



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
- + 244 U.S. and Global Participants



Credible

- + 244 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



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.

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.

Online Questionnaire

Pearl Meyer
2017 National Banking Compensation Survey

Institution Information

1. Please enter your e-mail address:
Email: _____

3. Please provide the following information:
(Enter appropriate items, as it should appear in report to participants)

Reporting Institution: _____
State Association: _____
Headquarters: _____

Financial/Operational Data

3. Total Assets as of April 1, 2017:
Enter assets in millions (Example: If your institution's total assets are \$500,300,000 please enter 500.3)
Assets Validation: Whole number value of assets entered above. Please reenter number above in millions if number in this box is incorrect. _____

4. Indicate structure of the parent institution:
☐ Bank - Publicly Traded on a national exchange (e.g., NASDAQ, NYSE)
☐ Bank - Other (e.g., Primary (county) bank, National bank, etc.)
☐ Mutual and other non-bank

13. In what month will your 2017 Common Data increase for Officers be effective?
Please select one: ☐ 12

14. For Non-Officers, are compensation increases provided on:
☐ Anniversary Date
☐ Common Date

15. In what month will your 2017 Common Data increase for Non-Officers be effective?
Please select one: ☐ 12

Long-Term Incentive Plans

1. Complete Long-Term Incentive Plan Information

Question	Yes	No	Other
1. Do you have a Long-Term Incentive Plan?	95%	5%	0%
2. If yes, what type of plan is it?	95%	5%	0%
3. If yes, what is the plan name?	95%	5%	0%
4. If yes, what is the plan description?	95%	5%	0%
5. If yes, what is the plan objective?	95%	5%	0%
6. If yes, what is the plan structure?	95%	5%	0%
7. If yes, what is the plan terms?	95%	5%	0%
8. If yes, what is the plan details?	95%	5%	0%
9. If yes, what is the plan benefits?	95%	5%	0%
10. If yes, what is the plan conditions?	95%	5%	0%
11. If yes, what is the plan restrictions?	95%	5%	0%
12. If yes, what is the plan exceptions?	95%	5%	0%
13. If yes, what is the plan termination?	95%	5%	0%
14. If yes, what is the plan amendments?	95%	5%	0%
15. If yes, what is the plan other information?	95%	5%	0%

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 2026 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, 2026
Due Date: May 1, 2026
Published: July 3, 2026



2025 CHiPS *One World* Participating Companies List

9o8 Devices	CITGO Petroleum Corporation	Georgia Tech Research Institute
AAON, Inc.	City and County of Denver, CO	Gilbane, Inc.
Accenture LLP	Cleveland Clinic	Granite Construction Inc.
ADT Inc	Cleveland-Cliffs Inc.	Gray, Inc.
Advance Auto Parts Inc	CNA	Guardian Life Insurance Company of America, The
AECOM	Colas	H.W. Lochner, Inc.
AgWest Farm Credit	Colliers Engineering & Design	Halliburton Company
Albertsons, Inc.	Comcast Corporation	Haskell
Ally Financial Inc.	Commonwealth Associates	HDR, Inc.
Amentum	Consolidated Nuclear Security, LLC	Henderson Engineers
American Institutes for Research	Corning Incorporated	HGA
American International Group (AIG)	Cummins, Inc.	Hilton Grand Vacations
Ames Laboratory	Daher	HNTB Corporation
Applied Physics Laboratory/University of Washington	Day & Zimmermann	Holt Group
Applied Research Laboratories - The University of Texas at Austin	Dechert LLP	Hormel Foods Corp.
Archer	Deloitte LLP	HP Enterprise Services
Argonne National Laboratory	Department of Energy's Kansas City National Security Campus	Humana Inc.
Aristocrat	DISH Network Corporation	Hy Cite Enterprises, LLC
AT&T Inc.	Dollar General Corporation	ICW Group
Avantor, Inc.	Dominion Energy, Inc.	Idaho National Laboratory
BAE Systems North America, Inc.	Dow	Institute for Defense Analyses
Barton Malow	Draper Laboratory	Intelsat US LLC
Bath & Body Works Inc	Duke Energy	International Paper Company
Bechtel Global Corporation	Eagle Materials	Jack Henry & Associates, Inc.
Bechtel Plant Machinery, Inc.	Eaton Corporation	Jackson National Life Insurance
Bell Flight	eBay Inc.	JE Dunn Construction Group
Bio-Techne	Edwards Lifesciences	Jefferson Laboratory
Biotage	Electric Power Research Institute	Jet Aviation
Black & Veatch Corporation	Enercon Services	Jet Propulsion Laboratory
Blue Cross and Blue Shield of Tennessee	Epiq	Johns Hopkins University
Blue Origin	Epsilon Data Management, LLC	Johns Hopkins University Applied Physics Laboratory
BNSF Railway Company	Experian Americas	Johnson & Johnson
Booz Allen Hamilton Inc.	Fannie Mae	Kohls Corporation
Brady Corporation	Federal Aviation Administration	Kronos Incorporated
Brookhaven National Laboratory	Federal Reserve Bank of Atlanta	L'Oreal USA
Burlington Stores, Inc.	FedEx Freight	Lawrence Berkeley National Laboratory
Burns & McDonnell Engineering	Fermi National Accelerator Laboratory	Lawrence Livermore National Laboratory
Carnegie Mellon Software Engineering Institute	Fidelity Investments	Leidos
Caterpillar	Fluor Corporation	Liberty Mutual Group
CDM Smith Inc.	Fluor Marine Propulsion	Lockheed Martin Corporation
CENIC	Ford Motor Company	Logistics Management Institute
CGI Technologies and Solutions, Inc.	Fujitsu America, Inc.	Los Alamos National Laboratory
Cheniere Energy, Inc	Gannett Fleming, Inc.	Lower Colorado River Authority
Cherokee Nation Businesses, LLC	GBA	LPL Financial
Ciena Corp	GDIT	Lumen
CIGNA Corporation	General Atomics	LyondellBasell
Cisco Systems, Inc.	General Dynamics Mission Systems	Mead & Hunt
	Genuine McCarthy Enterprises, Inc	Messer North America, Inc.
	George Washington University	



Participating Companies List (continued)

Michael Baker International
 Micron Technology, Inc.
 Mini Circuits
 Mission Support and Test Services, LLC
 MIT Lincoln Laboratory
 MODEC International, Inc.
 Molina Healthcare, Inc.
 Motorola Solutions
 National Renewable Energy Laboratory
 National Rural Electric Cooperative Association
 NCCI Holdings, Inc
 NEC Corporation of America
 Noblis, Inc.
 NorthForest
 Northrop Grumman Corporation
 Novartis Corp.
 Oak Ridge National Laboratory UT-Battelle, LLC
 Olsson
 Omaha Public Power District
 Oncor Electric Delivery Company
 Oriental Bank
 Pacific Northwest National Laboratory
 Pantex
 Parsons Corporation
 Penn State Health
 Peraton
 Port Authority of NY/NJ
 Promega Corporation
 Propetro Holding Corp
 Prudential Financial Inc.
 Publix Super Markets, Inc.
 RAND Corporation
 Rayonier Advanced Materials
 Ricoh Americas Corporation

Riverside Research Institute
 RMH Group Inc
 Roseburg Forest Products Co.
 RS&H
 Ryder System Inc.
 S & B Engineers & Constructors, Ltd.
 SAIC, Inc.
 Salesforce.com, Inc.
 Sandia National Laboratories
 Sargent & Lundy, LLC
 Sasktel
 Savannah River National Laboratory
 Savannah River Nuclear Solutions, LLC
 Serco
 Siemens Digital Industries Software
 SK Engineering & Construction Co., Ltd.
 Skanska
 SLAC National Accelerator Laboratory
 Sonoco Products Company
 Sony Electronics, Inc.
 SOS International, Ltd.
 Southwest Research Institute
 Space Dynamics Lab
 Stanley Consultants Inc
 Stantec, Inc.
 State Farm Mutual Automobile Insurance Company
 Stellantis NV
 STRATEC Biomedical AG
 Stryker Corporation
 Subaru of America, Inc.
 Suffolk
 Sundt
 Target Corporation
 Terracon Consultants, Inc.

The Aerospace Corporation
 The Applied Research Laboratory at PSU
 The Austin Company
 The Capital Group
 The EW Scripps Company
 The Hershey Company
 The MathWorks, Inc.
 The MITRE Corporation
 The Procter & Gamble Company
 The Progressive Corporation
 The TJX Companies, Inc.
 Timmons Group
 Toyota Motor North America
 Trane Technologies
 Unchained Labs
 Unisys Corporation
 United Fire Group, Inc.
 United Launch Alliance
 University Corporation for Atmospheric Research (UCAR)
 USAA
 Versova Management Company
 VHB
 Visa Inc.
 Wade Trim Group Inc
 Wawa, Inc.
 Weston Solutions
 WideOpenWest (WOW)
 Wood
 Worley
 WSP
 Xcel Energy
 Zebra Technologies Corporation

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 & Development Families

Analog/Digital Signal Processing Engineering
CAD Engineering
Chemist
Data Scientist
Defense Sector Program/Project Management
Development Engineering Default
Electronic Design Engineering
Embedded Software Engineering
Engineer Technician

Engineer Technician - Hardware
Environmental Engineering
Hardware Engineering
Hardware Engineering Default
Information Assurance Engineering
Materials Engineering
Mechanical Design Engineering
Optical Engineering
R&D Program/Project Management
Research Scientist Applied

Research Scientist Basic
Research Scientist Default
RF/Wireless Development Engineering
Software Applications Engineering
Software Engineering Default
Software Operating Systems Engineering
Structural Engineering
Systems Design Engineering
User Experience Design Engineering

Customer Focused Support

Applications Engineering
Business Process Analysis - External Focus
Business Process Analysis - Internal Focus
Client Services Program/Project Management
Customer Service Support

Field Service Engineering
Field Service Technician
Network Engineering
PC Help Desk Technician
Professional Services Specialist

SaaS (Software as a Service) Operations Engineer
Systems Engineering (Pre-/Post-Sales)
Technical Support Engineering
Technical Training
User Support Specialist

Job Families (cont'd)

Information Systems

Applications Programmer/Analyst
Artificial Intelligence Engineer
Big Data Analytics/Mining
Business Intelligence
Business/Systems Analysis
Client/Server Database Administration
Cloud Computing
Computer Operations Support
Cyber Security - External
Cyber Security - Internal
Cyber Security - Default
Data Privacy, Data Security, and Compliance

Database Analysis
Database Engineer
DevOps Engineer
Electronic Data Interchange (EDI)
Enterprise Resource Planning Programmer/Analyst
Help Desk Coordinator
Information Systems Architect
Information Systems Internal Audit
Information Systems Program/Project Management
Information Systems Security
Information Technology Operations Management
Internal Network Engineering

Internet of Things (IoT) Development
Machine Learning Engineer
Network Systems Analysis
Operating Systems Programmer/Analyst
PC Technician (HW/SW Support)
Penetration Testing & Vulnerability Assessment
Programmer/Analyst Default
Reverse Engineering & Vulnerability Research
Robotics Engineer
Systems Administration
Telecommunications Analysis
Web Site Design

Aerospace

Aeronautical Engineering
Aerospace Aircraft Certification
Aerospace Engineer
Aerospace Equipment Mechanic
Aerospace Technician
Aircraft Inspector
Aircraft Structural Repairer

Aircraft Systems Engineer
Autonomy Engineer
Avionics Engineer
Avionics Technician
Captain/Pilot
Chief Pilot
Co-Pilot

Drone/UAS Pilot
Flight Test Engineer
Quality Technician
Satellite Systems Engineer
Test Pilot

Life Science

Animal Research
Biology Research
Biomedical Equipment Technician
Biostatistician
Chemistry Research
Clinical Data Coordinator
Clinical Regulatory Affairs

Clinical Research Monitoring
Clinical Research Scientist
Clinical Trial Management
Clinical Trial Support
Laboratory Technician
Medical Device Design
Medical Laboratory Technician

Medical Writing
Microbiology Research
Pathology Research
Pharmacology Research
Toxicology Research

Manufacturing

Assembler
Chemical Engineering
Configuration/Release Engineering
Hazardous Materials Technician
Industrial Engineering
Inventory Control
Logistics
Machine Operator/Sputter

Machinist
Maintenance Mechanic
Manufacturing Engineering
Manufacturing Maintenance Technician
Manufacturing Process Engineering Default
Manufacturing Production Management
Manufacturing Technician
Material Handler

Material/Production Control Planning
Purchasing/Procurement for Manufacturing
Purchasing/Procurement/Planning Default
Semiconductor Equipment Operator
Supply Chain Analysis
Vendor Management

Quality

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

Quality Engineering
Quality Engineering Default
Reliability Engineering

Software Quality Assurance Analysis
Software Quality/Test Engineering

Job Families (cont'd)

Marketing

Community Relations
Event Specialist
Government Relations (non-attorney)
Marketing Communications
Marketing Default

Marketing Research
Pricing Analysis
Product Management/Marketing Default
Product Marketing
Product/Brand Management

Proposal Development
Public Relations
Public/Community Relations Default
Search Engine Optimization/Marketing
Visual/Graphic Designer

Sales

Business Development
Field Sales - Direct & Indirect
Inside Sales Representative
National Account Management

Sales Analytics
Sales Operations - Management
Sales Operations & Administration
Sales Order Processing

Sales Support
Strategic Client Management

Engineering & Construction

Architect
Civil/Structural Engineering
Construction Project Management
Designer
Drafter

Drafter/Designer Default
Electrical Engineering
Environmental Health and Safety
Facilities Engineering
Facilities Technician

Mechanical Engineering
Piping Engineering
Process Engineering
Project Engineering
Safety Technician

Other Technical

Geospatial Analyst
Mathematician/Statistician

Technical Editing
Technical Program/Project Management

Technical Writing

Finance

Accounting
Auditing
Controller
Cost Accounting
Credit/Collection Analysis

Credit/Collection Support
Finance
Finance Program/Project Management
Finance/Accounting Default
Finance/Accounting Supervisor Default

Payable/Receivable Accounting Support
Payroll Support
Risk Management
Tax
Treasury Analysis

Human Resources

Benefits
Compensation
Compensation and/or Benefits Default
EEO/Diversity
Employee Relations

HRIS
Human Resource Generalist
Human Resource Operations
Human Resource Specialist Default
Human Resource Support

Labor Relations
Organizational Development
Staffing
Training

Legal

Classified Information Compliance
Contracts Administration/Management
General Compliance

General Law
Intellectual Property Licensing Services
Legal Regulatory Affairs

Legal Secretary
Paralegal
Regulatory Records Management

Job Families (cont'd)

Other Administration

Administrative Assistant/Administrative Support
 Business Planning Analyst
 Business Strategy - External Focus
 Document Content Specialist
 Executive Assistant
 Import/Export Analyst

Mail Clerk
 Occupational Health Nursing
 Office Manager
 Project/Program Management
 (Non-Technical)
 Purchasing Assistant

Purchasing/Procurement for Non-Manufacturing
 Real Estate Portfolio Management
 Receptionist
 Security
 Shipping/Receiving Clerk
 Web Analyst

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, Survey Manager, 508-630-1517

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



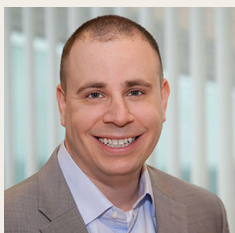
Dan Besser
Senior Survey
Account Manager



Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Jason Dionne
Associate Account
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Survey Project 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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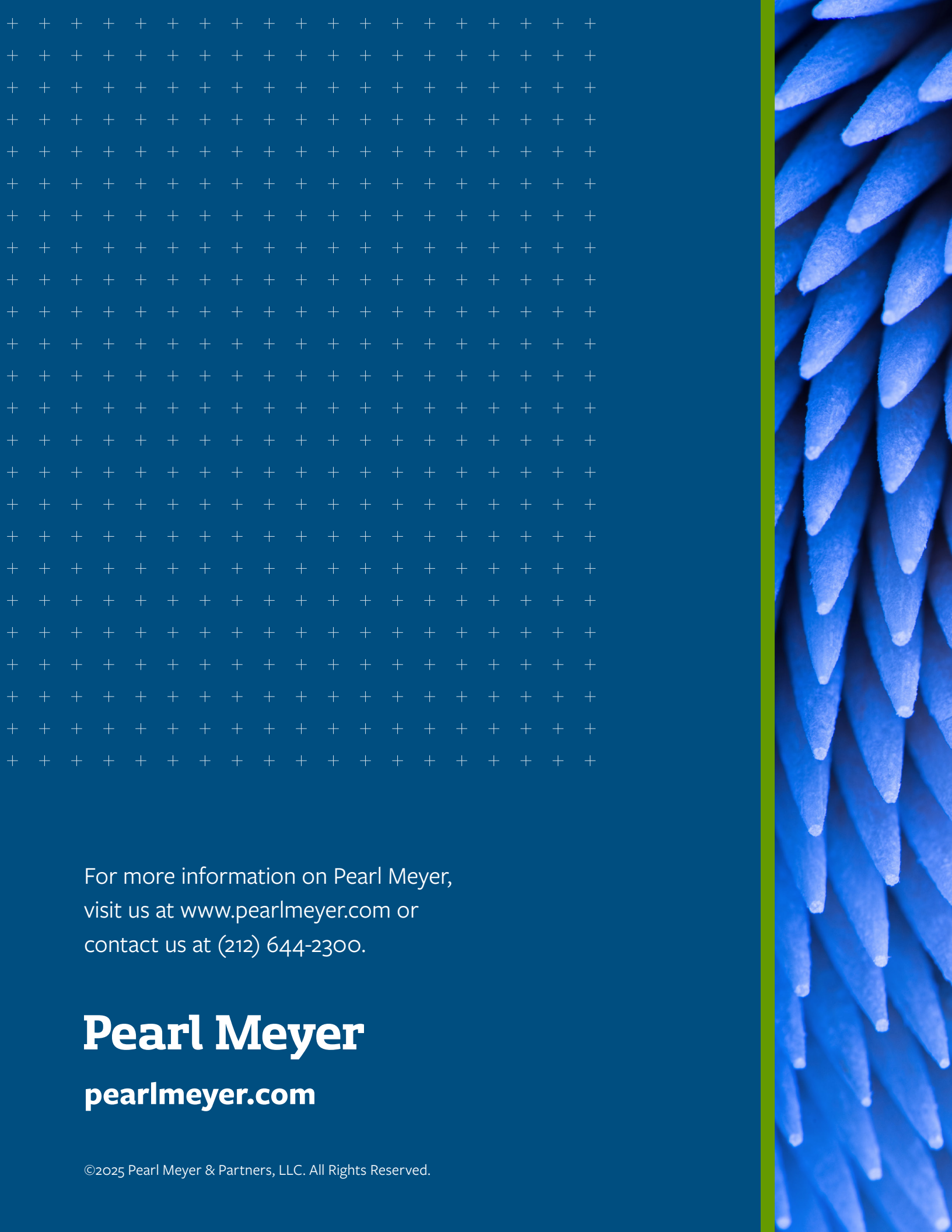
About Pearl Meyer

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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