



Pearl Meyer

2025

Forest Products Industry
Compensation Survey



Forest Products Industry Compensation Survey

The Forest Products Compensation Survey provides comprehensive employee total rewards data for companies manufacturing wood products, pulp, paper, paperboard, converted paper products, and related forest products in the United States.



Comprehensive

- + 300 Positions
- + 17,000 Employees
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 38 Institutions
- + Rigorous quality assurance process



Customized

- + Dedicated account manager
- + Online tools for easy data submission

The Forest Products Industry 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 needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by revenue, headcount and geographic region.
- + Understand what incentives are becoming more widespread.
- + Isolate key pieces of data based on your unique needs.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Short- and long-term incentive plan design
- + Annual base pay and salary ranges
- + Short-term and long-term incentive data
- + Regression analysis based on scope
- + Constant incumbent report
- + Pay data for hourly workers

Access to Detailed Data

38

Participating
Institutions

300

Positions

17K+

Employees

Key Data Reported:

- + Base Salary
- + Short-Term Incentives
- + Long-Term Incentives
- + Total Cash/Target/Direct Compensation

Job Positions

Corporate Management
Legal
Plant/Mill
All Org Levels & Industries Combined
Staff Specialists

Technology
Division Management
Sales
Multi-Product
Lumber Production

Plywood/Board/OSB
Woodlands
Production
Sales/Sales Service
Mill Staff/Production



Credible

Who Participates?

Join 38 institutions who rely on our in-depth data to make critical compensation decisions.

2024 List of Participants (alphabetical order)

American Forest Management, Inc.	ND Paper	Sierra Pacific Industries
Billerud Americas Corporation	New-Indy Containerboard	Stimson Lumber Company
Boise Cascade Company	NORPAC	Swanson Group, Inc.
Canfor Southern Pine	Packaging Corporation of America	Timber Products Company
Clearwater Paper Corporation	Port Blakely Companies	Tolko Industries (U.S.) Ltd.
Domtar Paper Company	PotlatchDeltic Corporation	Twin Rivers Paper Company
Green Diamond Resource Company	Rayonier Advanced Materials	UPM Kymmene, Inc.
Greif, Inc.	Rayonier, Inc.	West Fraser Timber Company, Ltd.
Hood Industries, Inc.	Resource Management Service	Western Forest Products
Idaho Forest Group	Roseburg Forest Products Co.	Westervelt Company, The
Interfor U.S., Inc.	RoyOMartin	WestRock
Louisiana-Pacific Corporation	Sappi North America	Weyerhaeuser Company
Manulife Investment Management, Inc.	Seven Islands Land Company	

Customized

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Survey Dates

Data Effective Date: April 1, 2025
 Submission Due Date: May 2, 2025
 Survey Results Published: August 1, 2025

Contact Us

To learn more about our Forest Products Industry Compensation Survey or to participate, please contact the survey group at survey@pearlmeyster.com.

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 year of survey experience, ensuring you the highest level of data quality and integrity.

Your 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@pearlmeyster.com or
andrew.guigno@pearlmeyster.com

By phone:

ask for the survey group from our general number
 508-460-9600 or call Andrew Guigno, 508-630-1508



Rebecca Toman
 Vice President,
 Survey Business Unit



Nana Adu
 Associate Account
 Manager



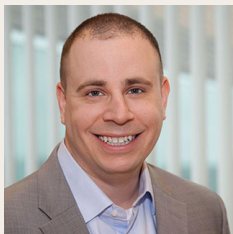
Dan Besser
 Senior Survey
 Account Manager



Matt Donahue
 Survey Account Manager



Jordan Gagnon
 Survey Project Manager



Andrew Guigno
 Survey Operations
 Manager



Alexander Pasternack
 Associate Account
 Manager



Benji Sheiffer
 Survey Account Manager



Rhonda Snyder
 Senior Survey
 Account Manager



Veronika Valcheva
 Survey Account Manager

Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

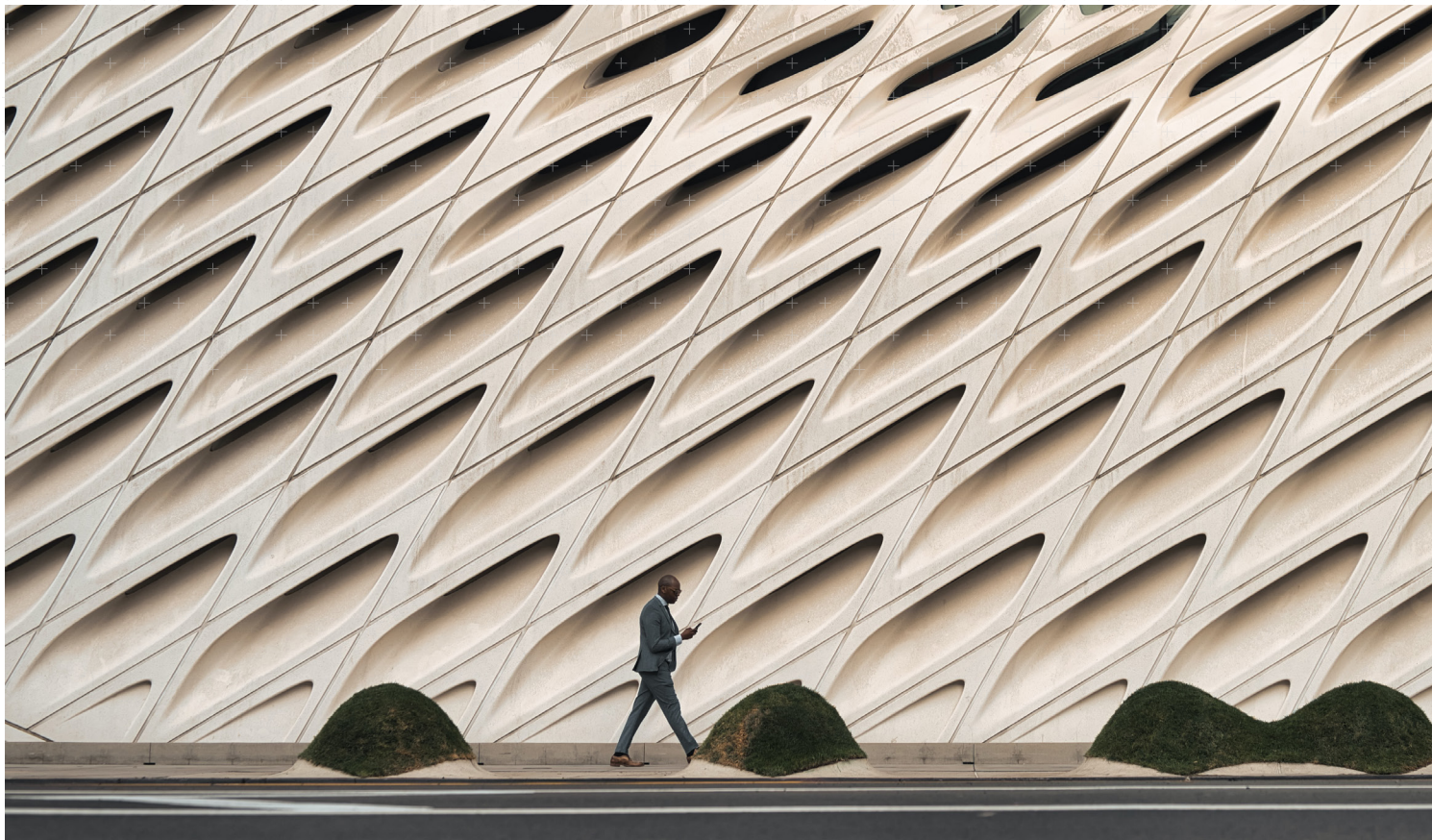
- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.


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, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

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 four institutions matching.
- + No institutions data will represent more than a 25% weighting for any job.



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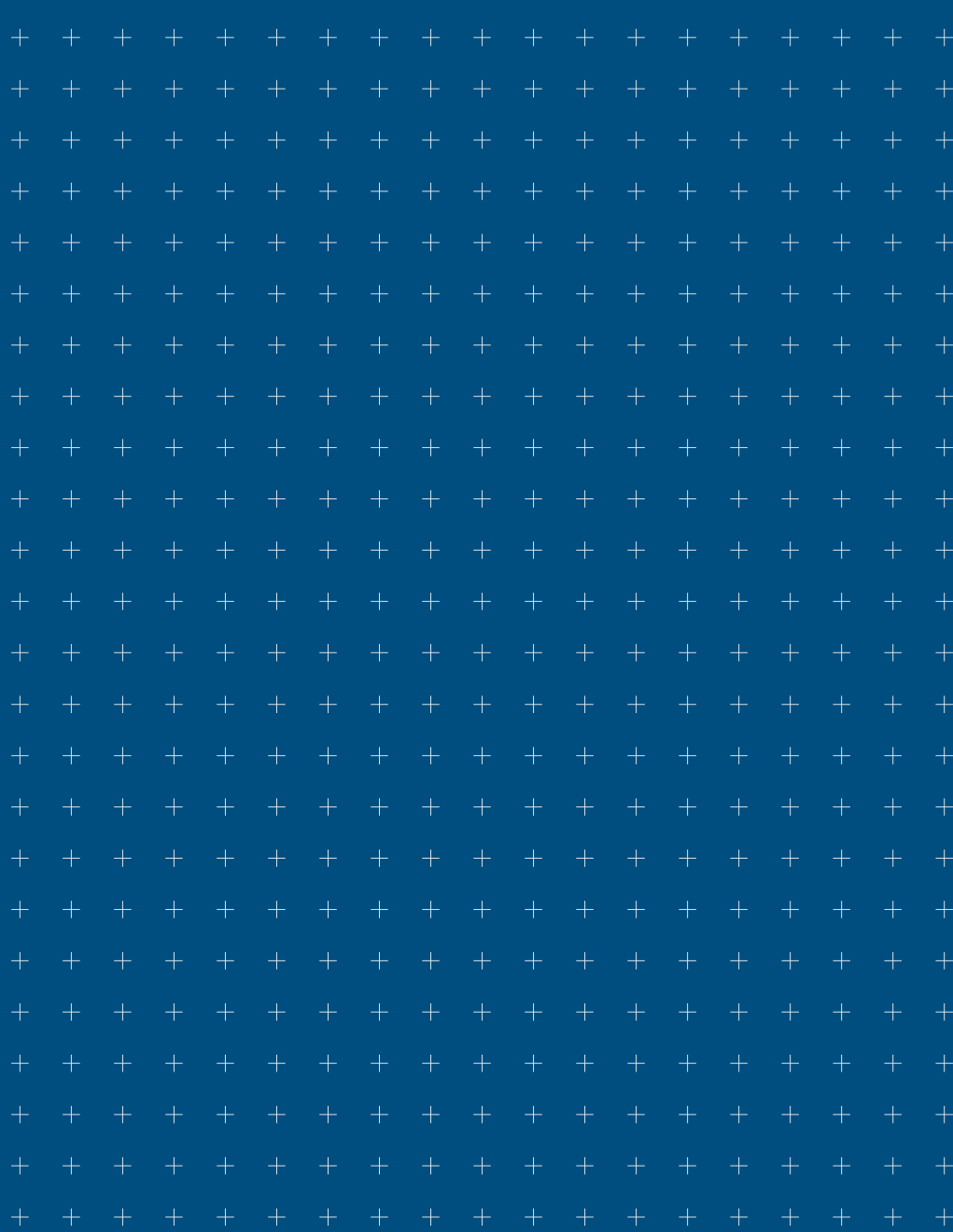
About Pearl Meyer

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.

maindatagroup.com 

About Main Data Group

Main Data Group is a provider of executive compensation benchmarking and corporate governance analytics. Its mission is to empower executive compensation professionals with comprehensive total rewards and corporate governance information in an affordable, easy-to-use online service.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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