



**Pearl Meyer**

**2023-2024 Compensation Planning  
Survey**

**Participating Companies List**

## Participating Companies List

<b>Company</b>	<b>Industry</b>
A.W. Perry Inc.	Finance, Insurance
Accenture LLP	Software, Consulting, Services
Adams Community Bank	Finance, Insurance
Adirondack Bank	Finance, Insurance
ADT Inc	Software, Consulting, Services
AECOM	Construction & Engineering
AgCountry FCS	Government, Defense, NFP
AgFirst	Finance, Insurance
AgWest Farm Credit	Finance, Insurance
Air Liquide	Industrials, Utilities
Air Products & Chemicals	Industrials, Utilities
Aker Solutions	Industrials, Utilities
Alerus Financial	Finance, Insurance
Allegro Senior Living, LLC	Health Care, Pharm, Bio
Alyeska Pipeline Service Company	Industrials, Utilities
American Airlines Federal Credit Union	Government, Defense, NFP
American Homes 4 Rent	Finance, Insurance
American Institutes for Research	Government, Defense, NFP
American International Group (AIG)	Finance, Insurance
American Savings Bank	Finance, Insurance
American Systems Corporation	Software, Consulting, Services
Ames Laboratory	Government, Defense, NFP
AMGEN	Health Care, Pharm, Bio
Amplify Education	Software, Consulting, Services
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP
Archer	Government, Defense, NFP
Archrock, Inc.	Industrials, Utilities
ARCO Construction	Construction & Engineering
Argonne National Laboratory	Government, Defense, NFP

## Participating Companies List

<b>Company</b>	<b>Industry</b>
Arnot Health	Health Care, Pharm, Bio
ASM Research	Software, Consulting, Services
Astellas Pharmaceuticals	Health Care, Pharm, Bio
AstraZeneca Inc	Health Care, Pharm, Bio
AutoZone, Inc.	Consumer Services and Products
BAE Systems North America, Inc.	Government, Defense, NFP
Balboa Thrift & Loan Association	Finance, Insurance
Bank of Oak Ridge	Finance, Insurance
Bank of the Lowcountry	Finance, Insurance
Bank of the Sierra, Inc.	Finance, Insurance
BankProv	Finance, Insurance
Baskervill	Software, Consulting, Services
Battelle Memorial Institute	Software, Consulting, Services
Bayer Corporation	Health Care, Pharm, Bio
Beacon Communities LLC	Finance, Insurance
Bechtel Global Corporation	Construction & Engineering
Becton, Dickinson and Company	Health Care, Pharm, Bio
Bellco Credit Union	Finance, Insurance
Bethpage Federal Credit Union	Finance, Insurance
Bio-Techne	Health Care, Pharm, Bio
Bixby Land Company	Finance, Insurance
Black & Veatch Corporation	Construction & Engineering
Black Hills Corporation	Industrials, Utilities
Blue Cross and Blue Shield of Louisiana	Finance, Insurance
BlueScope Buildings North America, Inc.	Industrials, Utilities
Bluestone Bank	Finance, Insurance
BNSF Railway Company	Industrials, Utilities
Boehringer Ingelheim Pharmaceuticals Inc	Health Care, Pharm, Bio
Bohler Engineering	Construction & Engineering

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Company	Industry
Borr Drilling	Industrials, Utilities
BranchPattern	Construction & Engineering
Bremer Bank	Finance, Insurance
Bristol-Myers Squibb Company	Health Care, Pharm, Bio
Broadstone Real Estate, LLC	Finance, Insurance
Brookfield Properties, Inc.	Finance, Insurance
Brookfield Residential Properties	Finance, Insurance
Brookhaven National Laboratory	Government, Defense, NFP
Buist Electric, Inc.	Construction & Engineering
Burlington Stores, Inc.	Consumer Services and Products
Burns & McDonnell Engineering	Construction & Engineering
Byline Bancorp Inc.	Finance, Insurance
CAE, Inc.	Government, Defense, NFP
Camden National Corporation	Finance, Insurance
Cape Ann Savings Bank	Finance, Insurance
Capitol Square Ltd.	Finance, Insurance
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
Carolinas Telco Federal Credit Union	Finance, Insurance
Cascade Medical Center	Health Care, Pharm, Bio
Cattaraugus County Bank	Finance, Insurance
CCB Community Bank	Finance, Insurance
CDM Smith Inc.	Software, Consulting, Services
Central State Bank	Finance, Insurance
CGI Technologies and Solutions, Inc.	Software, Consulting, Services
Charles Schwab Bank	Finance, Insurance
Charter Communications, Inc.	Technology Hardware & Equipment
Chartway Credit Union	Finance, Insurance
Cherokee Nation Businesses, LLC	Consumer Services and Products
Cinnaire	Government, Defense, NFP

## Participating Companies List

Company	Industry
Cisco Systems, Inc.	Technology Hardware & Equipment
Citizens and Farmers Bank	Finance, Insurance
Citizens Business Bank	Finance, Insurance
City First Bank, N. A.	Finance, Insurance
City of San Antonio	Government, Defense, NFP
Civil & Environmental Consultants	Software, Consulting, Services
Clearwater Paper Corporation	Industrials, Utilities
Cleveland-Cliffs Inc.	Industrials, Utilities
Cloudera, Inc.	Software, Consulting, Services
CNA	Government, Defense, NFP
Coastal Heritage Bank	Finance, Insurance
CoastHills Credit Union	Finance, Insurance
Colas	Construction & Engineering
Colliers Engineering & Design	Construction & Engineering
Community First Bank of Indiana	Finance, Insurance
Community Trust Bank, Inc.	Finance, Insurance
Compeer Financial	Finance, Insurance
Conduent	Software, Consulting, Services
ConnectOne Bank	Finance, Insurance
Consolidated Nuclear Security, LLC	Government, Defense, NFP
Cottage Senior Living, Inc.	Health Care, Pharm, Bio
Cresa Global Inc.	Finance, Insurance
Darden Restaurants, Inc.	Consumer Services and Products
DCS Corporation	Software, Consulting, Services
Dean Bank	Finance, Insurance
Deloitte Global	Software, Consulting, Services
Deloitte LLP	Software, Consulting, Services
Department of Defense	Government, Defense, NFP
DFCU Financial	Finance, Insurance

## Participating Companies List

Company	Industry
DISH Network Corporation	Technology Hardware & Equipment
Dollar General Corporation	Consumer Services and Products
Dominion Energy, Inc.	Industrials, Utilities
Domtar Paper Company	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP
DRS Technologies, Inc.	Government, Defense, NFP
Dupaco Community Credit Union	Finance, Insurance
E. & J. Gallo Winery	Consumer Services and Products
Eagle Bank	Finance, Insurance
East West Bank	Finance, Insurance
Eastern Bank	Finance, Insurance
Eaton Corporation	Industrials, Utilities
Echostar - Hughes Network Systems	Technology Hardware & Equipment
Edwards Lifesciences	Health Care, Pharm, Bio
EH National Bank	Finance, Insurance
Elara Engineering	Software, Consulting, Services
Elements Financial Federal Credit Union	Finance, Insurance
Ellis Medicine	Health Care, Pharm, Bio
Enercon Services	Construction & Engineering
ENGlobal	Construction & Engineering
Ent Credit Union	Finance, Insurance
Entegris, Inc.	Technology Hardware & Equipment
Enterprise Bank	Finance, Insurance
Epcor Utilities Inc	Industrials, Utilities
Epiq	Software, Consulting, Services
Epsilon Data Management, LLC	Software, Consulting, Services
Equinix	Software, Consulting, Services
Equity Commonwealth	Finance, Insurance
ESL Federal Credit Union	Finance, Insurance

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Company	Industry
Evonik Industries	Industrials, Utilities
Exelixis, Inc.	Health Care, Pharm, Bio
Exelon Corporation	Industrials, Utilities
Experian Americas	Finance, Insurance
Faith Technologies Incorporated	Construction & Engineering
Fannie Mae	Finance, Insurance
Farm Credit Bank of Texas	Finance, Insurance
Farm Credit Services of America	Finance, Insurance
Farmers National Banc Corp	Finance, Insurance
Fermi National Accelerator Laboratory	Government, Defense, NFP
FFB Bank	Finance, Insurance
Fidelity Bank (LA)	Finance, Insurance
Fidelity Investments	Finance, Insurance
Firelands FCU	Finance, Insurance
First Bank of Alabama	Finance, Insurance
First Business Bank	Finance, Insurance
First FarmBank	Finance, Insurance
First Mid-Illinois Bancshares, Inc.	Finance, Insurance
First National Bank (VA)	Finance, Insurance
First National Bank	Finance, Insurance
First National Bank of Wauchula	Finance, Insurance
First Solar, Inc.	Industrials, Utilities
First Technology Federal Credit Union	Finance, Insurance
FirstBank (TN)	Finance, Insurance
FIS Global	Technology Hardware & Equipment
Fluor Corporation	Construction & Engineering
Fortis Private Bank	Finance, Insurance
Fortive Corporation	Industrials, Utilities
Foth & Van Dyke, LLC	Construction & Engineering

## Participating Companies List

Company	Industry
Foulger-Pratt	Construction & Engineering
Framatome	Industrials, Utilities
Franklin Savings Bank (NH)	Finance, Insurance
Friedkin Aviation	Consumer Services and Products
General Dynamics Corp.	Government, Defense, NFP
General Dynamics Mission Systems	Government, Defense, NFP
Genisys Credit Union	Finance, Insurance
George Washington University	Consumer Services and Products
Georgia Tech Research Institute	Government, Defense, NFP
Gilbane, Inc.	Construction & Engineering
Golden Bank, N.A.	Finance, Insurance
Goodyear Tire and Rubber Company	Consumer Services and Products
Graham Management Services LP	Construction & Engineering
Great Lakes Credit Union	Finance, Insurance
Green Diamond Resource Company	Industrials, Utilities
Greenwood Credit Union	Finance, Insurance
Greif, Inc.	Industrials, Utilities
Guardian Life Insurance Company of America	Finance, Insurance
Guidehouse	Software, Consulting, Services
Gunnison Valley Health	Health Care, Pharm, Bio
H.W. Lochner, Inc.	Construction & Engineering
Hanson Professional Services	Software, Consulting, Services
Harris Health System	Health Care, Pharm, Bio
Haskell	Construction & Engineering
HDR, Inc.	Software, Consulting, Services
Henderson Engineers	Construction & Engineering
Heritage Bank	Finance, Insurance
Highmark Health	Finance, Insurance
Hilltop Holdings Inc.	Finance, Insurance



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Company	Industry
Hilton Grand Vacations	Consumer Services and Products
HNTB Corporation	Construction & Engineering
Holladay Properties	Finance, Insurance
Holt CAT	Industrials, Utilities
Hometown America	Finance, Insurance
HomeTrust Bank	Finance, Insurance
Hormel Foods Corp.	Consumer Services and Products
Howard Hughes Corp	Finance, Insurance
HP Enterprise Services	Technology Hardware & Equipment
Humana Inc.	Finance, Insurance
Hunt Companies	Finance, Insurance
Hy Cite Enterprises, LLC	Consumer Services and Products
Hylant	Finance, Insurance
I H Mississippi Valley Credit Union Govern	Finance, Insurance
ICW Group	Finance, Insurance
Infinity Bank	Finance, Insurance
Information Services Group, Inc.	Software, Consulting, Services
Intermountain Healthcare	Health Care, Pharm, Bio
International Paper Company	Industrials, Utilities
Intracoastal Bank	Finance, Insurance
Investar Bank	Finance, Insurance
ISO New England Inc.	Industrials, Utilities
Jacobsen Construction	Construction & Engineering
JE Dunn Construction Group	Construction & Engineering
Jeanne D'Arc Credit Union	Finance, Insurance
Jet Propulsion Laboratory	Government, Defense, NFP
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Johnson & Johnson	Health Care, Pharm, Bio
Just Born	Consumer Services and Products

## Participating Companies List

Company	Industry
KBR, Inc.	Software, Consulting, Services
Kelly Services, Inc.	Software, Consulting, Services
Kennebec Savings Bank	Finance, Insurance
Kirby Corporation	Industrials, Utilities
KLJ Engineering Services	Software, Consulting, Services
Kohls Corporation	Consumer Services and Products
Kohn Pedersen Fox Assoc.	Industrials, Utilities
KPFF Consulting Engineers, Inc.	Construction & Engineering
KS Bank	Finance, Insurance
L Brands Inc.	Consumer Services and Products
L&B Realty Advisors	Finance, Insurance
Lawrence Livermore National Laboratory	Government, Defense, NFP
Leggat McCall Properties	Finance, Insurance
Leidos	Software, Consulting, Services
Lexmark International, Inc.	Technology Hardware & Equipment
Liberty Bank (CT)	Finance, Insurance
Liberty Mutual Group	Finance, Insurance
Lincoln Financial Group	Finance, Insurance
Lockheed Martin Corporation	Government, Defense, NFP
Logix Federal Credit Union	Government, Defense, NFP
Lookout, Inc.	Software, Consulting, Services
LOreal USA	Consumer Services and Products
Los Alamos National Laboratory	Government, Defense, NFP
Machias Savings Bank	Finance, Insurance
Mahlum Architects	Software, Consulting, Services
Manasquan Bank	Finance, Insurance
Massachusetts Mutual Life Insurance Company	Finance, Insurance
Matrix Service Company	Construction & Engineering
McCarthy	Construction & Engineering

## Participating Companies List

Company	Industry
McDermott, Inc.	Construction & Engineering
McGrath RentCorp	Industrials, Utilities
Mead & Hunt	Construction & Engineering
Merck & Co., Inc.	Health Care, Pharm, Bio
Meritex Enterprises	Finance, Insurance
Merritt Properties	Finance, Insurance
Messer North America, Inc.	Industrials, Utilities
Metric Engineering Inc.	Industrials, Utilities
Mettler-Toledo International Inc.	Health Care, Pharm, Bio
Michels Corporation	Construction & Engineering
Michigan Medicine	Health Care, Pharm, Bio
Micron Technology, Inc.	Technology Hardware & Equipment
Midland States Bank	Finance, Insurance
Millennial Bank	Finance, Insurance
Mission Federal Credit Union	Finance, Insurance
Mission Valley Bank	Finance, Insurance
MIT Lincoln Laboratory	Government, Defense, NFP
Molina Healthcare, Inc.	Health Care, Pharm, Bio
Monroe Group, Ltd.	Finance, Insurance
Morrison Hershfield Corporation	Construction & Engineering
MRIGlobal	Government, Defense, NFP
Multistudio	Software, Consulting, Services
National Church Residences	Health Care, Pharm, Bio
National Radio Astronomy Observatory	Government, Defense, NFP
Navigant Credit Union	Finance, Insurance
NCCI Holdings, Inc	Finance, Insurance
NEC Corporation of America	Technology Hardware & Equipment
New York Life Insurance Company	Finance, Insurance
Newburyport Bank	Finance, Insurance

## Participating Companies List

Company	Industry
NextEra Energy, Inc.	Industrials, Utilities
Nicolet National Bank	Finance, Insurance
NoackLittle Architecture & Interiors	Software, Consulting, Services
Noblebank & Trust	Finance, Insurance
Noblis, Inc.	Software, Consulting, Services
NORPAC	Industrials, Utilities
North Shore Bank	Finance, Insurance
NorthForest	Finance, Insurance
Northrop Grumman Corporation	Government, Defense, NFP
Northwest Real Estate Capital Corp.	Finance, Insurance
Numerica Credit Union	Finance, Insurance
Oak View National Bank	Finance, Insurance
Old Missouri Bank	Finance, Insurance
Old National Bancorp	Finance, Insurance
Oncor Electric Delivery Company	Industrials, Utilities
One Florida Bank	Finance, Insurance
OneAZ Credit Union	Finance, Insurance
Opsis Architecture	Software, Consulting, Services
Oregon Community Credit Union	Finance, Insurance
Origin Bank	Finance, Insurance
Outfront Media Inc	Technology Hardware & Equipment
Packaging Corporation of America	Industrials, Utilities
Pactiv Evergreen	Industrials, Utilities
Park Hotels & Resorts	Finance, Insurance
Parsons Corporation	Construction & Engineering
Patelco Credit Union	Finance, Insurance
Patterson-UTI Energy Inc.	Industrials, Utilities
PayPal Holdings Inc	Software, Consulting, Services
PB&T Bank	Finance, Insurance

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Company	Industry
Pennsylvania State Employees Credit Union	Finance, Insurance
PepsiCo, Inc.	Consumer Services and Products
Peraton	Technology Hardware & Equipment
PHC Corporation	Health Care, Pharm, Bio
Phillips Edison & Company	Finance, Insurance
Phinia	Consumer Services and Products
Pierce Engineers Inc	Software, Consulting, Services
Plumas Bank	Finance, Insurance
Ponce Bank	Finance, Insurance
Port Authority of NY/NJ	Industrials, Utilities
Port Blakely Companies	Industrials, Utilities
POWER Engineers	Construction & Engineering
Prologis	Finance, Insurance
Property Reserve Inc.	Finance, Insurance
Propetro Holding Corp	Industrials, Utilities
Prudential Financial Inc.	Finance, Insurance
Publix Super Markets, Inc.	Consumer Services and Products
Putnam General Hospital	Health Care, Pharm, Bio
QIAGEN	Health Care, Pharm, Bio
Qualico	Finance, Insurance
Quiddity Engineering, LLC	Construction & Engineering
RAND Corporation	Software, Consulting, Services
Rayonier Advanced Materials	Industrials, Utilities
Rayonier, Inc.	Finance, Insurance
Raytheon Technologies	Government, Defense, NFP
Republic Services, Inc.	Software, Consulting, Services
RES Group	Industrials, Utilities
River City Bank (CA)	Finance, Insurance
Riverside Research Institute	Government, Defense, NFP

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Company	Industry
Riverview Community Bank	Finance, Insurance
Roane General Hospital	Health Care, Pharm, Bio
Rocky Mountain Bank & Trust	Finance, Insurance
Ruekert & Mielke Inc	Construction & Engineering
Ryder System Inc.	Industrials, Utilities
S3 Shared Service Solutions	Finance, Insurance
Salem Five Bank	Finance, Insurance
Salt River Project	Industrials, Utilities
Samsung Electronics America	Industrials, Utilities
SBM Offshore USA, Inc.	Construction & Engineering
Schlumberger Limited	Industrials, Utilities
Seacoast National Bank	Finance, Insurance
Seer, Inc.	Health Care, Pharm, Bio
Sierra Nevada Corporation	Government, Defense, NFP
Skanska	Construction & Engineering
SLAC National Accelerator Laboratory	Government, Defense, NFP
SmithGroup	Software, Consulting, Services
Sound Community Bank	Finance, Insurance
Southern Bancorp, Inc	Finance, Insurance
Southern Company	Industrials, Utilities
Southwest Research Institute	Government, Defense, NFP
SRI International	Government, Defense, NFP
Stanley Consultants Inc.	Construction & Engineering
Stantec Inc.	Construction & Engineering
Starbucks Corporation	Consumer Services and Products
STCU	Finance, Insurance
Steven Kratchman Architect, PC	Software, Consulting, Services
Structure Tone, Inc.	Construction & Engineering
STV Group, Incorporated	Software, Consulting, Services

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Company	Industry
Summit Bank (OR)	Finance, Insurance
Swagelok Company	Industrials, Utilities
T. Baker Smith, LLC	Software, Consulting, Services
Target Corporation	Consumer Services and Products
Terracon Consultants, Inc.	Construction & Engineering
Teva Pharmaceutical Industries Limited	Health Care, Pharm, Bio
Texas Capital Bancshares, Inc.	Finance, Insurance
The Applied Research Laboratory at PSU	Government, Defense, NFP
The Austin Company	Construction & Engineering
The Boeing Company	Government, Defense, NFP
The Coca-Cola Company	Consumer Services and Products
The Community Preservation Corporation	Finance, Insurance
The ConAm Group	Finance, Insurance
The Cooperative Bank of Cape Cod	Finance, Insurance
The Durham Manufacturing Company	Consumer Services and Products
The EMMES Corporation	Health Care, Pharm, Bio
The Farmers Bank of Appomattox	Finance, Insurance
The First Bank of Greenwich	Finance, Insurance
The Goodman Group	Finance, Insurance
The Irvine Company	Finance, Insurance
The J.M. Smucker Company	Consumer Services and Products
The Lyons National Bank	Finance, Insurance
The Marcus & Millichap Company	Finance, Insurance
The MITRE Corporation	Government, Defense, NFP
The Pittsfield Cooperative Bank	Finance, Insurance
The Progressive Corporation	Finance, Insurance
The Springs Living	Health Care, Pharm, Bio
The Washington Trust Company	Finance, Insurance
Tolko Industries (U.S.) Ltd.	Industrials, Utilities

## Participating Companies List

Company	Industry
Toyota Motor North America	Consumer Services and Products
Trellis Company	Finance, Insurance
TriMet	Industrials, Utilities
Trinity Health	Health Care, Pharm, Bio
TSCG Investors	Finance, Insurance
Twin Rivers Paper Company	Industrials, Utilities
Tyson Foods Inc	Consumer Services and Products
Ulteig	Construction & Engineering
Unchained Labs	Health Care, Pharm, Bio
Unico Properties	Finance, Insurance
Unit Corporation	Industrials, Utilities
University Corporation for Atmospheric Research (UCAR)	Government, Defense, NFP
University of Minnesota	Consumer Services and Products
USAA	Finance, Insurance
Utah State University Space Dynamics Laboratory	Government, Defense, NFP
Utilities Employees Credit Union	Finance, Insurance
Uwharrie Bank	Finance, Insurance
Valaris plc	Industrials, Utilities
Valley State Bank	Finance, Insurance
Vantage Bank Texas	Finance, Insurance
Vector Security	Technology Hardware & Equipment
VeriSign, Inc.	Software, Consulting, Services
Victoria's Secret & Co.	Consumer Services and Products
W.R. Grace & Co.	Industrials, Utilities
Washington State Employees Credit Union	Finance, Insurance
Wayne Memorial Health System	Health Care, Pharm, Bio
Webster Five Cents Savings Bank	Finance, Insurance
Welltower Inc.	Finance, Insurance
Westat	Software, Consulting, Services



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<b>Company</b>	<b>Industry</b>
Western Forest Products	Industrials, Utilities
Westinghouse Electric Company	Industrials, Utilities
Winchester Co-operative Bank	Finance, Insurance
WinnCompanies	Finance, Insurance
Wood	Construction & Engineering
Woodard & Curran Inc.	Construction & Engineering
Worley	Construction & Engineering
WSP	Construction & Engineering
Zachry Industrial Inc.	Construction & Engineering