



**Pearl Meyer**

# 2025 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

- + 300+ Positions
- + 121,00+ Employees
- + Exclusive Insight into Peer Policies & Practices



### Credible

- + 660 Institutions
- + \$27M – \$144B+ 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 over 50% off the survey report purchase price



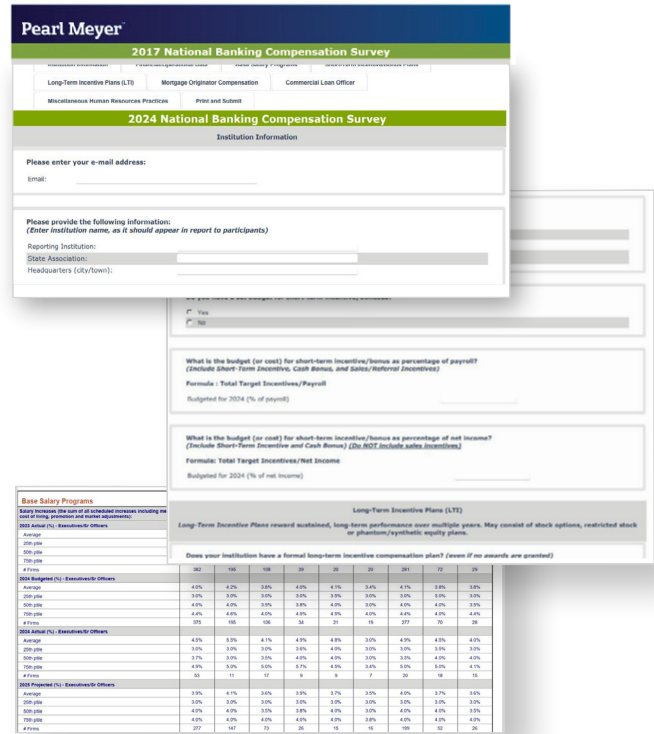
## Comprehensive

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 Dates

Data Effective Date: 4/1/2025  
 Submission Due Date: 6/27/2025  
 Survey Results Published: Week of 9/8/2025

## Access to Detailed Data

660

Participating Institutions

300+

Positions

121K+

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  
 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 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



## 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  
 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



## 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

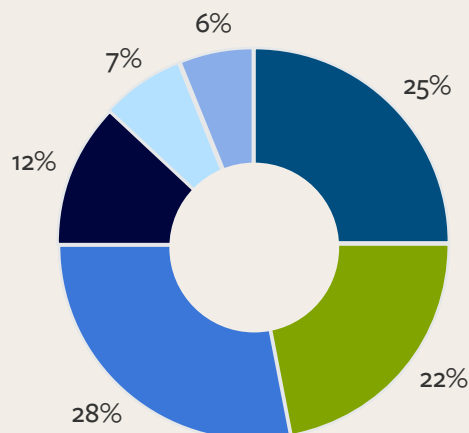
MIS Manager  
 Systems Officer  
 Sr. IT Manager  
 IT Manager  
 Information Security Administrator  
 Applications Programmer/Analyst  
 Database Analysis  
 Technical Program/Project Management  
 Core System Manager  
 Sr. Technology Generalist  
 Technology Generalist  
 Network Manager  
 Network 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

Join 660 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.

### Participant Demographics by Asset Size



## 2024 List of Participants (alphabetical order)

1st Century Bank  
 1st Federal Savings Bank of SC  
 1st Source Bank  
 22nd State Bank  
 AB&T  
 Abington Bank  
 Abound Credit Union  
 Adams Community Bank  
 Adirondack Bank  
 Advantis Credit Union  
 Advia Credit Union  
 Affinity Federal Credit Union  
 Affinity Plus Credit Union  
 AgFirst Farm Credit Bank  
 AgWest Farm Credit  
 Alden State Bank  
 Alerus Financial  
 Alliance Bank  
 Alliance Bank Central Texas  
 Alpine Bank  
 Altamaha Bank and Trust Company  
 Amerant Bank, National Association  
 American Airlines Federal Credit Union

American Bank (NC)  
 American Bank (TX)  
 American Bank of Commerce  
 American National Bank  
 American National Bank & Trust  
 American Pride Bank  
 American Riviera Bank  
 American Savings Bank  
 AMG National Trust Bank  
 Andover Bank  
 Androscoggin Bank  
 Arrow Financial Corporation  
 Ascend Federal Credit Union  
 Athol Savings Bank  
 Atlantic Union Bank  
 Avidia Bank  
 BAC Community Bank  
 Balboa Thrift & Loan Association  
 Banco Pichincha Miami Agency  
 Banesco USA  
 Bangor Savings Bank  
 Bank of Botetourt  
 Bank of Burlington

Bank of Canton  
 Bank of Central Florida  
 Bank of Clarendon  
 Bank of Clarke  
 Bank of Frankewing  
 Bank of Marin  
 Bank of New Hampshire  
 Bank of Oak Ridge  
 Bank of Southern California  
 Bank of the James  
 Bank of the Lowcountry  
 Bank of the Pacific  
 Bank of the Sierra, Inc.  
 Bank of Travelers Rest  
 bankESB  
 BankFive  
 BankGloucester  
 BankNewport  
 BankProv  
 BankSouth  
 BankUnited, Inc.  
 Banner Bank  
 Bar Harbor Bank & Trust

## 2024 List of Participants (cont'd)

Bath Savings Institution	City National Bank (Sulphur Springs, TX)	Edison National Bank
Baxter Credit Union	City National Bank of Florida	Educational Systems Federal Credit Union
BayCoast Bank	Claremont Savings Bank	El Dorado Savings Bank, F.S.B.
BCI Miami	Classic Bank, National Association	Elements Financial Federal Credit Union
Beacon Business Bank	Classic City Bank	Embassy National Bank
Bellco Credit Union	Climate First Bank	Empire State Bank
Benchmark Community Bank	Clinton Savings Bank	Endeavor Bank
Beneficial State Bank	Coastal Heritage Bank	Ent Credit Union
Bluestone Bank	Coastal Credit Union	Enterprise Bank
Brantley Bank & Trust Co.	CoastHills Credit Union	EverTrust Bank
Bremer Bank	Cogent Bank	Exchange Bank (CA)
Bristol County Savings Bank	Colony Bank	Exchange Bank (GA)
Broadstreet Bank	Columbia Bank (NJ)	Extraco Banks, N.A.
Broadview Federal Credit Union	Columbia Credit Union (WA)	F&A Federal Credit Union
Brookline Bancorp	Commerce National Bank & Trust	F&M Bank - Timberville
Buckeye Community Bank	Commercial Bank of California	F&M Bank (CA)
Byline Bancorp Inc.	Commercial Bank of Texas NA	F&M Bank and Trust Company
C&F Bank	Commonwealth Credit Union	Fairfield County Bank
C&N Bank	Community Bank & Trust - West Georgia	FAIRWINDS Credit Union
CalPrivate Bank	Community Bank & Trust (Waco,TX)	Farm Bureau Bank
Cambridge Savings Bank	Community Bank of Pickens County	Farmers & Merchants Bank - Lafayette
Camden National Corporation	Community Bank of Santa Maria	Farmers & Merchants Bank (AL)
Canandaigua National Bank & Trust	Community Bank of the Bay	Farmers & Merchants Bank of Long Beach
Cape Ann Savings Bank	Community Bank of The South	Fayette Savings Bank, SSB
Cape Cod 5	Community Banking Company of Fitzgerald	FFB Bank
CapEd Credit Union	Community National Bank (TX)	Fidelity Bank (LA)
CapTex Bank	Community National Bank (VT)	Fidelity Bank (MA)
Carolinas Telco Federal Credit Union	Community Neighbor Bank	Fieldpoint Private
Carter Bank & Trust	Community West Bancshares	Firelands Federal Credit Union
CB&S Bank, Inc.	Connecticut Community Bank, N.A.	First American Bank & Trust
Centennial Bank (AR)	Consumers National Bank	First Bancorp (NC)
Central Bank (FL)	Cornerstone Bank (MA)	First Bank (FL)
Central Bank (TX)	Country Bank for Savings	First Bank (TX)
Central National Bank	Craft Bank	First Bank (VA)
Central One Federal Credit Union	Cypress Bank	First Bank Chicago
Central State Bank	D.L. Evans Bank	First Business Bank
Centreville Bank	Dean Bank	First Carolina Bank
Century Bank of Florida	Dedham Institution for Savings	First Colony Bank of Florida
Century Bank of Georgia	Desert Financial	First Command Bank
Chain Bridge Bank, NA	Dime Bank	First Commercial Bank
Chelsea Groton Bank	Dime Community Bank	First Commercial Bank NA
Ciera Bank	DLPbank	First Community Bank (SC)
Citizens Bank (TX)	Douglas National Bank	First Community Bank (TX)
Citizens Bank and Trust (FL)	Dupaco Community Credit Union	First Community Bank of Central Alabama
Citizens Bank and Trust Company (VA)	Eagle Bank	First Community Credit Union (MO)
Citizens Bank of Swainsboro	East Cambridge Savings Bank	First County Bank
Citizens First Bank (FL)	Eastern Bank	First FarmBank
Citizens National Bank of Bluffton	Eastern Connecticut Savings Bank	First Federal Bank (AL)
Citizens State Bank (Somerville, TX)	Eastern National Bank	First Federal Bank (FL)
Citizens Trust Bank	Eastman Credit Union	First Federal Community Bank, SSB



## 2024 List of Participants (cont'd)

First Federal Savings & Loan Association of San Rafael	Florence Bank	Institution for Savings
First Fidelity Bank (OK)	Florida Capital Bank	Integrity Bank & Trust
First Financial Bank (AL)	Founders Credit Union	Interamerican Bank
First Financial Bank (OH)	Four Corners Community Bank	Intercredit Bank
First Financial Bank (TX)	Franklin Savings Bank (ME)	International Finance Bank
First Hope Bank	Franklin Savings Bank (NH)	Intracoastal Bank
First IC Bank	Friend Bank	Inwood National Bank
First Interstate Bank	GB Bank Group, Inc.	Ion Bank
First Liberty Bank	GBank	Jacksboro National Bank
First National Bank (ME)	GBC International Bank	Jeanne D'Arc Credit Union
First National Bank (TX)	GECU	Jeff Bank
First National Bank (VA)	GenoaBank	Jewett City Savings Bank
First National Bank and Trust (AL)	Georgia Banking Company	Jonestown Bank and Trust
First National Bank in Port Lavaca	Georgia Community Bank	Katahdin Trust Company
First National Bank of Central Texas	Georgia First Bank	Kearny Bank
First National Bank of East Texas	GFA Federal Credit Union	Kendall Bank
First National Bank of Griffin	Gilmer National Bank	Kennebec Savings Bank
First National Bank of Hartford	Golden Bank, National Association	Kennebunk Savings Bank
First National Bank of Hereford	Gorham Savings Bank	Killbuck Savings Bank
First National Bank of Huntsville	Great Oaks Bank	Kleberg Bank
First National Bank of Livingston, Texas	Great Southern Bancorp, Inc.	KS Bank, Inc.
First National Bank of Michigan	Greater Texas Federal Credit Union	Lake City Bank
First National Bank of Omaha	Greenfield Cooperative Bank	Leader Bank, N.A.
First National Bank of South Carolina	Greenfield Savings Bank	Ledyard National Bank
First National Bank of Wauchula	Greenwood Credit Union	Lee Bank
First National Bank of Winnsboro	Greylock Federal Credit Union	Lee Bank & Trust Company
First National Community Bank	GSB	Legacy Bank
First Northern Bank of Dixon	Guaranty Bank & Trust	Legend Bank (TX)
First Port City Bank	Gulf Capital Bank	Leominster Credit Union
First Sentinel Bank	Gulf Coast Business Bank	Liberty Bank (CA)
First Southern Bank (AL)	Hancock Whitney Bank	Liberty Capital Bank
First Southern Bank (GA)	Hanscom Federal Credit Union	LifeStore Bank
First Southern State Bank	HAPO Community Credit Union	LINKBANK
First State Bank (Athens, TX)	HarborOne Bank	Local Government Federal Credit Union
First State Bank (GA)	Harborstone Credit Union	Locality Bank
First State Bank (Gainesville, TX)	Harmony Bank	Locus
First State Bank (Graham, TX)	Haverhill Bank	Logix Federal Credit Union
First State Bank (Louise, TX)	HBT Financial, Inc.	Lone Star Capital Bank, N.A.
First State Bank of Dekalb County, Inc.	Heartland National Bank	Lone Star National Bank
First State Bank of The Florida Keys	Heritage Bank	Lowell Five
First Technology Federal Credit Union	Highlands Community Bank	Loyal Trust Bank
First Texas Bank	Hilltop Holdings Inc.	M&F Bank
FirstBank (CO)	Hilltop National Bank	Machias Savings Bank
FIRSTBANK FLORIDA	HNB First Bank	Madison County Community Bank
FirstBank Southwest	Hometown Bank	Magnolia State Bank
First-Lockhart National Bank	HomeTrust Bank	Main Street Bank (MA)
Five Star Bank(CA)	Independent Bank (MI)	Maine Community Bank
Flagship Bank	Independent Bank Group	MainStreet Bank (VA)
Flatirons Bank	Industry State Bank	Mainstreet Community Bank of Florida
	Infinity Bank	Malaga Bank FSB

## 2024 List of Participants (cont'd)

Marblehead Bank	Northwest Bancshares, Inc. (PA)	PointBank
Marine Bank & Trust	Northwest Bank (ID)	Ponce Bank
Marion Community Bank	Northwest Community Bank	Poppy Bank
Marquette Savings Bank	Norway Savings Bank	Powell Valley National Bank
Martha's Vineyard Bank	Nova Bank	Premier America Credit Union
Martinsville First Savings Bank	Numerica Credit Union	Premier Bank (OH)
Mascoma Bank	Nuvision Federal Credit Union	PrimeSouth Bank
MCBank	Oak Valley Community Bank	Primis Bank
Mechanics Cooperative Bank (MA)	Oak View National Bank	PriorityOne Bank
Merchants National Bank	OceanFirst Bank	Purdue Federal Credit Union
Merit Bank	Ohio Valley Bank	Queensborough National Bank & Trust
Merrimack Valley Credit Union	Old Fort Banking Company	R Bank
Metro City Bank	Old Missouri Bank	Rabun County Bank
Metro Credit Union	Old Point National Bank	Reading Cooperative Bank
Middlesex Savings Bank	One Florida Bank	Redwood Capital Bank
Midland States Bank	OneLocal Bank	Redwood Credit Union
MidSouth Bank	Open Bank	Relyance Bank, N.A.
Milford Federal Bank	Opportunity Bank of Montana	Richwood Banking Company
Millbury National Bank	Orange Bank & Trust Company	Rio Bank
Millennium Bank	Oregon Community Credit Union	River City Bank (CA)
Minster Bank	Oriental Bank	River City Bank (GA)
Mission Federal Credit Union	Ozona Bank	RNB State Bank
Mission Valley Bank	Pacific National Bank	Robertson Banking Company
MIT Federal Credit Union	Pacific Service Credit Union	Rockland Trust Company
Monson Savings Bank	Palmetto State Bank	Rocky Mountain Bank and Trust
Mount Vernon Bank	Partners Bank	Rollstone Bank & Trust
MountainOne Bank	Partners Federal Credit Union	Round Top State Bank
NASA Federal Credit Union	Passumpsic Bank	Royal Business Bank
National Bank of Middlebury	Patelco Credit Union	S3 Shared Service Solutions
National Grand Bank	Pathfinder Bank	Saco & Biddeford Savings Institution
National Iron Bank	Patriot Bank, N.A.	Safe Credit Union
Naveo Credit Union	PB&T Bank	Sage Capital Bank
Navigant Credit Union	Peach State Bank & Trust	Salem Co-operative Bank
NBT Bank, N.A.	Pennsylvania State Employees Credit Union	Salem Five Bank
NBT Financial	Pentucket Bank	Sandia Laboratory Federal Credit Union
Needham Bank	Peoples Bank (NC)	Sandy Spring Bank
New Horizon Bank	Peoples Bank (TX)	Santa Cruz County Bank
New Peoples Bank	People's Bank of Commerce	Savers Bank
New Valley Bank & Trust	Peoples Independent Bank	Savings Bank of Danbury
Newburyport Bank	PeoplesBank	Savings Bank of Mendocino County
Newtown Savings Bank	PeoplesTrust Bank	SchoolsFirst Federal Credit Union
Noblebank & Trust	Pineland Bank	Seacoast National Bank
North Brookfield Savings Bank	Pinnacle Bank (AL)	Seamen's Bank
North Country Savings Bank	Pinnacle Bank (CA)	SECU of Maryland
North Easton Savings Bank	Pinnacle Bank (GA)	Security Federal Bank
North Georgia National Bank	Piscataqua Savings Bank	Security State Bank & Trust
North Shore Bank	Plains State Bank	Sharon & Crescent United Credit Union
Northeast Georgia Bank	Planters & Citizens Bank	Shelby Savings Bank
Northern Bank	Planters First Bank	Simmons Bank
Northfield Savings Bank	Plumas Bank	Skowhegan Savings Bank

## 2024 List of Participants (cont'd)

Skyline National Bank	The Farmers Bank of Appomattox	United Federal Credit Union
Solarity Credit Union	The Fidelity Bank (NC)	United National Bank
Solvay Bank	The First Bank & Trust Company	United Nations Federal Credit Union
Somerset Regal Bank	The First Bank of Greenwich	United Roosevelt Savings Bank
South Georgia Banking Company	The First National Bank of Bastrop	United Security Bank
South Shore Bank	The First National Bank of Bellevue	United Southern Bank
Southeastern Bank	The First National Bank of McGregor	University of Wisconsin Credit Union
Southern Bancorp, Inc	The First National Bank of Mount Dora	USAA
Southern Bank	The Freedom Bank of Virginia	USALLIANCE Federal Credit Union
SouthStar Bank, S.S.B.	The Harrison Building and Loan Association	Utilities Employees Credit Union
Southwestern National Bank	The Karnes County National Bank of Karnes City	Uwharrie Bank
St. Mary's Credit Union	The Lyons National Bank	Valley State Bank
Stafford Savings Bank	The National Bank of Andrews	Vantage Bank Texas
Stanford Federal Credit Union	The National Bank of Blacksburg	Vantage West Credit Union
State Bank of India (CA)	The Peoples Bank (GA)	Veritex Community Bank
State Employees' Credit Union	The Peoples Bank Co.	Virginia National Bank
State National Bank of Big Spring	The Pittsfield Cooperative Bank	VyStar Credit Union
STCU	The Savings Bank (MA)	Wakefield Co-operative Bank
Stockmens National Bank in Cotulla	The Savings Bank (OH)	Wallis Bank
StonehamBank	The Southern Bank Company	Walpole Co-operative Bank
Sugar River Bank	The State Bank and Trust Company	Washington Savings Bank
Summit Bank (CA)	The Union Bank Company	Washington State Employees Credit Union
Summit Bank (OR)	The Village Bank	Watertown Savings Bank
Summit Community Bank	The Washington Trust Company	WB&T Bankshares, Inc.
Summit State Bank	Think Bank	Webster First Federal Credit Union
SunMark Community Bank	Third Coast Bank, SSB	Webster Five Cents Savings Bank
Sunstate Bank	Thomaston Savings Bank	Wells River Savings Bank
Sutton Bank	Thomasville National Bank	West Alabama Bank & Trust
Tandem Bank	Tioga State Bank	West Central Georgia Bank
Tasi Bank, Division of Bank of Guam	Torrington Savings Bank	West Shore Bank
Terrabank, NA	Tower Federal Credit Union	West Texas National Bank
Texas First Bank	TowneBank	Western Alliance Bank
Texas Republic Bank	TransPecos Banks, SSB	Westerra Credit Union
Texas Security Bank	Travis Credit Union	Westfield Bank (MA)
Texas Traditions Bank	Tri Counties Bank, Inc.	Westfield Bank, FSB (OH)
TexasBank	Triad Business Bank	Winchester Co-operative Bank
The Adirondack Trust Company	Truliant Federal Credit Union	Winchester Savings Bank
The Apple Creek Banking Company	TruPoint Bank	Windsor Federal Bank
The Bank of Charlotte County	Trustmark Corporation	Winter Hill Bank, FSB
The Bank of Edison	Trusttexas Bank, SSB	Woodforest National Bank
The Bank of Marion	TwinStar Credit Union	Woodsfield Savings Bank
The Bank of South Carolina	TXN Bank	Woodsville Guaranty Savings Bank
The Citizens Bank (SC)	U.S. Century Bank	Workers' Credit Union
The Citizens Bank of Georgia	UFirst Credit Union	
The City National Bank of Taylor	Unified Bank	
The Commercial Bank (GA)	Union Bank	
The Commercial Bank of Ozark	Union Savings Bank	
The Conway National Bank	United Bank	
The Cooperative Bank	United Business Bank	
The Cooperative Bank of Cape Cod		



## 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.

## Streamlined, Secure Client Portal

The image displays two screenshots of the Pearl Meyer survey portals. The left screenshot shows a 'Survey Positions' page with a list of positions categorized by Executive Management, Staff/Administrative Positions, Financial Positions, Audit Positions, Business Banking Positions, Trust Positions, Operations Positions, Retail Positions, Lending Positions, and Tech. The right screenshot shows the 'National Banking Compensation Survey' interface, including a navigation menu (Introduction, Data, Policies & Practices, References, Help) and a '2024 National Banking Compensation Survey Policies & Practices Questionnaire - Submission Process' page. This page provides instructions for accessing the questionnaire and includes a list of directions for accessing the Policies & Practices Questionnaire.

## Cost-Effective

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

## Northern New England Banking Survey Pricing

No Cost	Survey Submission
\$550	Participating Institutions
\$1,350	Non-Participating Institutions

Participating institutions receive over 50% off

## Contact Us

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

**By email:**

[survey@pearlmeyer.com](mailto:survey@pearlmeyer.com)

**By phone:**

508-460-9600

Or contact Jordan Gagnon;

[jordan.gagnon@pearlmeyer.com](mailto:jordan.gagnon@pearlmeyer.com); 508-630-1501

To learn more about our banking compensation consulting services:

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

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



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



**Nana Adu**  
Associate Account  
Manager



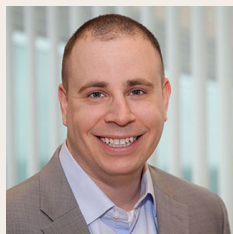
**Dan Besser**  
Senior Survey  
Account Manager



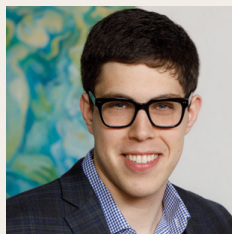
**Matt Donahue**  
Survey Account Manager



**Jordan Gagnon**  
Survey Project Manager



**Andrew Guigno**  
Survey Operations  
Manager



**Benji Sheiffer**  
Survey Account Manager



**Rhonda Snyder**  
Senior Survey  
Account Manager



**Veronika Valcheva**  
Survey Account Manager

## 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

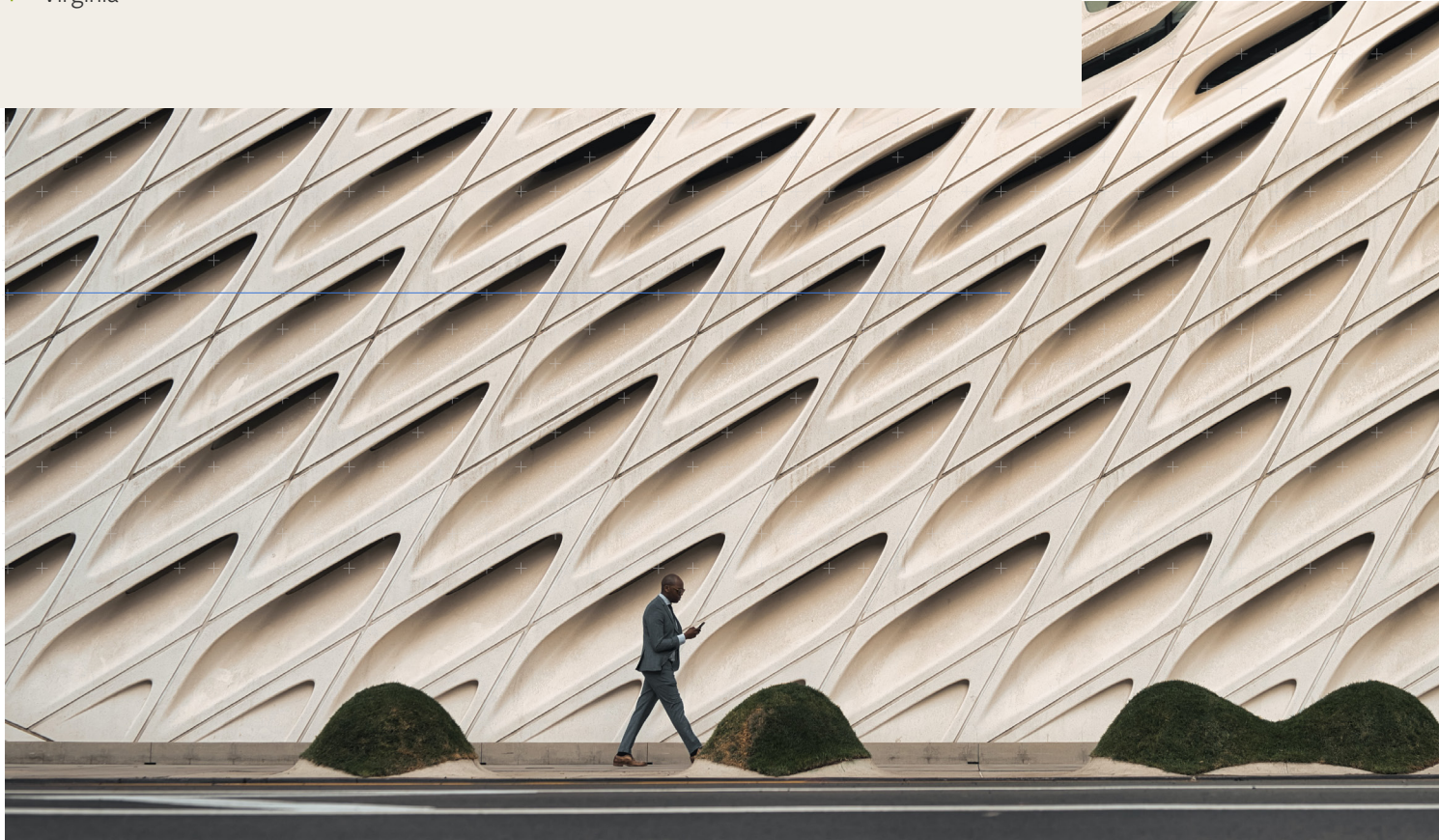
### Regional reports

- + 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



## 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.

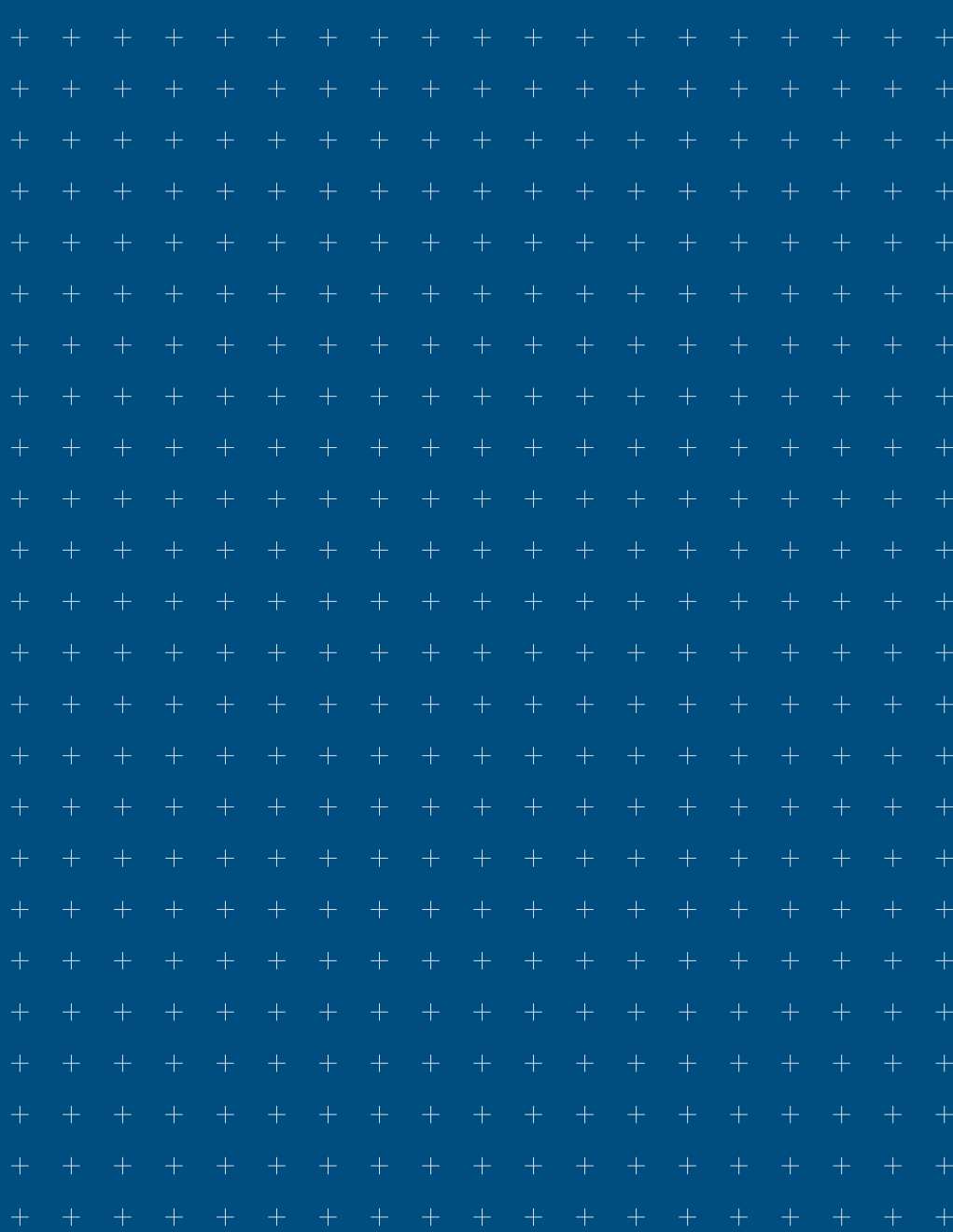
## About Pearl Meyer's Banking Compensation Consulting

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

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](http://www.pearlmeyer.com) or  
contact us at (212) 644-2300.

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