

# Pearl Meyer

## 2023 Executive Compensation and Benchmarking Survey

SAMPLE DATA

# Position Report

## Direct Report to Top Financial (CFO), Not Matched Elsewhere (FI2)

### Finance

Data Effective 4/1/2023

		# Firms	# Employees	Base Salary	Actual Cash Incentive	Actual Total Cash Compensation	Target Incentive as Pct Salary	Target Incentive	Target Cash Compensation	LTI Value	Actual Total Direct Compensation	Target Total Direct Compensation
Corporate	All Firms	110	235	\$314,400	\$143,283	\$457,683	42.5%	\$163,375	\$455,709	\$629,700	\$775,728	\$773,754
Unit	All Firms	23	58	\$283,597	\$115,177	\$398,774	49.0%	\$141,636	\$417,907	\$566,834	\$742,743	\$761,877
Corporate and Unit	All Firms	122	293	\$308,302	\$137,719	\$446,022	43.9%	\$158,705	\$448,226	\$615,224	\$769,198	\$771,403
<b>Organizational Revenue</b>												
Corporate	Below \$100M	14	14	\$207,940	\$41,909	\$249,849	34.4%	\$75,211	\$256,289	\$736,177	\$469,114	\$475,554
	\$100M to < \$300M	19	22	\$189,503	\$20,406	\$209,909	22.9%	\$52,784	\$208,697	\$60,500	\$215,409	\$214,197
	\$300M to < \$1B	17	18	\$265,110	\$27,590	\$292,701	30.0%	\$90,713	\$310,467	\$38,100	\$300,353	\$318,119
	\$1B to < \$3B	16	40	\$262,239	\$61,233	\$323,472	23.6%	\$68,792	\$324,804	\$147,240	\$360,105	\$361,437
	\$3B to < \$10B	15	35	\$286,269	\$113,067	\$399,335	38.0%	\$117,620	\$400,528	\$65,441	\$428,575	\$429,768
	\$10B to < \$20B	8	13	\$382,427	\$193,719	\$576,145	54.7%	\$210,393	\$592,819	\$325,523	\$767,300	\$783,973
	\$20B to < \$30B	4	10									
	\$30B and Above	17	83	\$415,512	\$271,743	\$687,255	56.0%	\$258,365	\$673,877	\$876,965	\$1,517,757	\$1,504,378
Unit	Below \$100M	5	8	\$271,305	\$62,022	\$333,327	27.7%	\$74,846	\$346,151	\$18,280	\$357,056	\$369,880
	\$100M to < \$300M	2	3									
	\$300M to < \$1B	4	5									
	\$1B to < \$3B	4	8									
	\$3B to < \$10B	4	8									
	\$10B to < \$20B	2	9									
	\$20B to < \$30B	2	8									
	\$30B and Above	4	9									
Corporate and Unit	Below \$100M	19	22	\$231,383	\$51,302	\$282,685	32.0%	\$77,042	\$290,915	\$378,470	\$431,041	\$439,271
	\$100M to < \$300M	21	25	\$192,809	\$21,474	\$214,283	20.3%	\$46,229	\$213,150	\$60,500	\$219,123	\$217,990
	\$300M to < \$1B	20	23	\$257,223	\$36,032	\$293,256	36.1%	\$93,437	\$314,098	\$42,499	\$303,132	\$323,974
	\$1B to < \$3B	20	48	\$256,316	\$101,382	\$357,698	43.2%	\$109,968	\$357,607	\$130,033	\$399,819	\$399,728
	\$3B to < \$10B	19	43	\$279,285	\$103,731	\$383,016	34.8%	\$105,437	\$382,270	\$57,301	\$408,731	\$407,985
	\$10B to < \$20B	10	22	\$371,382	\$192,691	\$564,074	52.3%	\$197,882	\$569,265	\$335,601	\$798,323	\$803,514
	\$20B to < \$30B	5	18	\$329,653	\$190,704	\$520,357	45.5%	\$146,680	\$503,061	\$361,583	\$825,551	\$808,255
	\$30B and Above	20	92	\$404,669	\$246,919	\$651,587	56.2%	\$256,509	\$652,374	\$973,512	\$1,547,144	\$1,547,931
<b>Levels from CEO</b>												
Corporate	CEO / Chairman	0	0									
	Direct Report to CEO	7	7	\$340,212	\$65,879	\$406,091	63.0%	\$235,343	\$575,555	\$3,692,019	\$1,461,991	\$1,631,455
	2 Below CEO	51	119	\$344,157	\$201,783	\$545,941	47.7%	\$195,604	\$532,908	\$747,459	\$998,728	\$985,695
	3 Below CEO	6	28	\$264,451	\$75,282	\$339,733	23.9%	\$77,152	\$334,530	\$366,854	\$443,508	\$438,305
	4 Below CEO	1	1									
	5 or More Below CEO	0	0									
Unit	CEO / Chairman	0	0									
	Direct Report to CEO	2	3									
	2 Below CEO	10	16	\$291,149	\$87,749	\$378,898	34.1%	\$114,841	\$405,990	\$944,733	\$772,491	\$799,584
	3 Below CEO	10	17	\$297,850	\$76,453	\$374,303	32.1%	\$110,037	\$407,886	\$902,931	\$1,011,666	\$1,045,249
	4 Below CEO	4	5									
	5 or More Below CEO	1	1									
Corporate and Unit	CEO / Chairman	0	0									
	Direct Report to CEO	8	10	\$299,002	\$246,730	\$545,732	143.6%	\$378,890	\$677,892	\$3,692,019	\$1,284,861	\$1,417,022
	2 Below CEO	59	135	\$337,400	\$187,660	\$525,060	45.7%	\$184,587	\$516,435	\$762,831	\$966,661	\$958,036
	3 Below CEO	12	45	\$278,257	\$73,568	\$351,825	26.9%	\$90,363	\$363,454	\$724,239	\$675,320	\$686,948
	4 Below CEO	5	6	\$254,287	\$66,732	\$321,019	27.1%	\$71,299	\$325,586	\$101,518	\$392,707	\$397,275
	5 or More Below CEO	1	1									