



**Pearl Meyer**

# The 2025 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 2025 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 2025 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 areas

#### 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 \$4,250 (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 Dates

Data Effective Date: 4/1/2025

Submission Due Date: 5/9/2025

Survey Results Published: Week of 8/4/2025



## 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  
 Top Artificial Intelligence

### 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

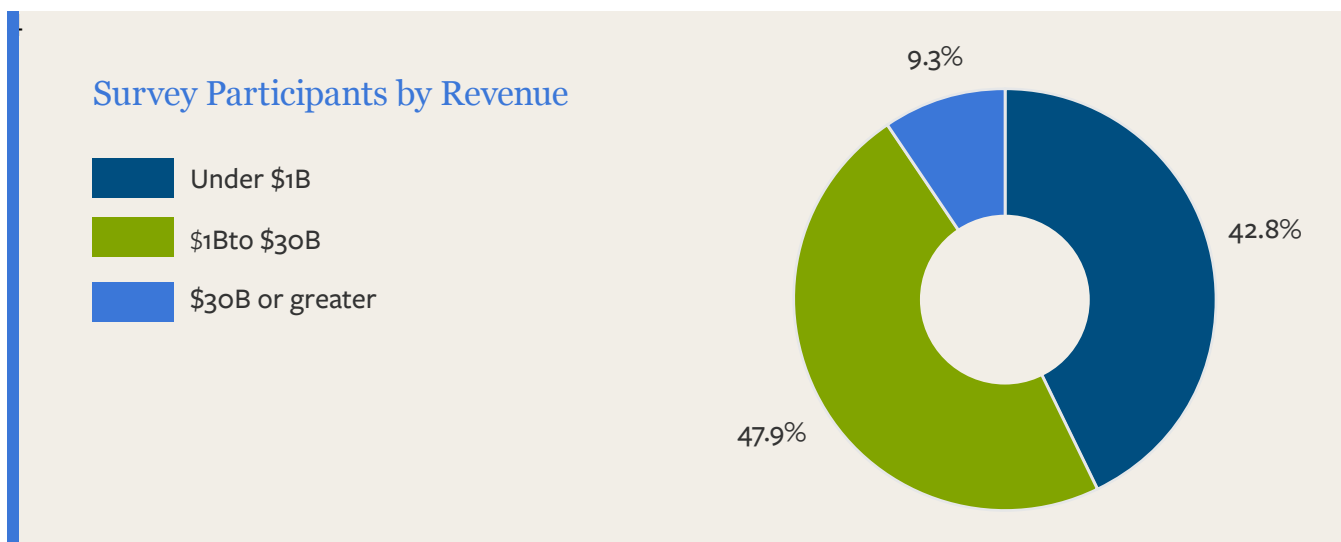
Top Operations  
 Direct Report to Top Operations,  
*not matched elsewhere*  
 Top Logistics  
 Top Manufacturing  
 Top Project Management  
 Top Quality  
 Top Risk Management  
 Top Supply Chain

### 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.



## 968 organizations participated in our 2024 Executive Compensation and Benchmarking Survey, including:

10x Genomics\*  
 Allegiant Travel Company\*  
 1-800-Flowers.Com  
 Alpha and Omega Semiconductor Ltd\*  
 1803 Fund  
 Altria Client Services Inc.\*  
 3M Company  
 Ambarella, Inc\*  
 908 Devices  
 AMC Entertainment Holdings Inc\*  
 Abbott Laboratories\*  
 AMCON Distribution Company\*  
 AbbVie Inc.\*  
 Amerant Bank, National Association\*  
 Abercrombie & Fitch Co.\*  
 Ameresco\*  
 Adirondack Health  
 American Apartment Management Co., Inc.  
 ADMA Biologics\*

American Eagle Outfitters\*  
 Adobe Systems Incorporated\*  
 American Equity Investment Life Holding Company\*  
 ADT Inc  
 American Homes 4 Rent  
 Advance Auto Parts Inc  
 American Institutes for Research  
 AeroVironment, Inc.\*  
 American International Group (AIG)\*  
 AFLAC Incorporated\*  
 American Realty Advisors  
 Agenus Inc\*  
 American States Water Co  
 Agilent Technologies, Inc.\*  
 Ameriprise Bank\*  
 Agilysys Inc.\*  
 Amerisure Insurance Company  
 Aimco  
 AMGEN

AIN Media Group  
 Amherst Holdings, LLC  
 Akoya Biosciences, Inc.\*  
 Amicus Therapeutics, Inc.\*  
 Alaska Airlines\*  
 Amplitude, Inc.\*  
 Albertsons, Inc.  
 Amylyx Pharmaceuticals Corp  
 Aldeyra Therapeutics, Inc.  
 Analog Devices, Inc.  
 Align Technology\*  
 Androskoggin Valley Hospital  
 Allan Myers  
 Antero Resources Corporation\*  
 AON Corporation\*  
 Austen Riggs Center  
 APA Corporation\*  
 Avantor, Inc.  
 Apple Computer, Inc.\*

## Participants (contd.)

AvePoint, Inc.\*  
 Applied Industrial Technologies\*  
 Aviat Networks, Inc.\*  
 Applied Materials, Inc.\*  
 Avnet, Inc.\*  
 ARAMARK Corporation\*  
 AXT Inc\*  
 Arbor Health Morton Hospital  
 Azenta Life Sciences\*  
 ArcBest Corporation\*  
 B&G Foods, Inc.\*  
 Archer Daniels Midland Company\*  
 Bacon County Hospital and Health System  
 Archrock, Inc.  
 Ball Aerospace  
 ARCO Construction  
 Bank of America Corporation\*  
 Arcosa, Inc.\*  
 Barton Malow Builders  
 Arctic Slope Regional Corporation  
 Bassett Healthcare  
 Argan, Inc.\*  
 Bath & Body Works Inc  
 Argonne National Laboratory  
 Battelle Memorial Institute  
 Arnot Health  
 BCS Financial Corporation  
 Arrow Electronics, Inc.  
 Beacon Communities LLC  
 Arrowhead Pharmaceuticals\*  
 Beazer Homes USA, Inc.  
 Ashland Inc.\*  
 Bechtel Global Corporation  
 Associated Capital Group\*  
 Beck Group  
 Atara Biotherapeutics  
 Becton, Dickinson and Company\*  
 Athira Pharma  
 Bell Flight  
 Atrion Corporation\*  
 Bell Partners Inc.  
 Auburn Community Hospital  
 Benco Dental  
 Audubon Nature Institute  
 Bentley Systems  
 Ausherman Properties  
 Berkshire Hathaway Inc.\*  
 Berkshire Health Systems  
 BridgeBio Pharma, Inc.\*  
 Berkshire Medical Center  
 BrightView, Inc.  
 Best Buy Co., Inc.\*  
 Brinks Company, The\*  
 Beyond Meat, Inc.\*  
 Bristol Health  
 BioCryst Pharmaceuticals\*  
 Bristol-Myers Squibb Company\*  
 Biolife Solutions\*  
 Broadcom Corporation\*  
 BioNano Genomics, Inc.\*  
 Broadstone Real Estate, LLC  
 Bio-Techne\*  
 Brookfield Properties, Inc.  
 Bixby Land Company  
 Brookline Bancorp\*  
 BJs Wholesale Club, Inc.\*  
 Brotherhood Mutual Insurance Company  
 Black & Veatch Corporation  
 Brown & Brown, Inc.\*  
 BlackRock Inc\*  
 Bruker Corporation\*  
 Block, Inc.\*  
 Buckner International  
 Bloomin Brands, Inc.\*  
 Builders FirstSource, Inc.\*  
 Blount Memorial Hospital  
 Bunge Limited\*  
 Blue Cross and Blue Shield of Tennessee  
 Burns & McDonnell Engineering  
 BlueLinx Holdings Inc.\*  
 Burroughs & Chapin Company Inc.  
 Blueprint Medicines Corporation\*  
 C.H. Robinson Worldwide, Inc.\*  
 BNSF Railway Company  
 Cal-Maine Foods, Inc.\*  
 BNY Mellon\*  
 Campbell Soup Company\*  
 Boise Cascade Company\*  
 Capital One Financial Corporation\*  
 Boldt Holdings  
 Capitol Square Ltd.  
 Bon Secours Mercy Health  
 Cardinal Health\*  
 Booz Allen Hamilton Inc.  
 CareSource  
 Boston Beer Company, Inc., The\*  
 CarMax, Inc\*  
 Brady Corporation  
 Carnival Corporation\*  
 Cars.com Inc.\*  
 Cirrus Logic, Inc.\*  
 Carthage Area Hospital  
 Cisco Systems, Inc.  
 Cascade Medical Center  
 Citigroup Inc.\*  
 Caseys General Stores, Inc.  
 Citizens Financial Group\*  
 Casto Management Services Inc.  
 Civitas Resources, Inc.\*  
 Catalent, Inc.\*  
 Claxton-Hepburn Medical Center  
 CDW Corporation\*  
 CleanChoice Energy, Inc.  
 Celsius Holdings, Inc.\*  
 CleanSpark, Inc.\*  
 Cencora\*  
 Clearfield, Inc.\*  
 CENIC  
 Cleveland-Cliffs Inc.  
 Centene Corporation\*  
 Clifton-Fine Hospital  
 Central Maine Healthcare  
 CLOVER HEALTH INVESTMENTS, CORP.\*  
 CEVA, Inc.\*  
 CNA  
 CF Evans Construction  
 Cognex Corporation\*  
 Champions Oncology\*  
 Cognizant Technology Solutions Corporation\*  
 Charter Communications, Inc.  
 Colquitt Regional Medical Center  
 Chefs' Warehouse, Inc., The\*  
 Columbia Memorial Hospital - NY  
 Chemed Corporation\*  
 Columbia Memorial Hospital - Oregon  
 Cheniere Energy, Inc  
 Comcast Corporation  
 Cherokee Nation Businesses, LLC  
 Comfort Systems USA\*  
 Chesapeake Energy Corporation\*  
 Commercial Real Estate Services Inc.  
 Chipotle Mexican Grill, Inc.\*  
 Commonwealth Associates

## Participants (contd.)

Chord Energy Corporation\*  
 Commonwealth Senior Living  
 Chuys Holdings, Inc.\*  
 Community HousingWorks  
 Cincinnati Financial Corporation\*  
 Community Memorial Hospital (NY)  
 Cinemark Holdings, Inc.  
 Commvault Systems, Inc.\*  
 ConAgra Foods, Inc.\*  
 Cushman & Wakefield, Inc.  
 Concentra  
 Cyclacel Pharmaceuticals, Inc.\*  
 ConocoPhillips\*  
 Cytek Biosciences Inc.\*  
 Conor Commercial Real Estate  
 Cytokinetics, Inc.\*  
 Consolidated Nuclear Security, LLC  
 Dallas Theological Seminary  
 Constellation Brands, Inc.\*  
 Danaher Corporation\*  
 Construction Partners, Inc.\*  
 Darden Restaurants, Inc.  
 Cook Inlet Housing Authority  
 Dartmouth Health  
 Cook Inlet Tribal Council  
 Datadog, Inc.\*  
 Core Laboratories LP\*  
 Davis Health System  
 CoreCard Corp\*  
 DaVita Inc.\*  
 Corning Incorporated\*  
 Day & Zimmermann  
 Corteva Agriscience\*  
 Dayforce, Inc.\*  
 CorVel Corporation\*  
 Deborah Heart & Lung Center  
 Costco Wholesale Corporation\*  
 Delek  
 Couchbase\*  
 Dell\*  
 Covenant Transportation Group, Inc.\*  
 Delta Air Lines, Inc.\*  
 CP Group  
 Delta Apparel, Inc.\*  
 CPI Security  
 Dennys Corporation\*  
 Cracker Barrel Old Country Store, Inc.\*  
 Department of Energy's Kansas City National Security Campus  
 Crawford & Company\*  
 Depot Connect International  
 Cresa Global Inc.  
 Devco Management  
 CRISPR Therapeutics\*  
 Devon Energy Corporation\*  
 Crouse Health  
 Dewberry  
 CSX Corporation\*  
 Diamondback Energy, Inc.\*  
 Culp, Inc.  
 Dicks Sporting Goods\*  
 Digi International Inc.\*  
 Edwards Lifesciences  
 Digimarc Corp.\*  
 eGain Corporation\*  
 Digital Turbine Inc  
 eHealth, Inc.\*  
 Dine Brands Global, Inc.\*  
 El Pollo Loco Holdings, Inc.\*  
 Diodes Incorporated\*  
 Elevance Health  
 Disc Medicine  
 Eli Lilly and Company\*  
 Discover Financial Services\*  
 Ellis Medicine  
 DISH Network Corporation  
 Emcor Group Inc\*  
 DocuSign, Inc.\*  
 Emergent Holdings, Inc.  
 Dolby Laboratories, Inc.\*  
 Emerson Electric Company\*  
 Dollar Tree Stores, Inc.\*  
 Empower AI  
 Dominos Pizza, Inc.\*  
 Encompass Health Corporation\*  
 Donaldsonville Hospital  
 Endeavor Global, Inc.  
 Dorian LPG Ltd.\*  
 Enercon Services  
 Douglas Elliman  
 EnerSys\*  
 Downtown Alliance  
 Enterprise Community Partners  
 Doximity, Inc.\*  
 Envestnet, Inc.\*  
 Draper Laboratory  
 Envista Holdings Corporation\*  
 Dril-Quip, Inc.\*  
 EOG Resources, Inc.\*  
 DRS Technologies, Inc.  
 Epiq  
 DSW Inc.\*  
 Epsilon Data Management, LLC  
 Duke Energy  
 Equinix  
 DXP Enterprises, Inc.\*  
 Era Group, Inc.\*  
 Dycom Industries, Inc.\*  
 Esquire Bank NA\*  
 Dynavax Technologies Corporation\*  
 Evangelical Community Hospital  
 EastGroup Properties Inc.  
 Eversource Energy\*  
 Evolution Petroleum Corp\*  
 Gannett Fleming, Inc.  
 Expedia, Inc.\*  
 GE Aerospace  
 Expeditors International of Washington, Inc.\*  
 Genco Shipping and Trading Limited\*  
 Exponent, Inc.\*  
 General Mills, Inc.\*  
 Expro Group Holdings N.V.\*  
 Genuine Parts Company\*  
 ExxonMobil Corporation\*  
 Georgia Tech Research Institute  
 Facebook  
 Geospace Technologies Corporation\*  
 Fall Creek Farm & Nursery  
 GFL Environmental Inc  
 Fannie Mae  
 Gilbane, Inc.  
 Farmer Bros\*  
 Gilead Sciences, Inc.\*  
 Federal Aviation Administration  
 Ginkgo Bioworks\*  
 FedEx Services\*  
 GK Development Inc.  
 Fermi National Accelerator Laboratory  
 Glens Falls Hospital  
 Fidelity Bank (PA)\*  
 Globe Life Inc.\*  
 First Advantage Corporation\*  
 Globoforce  
 First Bancorp (NC)\*  
 GoJo Industries

## Participants (contd.)

Flowers Foods, Inc.\*  
 Goldman Sachs Trust Company NA\*  
 Flywire Corporation\*  
 Google LLC  
 Foot Locker, Inc.\*  
 Goosehead Insurance, Inc.\*  
 Ford Motor Company  
 Grace Cottage Hospital  
 Forward Air Corporation\*  
 Graham Management Services LP  
 Franklin Electric Co., Inc.\*  
 Grande Ronde Hospital  
 FRP Holdings, Inc.\*  
 Granite Construction Inc.  
 FTI Consulting, Inc.  
 Granite Properties  
 FVCBankcorp, Inc.\*  
 Granville Health System  
 Gaia, Inc.\*  
 Gray, Inc.  
 Graybar Electric Company  
 Hawkins, Inc.\*  
 Great Lakes Dredge & Dock Corporation  
 HCI Group, Inc.\*  
 Great Southern Bancorp, Inc.\*  
 HDR, Inc.  
 GreatAmerica Financial Services  
 Healthquity, Inc.\*  
 Greene County Bancorp, Inc.\*  
 Healthy Alliance  
 Greystar Real Estate Partners  
 Heartland Express, Inc.\*  
 Griffin Capital Company LLC  
 Heidrick & Struggles\*  
 Group 1 Automotive, Inc.\*  
 Heritage Insurance Holdings, Inc.\*  
 GSI Technology, Inc.\*  
 Heritage Valley Health System  
 Guardian Life Insurance Company of America, The  
 Hershey Foods\*  
 Guidewire Software, Inc.\*  
 Hewlett-Packard Company\*  
 Gulf Island Fabrication, Inc.\*  
 HHHunt Corporation  
 Gulfport Energy Corp\*  
 HIF USA, LLC  
 Gunnison Valley Health  
 Highmark Health  
 H.B. Fuller Company\*  
 Hilltop Holdings Inc.\*  
 Hain Celestial Group, Inc., The\*  
 Hilton Grand Vacations  
 Halliburton Company\*  
 HNTB Corporation  
 Halozyme Therapeutics, Inc.\*  
 Holladay Properties  
 Hamilton Health Care System  
 Hologic, Inc.\*  
 Hampshire Memorial Hospital  
 Holt Group  
 Hanesbrands Inc.\*  
 Holyoke Medical Center, Inc.  
 Hanover Company  
 Holzer Health System  
 Harmony Biosciences Holdings\*  
 Homesteaders Life  
 Harris Health System  
 Hooker Furniture Corporation  
 Hartford Financial Services Group Inc, The\*  
 Hospital Corporation of America\*  
 Hawaiian Holdings, Inc.\*  
 Houston Healthcare  
 Howard Hughes Corp  
 Intuit Inc.\*  
 Howmet Aerospace, Inc.\*  
 Intuitive Surgical, Inc.\*  
 HP Enterprise Services  
 lovance Biotherapeutics, Inc.\*  
 Hub Group, Inc.\*  
 IQHQ, L.P.  
 Hubbell Inc.\*  
 IQVIA\*  
 HubSpot, Inc.\*  
 iRobot Corporation\*  
 Huggins Hospital  
 Ironwood Pharmaceuticals\*  
 Humana Inc.\*  
 Iteris, Inc.\*  
 Hunt Companies  
 Itron, Inc.\*  
 Idaho National Laboratory  
 J & J Snack Foods Corp.\*  
 IDEXX Laboratories, Inc.\*  
 J.B. Hunt Transport Services, Inc.\*  
 Illumina, Inc.\*  
 Jabil Circuit, Inc.\*  
 Immersion Corporation\*  
 Jack Henry & Associates, Inc.  
 Independent Living Systems LLC  
 Jazz Pharmaceuticals\*  
 Ingles Markets, Inc\*  
 JE Dunn Construction Group  
 Innoviva, Inc.\*  
 Jefferies Financial Group Inc.\*  
 Institute for Defense Analyses  
 Jefferson Laboratory  
 Integer Holdings Corp\*  
 Jet Propulsion Laboratory  
 Integra LifeSciences\*  
 JetBlue Airways Corporation\*  
 Intellia Therapeutics Inc.\*  
 Joby Aviation\*  
 Intelsat US LLC  
 John B. Sanfilippo & Son, Inc.  
 Interface, Inc.  
 John Marshall Bancorp, Inc.\*  
 Intermountain Healthcare  
 Johns Hopkins University Applied Physics Laboratory  
 International Paper Company  
 Johnson & Johnson  
 International Seaways, Inc.\*  
 Johnson Development  
 INTL FCStone Inc.\*  
 Just Born  
 Karyopharm Therapeutics, Inc.\*  
 Landsea Homes  
 Kellogg Company\*  
 Lane Construction Corporation  
 Kemper Corporation\*  
 Lawrence Berkeley National Laboratory  
 Kennedy/Jenks Consultants, Inc.  
 Lawrence Livermore National Laboratory  
 Keros Therapeutics\*  
 Leggat McCall Properties  
 Keurig Green Mountain, Inc.\*  
 LendingClub Corporation\*  
 Kibo Capital Group  
 Leupold & Stevens, Inc  
 Kidder Mathews  
 Liberty Global plc  
 Kimball Electronics, Inc.\*  
 Lincoln National Corporation\*



## Participants (contd.)

Kimley-Horn  
 Lindblad Expeditions Holdings Inc.\*  
 Kinder Morgan, Inc.\*  
 Live Nation Entertainment\*  
 Kinsale Capital Group, Inc.\*  
 LKQ Corporation\*  
 Kirby Corporation\*  
 Lockheed Martin Corporation  
 Kito Crosby  
 Los Alamos National Laboratory  
 Koch Enterprises, Inc.  
 Lower Colorado River Authority  
 Kohls Corporation\*  
 Lumentum Holdings Inc\*  
 Korn Ferry  
 LV Property Management  
 Kraft Foods Global, Inc\*  
 LyondellBasell  
 Kraus-Anderson Realty Company  
 M&T Bank\*  
 Kronos Bio  
 M. A. Mortenson Company  
 Kronos Incorporated  
 MACOM Technology  
 Krystal Biotech\*  
 Macys, Inc.\*  
 L&M Development Partners  
 Magnite, Inc\*  
 L.A. Care Health Plan  
 Magnolia Oil & Gas Corp\*  
 Lamb Weston Holdings Inc.\*  
 Manar  
 Lancaster Colony Corporation\*  
 MannKind Corporation\*  
 ManpowerGroup Inc.\*  
 Merritt Properties  
 ManTech International Corporation  
 Merus NV  
 MapLight Therapeutics, Inc  
 Mesa Laboratories, Inc.\*  
 Marathon Oil Company\*  
 MetLife, Inc.\*  
 Maravai LifeSciences\*  
 Mettler-Toledo International Inc.\*  
 MarineMax, Inc.\*  
 MGIC Investment Corporation\*  
 Marinus Pharmaceuticals  
 MGP Ingredients, Inc\*  
 Mark IV Capital, Inc.  
 Michael Baker International  
 Markel Group\*  
 Michigan Medicine  
 Marsh & McLennan Companies, Inc.\*  
 Micron Technology, Inc.\*  
 Marshall Health Network  
 Midland States Bank\*  
 Marten Transport, Ltd.\*  
 Miners Colfax Medical Center  
 Mastec Clean Energy & Infrastructure  
 Mission Produce, Inc.  
 Matador Resources Company\*  
 MIT Lincoln Laboratory  
 Matson, Inc.\*  
 MODEC International, Inc.  
 MBIA Inc.\*  
 Mohawk Valley Health System  
 McCarthy  
 Molina Healthcare, Inc.  
 McCormick & Company, Inc.\*  
 Molson Coors Brewing Company\*  
 McDonalds Corporation\*  
 Monadnock Community Hospital  
 McKesson Corporation\*  
 Mondelez International, Inc.\*  
 Medallion Financial Corp\*  
 MoneyGram International, Inc.  
 Medifast, Inc.\*  
 Monolithic Power Systems, Inc.\*  
 Medtronic plc\*  
 Monster Beverage Corporation\*  
 Memorial Hospital and Manor  
 Morgan Stanley\*  
 Merck & Co., Inc.  
 Motorola Solutions  
 Meritex Enterprises  
 Mount Desert Island Hospital  
 Mount Nittany Health  
 NGL Energy Partners LP\*  
 MRC Global Inc.\*  
 NI Holdings, Inc.\*  
 MSC Industrial Direct Co., Inc.\*  
 Nike, Inc.  
 MSP Recovery, Inc.  
 NMI Holdings, Inc.\*  
 Murphy Oil Corporation\*  
 Noblis, Inc.  
 Museum of Contemporary Art Chicago  
 Noodles & Company\*  
 Myriad Genetics Inc\*  
 Nordstrom Inc\*  
 NAPCO Security Technologies, Inc.\*  
 Norfolk Southern Corporation\*  
 Nashville General Hospital at Meharry  
 North Country HealthCare  
 Nathan Littauer Hospital  
 Northern Oil & Gas, Inc.\*  
 National Bank Holdings Corp\*  
 Northwest Bancshares, Inc.  
 National Beverage Corp.\*  
 NOV Inc.\*  
 National CORE  
 Novartis Corp.  
 National Renewable Energy Laboratory  
 Nu Skin Enterprises, Inc\*  
 National Research Corporation\*  
 NVE Corporation\*  
 National Rural Electric Cooperative Association  
 NVIDIA Corporation\*  
 Nationwide Realty Investors  
 Oak Ridge National Laboratory UT-Battelle, LLC  
 Natural Gas Services Group, Inc.\*  
 OC Sports & Entertainment  
 NCS Multistage\*  
 Occidental Petroleum\*  
 NEC Corporation of America  
 OceanFirst Bank\*  
 Netflix\*  
 OCH Regional Medical Center  
 Netgear, Inc.\*  
 ODL Inc  
 Neurocrine Biosciences, Inc.\*  
 Ohio Health Corporation  
 New London Hospital  
 Old Dominion Freight Line, Inc.\*  
 Newell Brands Inc.\*  
 Old Republic International Corporation\*  
 NextGen Healthcare, Inc.\*  
 Olympic Steel, Inc.\*  
 Omeros Corporation\*  
 Park Electrochemical Corp.\*  
 Omnicom Group, Inc.\*  
 Park Hotels & Resorts  
 Oncor Electric Delivery Company

## Participants (contd.)

Parsons Corporation	RaceTrac, Inc.	Roane General Hospital
Oneida Healthcare Systems	Pool Corporation*	Quantum-Si*
Penn Highlands Brookville	Radian Group Inc.*	Rock And Roll Hall Of Fame And Museum, Inc
OneSpan Inc.*	Portillos Inc.*	Roseburg Forest Products Co.
Penn Highlands Clearfield	Radiant Logistics, Inc.*	Serco
OPENLANE, Inc.*	Post Holdings, Inc.*	Ross Stores, Inc.*
Penn Highlands Connellsville	Ramboll	Seres Therapeutics, Inc.*
Oracle Corporation*	POWER Engineers	Royal Caribbean Cruises Ltd.*
Penn Highlands DuBois	RAND Corporation	ServiceNow*
OReilly Automotive, Inc.*	PriceSmart, Inc.*	RPC, Inc.*
Penn Highlands Elk	Range Resources Corporation*	ServisFirst Bank*
Organogenesis Holdings Inc.	PrimeEnergy Corporation*	RS&H
Penn Highlands Healthcare	Rapid Micro Biosystems*	Shake Shack Inc.*
Organon & Co.*	Primerica, Inc.*	Ryder System Inc.
Penn Highlands Huntingdon	Realty Income Corporation	Shenandoah Memorial Hospital
Orion Group Holdings Inc*	Principal Financial Group*	Ryerson Holding Corporation*
Penn Highlands Mon Valley	Recursion*	Sheppard Pratt Health System
OrthoPediatics Corp.*	ProAssurance Corporation*	S&T Bank*
Penn Highlands Tyrone	REDICO LLC	Sierra Nevada Corporation
Oscar Health, Inc.*	ProFrac Holding Corp.*	SAIC, Inc.
Penske Automotive Group, Inc.*	Redwood Living, Inc.	Sierra Pacific Industries
OSI Systems, Inc.*	Progyny, Inc.*	Sally Beauty Holdings, Inc.*
Performance Food Group Company*	Related Group	SIGA Technologies, Inc.*
Oswego Health	Promega Corporation	Samaritan Health
PerkinElmer, Inc.*	Reliance Steel & Aluminum Co.*	Silicon Laboratories Inc.*
Outfront Media Inc	Propetro Holding Corp	Sandia National Laboratories
Permian Resources*	Repligen Corporation*	Simulations Plus, Inc.*
Overseas Shipholding Group, Inc.*	Prosser Memorial Health	Saratoga Hospital
Perrigo Company plc*	Replimune Inc.	SiTime Corporation
P.A.M. Transportation Services, Inc*	Protagonist Therapeutics, Inc.*	ScanSource, Inc.
PetIQ, Inc.*	Republic Bank & Trust Company*	SitusAMC
PacBio*	Provident Bancorp, Inc.*	Schlumberger Limited*
PetMed Express, Inc.*	ResMed*	Six Flags Entertainment Corp.*
PACCAR Inc*	Prudential Financial Inc.*	Schreiber Foods Inc.
Pfizer, Inc.*	Revolution Medicines, Inc.*	Skyline Champion Corporation
Page Memorial Hospital	Publix Super Markets, Inc.	scPharmaceuticals, Inc.
Philip Morris International Inc.*	RH*	SkyWest, Inc.*
Palomar Holdings, Inc.*	PulteGroup, Inc.*	SCYNEXIS, Inc.
Pilgrims Pride Corporation*	Richardson Electronics, Ltd*	SLAC National Accelerator Laboratory
Pana Community Hospital	Punxsutawney Area Hospital	Seacoast National Bank*
Pioneer Natural Resources Company*	Ricoh Americas Corporation	SM Energy Company*
Pangaea Logistics Solutions, Ltd.*	Putnam General Hospital	SEACOR Marine Holdings Inc*
PMB Real Estate Services LLC	Ring Energy, Inc.*	SMART Global Holdings, Inc.*
Par Pacific Holdings, Inc.*	QIAGEN*	Sealy & Company LLC
PMV Pharmaceuticals	Rite Aid*	SolarEdge Technologies, Inc.*
Paramount Global	Quanta Services, Inc.*	Seer, Inc.*
PNC Financial Services*	RLI Corp.*	Solugen
Pohlad Companies	Quanterix Corporation*	

## Participants (contd.)

Selective Insurance Group, Inc.*	Subaru of America, Inc.	TidalHealth Nanticoke
Sonos, Inc.*	The Bancorp Inc.*	UC Health
Sempra*	Suffolk	Tidewater Inc.*
SoundThinking, Inc.*	The Cigna Group*	Ulta Salon Cosmetics and Fragrance*
Seneca Foods Corporation*	Summit Midstream Partners, LP*	Tift Regional Health System
South County Health	The Cooper Companies, Inc.*	Ultra Clean Holdings, Inc.*
Senior Star	Sundance Bay	T-Mobile Inc.
Southern Copper Corporation*	The Durham Manufacturing Company	Ultragenyx Pharmaceuticals Inc.*
Southern Missouri Bancorp, Inc.*	Sundt	Toll Brothers
Synchrony Financial*	The Estee Lauder Companies Inc.	Unchained Labs
Southland Holdings, Inc.*	SWIFT*	Tompkins Financial Corporation*
Synnex Corporation*	The GAP Inc.*	Union Bank*
Southwest Airlines Co.*	The Goodman Group	Tootsie Roll Industries, Inc.*
SYSCO Corporation*	Topcon Positioning Systems	Union General Hospital System
Southwest Research Institute	The Hackett Group, Inc.*	TopBuild Corp.*
TALOS ENERGY INC.*	TRACON Pharmaceuticals, Inc.*	Union Pacific Corporation*
Southwestern Energy Company*	The Hampshire Companies LLC	United Continental Holdings, Inc.*
Target Corporation	Tractor Supply Company	Vector Group Ltd.*
Speare Memorial Hospital	The Horace Mann Companies*	United Launch Alliance
Tavistock Development Company	TradeLane Properties	Ventas, Inc.
Spirit Airlines, Inc.*	The Irvine Company	United Natural Foods, Inc.
TECAN Trading Ltd.	Trammell Crow Residential	Veracyte, Inc.*
SpringWorks Therapeutics*	The J.M. Smucker Company*	United Security Bank*
Teleflex*	Trane Technologies	Verastem
St. Mary's Healthcare – Amsterdam	The Kroger Co.*	UnitedHealth Group Incorporated*
Tempur Sealy International Inc.	TransMedics Group, Inc.*	Vericel*
St. Marys Medical Center	The MetroHealth System	Universal Health Services, Inc.*
Tenet Healthcare Corporation*	TreeHouse Foods, Inc.*	VERRA MOBILITY Corp.*
Standard Motor Products, Inc.*	The Michaels Organization	Universal Technical Institute
Terracon Consultants, Inc.	Trevana	Vesta Corporation
Stantec Inc.	The MITRE Corporation	University Corporation for Atmospheric Research (UCAR)
Tetra Tech*	TriCo Bancshares*	VHB
Starbucks Corporation*	The Mosaic Company*	Univest Financial Corporation*
Teva Pharmaceutical Industries Limited*	Truist Bank*	Vince Holding Corp.*
StartX	The Perelman Center for Performing Arts	UnumProvident Corporation*
Texas Roadhouse, Inc.*	Trupanion, Inc.*	Vir Biotechnology, Inc.*
State Street Corporation*	The Progressive Corporation*	Upper Connecticut Valley Hospital
TFS Financial Corporation*	TSCG Investors	Vital Energy, Inc.*
Sterling Bancorp, Inc.*	The TJX Companies, Inc.*	Upstate University Hospital
The Aerospace Corporation	Twist Bioscience*	W. Bradley Electric
Sterling Construction Co Inc*	The Wolff Resident Experience Company LLC	Uranium Energy Corp.*
The Allstate Corporation*	Tyson Foods Inc*	W.W. Grainger Inc.*
Stewart Information Services Corporation*	Thermo Fisher Scientific, Inc.*	Urban Outfitters, Inc.*
The Andersons, Inc.*	U.S. Energy Development Corporation	Walgreens Boots Alliance Inc
Stryker Corporation*	Thompson Holdings, Inc.	US Bank*
The Applied Research Laboratory at PSU	U.S. Silica Holdings Inc.*	Wallowa Memorial Hospital
STV Group, Incorporated	TidalHealth	US Foods Holding Corp.*
The Austin Company	Uber Technologies, Inc.*	War Memorial Hospital

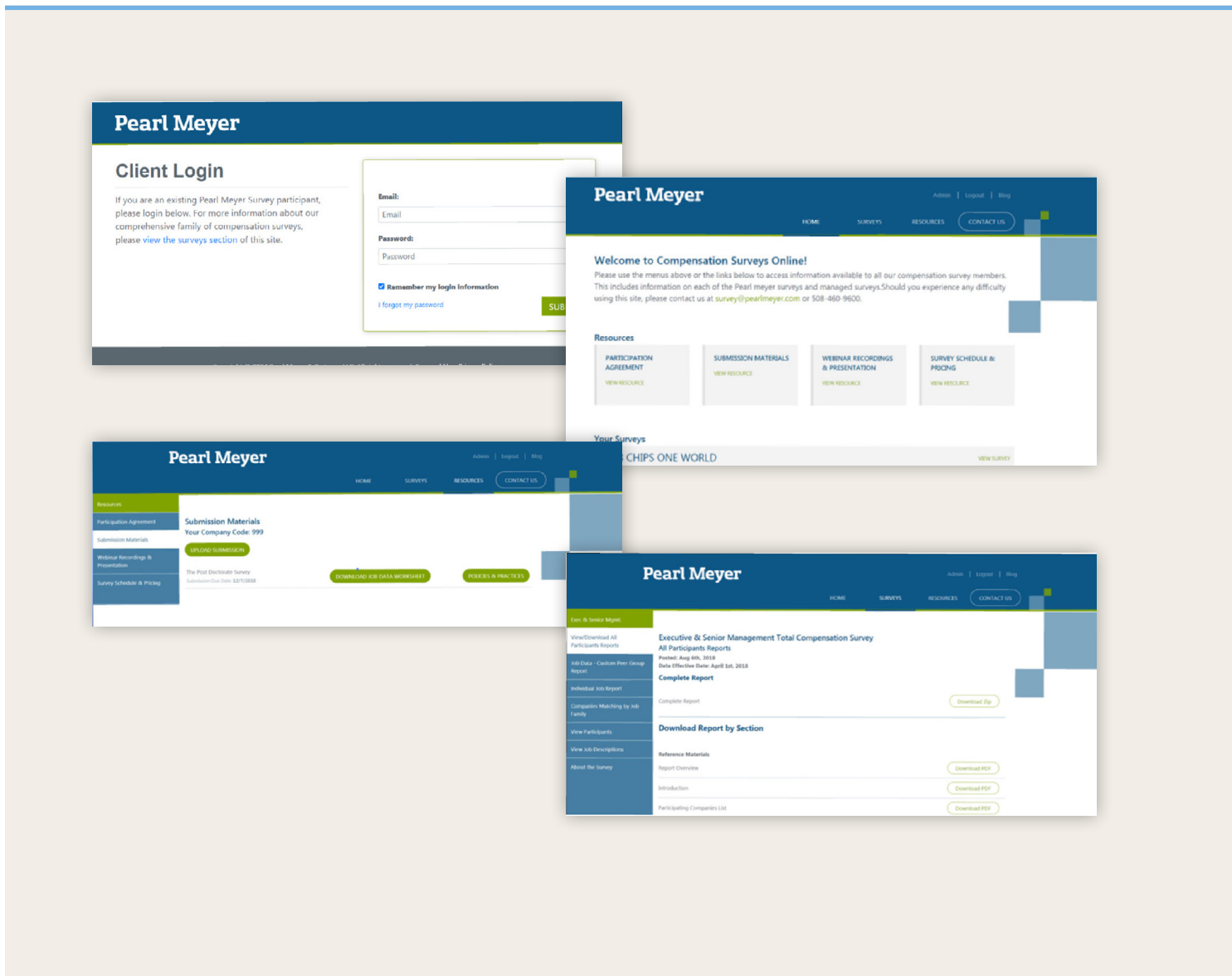
## Participants (contd.)

USAA  
Warby Parker Inc.\*  
Utz Brands, Inc.\*  
Ward Memorial Hospital  
UVMHN Alice Hyde Medical Center  
Warren General Hospital  
UVMHN Champlain Valley Physicians Hospital  
Warren Memorial Hospital  
UVMHN Elizabethtown Community Hospital  
Waters Corporation\*  
Valhi, Inc.\*  
Watsco, Inc.\*  
Valley Health  
Wawa, Inc.  
Valley Regional Hospital  
Wayne Memorial Health System  
Value Line, Inc.\*  
Webcor  
Vanderhall Motor Works  
Weeks Medical Center  
Weis Markets inc\*  
Yum! Brands Inc\*  
Wellmark, Inc.  
Zachry Industrial Inc.  
Wells Fargo & Company\*  
ZeroEyes  
Werner Enterprises, Inc.\*  
Ziegler CAT  
West Pharmaceutical Services, Inc.\*  
Ziff Davis, Inc.\*  
Western Digital Corporation\*  
Zoom Video Communications, Inc.\*  
Western Growers Association  
Westminster Communities of Florida  
Weyco Group, Inc\*  
Whirlpool Corporation\*  
White Mountains Insurance Group, Ltd.\*  
Willdan Group, Inc.\*  
Williams Companies, Inc., The\*  
Willis Lease Finance Corp.\*  
Willscot Mobile Mini Holdings Corp\*  
Winchester Medical Center  
Wingstop Inc.\*  
Winmark Corp\*  
WinnCompanies  
Witham Health Services  
Wood  
World Kinect Corporation\*  
Worley  
WSP  
Wyoming County Community Hospital  
XPO, Inc.\*

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

## 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 2025 Executive Compensation and Benchmarking Survey or to enroll, please reach us:

**By email:**  
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**By phone:**  
508-460-9600

Or contact Rebecca Toman,  
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**Rebecca Toman**  
Vice President,  
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**Nana Adu**  
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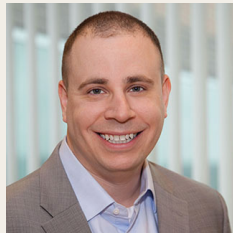
**Dan Besser**  
Senior Survey  
Account Manager



**Matt Donahue**  
Survey Account Manager



**Jordan Gagnon**  
Survey Project Manager



**Andrew Guigno**  
Survey Operations  
Manager




**Benji Sheiffer**  
Survey Account Manager



**Rhonda Snyder**  
Senior Survey  
Account Manager



**Veronika Valcheva**  
Survey Account Manager

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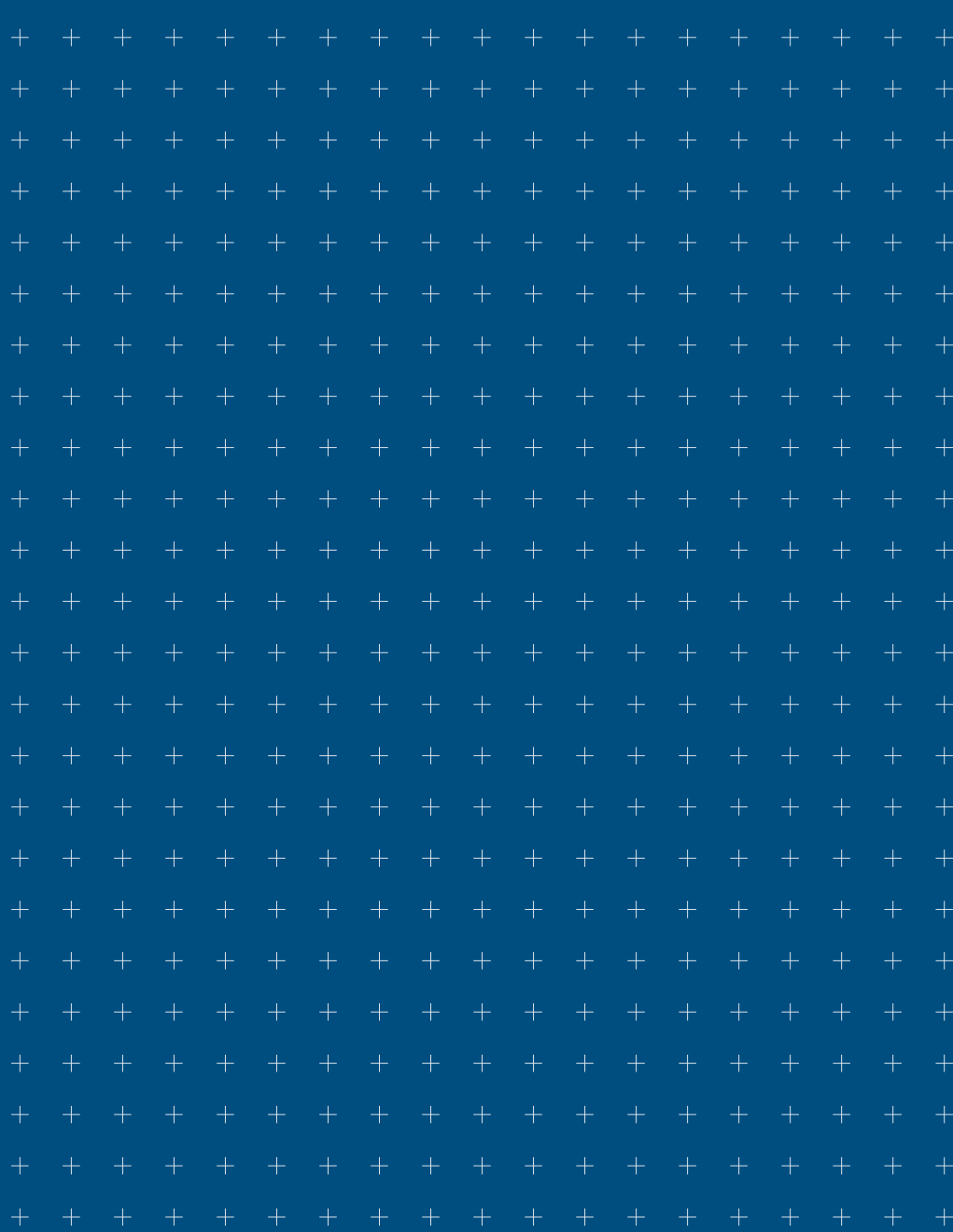
## About Pearl Meyer

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.

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## 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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