Pearl Meyer

2025 Georgia Banking Compensation Survey

The Georgia Banking Compensation Survey can help you attract and retain top talent.

Pearl Meyer



Pearl Meyer's Georgia Banking Compensation Survey

The Georgia Banking Compensation Survey, conducted in partnership with the Georgia Bankers Association, provides the most detailed data on banking compensation and pay practices available today.

Attract, motivate and retain the best talent with access to the metrics and insight you need to create a well-designed compensation program.



The Georgia Banking 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:

- + View differences in regional Georgia compensation for each position.
- + Analyze compensation trends by asset size.
- + 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.

Exclusive Insight

The only inclusive source of insight into what your peers are doing:

- + Short- and long-term incentive plan design
- + Starting hourly rates for Personal Bankers, Universal Bankers, & Tellers
- + Floating Teller pay practices
- + Bank & Teller Turnover rates
- + Salary Structure adjustment budgets
- + Merit increase budgets
- + Mortgage Originator average loan production & compensation
- + Commercial Loan Officer average loan production & portfolio size

	Banking Compe	nsation	Juivey							_			
	FENANCEAL/OPER	ATTOMAL DA	UTA .										
as of April 1, 2024:													
in millions (Example: If your institution's total dion: White number value of assets entered a	assets are \$500,300,000 please enter 600.3) dove. Please reenter number above in millions if numb	er in this box i	is incorrect.			0							
										= 1			
schare of institution:													
blicly traded on a national exchange (e.g., Ni her (e.g., Privately [closely] Held, Bulletin Bo	(SOAQ, NYSE) ard, Fink Sheet)												
d other non-stack													
										- 1			
stitution have a holding company?													
										-			
					Base S	ialary Pr	ograms						
	11. Salary Increases (the su	m of all	scheduk	ed increa	ises inclu	wing me	rit, cost	of living	promoi	tion and	market a		
				Ever	utives/Sr (officers	0	ficers	No	n-officers I	Exempt	Non-office exer	rs Non-
	2016 Actual (%)												
	2017 Budgeted (%)												
	2017 Actual (%)												
	2018 Projected (%)												_
	12. For Officers, are compen	sation in	ncreases	provide	d on:								
	C Anniversary Date												
	C Common Date												
	13. In what month will your												
		2017 00	the source	ate aitre	ase for	vincers.	oe enco	nact					
	Please select one 💌												
	14. For Non-Officers, are con	npensat	ion incr	ases pr	ovided o	n:							
	C Anniversary Date	npensat	ion incr	nases pr	ovided o	n:							
		npensat	ion incre	nases pr	ovided o	n:							
	C Anniversary Date	npensat	ion incre	nases pe	ovided o	n:							
	C Anniversary Date												
Long Term Incentive Plar	C Anniversary Date						cers be o	effective	,				
Long Term Incentive Play	C Anniversary Date						cers be o	effective	2				
Program Characteristics	C Anniversary Date C Common Date 15. In what month will your						cers be a	effective	,				
Program Characteristics Preparing of Long-Term Amardia Annually	C Anniversary Date C Common Date 15. In what month will your	2017 Co	nimon D	iate incre	nase for	Non-Offi		effective	~~~	145	. 565		
Program Characteristics Prequency of Long-Term Awards	C Anniversary Date C Common Date 15. In what month will your						cers be a	effective	7	145 93 135	54% 2%	1	
Program Characteristics Pregency of Long Tern Awards Annaly Every 20 Team One Time Grant Other	C Anniversary Date C Common Date 15. In what month will your	2017 Co	mmon D	ate incre 125	nase for	Non-Offi		ffective	10%	98 98 98 65	545 25 115		
Program Characteristics Pregency of Long-Term Awards Annualy Every 2-> Teas One Time Grant Other Verling Schedule 100-> Verling Schedule	C Anniversary Date C Common Date 15. In what month will your	2017 Co	105	tate increa	125	Non-Offi	10% 10%	100%	10% 10% 10%	13%	115		
Program Characteristics Pregeness of Long Tess Awards Amounty Every 2-3 trans One Two Cost One Two Cost One Two Other Veeling Schodale Story veeling & State Official State	C Anniversary Date C Common Date 15. In what month will your	2017 Co 125 125 125 315		125 125 125	125	Non-Off) 5% 23%	105 105 105 305	-ffective 785	10% 10% 10% 10%	13% 4% 12% 39%	115 15 585		
Program Characteristics Progency of Leng Time Annua Longay Every 20 Tansi Cons Time Cont Owner Owner United States Toom States Toom States Toomenta Vesting Toomenta Vesting Owner	Antiversary Date Common Date Common Date	2017 Co	105	tate increa	125	Non-Offi	10% 10%	100%	10% 10% 10%	13%	115		
Program Characteristics Programs of Long Test Associa Arrowy Days 2 Association (Construction) Over Verlag Statesia UDV, Verlag Statesia Cell Verlag Statesia Ower Ower Ower Cell Verlag Ower	C Antiversary Date C Common Date C Common Date IS, In what month will pour Please select one	2017 Co 105 55 125 355 125 355 125 355 125 355 125 355 125	195 195 195 195 195 195 195 195 195 195	125 125 125 125 125	125 125 125 125 125 125 125 125 125 125	800 Off	10% 10% 105 30% 31% 54%	71%	80% 185 185 185 185 185 185 185 185 185 185	13% 45% 125 39% 43% 45% 40	115 25 595 185		
Program Characteristics Presency of Unity Test America Aroualy Deep 24 Pasts One The Gast One The Gast One of Unity State Certwising Deep 20 America State Certwising Deep 20 America State Off Visiting Sectors Fully vested after a of 1388: Certwising (a parametrays of the a Water, Certwising (a parametrays of the a Water)	Antiversary Date Common Date Common Date	2017 Co 205 325 325 325 325 325 325 325 325 325	1975 1975 1975 1975 1975 1975 1975 1975	125 125 125 125 125 125	135 105 105 105 105 105 105 105 105 105 10	05 405	10% 10% 10% 38% 31%	755	80% 185 185 185 185 185 185	13% 45 135 39% 435 45	11% 1% 5% 1%		
Program Characteristics Programs of Long Test Associa Arrowy Days 2 Association (Construction) Over Verlag Statesia UDV, Verlag Statesia Cell Verlag Statesia Ower Ower Ower Cell Verlag Ower	Antiversary Date Common Date Common Date	2017 Co 325 325 325 335 335 335 335 341	105 105 105 105 105 105 105 105 105 105	125 125 125 125 125 125	1355 1355 1355 1355 1355 1355 1355 1355	800-Offi 8% 45 45 43 43 42%	105 105 105 105 105 105 105 105 105	78% 28% 32	80% 185 185 185 185 185 185 195 42 41	13% 4% 12% 39% 43% 40 4.0 4.0 4.2	11% 5% 59% 19% 21% 3.6		
Program Characteristics Program of Characteristics Program of Characteristics Content Characteristics	Antiversary Date Common Date Common Date Son to bala month will prove Please select one Common Date Antiversary and any set the work for montations and any set the work for montations.	2017 Co 105 55 125 355 125 355 125 355 125 355 125 355 125	195 195 195 195 195 195 195 195 195 195	125 125 125 125 125 125	125 125 125 125 125 125 125 125 125 125	800 Off	10% 10% 105 30% 31% 54%	755	80% 185 185 185 185 185 185 185 185 185 185	13% 45% 125 39% 43% 45% 40	11% 1% 5% 1%		
Program Characteristics Program of Characteristics Company of Characteristi	Antiversary Date Common Date Common Date Son to bala month will prove Please select one Common Date Antiversary and any set the work for montations and any set the work for montations.	2017 Co 105 125 125 125 125 125 125 125 125 125 12	195 195 195 195 195 195 195 195 195 195	ate increa 125 265 265 265 265 265 265 265 265 265 2	2000 100 100 100 100 100 100 100 100 100	055 055 055 055 055 055 055 0055 100.055	105 105 105 385 315 345 315 345 315 46.25 53.85 100.05	78% 28% 32 42.8% 32.5%	80% 185 2% 185 385 385 42 41 23.2% 65.7%	13% 4% 13% 4% 40 42 22.0% 60.0%	11% 2% 5% 2% 3.6 67.9% 42.1% 100.0%		
Program Characteristics Program 2 Characteristics Composed Character	Antiversary Date Common Date Common Date Son to bala month will prove Please select one Common Date Antiversary and any set the work for montations and any set the work for montations.	2017 Co 125 35 35 35 35 35 35 35 35 35 35 35 35 35	1975 1975 1975 1975 1975 1975 1975 1975	125 125 125 125 125 295 295 295 295 295 295 295 295 295 2	12% 12% 12% 12% 42% 52 22.7% 77.3% 100.0%	875 875 205 485 405 44 40 40 40 40 40 40 40 40 50 50 50 50 50 50 20 50 20 50 50 50 50 50 50 50 50 50 50 50 50 50	10% 10% 10% 10% 10% 10% 10% 100.0%	71% 28% 32 42.4% 37.5% 100.2%	185 25 185 185 185 185 185 42 41 233% 667% 1002%	13% 45% 135% 435% 435% 440 442 22.0% 66.0% 100.0% 77.0%	115 55 585 185 275 3.6 67.95 42.15 100.05		
Processor Charge-Interfactors Depending of Long-Trans Assesse Annualy Corte 2-14 Annual Corte 2-14 Annual Corte 2-14 Annual October Officer Cortes Depending Assessed by Assessed of Table Cortes Cort	Antiversary Date Common Date Common Date Son to bala month will prove Please select one Common Date Antiversary and any set the work for montations and any set the work for montations.	2017 Co 105 125 125 125 125 125 125 125 125 125 12	195 195 195 195 195 195 195 195 195 195	ate increa 125 265 265 265 265 265 265 265 265 265 2	2000 100 100 100 100 100 100 100 100 100	055 055 055 055 055 055 055 0055 100.055	105 105 105 385 315 345 315 345 315 46.25 53.85 100.05	78% 28% 32 42.8% 32.5%	80% 185 2% 185 385 385 42 41 23.2% 65.7%	13% 4% 13% 4% 40 42 22.0% 60.0%	11% 2% 5% 2% 3.6 67.9% 42.1% 100.0%		
Department Characteristicities Department Characteristics Department Characteristics Department departmen	Analysis and a second sec	2017 Co 205 Co 205 So 205 So 2	195 195 195 195 195 195 195 195 195 195	100 100 100 100 100 100 100 100 100 100	1000 1000 1000 1000 1000 1000 1000 100	Non-Off) 55 295 495 40 40 40 40 40 40 50 45 50 40 50 40 50 50 50 50 50 50 50 50 50 50 50 50 50	10% 10% 10% 30% 30% 30% 30% 30% 53.5% 100.0% 100.0% 0.0%	7155 24% 3.2 42.4% 37.5% 500.0% 500.0% 0.0%	54% 185 25 185 305 305 305 305 42 41 22,35 66,75 300,075 300,075 300,075 300,075 300,075 3,95	13% 4% 13% 39% 43% 43% 43% 42 22.0% 65.0% 100.0% 12.5% 0.0% 22.0%	115 25 58% 16% 21% 3.6 67.9% 42.1% 100.0% 100.0% 100.0% 12.0%		
Encoder Characteristics Frequency (cap free does Arrany Corp 1 at a Corp 1 at a Corp 2 at	Anotomorphy Date Common Date Common Date Section	2017 Co 2017 Co 205 88 105 105 105 105 105 105 105 105 105 105	1995 000 000 000 000 000 000 000 000 000	100 100 100 100 100 100 100 100 100 100	2005 3195 3195 3195 3195 435 435 435 435 435 435 435 435 435 43	Non-Off) 95 95 95 95 405 405 405 405 405 405 405 505 505 50	10% 10% 10% 10% 10% 10% 10% 10% 10% 100.0% 100.0% 100.0%	78% 28% 32 42.5% 37.5% 900.0% 900.0% 900.0%	80% 185 185 185 185 185 185 185 185 185 185	13% 4% 13% 39% 4% 40 42 22.0% 68.0% 100.0% 100.0% 17.0% 0.0% 22.0% 22.0% 37.5%	11% 0% 58% 27% 3.5 67.9% 42.1% 100.0% 100.0% 100.0%		
Program Characteristics Present of constraints of the advectory constraints of the advectory	Anotomorphy Date Common Date Common Date Section	2017 Co 205 Co 205 So 205 So 2	195 195 195 195 195 195 195 195 195 195	100 100 100 100 100 100 100 100 100 100	1000 1000 1000 1000 1000 1000 1000 100	Non-Off) 55 295 495 405 40 40 40 40 205 50 205 50 205 50 205 50 205 50 205	10% 10% 10% 30% 30% 30% 30% 30% 53.5% 100.0% 100.0% 0.0%	7155 24% 3.2 42.4% 37.5% 500.0% 500.0% 0.0%	54% 185 25 185 305 195 42 41 42 41 22,35 66,75 100,075 100,075 100,075 100,075 100,075 100,075	13% 4% 13% 39% 43% 43% 43% 42 22.0% 65.0% 100.0% 12.5% 0.0% 12.5% 0.0%	115 25 58% 16% 21% 3.6 67.9% 42.1% 100.0% 100.0% 100.0% 12.0%		
Encoder Constructions Present Constructions Array Constructions	Anotomorphy Date Common Date Common Date Section	2017 Co 2057 Co 205 305 305 305 305 305 305 305 305 305 3	1955 1955 1955 1955 1955 1955 1955 1955	100 100 100 100 100 100 100 100 100 100	1000 1000 1000 1000 1000 1000 1000 100	Non-Off) 95 295 495 495 40 40 40 40 40 40 40 50 55 50 295 40 50 295 50 295 50 295 50 295 50 295 405 50 50 50 50 50 50 50 50 50 50 50 50 5	105% 105% 105% 105% 105% 105% 105% 100.0% 100.0% 100.0% 100.0% 100.0%	75% 24% 32 5002% 5002% 5002% 0.0% 0.0%	5.9% 18% 2% 19% 19% 19% 42 41 23.3% 66.7% 5002% 1002% 1002% 1002% 1002% 1002% 1002% 1002% 1002% 1002% 1005%	13% 4% 125 38% 40 42 22.0% 66.0% 100.0% 72.0% 12.5% 0.0% 22.0%	11% 5% 5% 11% 21% 3.5 67.9% 42.1% 100.0% 100.0% 100.0% 100.0% 100.0%		
Program Characteristics Present of characteristics Annual and a second second second of the second second second second second of the second second second second second second of the second second second second second second second second s	Anotomorphy Date Common Date Common Date Section	2017 Co 925 95 95 95 95 95 95 95 95 95 95 95 95 95	1955 1955 1955 1955 1955 1955 1955 1955	ante incre 175 85 195 295 295 295 295 295 295 295 295 295 2	1000 1000 1000 1000 1000 1000 1000 100	Non-Off) 75 275 495 44 43 44 44 44 44 44 44 45 55 55 55 50 50	105% 105% 105% 105% 105% 105% 105% 100.0% 100.0% 100.0% 100.0% 100.0%	2005 2015 22 22 22 22 25 5 22 5 22 5 5 22 5 5 22 5	50% 115 115 115 115 115 115 115 115 115 11	13% 4% 37% 45% 45% 45% 40 42 22.0% 65.0% 72.0% 102.0% 72.0% 12.5% 22.0% 23.7% 23.9%	11% 5% 5% 1% 2% 3.6 67.9% 42.1% 100.0% 100.0% 100.0% 0.0% 0.0%		
Personan Costarcheritike Inserent Jack Personan Strategie Personan Contensional Con	Anotomorphy Date Common Date Common Date Section	2017 Co 205 S 35 35 35 35 35 35 35 35 35 35 35 35 35	199 199 199 199 199 199 199 199 199 199	100 100 100 100 100 100 100 100 100 100	100 - 100 -	Num-Offi 15 25 45 45 45 45 45 45 45 45 45 45 45 45 45	898 105 105 105 105 105 105 105 105 105 105	100% 71% 22% 32 22% 32 25% 502% 502% 60%	50% 185 285 185 285 285 285 285 285 285 20255 2005 2005 2005 2005 2005 2	13% 4% 12% 20% 43% 40 42% 42% 42% 42% 42% 42% 42% 42% 122% 12	11% 5% 5% 18% 2% 3.6 47.9% 42.1% 100.0% 100.0% 100.0% 100.0%		

Access to Detailed Data





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 Chief Marketing Officer Chief Administrative Officer General Counsel Chief Risk Officer Chief Human Resources Officer Top Audit Officer Chief Customer Experience Officer Chief Information Systems Officer Chief Accounting Officer Chief Compliance Officer Top Analytics Officer

Staff / Administration

Administrative Officer Assistant to President Corporate Secretary **Executive Secretary** Sr. Administrative Assistant Administrative Assistant General Clerk Receptionist Head of DE&I Human Resources Manager HR Business Partner 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 Sr. Risk Manager Risk Manager Sr. Risk Analyst Risk Analyst Sr. Compliance Officer Compliance Officer Compliance Specialist CRA Officer Management Trainee Quality Control Specialist Sr. Bank Secrecy Act (BSA) Officer Bank Secrecy Act (BSA) Officer Sr. Bank Secrecy Act (BSA) Analyst 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 Sr. Finance 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

Sr. Audit Manager Audit Manager Sr. Staff Auditor Staff Auditor Audit Assistant

Business Banking

Top Business Banking Officer Business Banking Business Development Officer Sr. Business Banking Officer Business Banking Officer Community Relations Officer SBA Loan Manager SBA Loan Officer SBA Loan Officer SBA Loan Processor I/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



Job Positions (contd.)

Operations (contd.)

Operations Officer Operations Supervisor Utility Representative Sr. Operations Coordinator **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) 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

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

For questions or to enroll, call 508-460-9600 and ask for a survey team member.



Job Positions (contd.)

Lending (cont'd)

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

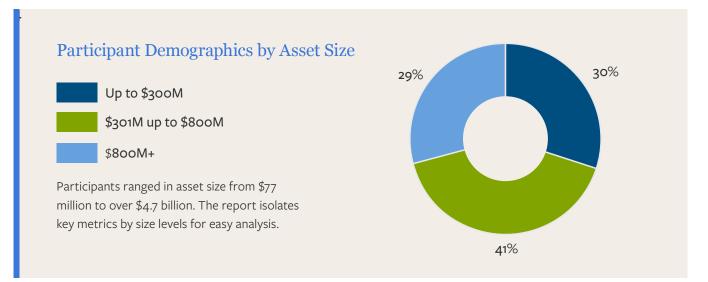
Technology

MIS Manager Systems Officer Sr. IT Manager 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 Information Technology Security Officer Systems Analyst Business Systems Analyst Information Technology Compliance Analyst Online/Mobile Banking Manager Digital Marketing Manager Help Desk Specialist Computer Operator

Credible

Who Participates?

Join 66 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent financial institutions across Georgia.



2024 List of Participants (alphabetical order)

AB&T

Altamaha Bank and Trust Company American Pride Bank BankSouth Central Bank (FL) Century Bank of Georgia Citizens Bank of Swainsboro Citizens Trust Bank Classic City Bank Georgia Colony Bank Community Bank & Trust - West Georgia Community Bank of Pickens County Community Banking Company of Fitzgerald Craft Bank Douglas National Bank Embassy National Bank Exchange Bank F&M Bank and Trust Company Fieldpoint Private First American Bank & Trust First Carolina Bank First Community Bank (SC)

First Federal Bank (FL) First IC Bank First National Bank of Griffin First National Community Bank First Port City Bank First Southern Bank (GA) First State Bank (GA) GB Bank Group, Inc. Georgia Banking Company Georgia Community Bank Georgia First Bank Great Oaks Bank HomeTrust Bank Loyal Trust Bank Magnolia State Bank Metro City Bank Mount Vernon Bank North Georgia National Bank Northeast Georgia Bank Peach State Bank & Trust Pineland Bank Pinnacle Bank (GA)

Planters & Citizens Bank Planters First Bank PrimeSouth Bank Queensborough National Bank & Trust Rabun County Bank River City Bank Security Federal Bank South Georgia Banking Company Southeastern Bank Southern Bank SunMark Community Bank Tandem Bank The Bank of Edison The Citizens Bank of Georgia The Commercial Bank (GA) The Peoples Bank (GA) Thomasville National Bank United Bank United National Bank Wallis Bank WB&T Bankshares, Inc. West Central Georgia Bank

If you are a community bank we strongly encourage your participation to increase the depth of the survey data while gaining insight from institutions of similar headcount, asset size, or Georgia region.



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.

Variables	Excel	PDF & Excel	Variables	Excel	PDF & Excel
Number of Institutions		✓	Average Award Excl \$0 Awards		✓ (% ^{tile} in Excel)
Total Number of Incumbents		~	Average STI Excl \$0 Awards as % of Base		✓ (% ^{tile} in Excel)
Average Asset Size		~	Target Bonus Award, % Base		✓ (% ^{tile} in Excel)
Median Asset Size		~	Number of Incumbents Reporting Target	1	~
Closeness of Match		~	Average Total Target Cash Compensation Total Cash Compensation:	~	✓ (90 th is in
Base Salary: Average Salary Range Min/Mid/Max		1	Average Total Cash Compensation		Excel only)
Hourly Average Salary Range Min/Mid/Max	1		(25 th , 50 th , 75 th , and 90 th Percentiles)		Excerting
Number of Incumbents Non Bonus Eligible	~		Long-Term Incentives:		
•	× .				1
Average Base Salary Non Bonus Eligible	×		Percent Eligible for LTI		×
Hourly Average Base Salary Non Bonus Eligible	~		Percent Receiving LTI		~
Number of Incumbents Bonus Eligible	~		LTI Award Value All Forms Incl 0	~	
Average Base Salary Bonus Eligible	~		LTI Award Value All Forms Excl 0	✓ (% ^{tile} in Excel)	
Hourly Average Base Salary Bonus Eligible	~		LTI Value as % of Base Excl 0	~	
Number of Incumbents Public Institutions		\checkmark	Option Value Excl 0	~	
Average Base Salary Public Institutions		\checkmark	RS Value Excl 0	~	
Hourly Average Base Salary Public Institutions	~		All Other Value Excl 0	\checkmark	
Number of Incumbents Private Institutions		✓	Total Compensation:		
Average Base Salary Private Institutions		\checkmark	Total Target Compensation	✓ (% ^{tile} in Excel)	
Hourly Average Base Salary Private Institutions	~		Total Direct Compensation	✓ (% ^{tile} in Excel)	
Average Base Salary All Incumbents		✓ (90 th is in Excel only)	Rewards:		
(25th, 50th, 75th, and 90th Percentiles)			Stock Options (ISO and NQSO)	×	
Hourly Average Base Salary All Incumbents	~		Stock Appreciation Rights (SARS)	~	
(25th, 50th, 75th, and 90th Percentiles)			Restricted Stock Plan	~	
Short-Term Incentives:			Phantom Synthetic Stock Plan	~	
Percent Eligible for STI		×	Cash	\checkmark	
Percent Receiving STI		~	Other Long Term Incentives	~	

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: 4/1/2025 Submission Due Date: 5/23/2025 Survey Results Published: Week of 8/11/2025



Contact Us

To learn more about our New York Banking Compensation Survey or to participate, please contact the survey group at <u>survey@pearlmeyer.com</u>.

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 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@pearlmeyer.com or rhonda.snyder@pearlmeyer.com

By phone:

ask for the survey group from our general number 508-460-9600 or call Rhonda Snyder, Senior Survey Account Manager at 984-258-2409



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 for all banks, 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.

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
- + Massachusetts
- + New York
- + Ohio
- + Texas
- + 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)

National Report (U.S. based)

Banking Board of Director Survey

Banking Benefits and Human Resources Policies Survey



pearlmeyer.com

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.

pearlmeyer.com/banking

About Pearl Meyer's Banking Compensation Consulting

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

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, Florida, Georgia, Massachusetts, New York, Ohio, Texas and Virginia.
 - + Regional report for the Northeast (that includes, MA, RI, CT, ME, VT, NH, and NY), and a regional report for the Northern New England (that includes NH, ME, VT), the Banks of the Carolinas, and the South Atlantic Region (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.

+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+					
		+	+	+	+	+	+	+	+	+	+	+						
		+	+	+	+	+	+	+	+	+	+	+						
+	+	+	+	+	+	+	+	+	+	+	+	+	+					
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+	+
+	+	+	+	+	+	+	+											+
+								+	+	+	+	+	+	+	+	+	+	
	+	+	+	+	+	+	+	+	++	++	++	+ +	++	++	++	++	++	+
+	+	++	+ +	+ +														
+ +					+	+	+	+	+	+	+	+	+	+	+	+	+	+
	+	+	+	+	+ +													
+	+ +	+ +	+ +	+ +	+ + +													
++	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +	+ + +
+ + +	+ + +	+ + +	+ + +	+ + +	+ + + +													

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

Pearl Meyer pearlmeyer.com

©2025 Pearl Meyer & Partners, LLC. All Rights Reserved.

