



# Pearl Meyer

## 2024 National Banking Compensation Survey



Go beyond the data with *the* definitive source for banking industry compensation information.

“ Our go-to source for competitive market data.”

“ Reliable and current data to assist with our compensation planning initiatives.”

“ The data I need to be market competitive.”



## Enroll Today! Pearl Meyer's National Banking Compensation Survey

For more than 25 years, Pearl Meyer has been *the* definitive source of banking industry compensation data. Hundreds of institutions rely on us to guide their compensation strategy and decision making each year by working with our senior team of compensation consultants and survey experts.

### COMPREHENSIVE

- 280+ Positions
- 126,000+ Employees
- **Exclusive Insight** into Peer Policies & Practices



### CREDIBLE

- 571 Institutions
- \$78M – \$10B+ in assets
- Rigorous quality assurance process



### CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis



### COST-EFFECTIVE

- Complimentary survey submission
- Participants save 59% off the survey report purchase price





## COMPREHENSIVE

We provide one-to-one account support through our dedicated team of senior, banking survey 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 – the only industry source of insight into what your peers are doing, including:

- Short- and long-term incentive plan design
- Starting hourly rates for branch positions
- Bank & teller turnover rates
- Salary structure and merit increase budgets

## Enroll Today!

Commit to participate in our 2023 National Banking Survey today and we'll send you the submission materials when the survey launches in April.

### Survey Schedule

Data Effective Date: April 1, 2024

Data Submission Date:  
June 28, 2024

Survey Results Published:  
Week of September 9, 2024



## Policies and Practices





## Access to Detailed Data

**571**  
Participating  
Institutions



**280+**  
Positions



**126,000+**  
Employees



### Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives
- Total Cash/Target/Direct Compensation
- Mortgage Originator Compensation
- Commercial Loan Officer Compensation
- Miscellaneous Human Resources Practices





## Job Positions

### Executive Management

Executive Chairman (Non-CEO)  
Chief Executive Officer  
Chief Operating Officer  
Chief Credit Officer  
Chief Financial Officer  
Chief Lending Officer  
Chief Revenue Officer  
Chief Banking Officer  
Top Regional Banking Executive  
Top Marketing Officer  
Chief Administrative Officer  
General Counsel  
Chief Risk Officer  
Top Human Resources Officer  
Top Audit Officer  
Chief Customer Experience Officer  
Chief Information Systems Officer

### Staff / Administration

Administrative Officer  
Assistant to President  
Corporate Secretary  
Executive Secretary  
Sr. Administrative Assistant  
Administrative Assistant  
General Clerk  
Switchboard Operator/Receptionist  
Head of DE&I  
Human Resources Manager  
Human Resources Generalist  
Human Resources Assistant  
HRIS Manager  
HRIS Administrator  
Recruiting Manager

Recruiter  
Employee Relations Manager  
Employee Relations Specialist  
Compensation Director/Manager  
Sr. Compensation Analyst  
Compensation Analyst  
Benefits Manager  
Benefits Specialist  
Payroll Manager  
Payroll Specialist/Clerk  
Training Officer  
Training Specialist  
Marketing Manager  
Product Manager  
Digital Channels Product Manager  
Market Researcher  
Data Analyst/Specialist  
Marketing Specialist/Coordinator  
Social Media Specialist  
Purchasing Manager  
Purchasing Assistant/Clerk  
Head of Facilities  
Facilities Manager  
Facilities Supervisor  
Facilities Assistant/Custodian  
Risk Manager  
Risk Analyst  
Sr. Compliance Officer  
Compliance Officer  
Compliance Specialist  
CRA Officer  
Management Trainee  
Quality Control Specialist  
Bank Secrecy Act (BSA) Officer  
Bank Secrecy Act (BSA) Analyst  
Program/Project Management

### Investment / Wealth Management

Top Wealth Management Executive  
Personal Investment Sales Officer (non-commissioned)  
Personal Investment Sales Officer (commissioned)  
Private Banking Officer  
Financial Planner  
Sr. Portfolio Manager  
Portfolio Manager  
Jr. Portfolio Manager

### Finance

Top Bank Investment Executive  
Bank Investment Portfolio Manager  
Treasurer  
Treasury Operations Manager  
Tax Manager  
Finance Manager  
Sr. Financial Analyst  
Financial Analyst  
Controller  
Assistant Controller  
Accounting Manager  
Accounting Supervisor  
Sr. Staff Accountant  
Staff Accountant  
Acctg/Bookkeeping Clerk II  
Acctg/Bookkeeping Clerk I  
Bookkeeping Generalist

### Audit

Audit Manager  
Staff Auditor  
Audit Assistant



## Job Positions (continued)

### **Business Banking**

Top Business Banking Officer  
Business Banking Business Development Officer  
Business Banking Officer  
Sr. Business Banking Officer  
Community Relations Officer  
SBA Loan Manager  
SBA Loan Officer  
SBA Loan Processor II/Closer  
SBA Loan Processor I/Closer  
SBA Credit Analyst  
SBA Underwriter  
SBA Processing Team Leader

### **Trust**

Top Trust Executive  
Sr. Trust Officer  
Trust Officer  
Trust Operations Manager  
Trust New Business Officer  
Trust Administrator  
Trust Department Assistant

### **Operations**

Head of Operations  
Head of Cash Management / Treasury Management  
Head of Digital/Electronic Banking  
Operations/Services Manager - Centralized  
Group Operations Manager  
Operations Officer  
Operations Supervisor  
Utility Representative  
Sr. Operations Clerk  
Operations Coordinator  
Security Officer  
Fraud Specialist

Cash Management / Treasury Management Officer/Manager  
Cash Management / Treasury Management Officer  
Cash Management / Treasury Management Representative  
Retirement Plans Manager  
IRA Specialist  
Retirement Plans Coordinator/Clerk  
Digital/Electronic Banking Officer  
Digital/Electronic Banking Specialist  
ATM Supervisor  
ATM Coordinator/Clerk  
Document Imaging Coordinator  
Image Processor  
Proof Operator  
Wire Transfer Clerk  
Mail Clerk/Courier  
Courier

### **Retail**

Top Retail Banking Officer/Manager  
Group Branch Administrator  
Regional Branch Manager

### **Branch Manager / Retail**

Branch Manager III a  
Branch Manager III b  
Branch Manager II a  
Branch Manager II b  
Branch Manager I a  
Branch Manager I b  
Branch / Sales Center Manager - New Market  
Assistant Branch Manager III  
Assistant Branch Manager II  
Assistant Branch Manager I  
High School Branch Manager  
Universal Banker I  
Universal Banker II

Universal Banker III  
Universal Banker IV  
Sr. Personal Banker  
Personal Banker  
Head Teller  
Sr. Teller  
Teller – Standard  
Vault Teller  
Sr. Teller/Customer Service Representative  
Teller/Customer Service Representative  
Interactive Banking Machine (ITM) Specialist  
Retail Sales Manager  
Retail Manager/Customer Service Manager III  
Retail Manager/Customer Service Manager II  
Retail Manager/Customer Service Manager I  
Deposit Relationship Manager  
Deposit Relationship Officer  
Branch Operations Officer Supervisor III  
Branch Operations Officer/Supervisor II  
Branch Operations Officer/Supervisor I  
Assistant Branch Operations Officer/Supervisor  
Call Center Manager  
Call Center Supervisor  
Call Center Specialist  
Call Center CSR  
Safe Deposit Attendant

### **Lending**

Top Residential Mortgage Lending Executive  
Residential Mortgage Loan Officer II (non-commissioned)  
Residential Mortgage Loan Officer I (non-commissioned)



## Job Positions (continued)

### Lending (cont'd)

Mortgage Loan Officer (commissioned)  
Mortgage Loan Originator (in-house/non-commissioned)  
Mortgage Operations Manager  
Mortgage Underwriter/Processor  
Mortgage Loan Processor  
Mortgage Closing Coordinator  
Sr. Underwriter (residential lending)  
Underwriter (residential lending)  
Top Consumer Lending Executive  
Sr. Consumer Loan Officer  
Consumer Loan Officer  
Consumer Loan Administrator/Processor  
Sr. Loan Processor  
Loan Processor  
Sr. Mortgage/Consumer Credit Analyst  
Mortgage/Consumer Credit Analyst  
Jr. Mortgage/Consumer Credit Analyst  
Indirect Lending Officer  
Sr. Underwriter (commercial/industrial lending)  
Sr. Underwriter (commercial real estate lending)  
Sr. Commercial Underwriter Default  
Underwriter (commercial/industrial lending)  
Underwriter (commercial real estate lending)  
Underwriter Default  
Commercial Underwriting Manager  
Regional Commercial Lending Executive  
Commercial Team Leader  
Sr. Commercial Loan Officer/Relationship Manager (commercial/industrial)  
Sr. Commercial Loan Officer/Relationship Manager (commercial real estate)  
Sr. Commercial Loan Officer/Relationship Manager Default

Commercial Loan Officer/Relationship Manager (commercial/industrial)  
Commercial Loan Officer/Relationship Manager (commercial real estate)  
Commercial Loan Officer/Relationship Manager Default  
Jr. Commercial Loan Officer/Relationship Manager (commercial/industrial)  
Jr. Commercial Loan Officer/Relationship Manager (commercial real estate)  
Jr. Commercial Loan Officer/Relationship Manager Default  
Sr. Commercial Credit Analyst  
Commercial Credit Analyst  
Sr. Commercial Loan Portfolio Manager  
Commercial Loan Portfolio Manager  
Jr. Commercial Loan Portfolio Manager  
Commercial/Construction Loan Officer  
Sr. Commercial Loan Processor  
Commercial Loan Processor  
Top Asset-based Lending  
Commercial Loan Administrator  
Commercial Loan Servicer  
Sr. Note/Loan Service Department Manager  
Note/Loan Service Department Manager  
Note/Loan Documentation Officer/Supervisor  
Note/Documentation Specialist  
Note/Loan Servicing Clerk  
Loan Servicing Officer  
Loan Servicing Supervisor  
Loan Servicing Clerk  
Lending Sales Manager (Business Development/non-commissioned)  
Business Development Officer  
Loan Review Officer  
Loan Review Administrator  
Sr. Credit Officer  
Credit Officer

Credit Operations Manager  
Collections Officer/Manager  
Collector II  
Collector I  
Special Assets Manager  
Special Assets Officer  
Appraisal Manager  
Staff Appraiser  
Lending Generalist  
Secondary Market Officer  
Secondary Market Specialist/Coordinator  
Investor Reporting Specialist  
Trade Finance Manager  
Trade Finance Assistant  
Collateral Valuation Specialist

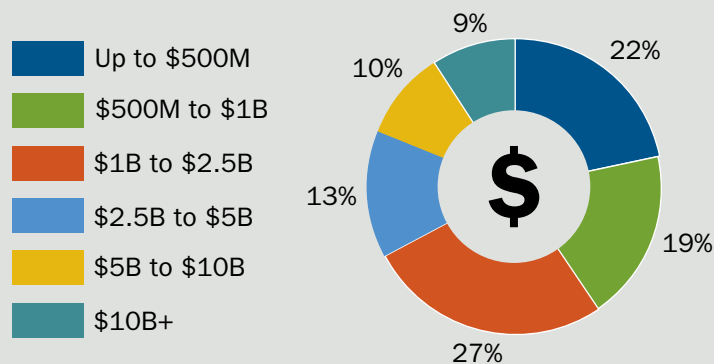
### Technology

MIS Manager  
Systems Officer  
IT Manager  
Information Security Administrator  
Applications Programmer/Analyst  
Database Analysis  
Technical Program/Project Management  
Core System Manager  
Sr. Technology Generalist  
Technology Generalist  
Network Manager  
Network Specialist  
Data Security Officer  
Systems Analyst  
Business Systems Analyst  
Information Technology Compliance Analyst  
Online/Mobile Banking Manager  
Digital Marketing Manager  
Help Desk Specialist  
Computer Operator



## CREDIBLE

### Participant Demographics by Asset Size



### Who Participates?

Join 571 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent a broad spectrum of financial institutions, including regional and community banks and credit unions across the U.S.

## 2023 List of Participants (alphabetical order)

- |  |  |                             |
|--|--|-----------------------------|
| 1st Century Bank                       | American National Bank & Trust Company | Bank of Eastman             |
| 1st Source Bank                        | American Pride Bank                    | Bank of Hawaii              |
| Abington Bank                          | American Riviera Bank                  | Bank of Hope                |
| Abound Credit Union                    | Ameris Bancorp                         | Bank of Marin               |
| Adams Bank & Trust                     | Androscoggin Bank                      | Bank of New Hampshire       |
| Adams Community Bank                   | Arrow Financial Corporation            | Bank of Newington           |
| Adirondack Bank                        | Ascend Credit Union                    | Bank of Oak Ridge           |
| Adirondack Trust Company               | Athol Savings Bank                     | Bank of Richmondville       |
| Advantis Credit Union                  | Atlantic Union Bank                    | Bank of Southern California |
| Advia Credit Union                     | AuburnBank                             | Bank of the James           |
| Affinity Federal Credit Union          | Avidia Bank                            | Bank of the Lowcountry      |
| Affinity Plus Credit Union             | BAC Community Bank                     | Bank of the Pacific         |
| AgFirst                                | Balboa Thrift & Loan Association       | Bank of the Sierra, Inc.    |
| AgWest Farm Credit                     | Ballston Spa National Bank             | Bank of Travelers Rest      |
| Alamosa State Bank                     | Banc of California, N.A.               | Bank OZK                    |
| Alerus Financial                       | Bangor Savings Bank                    | bankESB                     |
| Altamaha Bank and Trust Company        | Bank Independent                       | BankFive                    |
| Amalgamated Bank of Chicago            | Bank of Botetourt                      | BankGloucester              |
| American Airlines Federal Credit Union | Bank of Canton                         | BankNewport                 |
| American Bank & Trust                  | Bank of Central Florida                | BankSouth                   |
| American Business Bank                 | Bank of Clarendon                      | Banner Bank                 |
| American Commerce Bank                 | Bank of Clarke                         | Bar Harbor Bank & Trust     |
| American National Bank                 | Bank of Dade                           | Bath Savings Institution    |





## 2023 List of Participants (continued)

Baxter Credit Union	Citizens Bank & Trust	Connexus Credit Union
BayCoast Bank	Citizens Bank (OR)	Cornerstone Bank (MA)
BCT-Bank of Charles Town	Citizens Bank and Trust (FL)	Cornerstone Community Bank
Beacon Business Bank	Citizens Bank and Trust Company (VA)	Country Bank (MA)
Bellco Credit Union	Citizens Business Bank	D.L. Evans Bank
Benchmark Bankshares, Inc.	Citizens First Bank (FL)	Dedham Institution for Savings
Beneficial State Bank	Citizens Trust Bank	Dedicated Community Bank
Blue Ridge Bank	City First Bank, N. A.	Delta Community Credit Union
Bluestone Bank	City National Bank of Florida	Desert Financial
Boston Firefighters Credit Union	Claremont Savings Bank	Dime Bank
Brantley Bank & Trust Co.	Classic City Bank	Dogwood State Bank
Brattleboro Savings & Loan Assoc.	Climate First Bank	Douglas National Bank
Bristol County Savings Bank	Clinton Savings Bank	Dupaco Community Credit Union
Brookline Bancorp	Coastal Community Bank	Durden Banking Company, Inc.
Byline Bancorp Inc.	Coastal Heritage Bank	Eagle Bank
C&N Bank	Coastal1 Credit Union	East Cambridge Savings Bank
CalPrivate Bank	CoastHills Credit Union	Eastern Bank
Calvin B. Taylor Bank	Cogent Bank	Eastern National Bank
Cambridge Savings Bank	Colonial Federal Savings Bank	Eastman Credit Union
Camden National Corporation	Colony Bankcorp, Inc.	Educational Systems Federal Credit Union
Canvas Credit Union	Columbia Bank (NJ)	El Dorado Savings Bank, F.S.B.
Cape Ann Savings Bank	Columbia Credit Union (WA)	Elements Financial Federal Credit Union
Cape Cod 5	Commerce National Bank & Trust	Elevations Credit Union
CapEd Credit Union	Commercial Bank of California	Endeavor Bank
Capital City Bank	Commonwealth Credit Union	Ent Credit Union
Carolinas Telco Federal Credit Union	Community Bank & Trust - West Georgia	Enterprise Bank
Carter Bank & Trust	Community Bank of Pickens County	Essex Savings Bank
CB&S Bank, Inc.	Community Bank of Santa Maria	EverTrust Bank
Centennial Bank	Community Bank of the Bay	Exchange Bank (CA)
Central Bank	Community Bank of the Chesapeake	Exchange Bank (GA)
Central One Federal Credit Union	Community Bank of The South	F&A Federal Credit Union
Central Valley Community Bank	Community Banking Company of Fitzgerald	F&M Bank
Centreville Bank	Community First Bank	F&M Bank (GA)
Century Bank and Trust	Community National Bank	F&M Bank and Trust Company
Century Bank of Florida	Community Neighbor Bank	Fairfield County Bank
Century Bank of Georgia	Community Trust Bank, Inc.	Farm Bureau Bank
Chain Bridge Bank, NA	Community Valley Bank	Farmers & Merchants Bank - Lafayette
Chartway Credit Union	Community West Bank, NA	Farmers & Merchants Bank (GA)
Chelsea Groton Bank	Connecticut Community Bank, N.A.	Farmers & Merchants Bank of Long Beach
Chesapeake Financial Shares, Inc.	ConnectOne Bank	
Citizens and Farmers Bank		



## 2023 List of Participants (continued)

Fidelity Bank (MA)	First State Bank of The Florida Keys	Highlands Community Bank
Fidelity Bank (NC)	First Technology Federal Credit Union	Hilltop Holdings Inc.
First American Bank and Trust	First Western Financial	HNB First Bank
First Bancorp (NC)	FirstBank (TN)	HomeStreet Bank
First Bank (FL)	FIRSTBANK FLORIDA	Hometown Bank
First Bank (NJ)	Five Star Bank (NY)	HomeTrust Bank
First Bank (VA)	Flagship Bank	Hudson Valley Credit Union
First Bank of Alabama	Flatirons Bank	I-C Federal Credit Union
First Business Bank	Florence Bank	InBank
First Carolina Bank	Florida Capital Bank	Independence Bank of Kentucky
First Colony Bank of Florida	Founders Credit Union	Independent Bank
First Commercial Bank	Franklin Savings Bank (ME)	Independent Bank Group
First Community Bank (SC)	Franklin Savings Bank (NH)	Infinity Bank
First Community Bank of Central Alabama	Fresno First Bank	Institution for Savings
First Community Credit Union (MO)	Friend Bank	Integrity Bank & Trust
First County Bank	Frontier Community Bank	Intercredit Bank
First FarmBank	FVCbank	International Bancshares Corporation
First Federal Bank	GB Bank Group, Inc.	Intracoastal Bank
First Federal Bank (FL)	GBC International Bank	Ion Bank
First Federal Savings & Loan Association of San Rafael	GECU	Jeanne D'Arc Credit Union
First Fidelity Bank (OK)	Genisys Credit Union	Jewett City Savings Bank
First Financial Bankshares	Georgia Community Bank	Jonestown Bank and Trust
First Horizon Bank	Georgia First Bank	Kearny Bank
First IC Bank	GFA Federal Credit Union	Kennebec Savings Bank
First Interstate Bank	Gorham Savings Bank	Kennebunk Savings Bank
First National Bank	Great Lakes Credit Union	KS Bank
First National Bank (VA)	Great Oaks Bank	Lake City Bank
First National Bank and Trust (AL)	Great Southern Bancorp, Inc.	Leader Bank, N.A.
First National Bank of Griffin	Greenfield Cooperative Bank	Ledyard National Bank
First National Bank of Omaha	Greenfield Savings Bank	Lee Bank
First National Bank of Pasco	Greenwood Credit Union	Legacy Bank
First National Bank of Wauchula	Greylock Federal Credit Union	Legacy State Bank
First National Community Bank	Guilford Savings Bank	Leominster Credit Union
First Northern Bank of Dixon	Gulfside Bank	LifeStore Bank
First Port City Bank	Hancock Whitney Bank	Local Government Federal Credit Union
First Seacoast Bank	Hanscom Federal Credit Union	Logix Federal Credit Union
First Sentinel Bank	HarborOne Bank	Lowell Five
First Southern Bank (AL)	Harborstone Credit Union	M&F Bank
First Southern Bank (GA)	Haverhill Bank	Machias Savings Bank
First Southern State Bank	HBT Financial, Inc.	Magnifi Financial
First State Bank	Heartland Financial USA, Inc.	Main Street Bank (MA)
First State Bank of Dekalb County, Inc.	Heartland National Bank	Maine Community Bank
	Heritage Bank	MainStreet Bank (VA)



## 2023 List of Participants (continued)

Mainstreet Community Bank of Florida	Newtown Savings Bank	Pentucket Bank
Malaga Bank FSB	Nicolet National Bank	Peoples Bank (NC)
Manufacturers Bank	North Brookfield Savings Bank	People's Bank of Commerce
Marblehead Bank	North Easton Savings Bank	Peoples Financial Group, Inc.
Marine Bank & Trust Company	North Georgia National Bank	Peoples Independent Bank
Marion Community Bank	North Shore Bank	Peoples Trust Company
Marquette Savings Bank	North State Bank	PeoplesBank
Martha's Vineyard Bank	Northeast Georgia Bank	Pineland Bank
Mascoma Bank	Northern Bank	Pinnacle Bank (AL)
Mass Bay Credit Union	Northfield Savings Bank	Pinnacle Bank (CA)
Massachusetts Institute of Technology Federal Credit Union	Northwest Bancshares, Inc. (ID)	Pinnacle Bank (GA)
Mechanics Cooperative Bank (MA)	Northwest Bank (PA)	Pinnacle Financial Partners
Merchants & Farmers Bank of Greene County	Northwest Community Bank	Pioneer Bank (NY)
Merit Bank	Northwest Community Credit Union	Piscataqua Savings Bank
Methuen Co-operative Bank	Norway Savings Bank	Planters and Citizens Bank
Metro City Bank	Numerica Credit Union	Planters First Bank
Middlesex Savings Bank	Nusenda Credit Union	Plumas Bank
MIDFLORIDA Credit Union	NuVision Federal Credit Union	Ponce Bank
Midland States Bank	Oak Valley Community Bank	Poppy Bank
MidSouth Bank	Oak View National Bank	Powell Valley National Bank
Midwest Bankcentre	OceanFirst Bank	Premier America Credit Union
Milford Federal Bank	OneLocal Bank	PrimeSouth Bank
Millbury Federal Credit Union	OneSouth Bank	Primis Bank
Millennial Bank	Opportunity Bank of Montana	PriorityOne Bank
Millennium Bank	Orange County Trust Company	Purdue Federal Credit Union
Mission Bank	Oregon Community Credit Union	Queensborough National Bank & Trust Co.
Mission Federal Credit Union	Oriental Bank	Rabun County Bank
Mission Valley Bank	Orrstown Bank	Reading Cooperative Bank
Monson Savings Bank	Pacific National Bank	Redwood Credit Union
Mountain Valley Bank	Pacific Premier Bank	Relyance Bank, N.A.
Movement Bank	PacWest Bancorp	Ridgewood Savings Bank
Municipal Credit Union	Park National Bank	River City Bank
NASA Federal Credit Union	Partners Bank	River City Bank (CA)
National Bank of Middlebury	Partners Federal Credit Union	Robertson Banking Company
National Iron Bank	Passumpsic Bank	Rockland Trust Company
Native American Bank NA	Patelco Credit Union	Rocky Mountain Bank & Trust
Naveo Credit Union	Pathfinder Bank	Rollstone Bank & Trust
Navigant Credit Union	Patriot Bank, N.A.	Royal Business Bank
NBT Bank, N.A.	PB&T Bank	S&T Bank
New Peoples Bank	Peach State Bancshares, Inc.	S.C. State Credit Union
New Valley Bank & Trust	Pendleton Community Bank	S3 Shared Service Solutions
Newburyport Bank	PenFed Credit Union	Saco & Biddeford Savings Institution
	Pennsylvania State Employees Credit Union	Salem Co-operative Bank



## 2023 List of Participants (continued)

Salem Five Bank	Terrabank, NA	TruPoint Bank
San Francisco Federal Credit Union	Texas Capital Bancshares, Inc.	Trustmark Corporation
Sandy Spring Bank	The Bank of Marion	UFirst Credit Union
Sauk Valley Bank & Trust Company	The Bank of Princeton	Union Bank
Savers Bank	The Bank of South Carolina	Union Savings Bank
Savings Bank of Mendocino County	The Citizens Bank (SC)	Union State Bank
SchoolsFirst Federal Credit Union	The Citizens Bank of Georgia	United Bank
Seacoast National Bank	The Citizens Bank of Swainsboro	United Bankshares Inc.
Seamen's Bank	The Commercial Bank (GA)	United Business Bank
Security Federal Bank	The Commercial Bank (SC)	United Federal Credit Union
Sharon & Crescent United Credit Union	The Conway National Bank	United National Bank
Simmons Bank	The Cooperative Bank	United Nations Federal Credit Union
Skowhegan Savings Bank	The Cooperative Bank of Cape Cod	United Security Bank
Skyline National Bank	The Delaware National Bank of Delhi	United Southern Bank
Solarity Credit Union	The Farmers Bank of Appomattox	Unitus Community Credit Union
Solvay Bank	The First Bank and Trust Company	University Of Wisconsin Credit Union
Somerset Savings Bank	The First Bank of Greenwich	Uwharrie Bank
South Georgia Banking Company	The First National Bank of Mount Dora	Vantage West Credit Union
South Shore Bank	The First, N.A.	VCC Social Enterprises
Southeastern Bank	The Freedom Bank of Virginia	Virginia Credit Union, Inc.
Southern Bancorp, Inc	The Lyons National Bank	Virginia National Bank
Southern States Bank	The National Bank of Blacksburg	Virginia Partners Bank
Southside Bank	The Peoples Bank (GA)	Visions Federal Credit Union
St. Anne's Credit Union	The Pittsfield Cooperative Bank	VyStar Credit Union
St. Mary's Credit Union	The Savings Bank	Wallis Bank
Stafford Savings Bank	The Savings Bank of Danbury	Walpole Co-operative Bank
Stanford Federal Credit Union	The Southern Bank Company	Washington Federal Inc.
State Bank of India (California)	The Village Bank	Washington Savings Bank
State Employees Credit Union of Maryland	The Washington Trust Company	Washington State Employees Credit Union
STCU	Thomaston Savings Bank	Washington Trust Bank
Sugar River Bank	Thomasville National Bank	Watertown Savings Bank
Summit Bank (OR)	Timberland Bank	WB&T Bankshares, Inc.
Summit State Bank	Torrington Savings Bank	Webster First Federal Credit Union
SunMark Community Bank	Touchstone Bank	Webster Five Cents Savings Bank
SunSouth Bank	Tower Federal Credit Union	West Alabama Bank and Trust
Synovus	Travis Credit Union	West Central Georgia Bank
Tandem Bank	Tri Counties Bank, Inc.	West Shore Bank
Tasi Bank, Division of Bank of Guam	Triad Business Bank	Western Alliance Bank
TC Federal Bank	Truliant Federal Credit Union	Westerra Credit Union

*\*Institutions noted include proxy data only*



## CUSTOMIZED

Our senior team of banking industry and survey experts is one phone call away to walk you through the survey submission process and to help you customize and analyze the data Pearl Meyer provides.

### Dedicated Team of Account Managers



**Rebecca Toman**  
Vice President, Survey  
Business Unit



**Nana Adu**  
Associate Account  
Manager



**Dan Besser**  
Senior Survey Account  
Manager



**Matt Donahue**  
Associate Account  
Manager



**Jordan Gagnon**  
Survey Project  
Manager



**Andrew Guigno**  
Survey Operations  
Manager



**Alexander Pasternack**  
Associate Account  
Manager



**Benji Sheiffer**  
Associate Account  
Manager



**Rhonda Snyder**  
Senior Survey Account  
Manager



**Veronika Valcheva**  
Associate Account  
Manager

# Pearl Meyer



## Streamlined, Secure Client Portal



## COST-EFFECTIVE

We offer an affordable solution to your banking compensation data needs for a competitive price of just **\$550**.

### National Banking Survey Pricing

<b>No Cost</b>	<b>Survey Submission</b>
<b>\$550</b>	<b>Participating Institutions</b>
<b>\$1,350</b>	<b>Non-Participating Institutions</b>

Participating institutions receive 59% off!





## Contact Us

To learn more about our National Banking Compensation Survey or to enroll, please reach us:

**By email:** [survey@pearlmeier.com](mailto:survey@pearlmeier.com)

**By phone:** 508-460-9600

Or contact Jordan Gagnon;  
[jordan.gagnon@pearlmeier.com](mailto:jordan.gagnon@pearlmeier.com); 508-630-1501

To learn more about our banking compensation consulting services:

**Go to:** [www.pearlmeier.com/banking](http://www.pearlmeier.com/banking)

**Or email:** [banking@pearlmeier.com](mailto:banking@pearlmeier.com)

## You May Also Be Interested In

Pearl Meyer has a suite of banking surveys in addition to our National Banking Survey.

### ▪ State Reports

- Alabama
- California
- Connecticut
- Florida
- Georgia
- New York
- Massachusetts
- Virginia



### ▪ Regional reports

- Northeast (MA, RI, CT, ME, VT, NH, and NY)
- Northern New England (NH, ME, VT)
- Banks of the Carolinas
- South Atlantic (AL, VA, NC, SC, GA, and FL)

### ▪ Banking Board of Director Survey

### ▪ Banking Benefits and Human Resources Policies Survey





## About Pearl Meyer ([www.pearlmeyer.com](http://www.pearlmeyer.com))

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.

## About Pearl Meyer's Banking Compensation Consulting ([www.pearlmeyer.com/banking](http://www.pearlmeyer.com/banking))

Pearl Meyer's National Banking Team has in-depth and diverse experience, based on long-term client relationships. We understand the business, regulatory and talent challenges of the industry and the ways in which compensation can play a role.

Our work starts by studying your institution's business strategy, leadership approach, and ownership structure. We take the time to listen to your compensation objectives and desired outcomes. Risk mitigation, regulatory compliance and governance are built into the design process. We use this process with the intent of developing compensation plans that achieve results and create a competitive advantage for your business.

## Pearl Meyer's Banking Survey Suite

(<https://pearlmeyer.com/salary-surveys/salary-survey-portfolio/banking>)

Pearl Meyer has been managing surveys specific to the banking industry for 25 years. Using the most advanced programming and algorithms to ensure confidentiality and accuracy, the banking survey suite includes the Banking Compensation Survey, the Banking Benefits and Human Resources Policies Survey, and the Banking Board of Directors' Survey.

- **Banking Compensation Survey** data can be obtained in the following ways to offer you the most relevant targeted and industry-wide data:
  - **Single state reports** for Alabama, California, Connecticut, New York, Massachusetts, Florida, Georgia, and Virginia
  - **Regional report** for the Northeast (that includes MA, RI, CT, ME, VT, NH and NY), a regional report for Northern New England (that includes NH, ME and VT), a regional report for the Banks of the Carolinas and a South Atlantic report (that includes AL, VA, NC, SC, GA, and FL)
  - **National banking report** that offers compensation information from banks throughout the country.
- **Banking Board of Director Survey** provides the most relevant information available on board of directors' compensation and governance practices.
- **Banking Benefits and Human Resources Policies Survey** is the definitive source for the most current information on benefits programs and human resources policies including PTO programs, health and dental insurance, flexible spending accounts, and short- and long-term disability plans.





## Locations

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