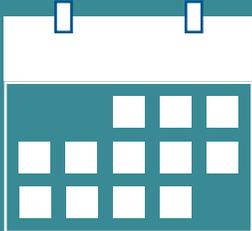
All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Survey Dates

Data Effective Date: April 1, 2023

Data Submission Due Date: May 26, 2023

Published: Week of August 14, 2023





Contact Us

To learn more about our South Atlantic Bankers Associations Compensation Survey or to participate, please contact the survey group at survey@pearlmeyer.com.

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 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.

- **To contact us by email:** survey@pearlmeyer.com or Rhonda Snyder at rhonda.snyder@pearlmeyer.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600 or call Rhonda Snyder, Survey Account Manager at 984-258-2409



Dedicated Team of Account Managers



Rebecca Toman
Vice President, Survey
Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Survey Account
Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Survey Account
Manager



Veronika Valcheva
Associate Account
Manager



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 institutions data will represent more than a 25% weighting for any job.

You May Also Be Interested In

Pearl Meyer has a suite of banking surveys in addition to our Banking Benefits and Human Resources Policies Survey.

■ State Reports

- California
- Connecticut
- Florida
- Georgia
- New York
- Massachusetts
- Virginia



■ Regional reports

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

■ National Report (U.S. Based)

■ Banking Board of Director Survey

■ Banking Benefits and Human Resources Policies Survey





About Pearl Meyer (www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

About Pearl Meyer's Banking Compensation Consulting (www.pearlmeyer.com/banking)

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.

Pearl Meyer's Banking Survey Suite (www.pearlmeyer.com/banking-salary-surveys)

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 California, Connecticut, Florida, Georgia, New York, Massachusetts and Virginia
 - **Regional report** for the Northeast (that includes, MA, RI, CT, ME, VT, NH, and NY), and a regional report for the Northern New England (that includes NH, ME, VT), The Banks of the Carolinas and the South Atlantic (that includes Florida, Georgia, North Carolina, South Carolina, Virginia)
 - **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.



Locations

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