



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 8/6/2025



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

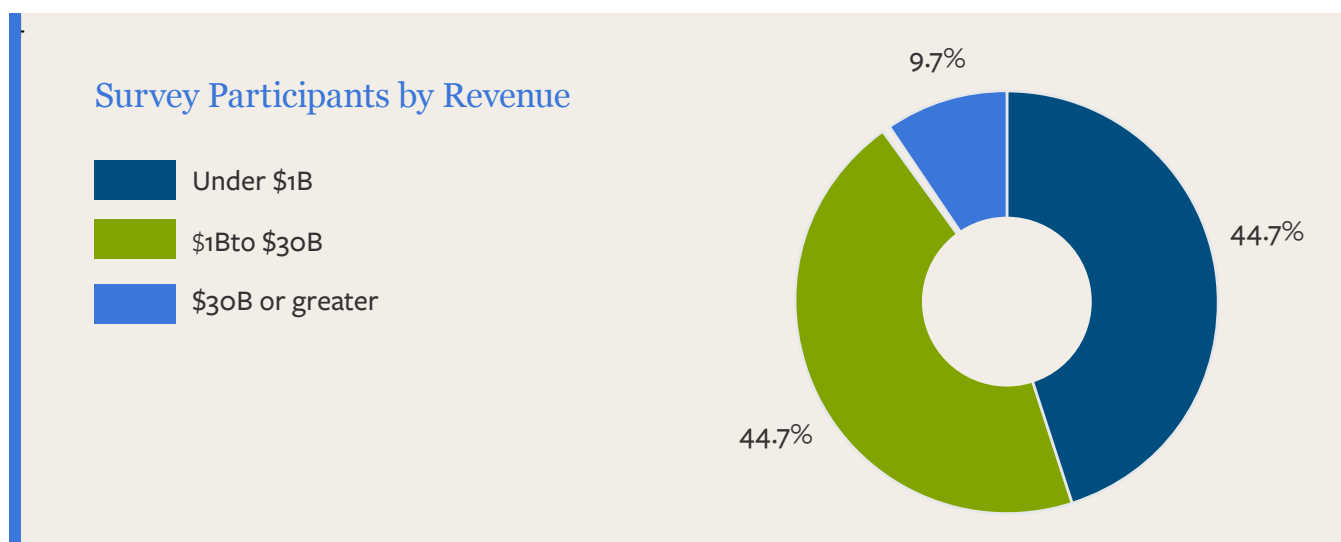
Top Operations
 Direct Report to Top Operations,
not matched elsewhere
 Top Logistics
 Top Manufacturing
 Top Project Management
 Top Quality
 Top Risk Management
 Top Supply Chain

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.



997 organizations participated in our 2025 Executive Compensation and Benchmarking Survey, including:

10x Genomics*	Agilysys Inc.*	American Apartment Management Co., Inc.
3D Systems Corporation*	Aimco	American Eagle Outfitters*
3M Company	Akebia Therapeutics Inc	American Institutes for Research
Abbott Laboratories*	Akoya Biosciences, Inc.*	American International Group (AIG)*
AbbVie Inc.*	Alaska Airlines*	American Realty Advisors
Abercrombie & Fitch Co.*	Albertsons, Inc.	Ameriprise Bank*
ACCO Engineered Systems Inc	Align Technology*	Amerisure Insurance Company
Aclaris Therapeutics	Allan Myers	AMGEN
Acrivon Therapeutics	Allegiant Travel Company*	Amicus Therapeutics, Inc.*
Acushnet Company	Alora Pharmaceuticals	Amneal Pharmaceuticals, Inc.*
Adaptimmune Therapeutics plc	Alpha and Omega Semiconductor Ltd*	Amplitude, Inc.*
Adirondack Health	Altria Client Services Inc.*	Andover Companies
ADMA Biologics*	Alumis	Androscoggin Valley Hospital
Adobe Systems Incorporated*	AMB Sports & Entertainment	ANI Pharmaceuticals Inc
ADT Inc	Ambarella, Inc*	Antero Resources Corporation*
Advance Auto Parts Inc	AMC Entertainment Holdings Inc*	AON Corporation*
AFLAC Incorporated*	Amerant Bank, National Association*	APA Corporation
Agenus Inc*	Ameresco*	Apple Computer, Inc.*
Agilent Technologies, Inc.*	American Airlines*	Applied Industrial Technologies*

Participants (contd.)

Applied Materials, Inc.*	Berry Global	California Fair Plan Association
ARAMARK Corporation*	Berry Petroleum Company*	Cal-Maine Foods, Inc.*
Arbor Health Morton Hospital	Best Buy Co., Inc.*	Campbell Soup Company*
ARCADIS U.S. Inc.	Beyond Meat, Inc.*	Capital One Financial Corporation*
ArcBest Corporation*	BioCryst Pharmaceuticals*	Cardinal Health*
Archer Daniels Midland Company*	BioNano Genomics, Inc.*	CareTrust REIT Inc.
Archrock, Inc.	Bio-Techne	CarMax, Inc.*
ARCO Construction	BISSELL Homecare, Inc.	Carnival Corporation*
Arcosa, Inc.*	BJs Wholesale Club, Inc.*	Carrier Global Corporation
Argan, Inc.*	Black & Veatch Corporation	Cars.com Inc.*
Argonne National Laboratory	Blackstone Inc.*	Carson Companies
Armstrong County Memorial Hospital	Block, Inc.*	Carthage Area Hospital
Annot Health	Bloomin Brands, Inc.*	Cascade Medical Center
Arrowhead Pharmaceuticals*	Blue Cross and Blue Shield of Tennessee	CDW Corporation*
Arthur J. Gallagher & Co.	Blue Cross Blue Shield of Michigan	Celsius Holdings, Inc.*
Ascent Industries	bluebird bio, Inc.*	Cencora*
Ashland Inc.*	BlueLinx Holdings Inc.*	CENIC
Assurant, Inc.	Blueprint Medicines Corporation*	Centene Corporation*
AT&T Inc.	BNSF Railway Company	Central Co-operative Bank*
Athira Pharma	BNY Mellon*	Central Maine Healthcare
Auburn Community Hospital	Boise Cascade Company*	Centralus Health
Ausherman Properties	Bon Secours Mercy Health	CEVA, Inc.*
Austen Riggs Center	BorgWarner Inc.	CF Evans Construction
Avantor, Inc.	Boston Beer Company, Inc., The*	Charles River Laboratories International, Inc.*
Aviat Networks, Inc.*	Brady Corporation	Charter Communications, Inc.
Avnet, Inc.*	Brain Corp	Chef Works
Axalta Coating Systems Ltd.	BridgeBio Oncology Therapeutics	Chemed Corporation*
Axcelis Technologies, Inc.	BridgeBio Pharma, Inc.*	Cheniere Energy, Inc
AXT Inc*	Bridger Aerospace	Cherokee Nation Businesses, LLC
Azenta Life Sciences	Bridgton Hospital	Chesapeake Energy Corporation*
B&G Foods, Inc.*	BrightView, Inc.	Chevron Corporation
Bacon County Hospital and Health System	Brinks Company, The*	Chipotle Mexican Grill, Inc.*
Bank of America Corporation*	Bristol Health	Chord Energy Corporation*
Barton Malow	Bristol-Myers Squibb Company*	CIGNA Corporation*
Bassett Healthcare Network	Bristow Group*	Cincinnati Financial Corporation*
Bath & Body Works Inc	Broadcom Corporation*	Cintas Corporation
Bath Community Hospital	Broadstone Real Estate, LLC	Cirrus Logic, Inc.*
Battelle Memorial Institute	Brookline Bancorp*	Cisco Systems, Inc.
Baxter International, Inc.*	Brotherhood Mutual Insurance Company	Citigroup Inc.*
Baylor Genetics	Brown & Brown, Inc.*	Civitas Resources, Inc.*
Beam Therapeutics Inc.*	Bruker Corporation*	Claxton-Hepburn Medical Center
Beazer Homes USA, Inc.	Builders FirstSource, Inc.*	Clearfield, Inc.*
Becton, Dickinson and Company*	Bunge Limited*	Cleveland-Cliffs Inc.
Bell Flight	Buzz Oats	Clifton-Fine Hospital
Benchmark Electronics	C.H. Robinson Worldwide, Inc.*	CLOVER HEALTH INVESTMENTS, CORP.*
Berkshire Hathaway Inc.*	C.M. Capital Advisors LLC	CNA
Berkshire Health Systems	C4 Therapeutics Inc	COC Properties
Berkshire Medical Center	Cabell Huntington Hospital	Coca-Cola Bottling Company United, Inc.

Participants (contd.)

Cognex Corporation*	Defcon AI	Envista Holdings Corporation*
Cognizant Technology Solutions Corporation*	Definitive Healthcare	EOG Resources, Inc.*
Colas	Delek*	Epiq
Colliers Engineering & Design	Dell*	Epsilon Data Management, LLC
Colquitt Regional Medical Center	Delta Air Lines, Inc.*	Esquire Bank NA*
Columbia Memorial Hospital - NY	Dennys Corporation*	ESS Inc
Comcast Corporation	Department of Energy's Kansas City National Security Campus	Evangelical Community Hospital
Comfort Systems USA*	Devon Energy Corporation*	Eversource Energy*
Commercial Real Estate Services Inc.	Dewberry	Everspin Technologies, Inc.*
Commvault Systems, Inc.*	Dicks Sporting Goods*	Evolution Petroleum Corp*
Comstock Resources, Inc.*	Digi International Inc.*	Experia, Inc.*
ConAgra Foods, Inc.*	Digimarc Corp.*	Expeditors International of Washington, Inc.*
Connect America	Dine Brands Global, Inc.*	Exponent, Inc.*
ConocoPhillips*	Diodes Incorporated*	Expro Group Holdings N.V.*
Conor Commercial Real Estate	Disc Medicine	Exro Technologies
Consolidated Nuclear Security, LLC	Discover Financial Services*	ExxonMobil Corporation*
Constellation Brands, Inc.*	DocuSign, Inc.*	ezCater
Construction Partners, Inc.*	Dolby Laboratories, Inc.*	Facebook
Core Laboratories LP*	Dollar General Corporation	FactSet Research Systems Inc.*
CoreCard Corp*	Dollar Tree Stores, Inc.*	Faith Technologies Incorporated
Corning Incorporated*	Dominos Pizza, Inc.*	Fannie Mae
Corporate Care	DoorDash, Inc.*	Farmer Bros*
CorVel Corporation*	Dorian LPG Ltd.*	Fate Therapeutics, Inc.*
Costco Wholesale Corporation*	Douglas Elliman	Federal Express Corporation*
Coterra Energy Inc.*	Doximity, Inc.*	Fermi National Accelerator Laboratory
Cour Pharmaceuticals	Draper Laboratory	Fiba Technologies
Covenant Logistics Group	DSW Inc.*	Fidelity Bank (PA)*
Cracker Barrel Old Country Store, Inc.*	Duke Energy	First Advantage Corporation*
Crawford & Company*	DXP Enterprises, Inc.*	First Bancorp (NC)*
Crisp Regional Hospital	Dycom Industries, Inc.*	First Financial Bank (TX)*
CRISPR Therapeutics*	EastGroup Properties Inc.	Flowers Foods, Inc.*
CRM Residential	Ecore International	Flywire Corporation*
Cross Country Healthcare, Inc.	EDG, Inc	Foot Locker, Inc.*
Crouse Health	Editas Medicine Inc.	Fore Biotherapeutics
CryoPort Inc*	Edwards Lifesciences	Forward Air Corporation*
CSX Corporation*	eGain Corporation*	Franklin Electric Co., Inc.*
Culp, Inc	eHealth, Inc.*	Franklin Resources, Inc.*
Cyberonics, Inc.	El Pollo Loco Holdings, Inc.*	FRP Holdings, Inc.*
Cytek Biosciences Inc.*	Electric Power Research Institute	FVCBankcorp, Inc.*
Danaher Corporation*	Electronic Arts Inc.*	Gaia, Inc.*
Darden Restaurants, Inc.	Elevance Health	Gannett Fleming, Inc.
Dartmouth Health	Eli Lilly and Company*	Garnet Health
Datadog, Inc.*	Ellis Medicine	GE Aerospace
DaVita Inc.*	Emcor Group Inc*	Genco Shipping and Trading Limited*
Day & Zimmermann	Emerson Electric Company*	General Mills, Inc.*
Dayforce, Inc.*	Encompass Health Corporation*	Genuine McCarthy Enterprises, Inc
Deborah Heart & Lung Center	Endeavor Global	Genuine Parts Company*
Dechert LLP	EnerSys*	George Regional Health System

Participants (contd.)

Georgia Tech Research Institute
 Geospace Technologies Corporation*
 GFL Environmental Inc
 Gilbane, Inc.
 Gilead Sciences, Inc.*
 Ginkgo Bioworks*
 Glens Falls Hospital
 Globe Life Inc.*
 Goldman Sachs Trust Company NA*
 Google LLC
 Goosehead Insurance, Inc.*
 Grace Cottage Family Health & Hospital
 Grace Therapeutics
 Gran Tierra Energy Inc.*
 Grande Ronde Hospital
 Granite Construction Inc.
 Granville Health System
 Gray, Inc.
 Graybar Electric Company
 Great Southern Bancorp, Inc.*
 Greene County Bancorp, Inc.*
 Group 1 Automotive, Inc.*
 Guardian Life Insurance Company of America, The
 Guidewire Software, Inc.*
 Gulf Island Fabrication, Inc.*
 Gulfport Energy Corp*
 Gunnison Valley Health
 GXO Logistics, Inc.*
 H&E Equipment Services
 H.B. Fuller Company*
 Haemonetics Corporation
 Hain Celestial Group, Inc., The*
 Halda Therapeutics
 Halliburton Company*
 Halozyme Therapeutics, Inc.*
 Hampshire Memorial Hospital
 Hanesbrands Inc.*
 Harmony Biosciences Holdings*
 Harris Health
 Harsco Corporation
 Hartford Financial Services Group Inc, The*
 Hawkins, Inc.*
 Haworth, Inc.
 HCI Group, Inc.*
 HDR, Inc.
 Headway
 Healthequity, Inc*

Heart of the Rockies Regional Medical Center
 Heartbeat Health
 Heartland Express, Inc.*
 Heidrick & Struggles*
 Heritage Insurance Holdings, Inc.*
 Heritage Valley Health System
 Hess Corporation*
 Hewlett-Packard Company*
 HF Foods Group Inc*
 HHAExchange
 Highmark Health
 Highwoods Properties
 Hilltop Holdings Inc.*
 Hilton Grand Vacations
 HNTB Corporation
 Hoffman Corporation
 Holland Partner Group
 Hologic, Inc.
 Holt Group
 Holyoke Medical Center, Inc.
 Holzer Health System
 Horizon Surgical Systems
 Hospital Corporation of America*
 HP Enterprise Services
 Hub Group, Inc.*
 HubSpot, Inc.*
 Huggins Hospital
 Humana Inc.*
 Hut 8 Mining Corporation
 IBM Corporation*
 Idaho National Laboratory
 IDEXX Laboratories, Inc.*
 Illumina, Inc.*
 Indiana Regional Medical Center
 Ingles Markets, Inc*
 Innovex*
 Innoviva, Inc.*
 Institute for Defense Analyses
 Insulet Corporation
 Integer Holdings Corp*
 Integra LifeSciences*
 Intel Corporation*
 Intellia Therapeutics Inc.*
 Intelsat US LLC
 Interactive Brokers Group, Inc.*
 Intermountain Healthcare
 International Paper Company

International Seaways, Inc.*
 INTL FCStone Inc.*
 Intuit Inc.*
 Ionis Pharmaceuticals Inc*
 Iovance Biotherapeutics, Inc.*
 IperionX
 IQVIA*
 iRobot Corporation*
 Ironwood Pharmaceuticals*
 Iteris, Inc.*
 J&J Snack Foods Corp.*
 J.B. Hunt Transport Services, Inc.*
 Jabil Circuit, Inc.*
 Jazz Pharmaceuticals*
 JE Dunn Construction Group
 Jefferies Financial Group Inc.*
 Jefferson Laboratory
 Jet Aviation
 Jet Propulsion Laboratory
 JetBlue Airways Corporation*
 Jewelers Mutual
 Joby Aviation*
 John Marshall Bank*
 Johns Hopkins All Children's Hospital
 Johns Hopkins Bayview Medical Center
 Johns Hopkins Health System
 Johns Hopkins Howard County Medical Center
 Johns Hopkins University Applied Physics Laboratory
 Johnson & Johnson*
 Johnson Development
 Johnson Outdoors, Inc.
 Journey Medical Corporation
 JPMorgan Chase Bank, N.A.*
 Kardigan Inc
 Karyopharm Therapeutics, Inc.*
 Kellogg Company*
 Kelly Services, Inc.
 Kemper Corporation*
 Kennedy/Jenks Consultants, Inc.
 Kestrel
 Keurig Green Mountain, Inc.*
 Kewaunee Scientific Corporation
 Keysight Technologies*
 Kimball Electronics, Inc.*
 Kimbell Royalty Partners
 Kimley-Horn
 Kinder Morgan, Inc.*

Participants (contd.)

Kinsale Capital Group, Inc.*	Mastec Clean Energy & Infrastructure	Mount Nittany Health
Kirby Corporation*	MasterCard Incorporated*	MRC Global Inc.*
Knox Community Hospital	Masttro US, LLC	MSC Industrial Direct Co., Inc.*
Kohls Corporation	Matador Resources Company*	MSP Recovery
Kosmos Energy Ltd.*	Matson, Inc.*	Mt. Ascutney Hospital and Health Center
Kraft Heinz Company, The*	MaxCyte	Murphy Oil Corporation*
Kronos Incorporated	Mayville Engineering Company, Inc	Myriad Genetics Inc*
Krystal Biotech*	MBIA Inc.*	NAPCO Security Technologies, Inc.*
Kymera Therapeutics, Inc.*	McCormick & Company, Inc.*	Nashville General Hospital
L&B Realty Advisors	McDonalds Corporation*	Nathan Littauer Hospital & Nursing Home
Lamb Weston Holdings Inc.*	McKesson Corporation*	National Bank Holdings Corp*
Lantheus Medical Imaging	Medallion Financial Corp*	National Beverage Corp.*
Lawrence Berkeley National Laboratory	Medifast, Inc.*	National CORE
Lawrence General Hospital System	Medtronic plc*	National Oilwell Varco
Lawrence Livermore National Laboratory	Memorial Health System	National Renewable Energy Laboratory
LeMaitre Vascular, Inc.*	Mercury Financial	National Research Corporation*
LendingClub Corporation*	Merit Medical Systems, Inc.	National Rural Electric Cooperative Association
Lewis County Health System	Meritex Enterprises	Nationwide
Liberty Global plc	Merritt Properties	Natural Gas Services Group, Inc.*
Lincoln National Corporation*	Mersana Therapeutics	NCS Multistage*
Lindblad Expeditions Holdings Inc.*	Merus NV	Neogen Corporation*
Live Nation Entertainment*	Mesh Suture, Inc.	Netflix*
LKQ Corporation*	MetLife, Inc.*	Netgear, Inc.*
Lockheed Martin Corporation	Mettler-Toledo International Inc.*	Neurocrine Biosciences, Inc.*
Los Alamos National Laboratory	MGIC Investment Corporation*	New Fortress Energy Inc.*
Lower Colorado River Authority	MGP Ingredients, Inc*	New London Hospital
Lumen	MIB Group	Newell Brands Inc.*
Lumentum Holdings Inc*	Michael Baker International	Newpark Resources*
LV Property Management	Michels Corporation	NextCure, Inc.
LyondellBasell	Micron Technology, Inc.	NGL Energy Partners LP*
M&T Bank*	Mid-America Apartment Communities Inc. (MAA)	NI Holdings, Inc.*
M. A. Mortenson Company	Millbrook Properties	Nike, Inc.
Macys, Inc.*	Mini Circuits	NMI Holdings, Inc.*
Magnite, Inc*	Mission BioCapital	Noblis, Inc.
Magnolia Oil & Gas Corp*	MIT Lincoln Laboratory	Noodles & Company*
Magnolia Regional Health Center	MKS Instruments, Inc.	Nordstrom Inc*
MannKind Corporation*	MODEC International, Inc.	Norfolk Southern Corporation*
ManpowerGroup Inc.*	Mohawk Valley Health System	North Country HealthCare
MapLight Therapeutics, Inc	Molina Healthcare, Inc.	Parsons Corporation
Marathon Oil Company*	Molson Coors Brewing Company*	Penn Highlands Brookville
Maravai LifeSciences*	Monadnock Community Hospital	Penn Highlands Clearfield
MarineMax, Inc.*	Mondelez International, Inc.*	Penn Highlands Connellsville
Mark IV Capital, Inc.	Monolithic Power Systems, Inc.*	Penn Highlands DuBois
Markel Group*	Monster Beverage Corporation*	Penn Highlands Elk
Marsh & McLennan Companies, Inc.*	Morgan Stanley*	Penn Highlands Healthcare
Marshall Health Network	Morton Buildings, Inc.	Penn Highlands Huntingdon
Marten Transport, Ltd.*	Motorola Solutions	Penn Highlands Mon Valley
Marzetti Company, The*	Mount Desert Island Hospital	Penn Highlands Tyrone

Participants (contd.)

Penske Automotive Group, Inc.*	Red Robin Gourmet Burgers, Inc.*	Seres Therapeutics, Inc.*
PepsiCo, Inc.*	Related Group	ServisFirst Bank*
Performance Food Group Company*	Reliance Steel & Aluminum Co.*	SGMC Health
PerkinElmer, Inc.	Repligen Corporation*	Shake Shack Inc.*
Permian Resources*	Replimune Inc.	Shenandoah Memorial Hospital
Perrigo Company plc*	Republic Bank & Trust Company*	Sheppard Pratt Health System
PetMed Express, Inc.*	Revolution Medicines, Inc.*	Sibley Memorial Hospital
Pfizer, Inc.*	RH*	Signature Healthcare
Philip Morris International Inc.*	Richardson Electronics, Ltd*	Silicon Laboratories Inc.*
Phillips 66*	Ricoh Americas Corporation	Simulations Plus, Inc.*
Phillips Edison & Company	Ring Energy, Inc.*	SiteOne Therapeutics
Phinia	Riot Platforms, Inc.*	SiTime Corporation
Pilgrims Pride Corporation*	River Hospital	Six Flags Entertainment Corp.*
Plains All American Pipeline, L.P.*	RLI Corp.*	SkyWest, Inc.*
PMV Pharmaceuticals	Roane General Hospital	SLAC National Accelerator Laboratory
PNC Financial Services*	Rogers Group	SM Energy Company*
Pool Corporation*	Rome Memorial Hospital	SMART Global Holdings, Inc.*
Post Holdings, Inc.*	Roseburg Forest Products Co.	Smart Sand, Inc.*
Potbelly Corporation*	Rosendin Electric Inc	Snoqualmie Valley Hospital
PriceSmart, Inc.*	Ross Stores, Inc.*	SolarEdge Technologies, Inc.*
PrimeEnergy Corporation*	Royal Caribbean Cruises Ltd.*	Sonos, Inc.*
Primerica, Inc.*	RPC, Inc.*	SoundThinking, Inc.*
Primoris Services Corporation	RS&H	South County Health
Principal Financial Group*	Rumford Hospital	Southern Copper Corporation*
ProAssurance Corporation*	Ryder System Inc.	Southern Missouri Bancorp, Inc.*
ProFrac Holding Corp.	Ryerson Holding Corporation*	Southland Holdings, Inc.*
Progyny, Inc.*	S & B Engineers & Constructors, Ltd.	Southwest Airlines Co.
Promega Corporation	S&T Bank*	Southwest Research Institute
Propetro Holding Corp	SAIC, Inc.	Space Dynamics Lab
Protagonist Therapeutics, Inc.*	Salesforce.com, Inc.*	Speare Memorial Hospital
Protolabs	Sally Beauty Holdings, Inc.*	Spirit Airlines, Inc.*
Prudential Financial Inc.	Samaritan Health	SpringWorks Therapeutics*
Publix Super Markets, Inc.	Sandia National Laboratories	St. Mary's Healthcare Amsterdam
PulteGroup, Inc.*	Saratoga Hospital	St. Mary's Medical Center
Punxsutawney Area Hospital	Savannah River Nuclear Solutions, LLC	Standard BioTools, Inc.*
Putnam General Hospital	ScanSource, Inc.	Standard Motor Products, Inc.*
QIAGEN	Schlumberger Limited*	Stantec, Inc.
Quanta Services, Inc.*	scPharmaceuticals, Inc.	Starbucks Corporation*
Quanterix Corporation*	SCYNEXIS, Inc.	State Street Corporation*
Quantum-Si*	Seacoast Bank*	Steel Dynamics, Inc.
Radian Group Inc.*	SEACOR Marine Holdings Inc*	Sterling Construction Co Inc*
Radiant Logistics, Inc.*	Sealy & Company LLC	Stewart Information Services Corporation*
Ramboll	Seer, Inc.*	STRATEC Biomedical AG
RAND Corporation	Selective Insurance Group, Inc.*	Stryker Corporation*
Range Resources Corporation*	Sempra*	STV Group, Incorporated
Rayonier Advanced Materials	Seneca Foods Corporation*	Subaru of America, Inc.
Realty Income Corporation	Septerna	Suburban Hospital
Recursion*	Serco	Suderman & Young

Participants (contd.)

Sugar Bowl	The Progressive Corporation*	US Foods Holding Corp.*
Summit Midstream Partners, LP*	The TJX Companies, Inc.*	USAA
Sun Country Airlines Holdings, Inc.*	Thermo Fisher Scientific, Inc.	Utz Brands, Inc.*
Sundt	TidalHealth	UVMHN Alice Hyde Medical Center
Sunnova Energy International, Inc.	TidalHealth Nanticoke	UVMHN Champlain Valley Physicians Hospital
SunOpta, Inc.	Tidewater*	UVMHN Elizabethtown Community Hospital
Symbotic	Tift Regional Health System	VAALCO Energy, Inc.*
Synchrony Financial*	Tompkins Financial Corporation*	Valero Energy Corporation*
Synnex Corporation*	Tootsie Roll Industries, Inc.*	Valhi, Inc.*
SYSCO Corporation*	TopBuild Corp.*	Valley Health
Taboola, Inc.	Tractor Supply Company	Valley Regional Hospital
TALOS ENERGY INC.*	Trane Technologies	Value Line, Inc.*
Tamlyn	TransMedics Group, Inc.	Vanee Foods Company, Inc.
Targa Resources Corp.*	Tredegar Corporation	Vedanta Biosciences
Target Corporation	TreeHouse Foods, Inc.*	Ventas, Inc.
TECAN Trading Ltd.	TriCo Bancshares*	Veracyte, Inc.*
TechnipFMC	Truist Bank*	Vericel*
Teleflex*	Trupanion, Inc.*	VERRA MOBILITY Corp.*
Tempur Sealy International Inc.	TTPC, LLC	Vesta Corporation
Tenet Healthcare Corporation*	Twist Bioscience*	VHB
Terracon Consultants, Inc.	Tyson Foods Inc*	Vince Holding Corp.*
Tetra Tech*	U.S. Energy Development Corporation*	Vir Biotechnology, Inc.*
Texas Roadhouse, Inc.*	Uber Technologies, Inc.*	Visa Inc.*
TFS Financial Corporation*	UC Health	Vital Energy, Inc.*
The Aerospace Corporation	UHS Chenango Memorial Hospital	W.W. Grainger Inc.*
The Allstate Corporation*	Ultra Clean Holdings, Inc.*	Walgreens Boots Alliance Inc
The Andersons, Inc.*	Ultragenyx Pharmaceuticals Inc.*	Wallowa County Health Care District
The Applied Research Laboratory at PSU	Unchained Labs	War Memorial Hospital
The Austin Company	Underwriters Laboratories, Inc	Warby Parker Inc.*
The Bancorp Inc*	Unifi, Inc.*	Ward Memorial Hospital
The Capital Group	Union Bank*	Warren General Hospital
The Chosen, LLC	Union General Hospital System	Warren Memorial Hospital
The Cooper Companies, Inc.*	Union Pacific Corporation*	Waters Corporation
The Durham Manufacturing Company	United Airlines Holdings, Inc.*	Watsco, Inc.*
The EW Scripps Company	United Gaming, LLC	Watts Water Technologies, Inc.
The GAP Inc.*	United Natural Foods, Inc.	Wawa, Inc.
The Guthrie Clinic	United Security Bank*	Wayne Memorial Hospital
The Hackett Group, Inc.*	UnitedHealth Group Incorporated*	Webcor
The Hershey Company*	Uniti Group Inc	Webtoon
The Home Depot Inc.	Universal Health Services, Inc.*	Weeks Medical Center
The Horace Mann Companies*	University Corporation for Atmospheric Research (UCAR)	Weis Markets inc*
The Irvine Company	Univest Financial Corporation*	Wellmark, Inc.
The J.M. Smucker Company*	UnumProvident Corporation*	Wells Fargo & Company*
The Johns Hopkins Hospital	Upper Connecticut Valley Hospital	Werewolf Therapeutics
The Kroger Co.*	Upstate University Hospital	Werner Enterprises, Inc.*
The Mentoring Alliance	Urban One	West Pharmaceutical Services, Inc.*
The MITRE Corporation	Urban Outfitters, Inc.*	Western Digital Corporation*
The Mosaic Company*	US Bank*	Western Growers Association

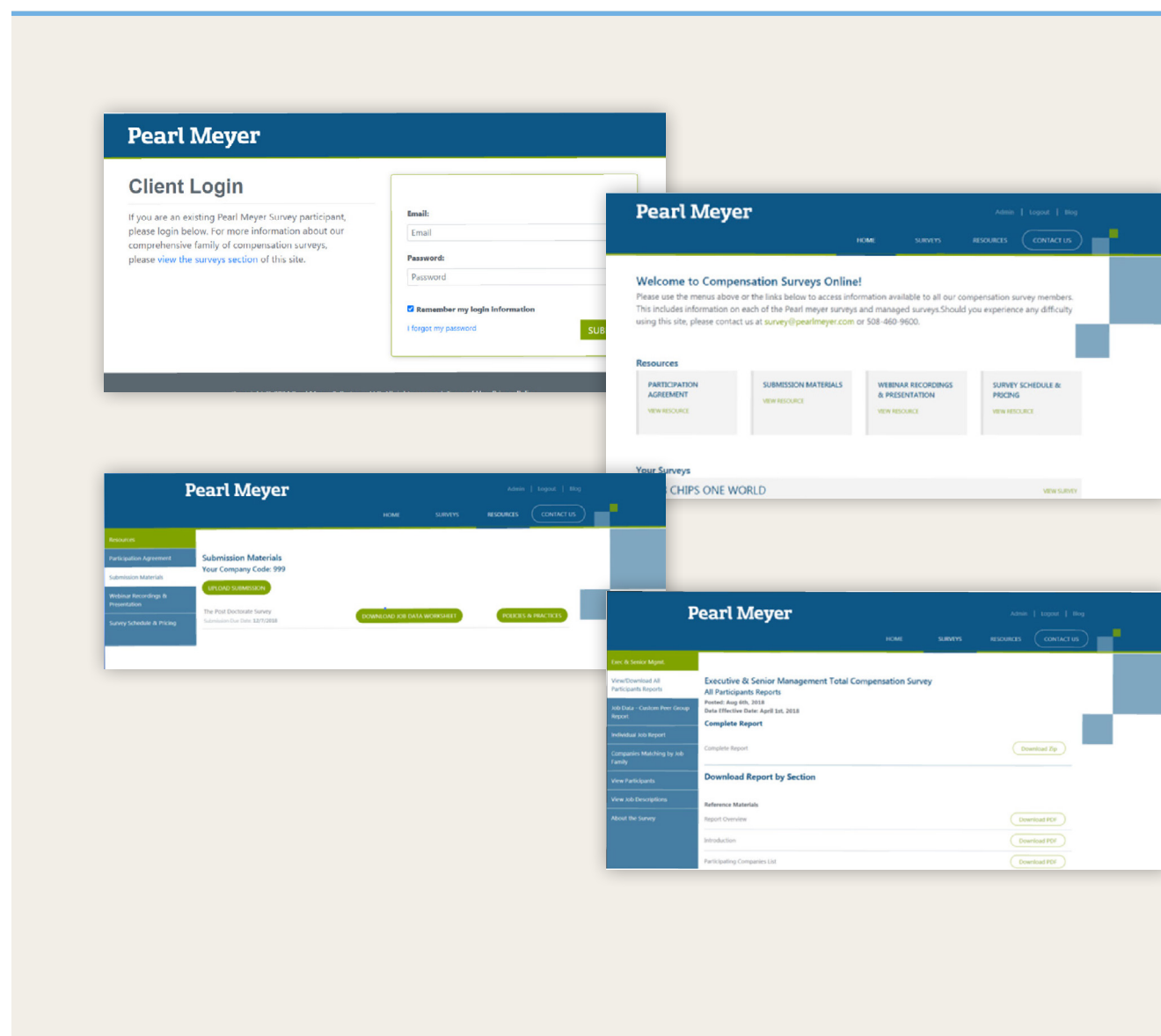
Participants (contd.)

Westminster Communities of Florida	XPO, Inc.*
Westwood Financial*	Yum! Brands Inc*
Weyco Group, Inc*	Zachry Industrial Inc.
Whirlpool Corporation*	Zai Lab Ltd
White Mountains Insurance Group, Ltd.*	Zephyr AI
White River Health System	Ziff Davis, Inc.*
Willdan Group, Inc.*	Zoetis
Williams Companies, Inc., The*	Zoom Video Communications, Inc.*
Willis Lease Finance Corp.*	
Willscot Mobile Mini Holdings Corp*	
Winchester Medical Center	
Wingstop Inc.*	
Winmark Corp*	
Wisconsin Management Company, Inc.	
Witham Health Services	
Wood	
World Kinect Corporation*	
Worley	
WSP	
Wyoming County Community Health System	

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:
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Or contact Rebecca Toman,
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Dedicated Team of Account Managers



Rebecca Toman
Vice President,
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Nana Adu
Survey Account Manager



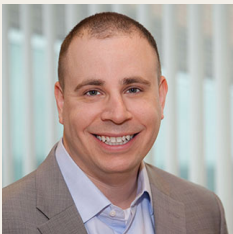
Dan Besser
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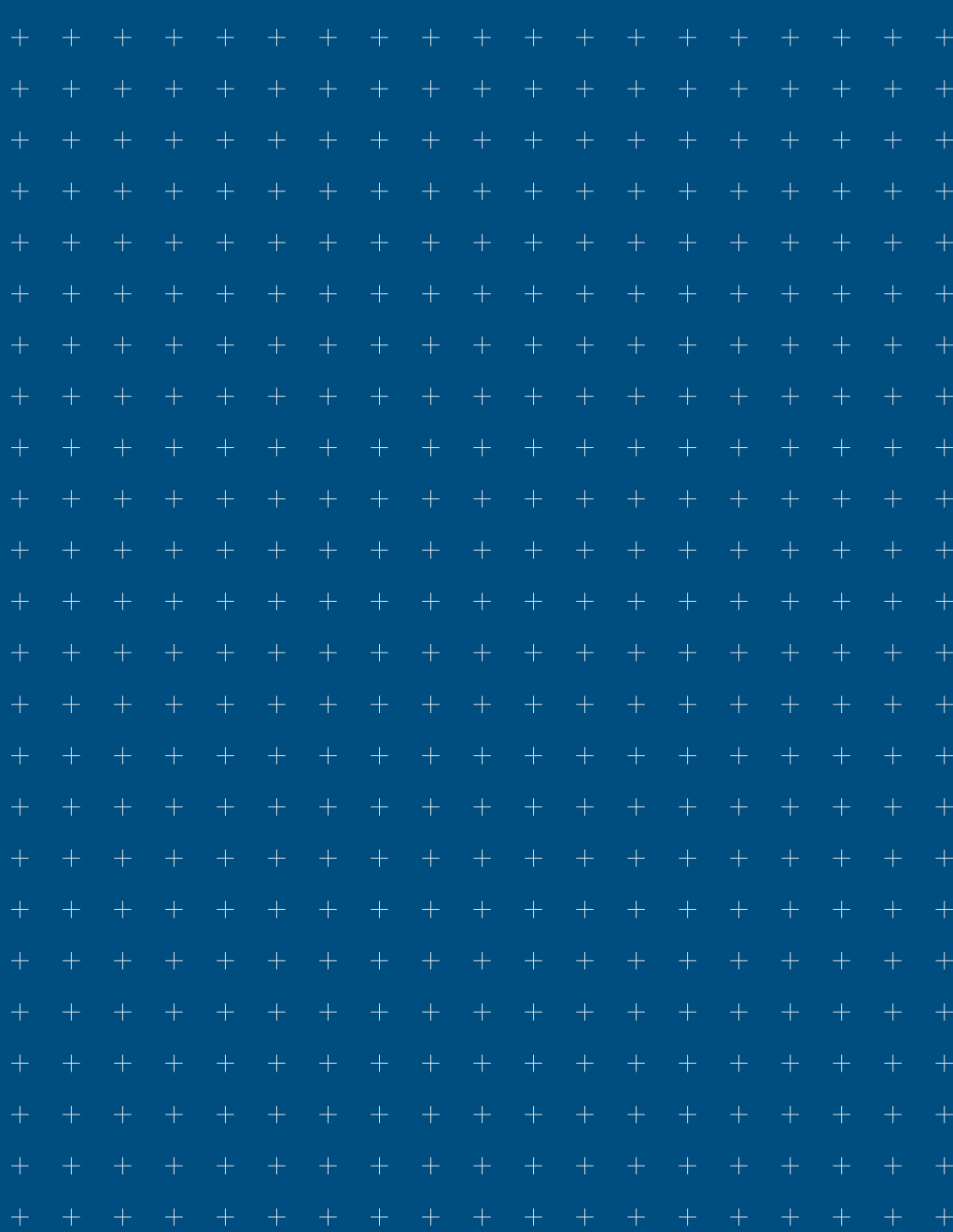
About Pearl Meyer

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.

maindatagroup.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



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