

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 250 Job Families and 2,100 positions
- 246 U.S. and Global Participants



CREDIBLE

- 246 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.

Exclusive Insight

Streamlined Policies and Practices Information

- Short- and long-term incentive plan design
- Perquisites
- Sales and incentive plan design
- Salary structure and merit increase budgets

Enroll Today!

Commit to participate in our 2023 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: 4/1/2023

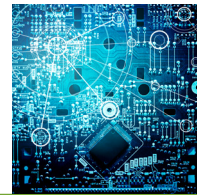
Submission Due Date: 4/28/2023

Publication Date: Week of 7/3/2023



Policies and Practices





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



2022 CHiPS *One World* Participating Companies List

10x Genomics	AT&T Inc.	Brookhaven National Laboratory
908 Devices	AutoZone, Inc.	Brotherhood Mutual Insurance Company
Abcam	Avantor, Inc.	Builders FirstSource, Inc.
Accenture Inc	BAE Systems North America, Inc.	Burlington Stores, Inc.
Adobe Systems Incorporated	Battelle Memorial Institute	Burns & McDonnell Engineering
Aerojet Rocketdyne	Bechtel Global Corporation	Carnegie Mellon Software Engineering Institute
Agena Bioscience	Bechtel Plant Machinery, Inc.	Caterpillar
Agilent Technologies, Inc.	Billerud NA	CF Evans Construction
Ally Financial Inc.	Biotage	CGI Technologies and Solutions, Inc.
American International Group (AIG)	Bio-Techne	Charles Schwab Bank
American Systems Corporation	Black & Veatch Corporation	Charter Communications, Inc.
Applied Physics Laboratory/University of Washington	Black Knight Financial Services	Cherokee Nation Businesses, LLC
Applied Research Laboratories - The University of Texas at Austin	Blue Cross and Blue Shield of Louisiana	Chevron Corporation
Archer	BMC Software, Inc.	Ciena Corp
Argonne National Laboratory	BNSF Railway Company	CIGNA Corporation
ASM Research	Booz Allen Hamilton Inc.	Cincom Systems, Inc.
	Bright Horizons Family Solutions	Cisco Systems, Inc.



Participating Companies List (continued)

City of Alexandria, VA	Federal Reserve Bank of Philadelphia	Intelsat US LLC
Cleveland-Cliffs Inc.	FedEx Freight	Interfor U.S., Inc.
CNA	FedEx Services	International Paper Company
COCC	Fermi National Accelerator Laboratory	Jack Henry & Associates, Inc.
Comcast Cable Communications, Inc.	Fidelity Investments	Jackson National Life Insurance
Consolidated Nuclear Security, LLC	FirstEnergy Corp.	Jacobs Engineering Group Inc.
Corning Incorporated	FIS Global	Jefferson Laboratory
Cummins, Inc.	Ford Motor Company	Jet Propulsion Laboratory
CVS Health Corporation	Framatome	Johns Hopkins University Applied Physics Laboratory
Day & Zimmermann	Fujitsu America, Inc.	Johnson & Johnson
DCP Midstream	Gannett Fleming, Inc.	Kiewit Energy Group
Dechert LLP	GDIT	Klein Tools, Inc.
Deloitte Global	GE Global Research	Kohls Corporation
Deloitte LLP	General Dynamics Mission Systems	Kronos Incorporated
Department of Energy's Kansas City National Security Campus	General Motors Company	L Brands Inc.
Dewberry	Georgia Tech Research Institute	Lanxess Corporation
Direct Supply, Inc.	Gilbane, Inc.	Lawrence Berkeley National Laboratory
DISH Network Corporation	Greif, Inc.	Lawrence Livermore National Laboratory
Dominion Energy, Inc.	Guardian Life Insurance Company of America, The	Leidos
Dow	H.W. Lochner, Inc.	Lincoln Financial Group
Draper Laboratory	Halo Labs	Lockheed Martin Corporation
DRS Technologies, Inc.	Herman Miller	Lookout, Inc.
DTE Energy	Hewlett-Packard Company	LOreal USA
Duke Energy	HGA	Los Alamos National Laboratory
E. & J. Gallo Winery	HNTB Corporation	Lower Colorado River Authority
EAB Global	Hormel Foods Corp.	Lumen
Eaton Corporation	HP Enterprise Services	M. A. Mortenson Company
eBay Inc.	HRL Laboratories, LLC	Maravai LifeSciences
Edwards Lifesciences	Humana Inc.	Marriott International, Inc.
Enercon Services	ICW Group	MasterCard Incorporated
Epsilon Data Management, LLC	Idaho National Laboratory	McCain Foods
Experian Americas	Ingram Micro Inc.	McCoy Global
Federal Aviation Administration	Institute for Defense Analyses	Mentor Graphics Corporation



Participating Companies List (continued)

Messer North America, Inc.	PerkinElmer Life and Analytical Sciences	Subaru of America, Inc.
Michael Baker International	POWER Engineers	Suffolk
MilliporeSigma	Princeton Plasma Physics Laboratory	Target Corporation
Mission Support and Test Services, LLC	Promega Corporation	Tenable
MIT Lincoln Laboratory	Prudential Financial Inc.	Terracon Consultants, Inc.
MODEC International, Inc.	QIAGEN	The Aerospace Corporation
Molina Healthcare, Inc.	QUALCOMM Incorporated	The Applied Research Laboratory at PSU
Mondelez International, Inc.	RAND Corporation	The Capital Group
Motorola Solutions	Raytheon Technologies	The Coca-Cola Company
Mott MacDonald	Renesas Electronics America Inc.	The MathWorks, Inc.
NanoString Technologies	Ricoh Americas Corporation	The MITRE Corporation
National Renewable Energy Laboratory	Ridgeline International	The Progressive Corporation
National Rural Electric Cooperative Association	Roseburg Forest Products Co.	The TJX Companies, Inc.
NCI Information Systems, Inc.	Ryder System Inc.	Toyota Motor North America
ND Paper	SAIC, Inc.	Trajan Scientific & Medical
NEC Corporation of America	Salt River Project	Trane Technologies
Newport News Shipbuilding	Samsung Electronics America	TransCanada Pipelines Limited
Nintendo of America, Inc.	Sandia National Laboratories	Trellis Company
Noblis, Inc.	Sargent & Lundy, LLC	Triumph Thermal Systems
Northrop Grumman Corporation	SaskTel	United Launch Alliance
Oak Ridge National Laboratory UT-Battelle, LLC	Savannah River National Laboratory	United Natural Foods, Inc.
Olsson	Savannah River Nuclear Solutions, LLC	University Corporation for Atmospheric Research (UCAR)
Oncor Electric Delivery Company	seqWell, Inc.	USAA
PACCAR Inc	Sharp Laboratories of America	Utah State University Space Dynamics Laboratory
Pacific Northwest National Laboratory	SLAC National Accelerator Laboratory	Verizon Communications Inc.
PAE	Sony Electronics, Inc.	VHB
Panasonic Automotive	Southwest Research Institute	Visa Inc.
Panduit Corporation	SRI International	Wade Trim Group Inc
Parsons Corporation	Stantec Inc.	Westinghouse Electric Company
PeaceHealth	State Farm Mutual Automobile Insurance Company	Wood
Penn State Health	Stellantis NV	Worley
Peraton	Strateos, Inc.	WSP
	Stryker 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 and Development Job Families

- Hardware Engineering
- Electronic Design Engineering
- Mechanical Design Engineering
- Hardware Engineering Default
- Multi-Discipline Hardware Engineering Roll-Up
- Engineer Technician - Hardware
- Engineer Technician
- ASIC Design Engineering
- Semiconductor Design Engineering
- Multi-Discipline Semiconductor Design Engineering Roll-Up
- Network Product Development Engineering
- Optical Engineering
- RF/Wireless Development Engineering
- Telecomm Product Development Engineering
- Network/Telecomm Development Engineering Roll-Up
- Mobile Applications Engineering
- Software Applications Engineering
- Software Operating Systems Engineering
- CAD Engineering
- Embedded Software Engineering
- User Experience Design Engineering
- Software Engineering Default
- Software Engineering Roll-Up
- Engineer Technician – Software
- Analog/Digital Signal Processing Engineering
- Systems Design Engineering
- Information Assurance Engineering
- Industrial Design Engineering
- Structural Engineering
- Environmental Engineering
- Packaging Engineering
- Composite Materials Engineering
- Semiconductor Process Engineering
- Development Engineering Default
- All R&D Engineering Roll-Up
- Defense Sector Program/Project Management
- Chemist
- Research Scientist Basic
- Research Scientist Applied
- Research Scientist Default
- Research Scientist Roll-Up
- Design Research
- Data Scientist
- Laboratory Operations Management



Job Families (continued)

Technical Job Families

Aerospace

- Aeronautical Engineering
- Satellite Systems Engineer
- Autonomy Engineer
- Flight Simulation Engineer
- Aircraft Support Engineer
- Acoustics Engineer
- Quality Technician

Customer Focused Support (Technical)

- Systems Engineering (Pre-Sales)
- Systems Engineering (Post-Sales)
- Systems Engineering (Pre-/Post-Sales)
- Systems Engineering Roll-Up
- Professional Services Specialist
- Systems Engineering/Professional Services Specialist Roll-Up
- Business Process Analysis - External Focus
- Business Process Analysis - Internal Focus
- Network Engineering
- Applications Engineering
- SaaS (Software as a Service) Operations Engineer
- Technical Support Engineering
- Technical Training
- Field Service Engineering
- Field Service Technician
- Desktop/Deskside Support Technician
- PC Help Desk Technician
- Remote Support Engineering
- Repair Technician (Remote)

Information Systems

- Applications Programmer/Analyst
- Operating Systems Programmer/Analyst
- Enterprise Resource Planning Programmer/Analyst
- Programmer/Analyst Default
- Programmer/Analyst Roll-Up
- Business/Systems Analysis
- Database Analysis
- Telecommunications Analysis
- Network Systems Analysis
- Internal Network Engineering
- Information Systems Architect
- Information Systems Program/Project Management
- Information Technology Operations Management
- Information Technology Outsourcing Management
- Systems Administration
- Client/Server Database Administration
- Information Security Administration
- Cyber Security
- PC Technician (HW/SW Support)
- Computer Operations Support
- Data Center Engineer
- Help Desk Coordinator
- Internet/E-commerce Applications Development
- Front-end Web Development
- Web Site Design
- Web Site Management/Administration
- Web Site Content Authoring/Editing



Job Families (continued)

Technical Job Families (continued)

Manufacturing (Technical)

- Semiconductor Product Engineering
- Equipment Engineering
- Configuration/Release Engineering
- Industrial Engineering
- Chemical Engineering
- Manufacturing Technician
- Manufacturing Maintenance Technician
- Hazardous Materials Technician
- Semiconductor Process Technician
- Semiconductor Equipment Operator
- Chemical Operator
- Manufacturing Engineering
- Manufacturing Process Engineering Default

Marketing (Technical)

- Product/Brand Management
- Offering Management
- Product Marketing
- Product Management/Marketing Default
- Product Management/Marketing Roll-Up
- Technology/Platform/Product Champion (Evangelist)
- Proposal Development
- Marketing Research
- Channel Marketing
- Industry Marketing
- Technical Marketing Support
- Marketing Default
- Marketing Roll-Up

Quality

- Hardware Test Engineering
- Quality Engineering
- Reliability Engineering
- Software Quality/Test Engineering
- Software Quality Assurance Analysis
- Quality Engineering Default
- Quality/Manufacturing Process Engineering Roll-Up
- Six Sigma Black Belt
- Calibration Technician
- Test Equipment Technician
- Hardware Test Technician
- Inspector (QA/QC/In-Process/Receiving)

Engineering & Construction

- Architect
- Mechanical Engineering
- Instrument Engineering
- Drafter
- Designer
- Construction Supervision
- Engineering Project Management
- Drafter/Designer Default
- Drafter/Designer Roll-Up

Other Technical

- Technical Program/Project Management Default
- Mathematician/Statistician



Job Families (continued)

Non-Technical Job Families

Consumer Focused Support

- User Support Specialist
- Customer Service Support
- Sales Operations – Commission Analysis
- Sales Operations – Order Administration
- Sales Support
- Sales Operations – Management
- Client Services Program/Project Management
- Business Development

Human Resources

- Human Resource Generalist
- Human Resource Operations
- Benefits
- Compensation
- Executive Compensation
- Compensation and/or Benefits Default
- Compensation and/or Benefits Roll-Up
- Employee Relations
- Labor Relations
- HRIS
- EEO/Diversity
- Organizational Development
- Staffing
- Training
- Human Resource Specialist Default
- HR Program/Project Management
- Human Resource Specialist Roll-Up
- Human Resource Support
- Call Center Representative

Finance

- Accounting
- Cost Accounting
- Finance
- Finance/Accounting Default
- Finance/Accounting Roll-Up
- Credit/Collection Analysis
- Credit/Collection Support
- Payroll Support
- Payable/Receivable Accounting Support
- Travel and Expense Support
- Finance/Accounting Supervisor Default
- Finance/Accounting Supervisor Roll-Up
- Controller
- Auditing
- Tax
- Treasury Analysis
- Investor Relations
- Mergers and Acquisitions Analysis
- Risk Management
- Stock Administration
- Finance Program/Project Management

Legal

- General Law
- Patent Law
- Attorney Roll-Up
- Intellectual Property Licensing Services
- Contracts Negotiation
- Contracts Administration/Management
- Paralegal
- Legal Secretary



Job Families (continued)

Non-Technical Job Families (continued)

Manufacturing

- Manufacturing Production Management
- Material/Production Control Planning
- Purchasing/Procurement for Manufacturing
- Purchasing/Procurement/Planning Default
- Purchasing/Matl Planning Roll-Up
- Logistics
- Supply Chain Analysis
- Vendor Management
- Inventory Control
- Production Scheduler
- Material Handler
- Machinist
- Maintenance Mechanic
- Machine Operator/Polish/Inspect
- Machine Operator/Sputter
- Assembler

Marketing

- Marketing Communications
- Visual/Graphic Designer
- Promotion/Advertising
- Pricing Analysis
- Event Specialist
- Government Relations (non-attorney)
- Community Relations
- Public Relations
- Public/Community Relations Default
- Public/Community Relations Roll-Up
- Social Media

Sales Families

Sales

- Field Sales - Direct - Commercial
- Field Sales - Direct - Government
- Field Sales - Direct - Combination
- Field Sales - Direct Roll-Up
- Field Sales - Indirect OEM
- Field Sales - Indirect VAR
- Field Sales - Indirect Distributor
- Field Sales - Indirect Retail
- Field Sales - Indirect Multiple Channels
- Field Sales - Indirect Roll-Up
- Field Sales - Direct and Indirect Combination
- Field Sales - Direct and Indirect Roll-Up
- Product/Service Sales Specialist (Overlay)
- Strategic Client Management

Other Administrative

- Facilities Engineering
- Facilities Technician
- Construction Project Management
- Real Estate Portfolio Management
- Environmental Health and Safety
- Safety Technician
- Occupational Health Nursing
- Security
- Chief Pilot
- Captain/Pilot
- Co-Pilot
- Business Strategy - External Focus
- Business Planning Analyst
- Web Analyst
- Project/Program Management (Non-Technical)
- Import/Export Analyst
- Purchasing Procurement for Non-Manufacturing
- Purchasing Assistant
- Information Services Research
- Document Content Specialist
- Office Manager
- Executive Assistant
- Administrative Assistant/Administrative Support
- Receptionist
- Data Entry Operator
- Shipping/Receiving Clerk
- Mail Clerk

- Global Account Management
- National (Domestic) Account Management
- Maintenance Contract Sales
- Retail - Sales (Store)

Inside Sales

- Inside Sales Representative - Consumer
- Inside Sales Representative - B2B Supplies, Consumables, Packaged Offerings
- Inside Sales Representative - B2B Product/Service/Solutions
- Inside Sales Roll-Up



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.

- **To contact us by email:** survey@pearlmeyer.com or daniel.besser@pearlmeyer.com
- **To contact us by phone:** Daniel Besser, Survey Manager, 508-630-1517



Dedicated Team of Account Managers



Rebecca Toman
Vice President, Survey
Business Unit



Dan Besser
Survey Account
Manager



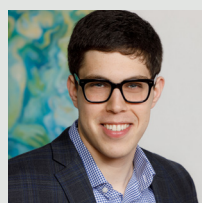
Matt Donahue
Associate Account
Manager



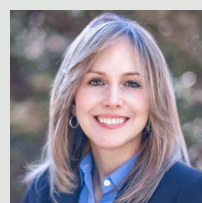
Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Survey Account Manager
and Executive Assistant



Veronika Valcheva
Associate 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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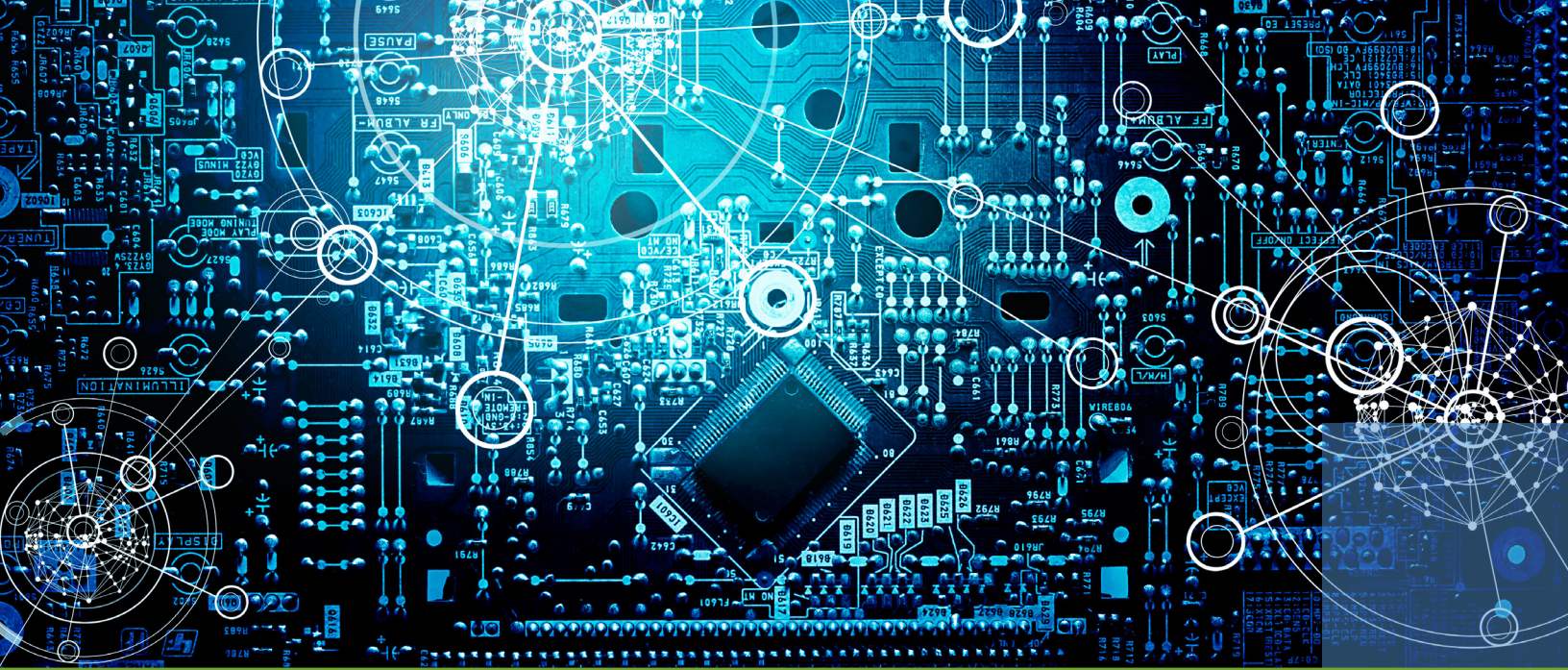


About Pearl Meyer (www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.

Pearl Meyer's Survey Suite (www.pearlmeyer.com/salary-surveys)

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.



Locations

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