



Pearl Meyer

2025 Executive Compensation and Benchmarking Survey

SAMPLE DATA

Position Report

		Top Financial (CFO) (F11)										
		Finance										
Data Effective 4/1/2025					Actual Cash	Actual Total	Target				Actual Total	Target Total
		# Firms	# Employees	Base Salary	Incentive	Cash Compensation	Incentive as Pct Salary	Target Incentive	Target Cash Compensation	LTI Value	Direct Compensation	Direct Compensation
Corporate	All Firms	779	780	\$579,752	\$484,835	\$1,064,587	84.9%	\$568,167	\$1,065,608	\$2,253,245	\$2,792,018	\$2,793,039
Unit	All Firms	27	64	\$415,132	\$236,635	\$651,767	50.6%	\$249,963	\$649,472	\$1,004,693	\$1,242,504	\$1,240,209
Corporate and Unit	All Firms	791	844	\$567,269	\$466,014	\$1,033,283	82.0%	\$541,905	\$1,034,053	\$2,179,567	\$2,674,519	\$2,675,289
Organizational Revenue												
Corporate	Below \$100M	90	90	\$346,784	\$108,725	\$455,509	43.5%	\$161,823	\$456,464	\$979,987	\$934,613	\$935,568
	\$100M to < \$300M	81	81	\$387,238	\$124,946	\$512,184	46.2%	\$177,853	\$516,785	\$907,381	\$1,022,475	\$1,027,076
	\$300M to < \$1B	146	147	\$461,884	\$235,077	\$696,961	60.8%	\$270,798	\$695,839	\$1,067,934	\$1,435,211	\$1,434,089
	\$1B to < \$3B	140	140	\$536,292	\$421,422	\$957,714	81.9%	\$457,205	\$947,777	\$1,808,223	\$2,436,822	\$2,426,884
	\$3B to < \$10B	126	126	\$612,192	\$561,846	\$1,174,038	94.9%	\$605,130	\$1,159,690	\$1,731,359	\$2,612,584	\$2,598,236
	\$10B to < \$20B	79	79	\$728,246	\$851,663	\$1,579,909	113.7%	\$903,337	\$1,574,410	\$3,097,887	\$4,464,603	\$4,459,104
	\$20B to < \$30B	38	38	\$862,912	\$1,082,739	\$1,945,652	125.0%	\$1,115,921	\$1,949,467	\$3,497,488	\$5,329,839	\$5,333,654
	\$30B and Above	79	79	\$1,002,454	\$1,082,176	\$2,084,630	123.3%	\$1,296,854	\$2,135,149	\$5,380,180	\$7,269,422	\$7,319,941
Unit	Below \$100M	5	5	\$353,962	\$59,152	\$413,114		\$97,528	\$412,479		\$423,114	\$422,479
	\$100M to < \$300M	6	8	\$297,041	\$66,828	\$363,869	23.1%	\$69,482	\$357,838		\$441,362	\$435,330
	\$300M to < \$1B	5	8	\$295,157	\$168,962	\$464,118	36.9%	\$117,777	\$412,934		\$538,982	\$487,797
	\$1B to < \$3B	8	10	\$449,119	\$250,243	\$699,362	45.7%	\$314,579	\$732,240	\$691,390	\$1,045,057	\$1,077,935
	\$3B to < \$10B	3	5									
	\$10B to < \$20B	3	3									
	\$20B to < \$30B	2	3									
	\$30B and Above	6	22	\$497,129	\$337,983	\$835,112	67.4%	\$346,217	\$843,346	\$1,564,910	\$2,336,122	\$2,344,356
Corporate and Unit	Below \$100M	95	95	\$347,161	\$106,116	\$453,277	42.6%	\$158,809	\$454,149	\$959,321	\$907,692	\$908,564
	\$100M to < \$300M	87	89	\$379,130	\$119,722	\$498,852	43.5%	\$166,359	\$502,498	\$877,628	\$970,240	\$973,885
	\$300M to < \$1B	151	155	\$452,873	\$230,462	\$683,335	59.0%	\$260,939	\$680,143	\$1,058,905	\$1,387,261	\$1,384,069
	\$1B to < \$3B	146	150	\$530,481	\$410,010	\$940,491	79.9%	\$447,696	\$933,407	\$1,761,297	\$2,344,037	\$2,336,954
	\$3B to < \$10B	128	131	\$604,777	\$555,429	\$1,160,206	93.1%	\$591,482	\$1,142,077	\$1,708,686	\$2,551,932	\$2,533,804
	\$10B to < \$20B	81	82	\$719,947	\$831,592	\$1,551,539	111.7%	\$880,563	\$1,546,817	\$2,991,914	\$4,347,105	\$4,342,383
	\$20B to < \$30B	40	41	\$832,254	\$1,023,738	\$1,855,992	120.0%	\$1,052,863	\$1,859,438	\$3,336,442	\$5,013,903	\$5,017,348
	\$30B and Above	80	101	\$890,111	\$915,164	\$1,805,274	109.5%	\$1,064,304	\$1,849,038	\$4,513,830	\$6,155,895	\$6,199,659
Levels from CEO												
Corporate	CEO / Chairman	1	1									
	Direct Report to CEO	85	85	\$596,422	\$708,917	\$1,305,339	88.2%	\$763,653	\$1,315,154	\$4,575,822	\$3,289,569	\$3,299,384
	2 Below CEO	13	13	\$490,973	\$223,514	\$714,487	49.0%	\$366,690	\$744,836		\$1,701,829	\$1,732,178
	3 Below CEO	1	1									
	4 Below CEO	0	0									
Unit	5 or More Below CEO	0	0									
	CEO / Chairman	0	0									
	Direct Report to CEO	3	3									
	2 Below CEO	19	39	\$414,051	\$260,064	\$674,115	54.8%	\$277,247	\$669,972	\$1,409,016	\$1,475,339	\$1,471,195
	3 Below CEO	6	11	\$378,234	\$152,191	\$530,425	41.9%	\$172,984	\$551,218		\$747,371	\$768,164
Corporate and Unit	4 Below CEO	1	5									
	5 or More Below CEO	0	0									
	CEO / Chairman	1	1									
	Direct Report to CEO	88	88	\$591,132	\$696,487	\$1,287,619	87.2%	\$752,424	\$1,292,255	\$4,478,079	\$3,215,107	\$3,219,742
	2 Below CEO	32	52	\$433,282	\$250,927	\$684,208	53.7%	\$295,136	\$688,688	\$1,685,915	\$1,531,962	\$1,536,441