

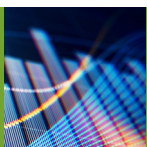
# Pearl Meyer

## The 2023 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 2023 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 2023 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 area

#### 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 \$3,750 (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 Schedule

Data Effective Date: April 1, 2023

Submission Due Date: May 12, 2023

Publication Date: August 1, 2023





## 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

### 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

### 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

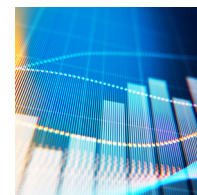
### Operations

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

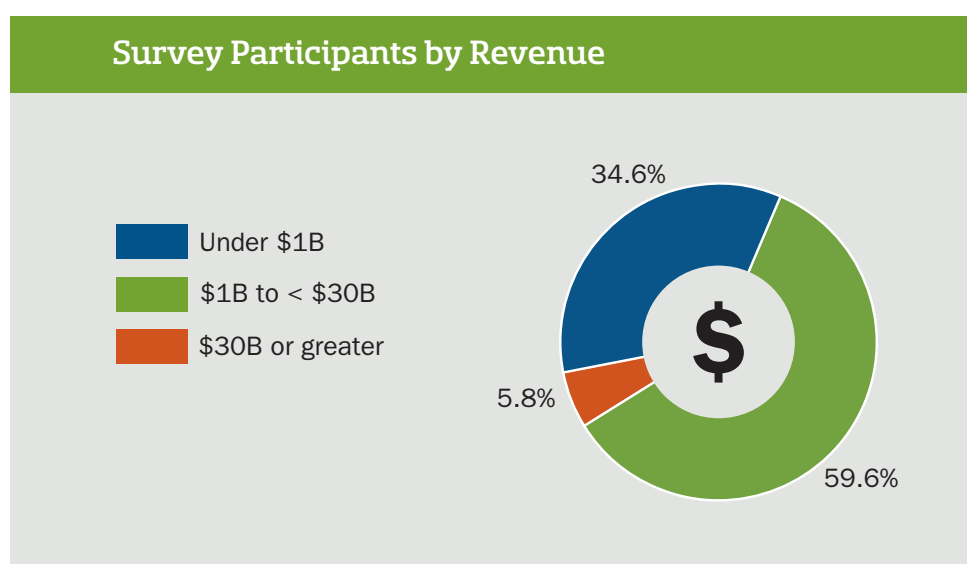
Top Research and Development  
2nd Level Research and Development  
3rd Level Research and Development  
Direct Report to Top Research and  
Development, *not matched elsewhere*  
Laboratory Director  
2nd Level Laboratory Director  
Head of Research Center  
Top Research  
2nd Level Research  
3rd Level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



## 869 organizations participated in our 2022 Executive Compensation and Benchmarking Survey, including:

10x Genomics	Alaska Air Group, Inc.*	American International Group, Inc.*	Aramark*
3D Systems Corporation*	Albemarle Corporation	Ameriprise Financial, Inc.*	Arbor Biotechnologies
908 Devices	Allegiant Travel Company*	Amerisource Bergen Corp	Arbor Health Morton Hospital
Abbott Laboratories*	Allena	Amerisure Mutual Insurance	ArcBest Corporation*
AbbVie Inc.*	Allte	AMGEN	Archer-Daniels-Midland Company*
Abercrombie & Fitch Co.*	Allstate Corporation, The*	Amicus Therapeutics, Inc.*	Archrock, Inc.
Activision Blizzard, Inc.*	Alpha & Omega Semiconductor Limited*	Amplify Education	ARCO Construction
Acurx Pharmaceuticals	Altimmune	Amylyx Pharmaceuticals	Arctic Slope Regional Corporation
Adagio Therapeutics	Altria Group, Inc.*	Andersons, Inc., The*	Argonne National Laboratory
ADMA Biologics, Inc.*	AMC Entertainment Holdings, Inc.*	Andover Companies	Arnot Health
Adobe Systems Incorporated	AMCON Distributing Company*	Androscooggin Valley Hospital	Ashland Global Holdings Inc.*
Advansix	Amerant Bancorp Inc.*	Antero Resources Corporation*	Associated Capital Group, Inc.*
AECOM DCSA*	Ameresco, Inc.*	Aon plc*	At Home
AFLAC Incorporated*	American Airlines Group Inc.*	APA Corporation*	Athersys, Inc.*
Agenus Inc.*	American Eagle Outfitters, Inc.*	Apple Inc.*	Atlantic General Hospital
Agilent Technologies, Inc.*	American Equity Investment Life Holding Company*	Applied Industrial Technologies, Inc.*	Atlas Air Worldwide Holdings, Inc.*
Agilysys, Inc.*	American Family Insurance Group	Applied Materials, Inc.*	Auburn Community Hospital
Akebia Therapeutics		Applied Physics Laboratory/University of Washington	Audio & Music BU
Akoustis Technologies			

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



## Participating Companies

Avantor, Inc.	Brink's Company, The*	Chicago Zoological Society	Dallas Theology Seminary
Aviat Networks, Inc.*	Bristol Health	Chuy's Holdings, Inc.*	Danaher Corporation*
Avnet, Inc.*	Bristol-Myers Squibb Company*	CIGNA Corporation	Darden Restaurants, Inc.
Axcelis	Bristow Group Inc.*	Cincinnati Financial Corporation*	Dartmouth-Hitchcock Health
AXT, Inc.*	Broadcom Inc.*	Cirrus Logic, Inc.*	Data I/O Corporation
Azenta Life Sciences	Broaddus Hospital	Cisco Systems, Inc.*	Davis Health System
B&G Foods, Inc.*	Brookhaven National Laboratory	Citigroup Inc.*	Deborah Heart & Lung Center
Bacon County Hospital and Health System	Brookline Bancorp, Inc.*	Clearfield, Inc.*	Deciphera
Bancorp, Inc., The*	Brotherhood Mutual Insurance Company	Cleveland-Cliffs Inc.	Dell Technologies, Inc.*
Bank of America Corporation*	Brown & Brown, Inc.*	ClickUp	Delta Air Lines, Inc.*
Bank of New York Mellon Corporation, The*	Bruker Corporation*	CorVel Corporation*	Delta Apparel, Inc.*
Baptist Foundation of Oklahoma at Waters Edge	Builders FirstSource, Inc.	Clinch Memorial Hospital	Department of Energy's Kansas City National Security Campus
Barton Malow Builders	Bunge Limited*	CLOVER HEALTH INVESTMENTS, CORP.*	Designer Brands Inc.*
Bassett Healthcare	C.H. Robinson Worldwide, Inc.*	CNA	Devon Energy Corporation*
Bath & Body Works, Inc.*	Cabell Huntington Hospital	Coffee Regional Medical Center	Diamond Offshore
Bath Community Hospital	Calithera Biosciences Inc	Cognex Corporation*	Digi International Inc.*
Battelle Memorial Institute	Cal-Maine Foods, Inc.*	Cognizant Technology Solutions Corporation*	Digimarc Corp.*
Bechtel Global Corporation	Campbell County Memorial Hospital	Colas	Dine Brands Global, Inc.*
Benchmark Electronics, Inc.	Campbell Soup Company*	Colquitt Regional Medical Center	Diodes Incorporated*
Berkshire Hathaway Inc.*	Capital One Financial Corporation*	Columbia Memorial Hospital - NY	Disc Medicine
Berkshire Health Systems	Capstone Green Energy Corporation	Columbia Memorial Hospital - Oregon	Discover Financial Services*
Best Buy Co., Inc.*	Cardinal Health, Inc.*	Comcast Corporation	DocuSign, Inc.*
BEYOND MEAT, INC.*	CareSource Management Group, Co. Inc.	Communitas Foundation of Texas	Dollar Tree, Inc.*
BioCryst Pharmaceuticals, Inc.*	Carnival Corporation & Plc*	Community Bank, N.A. (NY)	Domino's Pizza, Inc.*
Biogen	Carrier Global Corporation	Commvault Systems, Inc.*	Donahue Schriber Realty Group
BioNano Genomics, Inc.*	Carrols Restaurant Group, Inc.*	Comtech Telecommunications Corp.*	Donalsonville Hospital
Bio-Techne	Cars.com Inc.*	Conagra Brands, Inc.*	Dorian LPG Ltd.*
Bissell Homecare	Carthage Area Hospital	Conduent	Draper Laboratory
BJ Energy Solutions	Cascade Medical Center	ConocoPhillips*	Dril-Quip, Inc.*
Black & Veatch Corporation	Catalent, Inc.*	Consolidated Nuclear Security, LLC	DRS Technologies, Inc.
Black River Memorial Hospital	Caterpillar	Constellation Brands, Inc.*	DXP Enterprises, Inc.*
BlackRock, Inc.*	Cayuga Medical Center	Continental Resources, Inc.*	Eagle Bulk Shipping Inc.*
Block, Inc.*	Celsius Holdings, Inc.*	Cook Inlet Housing Authority	Earthstone Energy, Inc.*
Bloomin' Brands, Inc.*	Centene Corporation*	Cook Inlet Tribal Council	Easter Seals of New Jersey
Blount Memorial Hospital	Centers Plan for Healthy Living LLC	Core Laboratories LP	Edwards Lifesciences
Blue Cross and Blue Shield of Louisiana	Central Maine Healthcare	Corning Incorporated*	eGain Corporation*
Blue Cross Blue Shield of Michigan	Central Maine Medical Center	Costco Wholesale Corporation*	eHealth, Inc.*
bluebird bio, Inc.*	Centuri Group	Covenant Logistics Group, Inc.*	El Pollo Loco Holdings, Inc.*
BlueLinx Holdings Inc.*	Ceridian HCM Holding Inc.*	Cracker Barrel Old Country Store, Inc.*	Elevance Health, Inc.*
BMC Software, Inc.	CEVA, Inc.*	Crawford & Company*	Elevian, Inc.
Boise Cascade Company*	CF Evans Construction	Crisp Regional Hospital	Ellis Medicine
Booz Allen Hamilton Inc.	ChannelAdvisor Corporation	Crouse Health	Emergency Nurses Association
Borr Drilling	Charles Schwab Bank	CSX Corporation*	Emergent Holdings, Inc.
Boston Beer Company, Inc., The*	Chatham Hospital	CVD	Emerson Electric Co.*
Brigham Minerals, Inc.*	Chefs' Warehouse, Inc., The*	CVS Health Corporation	Encompass Health Corporation*
Bright Horizons Family Solutions	ChemoCentryx, Inc.*	Dolby Laboratories, Inc.*	Endo International plc*
Brightcove	Cheniere Energy, Inc	Cyclacel Pharmaceuticals, Inc.*	EnerSys*
Brinker International, Inc.	Chesapeake Energy Corporation*	Cyclo Therapeutics	Enventure Global Technology
	Chesapeake Regional Health	Cyteir Therapeutics	Envestnet, Inc.*
	Chevron Corporation*		EOG Resources, Inc.*
			Epiq

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Epizyme, Inc.*	Granite Construction Inc.	Horace Mann Educators Corporation*	KAR Auction Services, Inc.*
Esquire Financial Holdings, Inc.*	GraniteOne	Hormel Foods Corporation	Karyopharm Therapeutics, Inc.*
Evangelical Community Hospital	Granville Health System	Hostess Brands, Inc.*	Kellogg Company*
Franks International NV	Great Lakes Dredge & Dock Corporation	Houston Healthcare	Kemper Corporation*
Evolution Petroleum Corp*	Great Southern Bancorp, Inc.*	HP Enterprise Services	Kennedy/Jenks Consultants, Inc.
Evonik Industries	Greater Houston Community Foundation	HP Inc.*	Keurig Dr. Pepper Inc.*
Expedia Group, Inc.*	Greene County Bancorp, Inc.*	Hub Group, Inc.*	Kewaunee Scientific Corporation
Expeditors International of Washington, Inc.*	Greene County Hospital	HubSpot, Inc.*	Kimball Electronics, Inc.*
Expro	Heidrick & Struggles International, Inc.*	Humana Inc.*	Kimley-Horn
Exterran, Inc.	Group 1 Automotive, Inc.*	iCAD	Kingman Regional Medical Center
Exxon Mobil Corporation*	GSI Technology, Inc.*	ICW Group	Kinsale Capital Group, Inc.*
Facebook	Guardian Life Insurance Company of America, The	IDEXX Laboratories, Inc.*	Kirby Corporation*
Faith Community Hospital	Guidewire Software, Inc.*	IFM Therapeutics, LLC	Klein Tools, Inc.
Family Houston	Gulf Island Fabrication, Inc.*	Imara	Knox Community Hospital
Genuine Parts Company*	Gunnison Valley Health	Immersion Corporation*	Kohls Corporation
Farmer Bros. Co.*	H.W. Lochner, Inc.	Independence Contract Drilling, Inc.*	Korn Ferry
Federal Aviation Administration	Hain Celestial Group, Inc., The*	Ingevity	Kraft Heinz Company, The*
Federated Wireless, Inc.	Halliburton Company*	Jet Propulsion Laboratory	Kroger Co., The*
FedEx Corporation*	Halo Labs	Ingles Markets, Incorporated*	Kronos Bio Inc
Fermi National Accelerator Laboratory	Halozyme Therapeutics, Inc.*	Ingram Micro Inc.	L.A. Care Health Plan
FiberTite	Hamilton Health Care System	Innoviva, Inc.*	Lamb Weston Holdings, Inc.*
Fidelity D & D Bancorp, Inc.*	Hampshire Memorial Hospital	Institute for Defense Analyses	Lancaster Colony Corporation*
Finger Lakes Health	Hanesbrands Inc.*	Institute for Healthcare Advancement	Landsea Homes
First Advantage Corporation*	Harney District Hospital	Integer Holdings Corp*	Macy's, Inc.*
First Bancorp (NC)*	Harris Health System	Intellia Therapeutics Inc.*	Laredo Petroleum Inc.*
FirstEnergy Corp.	Harsco Corporation	Intelsat US LLC	Lawrence Berkeley National Laboratory
Flowers Foods, Inc.*	Hartford Financial Services Group, Inc., The*	International Seaways, Inc.*	Lawrence General Hospital Inc.
Forma Therapeutics	Hawaiian Holdings, Inc.*	Intuit Inc.*	Lawrence Livermore National Laboratory
Fortive Corporation	Hawkins, Inc.*	IQVIA Holdings Inc.*	LendingClub Corporation*
Franklin Electric Co., Inc.*	Haworth, Inc.	iRobot Corporation*	Leupold & Stevens, Inc
Freedom Care	HCA Healthcare, Inc.*	Ironwood Pharmaceuticals, Inc.*	Lewis County General Hospital
FRP Holdings, Inc.*	HCI Group, Inc.*	Iteeris, Inc.*	Liberty Global plc
FVCBankcorp, Inc.*	HDR, Inc.	J & J Snack Foods Corp.*	Liberty Regional Medical Center
Gaia, Inc.*	Heartland Express, Inc.*	J. M. Smucker Company, The*	Lincoln Financial Group
Gap, Inc., The*	Helen of Troy Limited	J.B. Hunt Transport Services, Inc.*	Lincoln National Corporation*
GE Global Research	Helix Energy Solutions Group Inc.	Jabil Inc.*	Lincoln National Corporation*
Gemdale USA	Henry Schein, Inc.	Jack Henry & Associates, Inc.	Lindblad Expeditions Holdings Inc.*
Genco Shipping and Trading Limited*	Heritage Insurance Holdings, Inc.*	Jacobs Engineering Group Inc.	LKQ Corporation*
General Mills, Inc.*	Heritage Valley Health System	Jasper Memorial Hospital	Lockheed Martin Corporation
George Regional Health System	Hershey Company, The*	Jazz Pharmaceuticals plc*	Los Alamos National Laboratory
Geospace Technologies Corporation*	Heska Corporation*	JE Dunn Construction Group	Los Angeles Jewish Home
Gilbane, Inc.	Highground Advisors	Jefferies Financial Group Inc.*	Lower Colorado River Authority
Gilead Sciences, Inc.*	Hillman Group	Jefferson Laboratory	Lumen
Glens Falls Hospital	Hilltop Holdings, Inc.*	JetBlue Airways Corporation*	Lumentum Holdings Inc.*
Globalization Partners Inc	HNTB Corporation	John Marshall Bancorp, Inc.*	Luna Innovations
Globe Life Inc.*	Hocking Valley Community Hospital	Johns Hopkins University Applied Physics Laboratory	Luzsana (was Henguri)
Goldman Sachs Group, Inc., The*	Holzer Health System	Johnson & Johnson	Lyra Therapeutics
Google LLC	Hood Companies, Inc.	Just Born	M&T Bank Corporation*
Goosehead Insurance, Inc.*		Kansas City Southern*	M. A. Mortenson Company
Grace Cottage Hospital			MacPherson's
Graham Management Services LP			MannKind Corporation*

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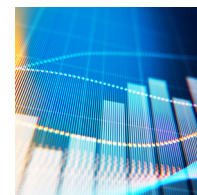
ManpowerGroup Inc.*	Myriad Genetics, Inc.*	Ollie's Bargain Outlet Holdings Inc	Primerica, Inc.*
Marathon Oil Corporation*	Nabors	Olympic Steel, Inc.*	Princeton Community Hospital
Maravai LifeSciences	Nintendo of America, Inc.	Omeros Corporation*	Principal Financial Group, Inc.*
Marinus Pharmaceuticals	NanoString Technologies*	Omnicom Group Inc.*	ProAssurance Corporation*
Markel Corporation*	NAPCO Security Technologies, Inc.*	On Target Laboratories	Progressive Corporation, The*
Marriott International, Inc.	Nashville General Hospital at Meharry	Oncor Electric Delivery Company	Promega Corporation
Marsh & McLennan Companies, Inc.*	Nathan Littauer Hospital	Oncorus	Propetro Holding Corp
Marten Transport, Ltd.*	Nathan's Famous, Inc.*	One Call Corp	ProQuest LLC
Matador Resources Company*	National Bank Holdings Corporation*	Oneida Healthcare Systems	Prosser Memorial Health
Matson, Inc.*	National Beverage Corp.*	OptimizeRX	Protagonist Therapeutics, Inc.*
MBIA Inc.*	National Instruments Corporation*	Oracle Corporation*	Proto Labs, Inc.
McCarthy	National Renewable Energy Laboratory	Organogenesis	Provident Bancorp, Inc.*
McCormick & Company, Incorporated*	National Research Corporation*	Osborne County Memorial Hospital	Prudential Financial, Inc.*
McDermott, Inc.	National Rural Electric Cooperative Association	OSI Systems, Inc.*	Publishers Clearing House
McDonald's Corporation*	Natural Gas Services Group, Inc.*	Osmotica Pharmaceutical Corporation	Publix Super Markets, Inc.
Medallion Financial Corp*	NCI Information Systems, Inc.	Oswego Health	Punxsutawney Area Hospital
Medifast, Inc.*	NCS Multistage Holdings, Inc.*	Overseas Shipholding Group, Inc.*	Putnam General Hospital
Memorial Health System	NEC Corporation of America	P.A.M. Transportation Services, Inc.*	QIAGEN RPC, Inc.*
Memorial Hospital at Gulfport	Netflix, Inc.*	Pacific Biosciences of California, Inc.*	Radian Group Inc.*
Memorial Park Conservancy	Netgear, Inc.*	PACS Healthcare	Radiant Logistics, Inc.*
Merck & Co., Inc.	Neural Payments	Page Memorial Hospital	Ramboll
Meritage Homes Corporation	Neurocrine Biosciences, Inc.*	Palomar Holdings, Inc.*	RAND Corporation
Mersana Therapeutics	New London Hospital	Pana Community Hospital	Regional Cancer Center Care Associates LLC
Mesh Suture, Inc.	New Markets Support Company	Par Pacific Holdings, Inc.*	Reliance Steel & Aluminum Co.*
MetLife, Inc.*	Newell Brands Inc.*	Park Aerospace Corp*	Repligen Corporation*
MGIC Investment Corporation*	Newpark Resources	Parker Drilling	Replimune
MGP Ingredients, Inc.*	NextCure, Inc.	Parker Hannifin Corporation*	Republic Bancorp, Inc.*
Michael Baker International	NI Holdings, Inc.*	Parsons Corporation	Republic Services
Michels Corporation	NMI Holdings, Inc.*	PDC Energy, Inc.*	REV Energy Services
Micron Technology, Inc.*	Noble Drilling	Penn Highlands Brookville	Reynolds Consumer Products
Midland States Bancorp, Inc.*	Noodles & Company*	Penn Highlands Clearfield	RH*
Mimecast Limited*	Norfolk Southern Corporation*	Penn Highlands DuBois	Richardson Electronics, Ltd.*
Miners Colfax Medical Center	Norman Regional Health System	Penn Highlands Elk	Ricoh Americas Corporation
MIT Lincoln Laboratory	North Country HealthCare	Penn Highlands Healthcare	Ridgeline International
Mitek Systems, Inc.*	Northern Oil & Gas, Inc.*	Penn Highlands Huntingdon	Ring Energy, Inc.*
Mohawk Valley Health System	Northwest Bancshares, Inc.	Penn Highlands Tyrone	RingCentral, Inc.*
Molina Healthcare, Inc.	NOV Inc.*	Penske Automotive Group, Inc.*	Rite Aid Corporation*
Molson Coors Beverage Company*	Novavax, Inc.*	PepsiCo, Inc.	RLI Corp.*
Monadnock Community Hospital	Nu Skin Enterprises, Inc.*	Performance Food Group Company*	Roane General Hospital
Mondelez International, Inc.*	NVE Corporation*	PerkinElmer, Inc.	Rock and Roll Hall of Fame
Monolithic Power Systems, Inc.*	NVIDIA Corporation*	Perry Hospital	Roseburg Forest Products Co.
Monongahela Valley Hospital	Oak Ridge National Laboratory UT-Battelle, LLC	PetIQ, Inc.*	Rosendin Electric Inc
Monster Beverage Corporation*	Oasis Petroleum Inc.*	PetMed Express, Inc.*	Royal Caribbean Cruises Ltd.*
Morgan Stanley*	Occidental Petroleum Corporation*	Pfizer Inc.*	Rumford Hospital
Motorola Solutions	OceanFirst Financial Corporation*	Philip Morris International Inc.*	Ruth's Hospitality Group, Inc.*
Mount Desert Island Hospital	OCH Regional Medical Center	Pilgrim's Pride Corporation*	Ryder System Inc.
Mount Nittany Health	Old Dominion Freight Line, Inc.*	Pioneer Natural Resources Company*	Ryerson Holding Corporation*
Mountain Health Network	Old Republic International Corporation*	PNC Financial Services Group, Inc., The*	S&T Bancorp, Inc.*
MRC Global Inc.*		Pool Corporation*	SAIC, Inc.
MSC Industrial Direct Co., Inc.*		Post Holdings, Inc.*	Sally Beauty Holdings, Inc.*
Mutual of Omaha Insurance Company, Inc.		PriceSmart, Inc.*	Salt River Project
		PrimeEnergy Resources Corporation*	Samaritan Health

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Samsung Electronics America  
 Sanderson Farms, Inc.\*  
 Sandia National Laboratories  
 Saratoga Hospital  
 Savannah River National Laboratory  
 ScanSource, Inc.\*  
 Schlumberger Limited\*  
 Schnitzer Steel  
 Schuyler Hospital  
 Seacoast Banking Corp of Florida\*  
 SEACOR Marine Holdings Inc\*  
 Seadrill Management Ltd  
 Selective Insurance Group, Inc.\*  
 Seneca Foods Corporation\*  
 Seres Therapeutics, Inc.\*  
 ServisFirst Bancshares, Inc.\*  
 Shake Shack Inc.\*  
 Shelf Drilling Offshore Holdings Limited  
 Shenandoah Memorial Hospital  
 Sheppard Pratt Health System  
 ShotSpotter, Inc.\*  
 Shutterstock  
 Silicon Laboratories Inc.\*  
 SilverBow Resources, Inc.\*  
 Silvertip Completion Services  
 Simulations Plus, Inc.\*  
 Sitio Royalties Corp\*  
 Six Flags Entertainment Corp.\*  
 Skagit Regional Health  
 SkyWest, Inc.\*  
 SLAC National Accelerator Laboratory  
 SMART Global Holdings, Inc.\*  
 SolarEdge Technologies, Inc.\*  
 Solaris Oilfield Infrastructure Inc  
 Sonos, Inc.\*  
 South County Health  
 South Jersey Industries  
 Southern Missouri Bancorp, Inc.\*  
 Southwest Airlines Co.\*  
 Southwest Research Institute  
 Southwestern Energy Company\*  
 Speare Memorial Hospital  
 Spirit Airlines, Inc.\*  
 SPM Oil & Gas  
 St. James Hospital  
 St. Lawrence Health System  
 St. Marys Medical Center  
 Standard Motor Products, Inc.\*  
 Stantec Inc.  
 Star of Hope  
 Star Valley Health

Starbucks Corporation\*  
 State Street Corporation\*  
 Sterling Bancorp, Inc.\*  
 Stewart Information Services Corporation\*  
 StoneX Group Inc.\*  
 Strateos, Inc.  
 Structure Tone, Inc.  
 Subaru of America, Inc.  
 Sundance Bay  
 Sundt  
 Sunnova Energy International Inc  
 SunOpta  
 SUNY Upstate Medical University  
 Swedish Covenant Hospital  
 Symbotic  
 Synchrony Financial\*  
 Sysco Corporation\*  
 T. Baker Smith, LLC  
 TALOS ENERGY INC.\*  
 Tango Therapeutics  
 Target Corporation  
 TD SYNnex CORP\*  
 Tempest Therapeutics  
 Tempur Sealy  
 Tenet Healthcare Corporation\*  
 Terracon Consultants, Inc.  
 TESSCO Technologies Incorporated\*  
 Texas Instruments  
 TFS Financial Corporation\*  
 The Aerospace Corporation  
 The Applied Research Laboratory at PSU  
 The Ashforth Company  
 The Austin Company  
 The Boeing Company  
 The Coca-Cola Company  
 The Durham Manufacturing Company  
 The Home Depot  
 The MetroHealth System  
 The MITRE Corporation  
 The Travelers Companies  
 Thermo Fisher Scientific, Inc.  
 TidalHealth  
 TidalHealth Nanticoke  
 Tidewater Inc.\*  
 Tift Regional Health System  
 TJX Companies, Inc., The\*  
 T-Mobile Inc.  
 Tompkins Financial Corporation\*  
 Tootsie Roll Industries, Inc.\*  
 TRACON Pharmaceuticals, Inc.\*  
 Trajan Scientific & Medical

Trane Technologies  
 Transocean  
 Transtar Industries  
 Trecora  
 TreeHouse Foods, Inc.\*  
 Trellis Company  
 Trevena  
 TriCo Bancshares\*  
 Triumph Bancorp, Inc.\*  
 Trupanion, Inc.\*  
 Twist Bioscience\*  
 Tyson Foods, Inc.\*  
 U.S. Bancorp\*  
 UC Health  
 Ultra Clean Holdings, Inc.\*  
 Ultragenyx Pharmaceutical Inc.\*  
 UNC Health Care System  
 UNC Medical Center  
 Uncio Properties  
 Union Bankshares, Inc.\*  
 VHB  
 Union Pacific Corporation\*  
 United Airlines Holdings, Inc.\*  
 United Rentals  
 Vince Holding Corp.\*  
 United Security Bancshares\*  
 UnitedHealth Group Incorporated\*  
 Universal Health Services, Inc.\*  
 University Corporation for Atmospheric Research (UCAR)  
 University of Pittsburgh Medical Center  
 Univest Financial Corporation\*  
 Unum Group\*  
 Upper Connecticut Valley Hospital  
 Upstate University Hospital - Community Campus  
 Urban Outfitters, Inc.\*  
 US Foods Holding Corp.\*  
 UVMHN Champlain Valley Physicians Hospital  
 Valaris plc  
 Valhi, Inc\*  
 Valley Health  
 Valley Regional Hospital  
 Value Line, Inc.\*  
 Vanderhall Motor Works  
 Vector Group Ltd.\*  
 Veritiv Corporation\*  
 Verra Mobility Corp.\*  
 Vertex Pharmaceuticals  
 ViacomCBS  
 Viatrix Inc.\*

Vontier Corporation  
 Vroom  
 W.W. Grainger, Inc.\*  
 Waitr Holdings Inc.\*  
 WakeMed Health and Hospitals  
 Walgreens Boots Alliance, Inc.\*  
 Wallowa Memorial Hospital  
 Wanzek Construction  
 War Memorial Hospital  
 Ward Memorial Hospital  
 Warren Memorial Hospital  
 Waters Corporation\*  
 Watsco, Inc.\*  
 Wayne Memorial Health System  
 Weatherford International plc  
 Webster County Memorial Hospital  
 Weeks Medical Center  
 Weis Markets, Inc.\*  
 Wellmark Inc  
 Wells Fargo & Company\*  
 Werewolf Therapeutics  
 Werner Enterprises, Inc.\*  
 Western Digital Corporation\*  
 Western Milling, LLC  
 WestRock  
 Weyco Group, Inc.\*  
 Whirlpool Corporation\*  
 White Mountains Insurance Group, Ltd.\*  
 White River Health System  
 Willis Lease Finance Corporation\*  
 WillScot Mobile Mini Holdings Corp.\*  
 Winchester Medical Center  
 Wingstop Inc.\*  
 Winmark Corp\*  
 WisdomTree Investments, Inc.\*  
 Wood  
 World Fuel Services Corporation\*  
 Worley  
 WSP  
 WVU Medicine  
 XPO Logistics, Inc.\*  
 YUM! Brands, Inc.\*  
 Zachry Industrial Inc.  
 Ziff Davis, Inc.\*  
 Zoetis Inc.\*  
 Zovio- Fullstack Academy



## Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



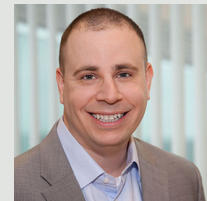
**Dan Besser**  
Survey Account  
Manager



**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  
and Executive Assistant



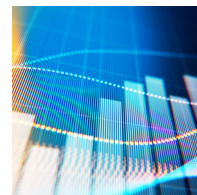
**Veronika Valcheva**  
Associate Account  
Manager



## Streamlined, Secure Client Portal

Pearl Meyer clients have unlimited access to online reporting tools that help provide quick and easy access to customize your data.





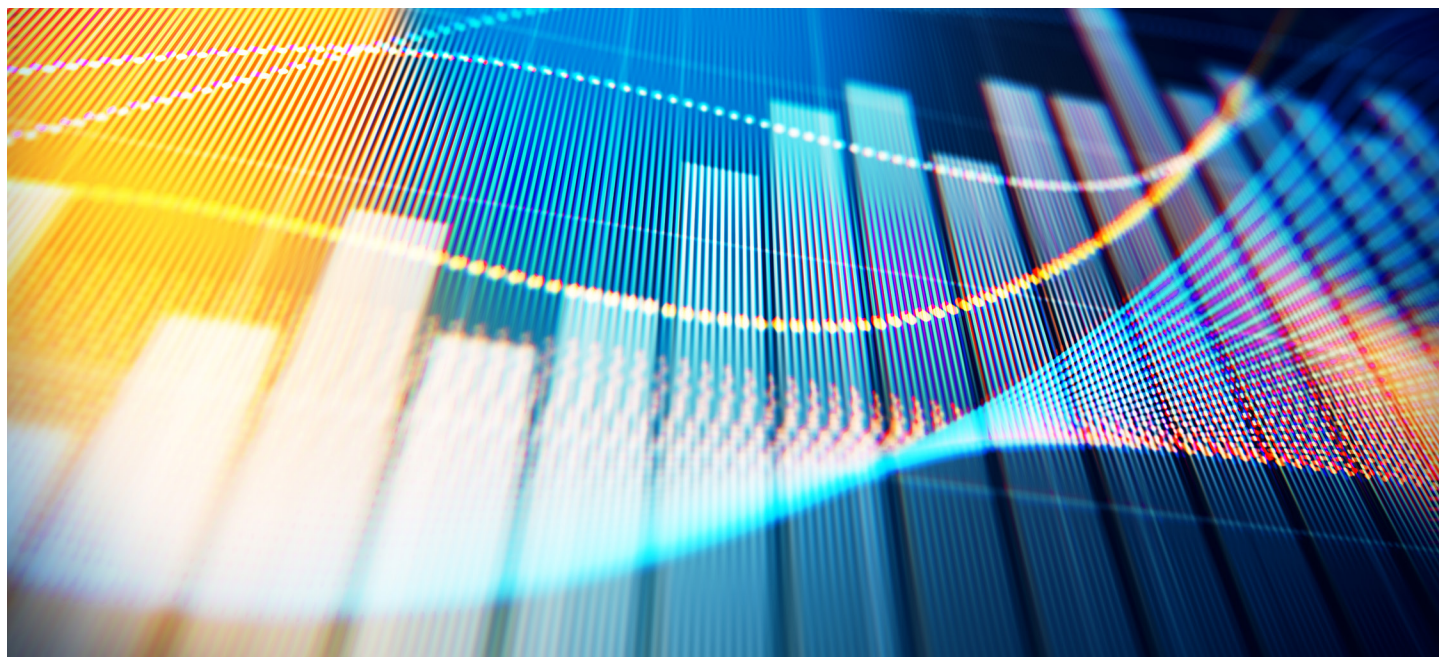
## Contact Us

**To learn more about our 2023 Executive Compensation and Benchmarking Survey or to enroll, please reach us:**

By email: [survey@pearlmeyer.com](mailto:survey@pearlmeyer.com)

By phone: 508-460-9600

Or contact Rebecca Toman,  
Vice President, Survey Business Unit  
[rebecca.toman@pearlmeyer.com](mailto:rebecca.toman@pearlmeyer.com); 508-630-1475





# Pearl Meyer



## About Pearl Meyer

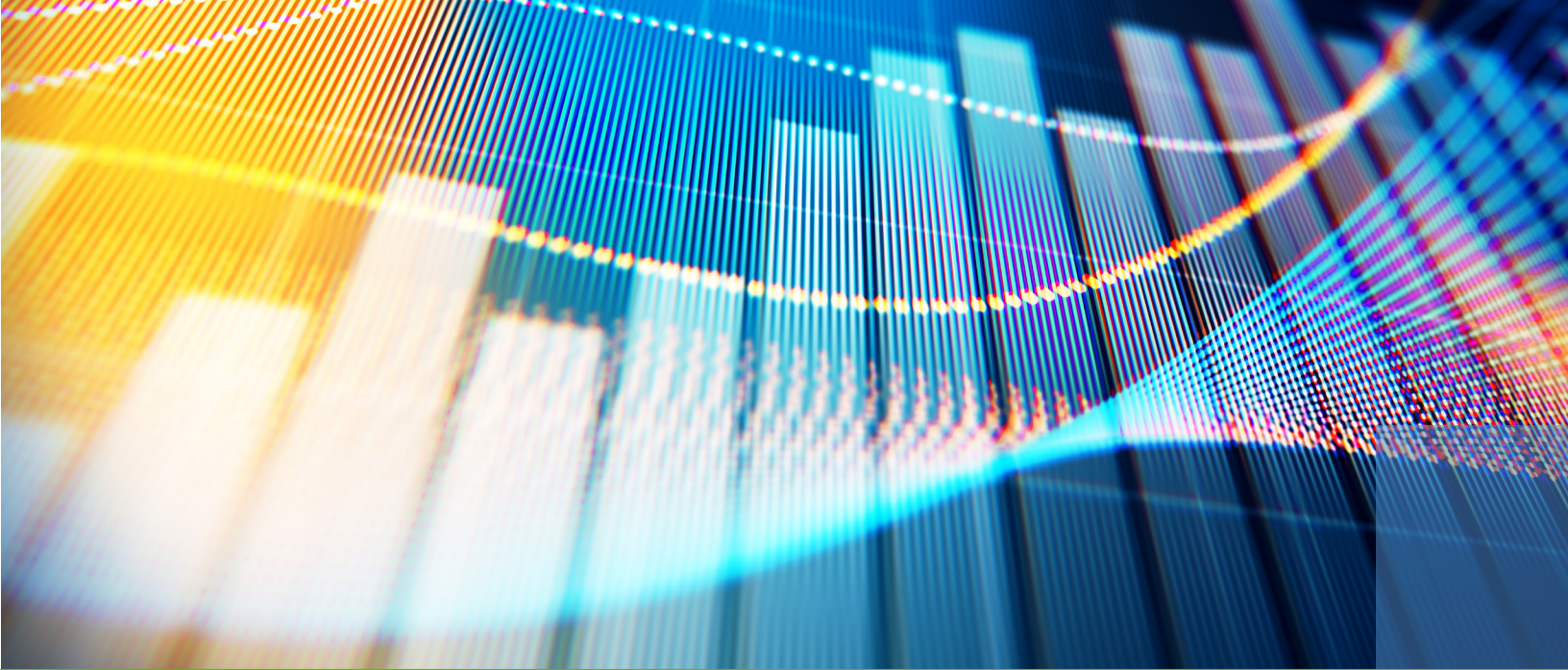
Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

For more information, visit [www.pearlmeyer.com](http://www.pearlmeyer.com)

## 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](http://www.maindatagroup.com)



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