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 240 Job Families and 2,100 positions

+ 240 U.S. and Global Participants

Credible

+ 240 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

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.

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.

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 2025 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: April 1, 2025
Due Date: May 2, 2025
Published: July 7, 2025

2024 CHiPS *One* World Participating Companies List

908 Devices
Accenture LLP
Alamar Biosciences, Inc.
Albertson's, Inc.
Ally Financial Inc.
American Institutes for Research
American International Group (AIG)
American University
Ames Laboratory
Applied Physics Laboratory/University of Washington
Applied Research Laboratories - The University of Texas at Austin
Archer
Argonne National Laboratory
Avantor, Inc.
BAE Systems North America, Inc.
Ball Aerospace
Bath & Body Works Inc
Battelle Memorial Institute
Bayer Corporation
Bechtel Global Corporation
Bechtel Plant Machinery, Inc.
Bell Flight
Biotage
Black & Veatch Corporation
Blue Cross and Blue Shield of Tennessee
BNSF Railway Company
Booz Allen Hamilton Inc.
Brady Corporation
Brookhaven National Laboratory
Bunge Limited
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
Ciena Corp
CIGNA Corporation
Cisco Systems, Inc.
City and County of Denver, CO
Cleveland-Cliffs Inc.
CNA
Colas

Colliers Engineering & Design
Comcast Corporation
Commonwealth Associates
Consolidated Nuclear Security, LLC
Corning Incorporated
Crane NXT
Cummins, Inc.
Daher
Day & Zimmermann
Dechert LLP
Deloitte LLP
Department of Energy's Kansas City National Security Campus
Dewberry
DISH Network Corporation
Dominion Energy, Inc.
Dow
Draper Laboratory
DRS Technologies, Inc.
Duke Energy
Eagle Materials
Easy Dynamics Corp
Eaton Corporation
eBay Inc.
Edwards Lifesciences
Empower AI
Enercon Services
Epsilon Data Management, LLC
Equinix
Experian Americas
Fannie Mae
Federal Aviation Administration
FedEx Freight
FedEx Services
Fermi National Accelerator Laboratory
Fidelity Investments
FIS Global
Fluor Corporation
Ford Motor Company
Framatome
Gannett Fleming, Inc.
GBA
General Atomics
General Dynamics Mission Systems
George Washington University
Georgia Tech Research Institute
Gilbane, Inc.
Granite Construction Inc.
Gray, Inc.
Gresham Smith

Guardian Life Insurance Company of America, The
Guidehouse
H.W. Lochner, Inc.
Hanscom Federal Credit Union
Haskell
HBM Holdings Company
Henderson Engineers
Herbert, Rowland, and Grubic
HGA
Hilton Grand Vacations
HNTB Corporation
Holt Group
Hormel Foods Corp.
HP Enterprise Services
Humana Inc.
Hy Cite Enterprises, LLC
Hylant
ICW Group
Idaho National Laboratory
Ingram Micro Inc.
Institute for Defense Analyses
Intelsat US LLC
Intercontinental Exchange, Inc.
International Paper Company
Jack Henry & Associates, Inc.
Jackson National Life Insurance
Jacobs Engineering Group Inc.
JE Dunn Construction Group
Jefferson Laboratory
Jet Propulsion Laboratory
Johns Hopkins University
Johns Hopkins University Applied Physics Laboratory
Kohls Corporation
Kronos Incorporated
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
Leidos
Liberty Mutual Group
Lockheed Martin Corporation
L'Oreal USA
Los Alamos National Laboratory
Lower Colorado River Authority
LPL Financial
Lumen
LyondellBasell
M. A. Mortenson Company
ManTech International Corporation
McCain Foods

For questions or to enroll, call 508-460-9600 and ask for a survey team member.

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Participating Companies List (continued)

McCarthy
Mentor Graphics Corporation
Mercury Insurance Company
Messer North America, Inc.
Michael Baker International
Micron Technology, Inc.
Mission Support and Test Services, LLC
MIT Lincoln Laboratory
MODEC International, Inc.
Molina Healthcare, Inc.
Motorola Solutions
MRIGlobal
Multistudio
National Renewable Energy Laboratory
National Rural Electric Cooperative
Association
NEC Corporation of America
Newport News Shipbuilding
NextEra Energy, Inc.
Noblis, Inc.
Northrop Grumman Corporation
Novartis Corp.
Oak Ridge National Laboratory UT-Battelle,
LLC
Olsson
Oncor Electric Delivery Company
Oriental Bank
PACCAR Inc
Pacific Northwest National Laboratory
Pactiv Evergreen
Parsons Corporation
Penn State Health
Peraton
POWER Engineers

Promega Corporation
Propetro Holding Corp
Prudential Financial Inc.
Publix Super Markets, Inc.
RAND Corporation
Renesas Electronics America Inc.
Ricoh Americas Corporation
Riverside Research Institute
Roseburg Forest Products Co.
RS&H
Ryder System Inc.
S & B Engineers & Constructors, Ltd.
SAIC, Inc.
Sandia National Laboratories
Sargent & Lundy, LLC
SaskTel
Savannah River National Laboratory
Schreiber Foods Inc.
Serco
Sierra Nevada Corporation
SK Engineering & Construction Co., Ltd.
SLAC National Accelerator Laboratory
Solugen
Sonoco Products Company
Southwest Research Institute
SRI International
Stanley Consultants Inc.
Stantec Inc.
State Farm Mutual Automobile Insurance
Company
Stellantis NV
Stryker Corporation
STV Group, Incorporated
Subaru of America, Inc.

Swagelok Company
Target Corporation
Terracon Consultants, Inc.
The Aerospace Corporation
The Applied Research Laboratory at PSU
The Capital Group
The Estee Lauder Companies Inc.
The Hershey Company
The MathWorks, Inc.
The MITRE Corporation
The Procter & Gamble Company
The Progressive Corporation
The TJX Companies, Inc.
Toyota Motor North America
Trane Technologies
Unchained Labs
Unisys Corporation
United Fire Group, Inc.
United Launch Alliance
University Corporation for Atmospheric
Research (UCAR)
USAA
Utah State University Space Dynamics
Laboratory
VHB
Wade Trim Group Inc
Wawa, Inc.
Westinghouse Electric Company
Weston Solutions
Wood
Worley
WSP
Ziegler CAT

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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 and Development Job Families

Hardware Engineering
Electronic Design Engineering
Mechanical Design Engineering
Hardware Engineering Default
Multi-Discipline Hardware Engineering Roll-Up
Engineer Technician - Hardware
Engineer Technician
ASIC Design Engineering
Semiconductor Design Engineering
Multi-Discipline Semiconductor Design Engineering Roll-Up
Network Product Development Engineering
Optical Engineering
RF/Wireless Development Engineering
Telecomm Product Development Engineering

Network/Telecomm Development
Engineering Roll-Up
Mobile Applications Engineering
Software Applications Engineering
Software Operating Systems Engineering
CAD Engineering
Embedded Software Engineering
User Experience Design Engineering
Software Engineering Default
Software Engineering Roll-Up
Engineer Technician – Software
Analog/Digital Signal Processing Engineering
Systems Design Engineering
Information Assurance Engineering
Industrial Design Engineering
Structural Engineering
Environmental Engineering

Packaging Engineering
Composite Materials Engineering
Semiconductor Process Engineering
Development Engineering Default
All R&D Engineering Roll-Up
Defense Sector Program/Project Management
Chemist
Research Scientist Basic
Research Scientist Applied
Research Scientist Default
Research Scientist Roll-Up
Design Research
Data Scientist
Laboratory Operations Management

Job Families

Technical Job Families

Aerospace

Aeronautical Engineering
Satellite Systems Engineer
Autonomy Engineer

Flight Simulation Engineer
Aircraft Support Engineer
Acoustics Engineer

Quality Technician

Customer Focused Support (Technical)

Systems Engineering (Pre-Sales)
Systems Engineering (Post-Sales)
Systems Engineering (Pre-/Post-Sales)
Systems Engineering Roll-Up
Professional Services Specialist
Systems Engineering/Professional Services
Specialist Roll-Up

Business Process Analysis - External Focus
Business Process Analysis - Internal Focus
Network Engineering
Applications Engineering
SaaS (Software as a Service) Operations
Engineer
Technical Support Engineering

Technical Training
Field Service Engineering
Field Service Technician
Desktop/Deskside Support Technician
PC Help Desk Technician
Remote Support Engineering
Repair Technician (Remote)

Information Systems

Applications Programmer/Analyst
Operating Systems Programmer/Analyst
Enterprise Resource Planning Programmer/
Analyst
Programmer/Analyst Default
Programmer/Analyst Roll-Up
Business/Systems Analysis
Database Analysis
Telecommunications Analysis
Network Systems Analysis
Internal Network Engineering
Information Systems Architect
Information Systems Program/Project

Management
Information Technology Operations
Management
Information Technology Outsourcing
Management
Systems Administration
Client/Server Database Administration
Cyber Security – Internal
Information Systems Security
Data Privacy, Data Security, and Compliance
Cyber Security – External
Penetration Testing & Vulnerability
Assessment (underline the word

Assessment)
Reverse Engineering & Vulnerability Research
PC Technician (HW/SW Support)
Computer Operations Support
Data Center Engineer
Help Desk Coordinator
Internet/E-commerce Applications
Development
Front-end Web Development
Web Site Design
Web Site Management/Administration
Web Site Content Authoring/Editing

Manufacturing (Technical)

Semiconductor Product Engineering
Equipment Engineering
Configuration/Release Engineering
Industrial Engineering
Chemical Engineering

Manufacturing Technician
Manufacturing Maintenance Technician
Hazardous Materials Technician
Semiconductor Process Technician
Semiconductor Equipment Operator

Chemical Operator
Manufacturing Engineering
Manufacturing Process Engineering Default

Quality

Hardware Test Engineering
Quality Engineering
Reliability Engineering
Software Quality/Test Engineering
Software Quality Assurance Analysis

Quality Engineering Default
Quality/Manufacturing Process Engineering
Roll-Up
Six Sigma Black Belt
Calibration Technician

Test Equipment Technician
Hardware Test Technician
Inspector (QA/QC/In-Process/Receiving)

Job Families

Technical Job Families (continued)

Marketing (Technical)

Semiconductor Product Engineering
Equipment Engineering
Configuration/Release Engineering
Industrial Engineering
Chemical Engineering

Manufacturing Technician
Manufacturing Maintenance Technician
Hazardous Materials Technician
Semiconductor Process Technician
Semiconductor Equipment Operator

Chemical Operator
Manufacturing Engineering
Manufacturing Process Engineering Default

Engineering & Construction

Architect
Mechanical Engineering
Instrument Engineering

Drafter
Designer
Construction Supervision

Engineering Project Management
Drafter/Designer Default
Drafter/Designer Roll-Up

Other Technical

Technical Program/Project Management

Mathematician/Statistician

Non-Technical Job Families

Consumer Focused Support

User Support Specialist
Customer Service Support
Sales Operations – Commission Analysis

Sales Operations – Order Administration
Sales Support
Sales Operations – Management

Client Services Program/Project Management
Business Development

Human Resources

Human Resource Generalist
Human Resource Operations
Benefits
Compensation
Executive Compensation
Compensation and/or Benefits Default
Compensation and/or Benefits Roll-Up

Employee Relations
Labor Relations
HRIS
EEO/Diversity
Organizational Development
Staffing
Training

Human Resource Specialist Default
HR Program/Project Management
Human Resource Specialist Roll-Up
Human Resource Support
Call Center Representative

Finance

Accounting
Cost Accounting
Finance
Finance/Accounting Default
Finance/Accounting Roll-Up
Credit/Collection Analysis
Credit/Collection Support
Payroll Support

Payable/Receivable Accounting Support
Travel and Expense Support
Finance/Accounting Supervisor Default
Finance/Accounting Supervisor Roll-Up
Controller
Auditing
Tax
Treasury Analysis

Investor Relations
Mergers and Acquisitions Analysis
Risk Management
Stock Administration
Finance Program/Project Management

Job Families

Non-Technical Job Families (continued)

Legal

General Law
Patent Law
Attorney Roll-Up

Intellectual Property Licensing Services
Contracts Negotiation
Contracts Administration/Management

Paralegal
Legal Secretary

Manufacturing

Manufacturing Production Management
Material/Production Control Planning
Purchasing/Procurement for Manufacturing
Purchasing/Procurement/Planning Default
Purchasing/Matl Planning Roll-Up
Logistics
Supply Chain Analysis

Vendor Management
Inventory Control
Production Scheduler
Material Handler
Machinist
Maintenance Mechanic
Machine Operator/Polish/Inspect

Machine Operator/Sputter
Assembler

Marketing

Marketing Communications
Visual/Graphic Designer
Promotion/Advertising
Pricing Analysis

Event Specialist
Government Relations (non-attorney)
Community Relations
Public Relations

Public/Community Relations Default
Public/Community Relations Roll-Up
Social Media

Other Administrative

Facilities Engineering
Facilities Technician
Construction Project Management
Real Estate Portfolio Management
Environmental Health and Safety
Safety Technician
Occupational Health Nursing
Security
Chief Pilot
Captain/Pilot
Co-Pilot
Business Strategy - External Focus

Business Planning Analyst
Web Analyst
Project/Program Management
(Non-Technical)
Import/Export Analyst
Purchasing Procurement for
Non-Manufacturing
Purchasing Assistant
Information Services Research
Document Content Specialist
Office Manager
Executive Assistant

Administrative Assistant/Administrative
Support
Receptionist
Data Entry Operator
Shipping/Receiving Clerk
Mail Clerk
Monitoring, Evaluation and Learning

Job Families

Sales Families

Sales

Field Sales - Direct - Commercial
Field Sales - Direct - Government
Field Sales - Direct - Combination
Field Sales - Direct Roll-Up
Field Sales - Indirect OEM
Field Sales - Indirect VAR

Field Sales - Indirect Distributor
Field Sales - Indirect Retail
Field Sales - Indirect Multiple Channels
Field Sales - Indirect Roll-Up
Field Sales - Direct and Indirect Combination
Field Sales - Direct and Indirect Roll-Up

Product/Service Sales Specialist (Overlay)
Strategic Client Management
Global Account Management
National (Domestic) Account Management
Maintenance Contract Sales
Retail - Sales (Store)

Inside Sales

Inside Sales Representative - Consumer
Inside Sales Representative - B2B Supplies,
Consumables, Packaged Offerings

Inside Sales Representative - B2B Product/
Service/Solutions
Inside Sales Roll-Up

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, Senior Survey Account Manager, 508-630-1517

Dedicated Team of Account Managers

Rebecca Toman
Vice President,
Survey Business Unit
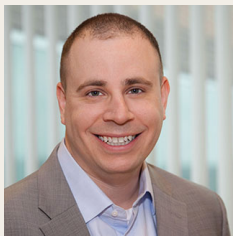
Nana Adu
Associate Account
Manager

Dan Besser
Senior Survey
Account Manager

Matt Donahue
Survey Account Manager

Jordan Gagnon
Survey Project Manager

Andrew Guigno
Survey Operations
Manager

Alexander Pasternack
Associate Account
Manager

Benji Sheiffer
Survey Account Manager

Rhonda Snyder
Senior Survey
Account Manager

Veronika Valcheva
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.).
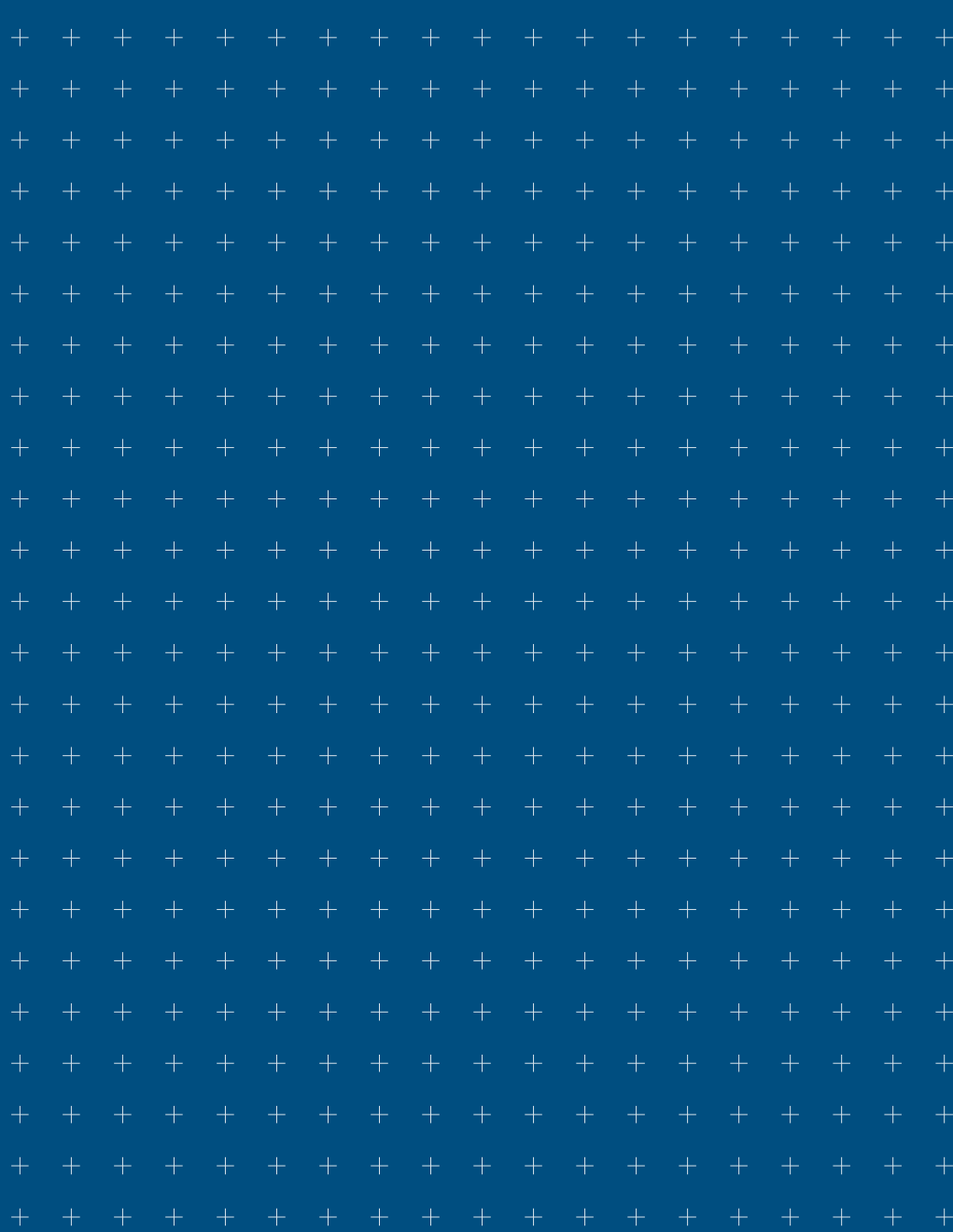
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About Pearl Meyer

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.

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