



Executive Compensation and Benchmarking Survey 2021 Participants

3D Systems Corporation	Andersons, Inc., The	Billtrust	Carrier Global
908 Devices	Andover Companies	BioCryst Pharmaceuticals, Inc.	Carrolls Restaurant Group, Inc.
Abbott Laboratories	Antero Resources Corporation	Biogen Inc	Cars.com Inc.
AbbVie Inc.	Apache Corporation	Bionano Genomics, Inc.	Casa Systems Inc.
Abercrombie & Fitch Co.	Apogee Enterprises, Inc.	Biotage	Casey's General Stores, Inc.
Abraxas Petroleum Corporation	Apple Inc.	Bio-Techne	Catalent, Inc.
Acacia Communications, Inc.	Applied Industrial Technologies, Inc.	BISSELL Homecare, Inc.	Catasy, Inc.
Acceleron Pharma, Inc.	Applied Materials, Inc.	Black & Veatch Corporation	Caterpillar
Acorda Therapeutics, Inc.	Applied Physics Laboratory/University of Michigan	Black Rifle Coffee Company, LLC	Celsius Holdings, Inc.
Activision Blizzard, Inc.	Arbor Health Memorial Hospital	Black River Memorial Hospital	Centene Corporation
Adesto Technologies Corporation	ArcBest Corporation	BlackRock, Inc.	Central Maine Healthcare
ADMA Biologics, Inc.	Archbold Medical Center	Bloomin' Brands, Inc.	Ceridian HCM Holding Inc.
ADT Inc	Archer Daniels Midland Company	Blue Cross Blue Shield of Michigan, Inc.	CEVA, Inc.
Advance Auto Parts Inc	ARCO Construction	bluebird bio, Inc.	CF Evans Construction
AFLAC Incorporated	Argonne National Laboratory	BlueLinx Holdings Inc.	CGI Technologies and Solutions, Inc.
Agenus Inc.	Arrow Electronics, Inc.	BMC Stock Holdings, Inc.	ChannelAdvisor Corporation
Agilent Technologies, Inc.	Ashland Global Holdings Inc.	Boise Cascade Company	Charter Communications, Inc.
Agilysys, Inc.	ASM Research	Booz Allen Hamilton Inc.	Chas Roberts
Airgain, Inc.	Assertio Therapeutics	Borr Drilling	Chefs' Warehouse, Inc., The
Akebia Therapeutics Inc.	Associated Capital Group, Inc.	Boston Beer Company, Inc., The	ChemBio Diagnostic Systems Inc.
Alaska Air Group, Inc.	Athersys, Inc.	Bridgford Foods Corp.	Cheniere Energy, Inc
Albany International Corp.	Atlantic General Hospital	Brigham Minerals, Inc.	Chesapeake Energy Corporation
Aldeyra Therapeutics Inc	Atlas Air Worldwide Holdings, Inc.	Brightcove, Inc.	Chevron Corporation
Alexion Pharmaceuticals, Inc.	Atlas Air Worldwide Holdings, Inc.	BrightView, Inc.	Chuy's Holdings, Inc.
Allan Myers	Augusta University Health	Brink's Company, The	CIGNA Corporation
Allegiant Travel Company	AutoZone, Inc.	Bristol-Myers Squibb Company	Cirrus Aircraft
Allstate Corporation, The	Avantor, Inc.	Brookhaven National Laboratory	Cirrus Logic, Inc.
Alpha & Omega Semiconductor Limited	Avid Technology, Inc.	Brookline Bancorp, Inc.	Cisco Systems, Inc.
Alterra Mountain Company	Avnet, Inc.	Brooks Automation	Citigroup Inc.
Altimmune, Inc.	AXT, Inc.	Brown & Brown, Inc.	Clearfield, Inc.
Altria Group, Inc.	B&G Foods, Inc.	BRP Group, Inc.	Cleveland-Cliffs, Inc.
AMC Entertainment Holdings, Inc.	Bacon County Hospital and Health System	Bruker Corporation	Clinch Memorial Hospital
Amerant Bancorp Inc.	Balfour Beatty	Builders FirstSource, Inc.	CNA
Ameresco	Bancorp, Inc., The	Bunge Limited	Coffee Regional Medical Center
American Airlines Group Inc.	Bank of America Corporation	Burke Medical Center	Cognex Corporation
American Commercial Barge Line	Bank of New York Mellon Corporation	Busey Bank	Cognizant Technology Solutions Corporation
American Eagle Outfitters, Inc.	Bank7 Corp.	C.H. Robinson Worldwide, Inc.	Colas
American Equity Investment Life Holding Company	Baptist Foundation of Oklahoma	CAIPA	Collectors Universe, Inc.
American Institutes for Research	Basic Energy Services	Calithera Biosciences, Inc.	Columbia Memorial Hospital - Oregon
American International Group, Inc.	Battelle Memorial Institute	Cal-Maine Foods, Inc.	Comcast Corporation
American National Insurance Company	Beneftt Technologies, Inc.	Campbell County Memorial Hospital	Commvault Systems, Inc.
American Superconductor Corporation	Berkshire Hathaway Inc.	Campbell Soup Company	Conagra Brands, Inc.
Ameriprise Financial, Inc.	Best Buy Co., Inc.	Candler County Hospital	Concho Resources Inc.
AmerisourceBergen Corporation	Beth Israel Deaconess Medical Center, Inc.	Capital One Financial Corporation	Conduit
Amerisure Mutual Insurance Company	Better Therapeutics	Capstone Turbine Corporation	
Amgen Inc.	BEYOND MEAT, INC.	Cardinal Health, Inc.	
		CareSource Management Group, Co. Inc.	
		Carnival Corporation & Plc	



Consolidated Nuclear Security, LLC
Constellation Brands, Inc.
Continental Resources, Inc.
Core Laboratories L.P.
Core-Mark Holding Company, Inc.
Corning Incorporated
CorVel Corporation
Costco Wholesale Corporation
Cottage Hospital
Covenant Transportation Group, Inc.
Covetrus, Inc.
Cracker Barrel Old Country Store, Inc.
Craft Brew Alliance, Inc.
Crawford & Company
CSX Corporation
CVD Equipmanet Corporation
CVS Health Corporation
Danaher Corporation
Darden Restaurants, Inc.
Dartmouth-Hitchcock Health
Data Analysis, Inc
Day & Zimmerman
Deborah Heart & Lung Center
Deere & Company
Dell Technologies, Inc.
Delta Air Lines, Inc.
Delta Apparel, Inc.
Department of Energy's Kansas City
National Security Campus
Designer Brands Inc.
Devon Energy Corporation
Diamond Offshore Drilling, Inc.
Digi International, Inc.
Digimarc Corp.
Diodes Incorporated
Discover Financial Services
DISH Network Corporation
DocuSign, Inc.
Dolby Laboratories, Inc.
Dollar General Corp.
Domino's Pizza, Inc.
Donalsonville Hospital
Dorian LPG Ltd.
Dorminy Medical Center
Draper Laboratory
DUDEK, Inc.
Dunkin' Brands Group, Inc.
DXC Technology
DXP Enterprises, Inc.
Eagle Bulk Shipping Inc.

Earthstone Energy, Inc.
East Foundation
Echo Global Logistics, Inc.
Edge OFS
Edwards Lifesciences
EFCO Corp.
eGain Corporation
eHealth, Inc.
El Pollo Loco Holdings, Inc.
Elliot Hospital
Emanuel Medical Center
Emerson Electric Co.
Encompass Health Corporation
Endo International plc
Energous Corporation
EnerSys
EnPro Industries, Inc.
Enventure Global Technology
Envestnet, Inc.
EOG Resources, Inc.
Epiq
Epizyme, Inc.
Era Group, Inc.
Erie Indemnity Company
Esquire Financial Holdings, Inc.
Evangelical Community Hospital
Evolution Petroleum Corp
Expedia Group, Inc.
Expeditors International of Washington,
Inc.
Extended Stay America, Inc.
Exterran, Inc.
Extraction Oil & Gas, Inc.
Falcon Minerals Corp
Farmer Bros. Co.
Federal Aviation Administration
FedEx Corporation
Fermi National Accelerator Laboratory
Fidelity D & D Bancorp, Inc.
Fiesta Restaurant Group Inc
First American Trust, F.S.B.
First Bancorp (NC)
First Capital, Inc.
First Financial Corp
Flexion Therapeutics, Inc.
Flowers Foods, Inc.
Fluor Marine Propulsion
Forma Therapeutics Holdings, Inc.
Fortive Corporation
Franklin Electric Co., Inc.

Franks International NV
Freshpet, Inc.
Frontera Therapeutics
FRP Holdings, Inc.
FTS International, Inc.
Gaia, Inc.
Genco Shipping and Trading Limited
General Electric Company
General Mills, Inc.
Genuine Parts Company
George Regional Health System
Geospace Technologies Corporation
Gilbane, Inc.
Gilead Sciences, Inc.
Goldman Sachs Group, Inc., The
Goodrich Petroleum Corporation
Goodwill Industries of Houston
Google LLC
Goosehead Insurance, Inc.
GoSecure
Grace Cottage Hospital
Grady Health System
Grand America Hotels
Granite Construction Inc.
Great Lakes Dredge & Dock
Corporation
Greene County Bancorp, Inc.
Greenlane Holdings, Inc.
Group 1 Automotive, Inc.
GSI Technology, Inc.
Guardian Life Insurance Company of
America, The
Guidewire Software, Inc.
Gulf Coast Regional Blood Center
Gulfport Energy Corp
Gulfstream Aerospace Corporation
Habit Restaurants, Inc., The
Hain Celestial Group, Inc., The
Halliburton Company
Hallmark Financial Services, Inc.
Halozyme Therapeutics, Inc.
Hamilton Health System
Hanesbrands Inc.
Harris Health System
Hartford Financial Services Group, Inc.,
The
Hawaiian Holdings, Inc.
Hawkins, Inc.
HCA Healthcare, Inc.
HCI Group, Inc.
HDR, Inc.
Health Care Service Corporation

Heart of the Rockies Regional Medical
Center
Heartland Express, Inc.
Heidrick & Struggles International, Inc.
Helix Energy Solutions Group Inc.
Henry Schien, Inc.
Heritage Insurance Holdings, Inc.
Heritage Valley Health System
Hershey Company, The
Heska Corporation
HF Foods Group Inc
Hilltop Holdings, Inc.
Hilton Grand Vacations Inc
HNTB Corporation
Hollingsworth and Vose Company
Holzer Health System
Hood Companies, Inc.
Horace Mann Educators Corporation
Hostess Brands, Inc.
Houston Healthcare
HP Enterprise Services
HP Inc.
HRL Laboratories, LLC
Hub Group, Inc.
Humana Inc.
iCAD Inc.
IconOvir
Idera Pharmaceuticals Inc
IDEXX Laboratories, Inc.
Imara, Inc.
Immersion Corporation
Independence Contract Drilling, Inc.
Independence Holding Company
Indiana Regional Medical Center
Information Services Group, Inc.
Ingles Markets, Incorporated
Innoviva, Inc.
Insteel Industries
Institute for Defense Analyses
Integer Holdings Corp
Intel Corporation
Intellia Therapeutics Inc.
Intelligent Systems Corporation
International Paper Company
International Seaways, Inc.
INTL FCStone Inc.
Intuit Inc.
Ionic Materials, Inc.
IQVIA Holdings Inc.



iRobot Corporation
Iteris, Inc.
J & J Snack Foods Corp.
J. Alexander's Holdings, Inc.
J. M. Smucker Company, The
J.B. Hunt Transport Services, Inc.
Jabil Inc.
Jackson National Life Insurance
Jacobs Engineering Group Inc.
Jasper Memorial Hospital
JE Dunn Construction Group
Jefferies Financial Group Inc.
Jet Propulsion Laboratory
JetBlue Airways Corporation
John B. Sanfilippo & Son, Inc.
Johns Hopkins University Applied
Physics Laboratory
Johnson & Johnson
Jushi, inc.
Kansas City Southern
KAR Auction Services, Inc.
Karyopharm Therapeutics, Inc.
Kellogg Company
Kelly Services, Inc.
Kemper Corporation
Kennedy/Jenks Consultants, Inc.
Keurig Dr. Pepper Inc.
Keysight Technologies
Kimball Electronics, Inc.
Kimley-Horn
Kinsale Capital Group, Inc.
Kirby Corporation
KLJ Solutions Co.
Knox Community Hospital
Kodiak Gas Services LLC
Kohls Corporation
Kraft Heinz Company, The
Kroger Co., The
Kronos Incorporated
Kura Sushi USA, Inc.
L Brands, Inc.
L.B. Foster Company
Lamb Weston Holdings Inc.
Lancaster Colony Corporation
Lantheus Medical Imaging
Laredo Petroleum Inc.
Lawrence Berkeley National Laboratory
Lawrence Livermore National
Laboratory
Lawson Products, Inc.
LendingClub Corporation
Leupold & Stevens, Inc.
LHC Group, Inc.
Liberty Global plc
Liberty Latin America Ltd.
Lifetime Brands, Inc.
Lincoln Community Hospital
Lincoln National Corporation
Lindblad Expeditions Holdings Inc.
LivePerson, Inc.
LKQ Corporation
Lockheed Martin Corporation
Los Alamos National Laboratory
Lower Colorado River Authority
Lumen
Lumentum Holdings Inc.
LyondellBasell Industries
Lyra Therapeutics Inc.
M. A. Mortenson Companies, Inc.
Macquarie Infrastructure Corp
Macy's, Inc.
Magic Coil Prodcuts, Inc.
Magnolia Regional Health Center
MainStreet Bancshares, Inc.
Malvern Bancorp, Inc.
Mammoth Energy Services
MannKind Corporation
ManpowerGroup Inc.
ManTech International Corporation
Marathon Oil Corporation
Markel Corporation
Marriott International, Inc.
Marten Transport, Ltd.
Mastercard Incorporated
Matador Resources Company
Matson, Inc.
MBIA Inc.
McCarthy
McCormick & Company, Incorporated
McDermott, Inc.
McGrath RentCorp
Medallion Financial Corp
Medifast, Inc.
Memorial Health System
Memorial Hospital and Manor
Merck & Co., Inc.
Mercy Health Partners-Southwest Ohio
Meritage Homes Corporation
Mersana Therapeutics
MetLife, Inc.
MGIC Investment Corporation
MGP Ingredients, Inc
Micron Technology, Inc.
Microsoft Corporation
Middlesex Hospital
Midland States Bancorp, Inc.
Miners Colfax Medical Center
MIT Lincoln Laboratory
Mitek Systems, Inc.
Molina Healthcare, Inc.
Molson Coors Brewing Company
Mondelez International Inc.
Monolith Materials, Inc.
Monster Beverage Corporation
Morgan Stanley
Motorola Solutions
Mountain Health Network
MRC Global Inc.
MRIGlobal
MSC Industrial Direct Co., Inc.
Mylan N.V.
Myriad Genetics, Inc.
Nabors
Nanostring Technologies
NAPCO Security Technologies, Inc.
Nathan's Famous, Inc.
National Bank Holdings Corporation
National Beverage Corp.
National General Holdings Corp.
National Instruments Corporation
National Oilwell Varco
National Renewable Energy Laboratory
National Research Corporation
National WWII Museum
Natural Gas Services Group, Inc.
NCS Multistage Holdings, Inc.
NEC Corporation of America
Nesco Holdings, Inc.
Netflix, Inc.
Netgear, Inc.
Neurocrine Biosciences, Inc.
New Age Beverages Corporation
New London Hospital
Newpark Resources
NextCure, Inc.
NI Holdings, Inc.
Nintendo of America, Inc.
NMI Holdings, Inc.
Noble Energy, Inc.
Noodles & Company
Norfolk Southern Corporation
Norman Regional Health System
Northern Oil & Gas, Inc.
Northrop Grumman Corporation
Northwest Bancshares, Inc.
Novavax, Inc.
Nu Skin Enterprises, Inc
NVE Corporation
NVIDIA Corporation
Oak Ridge National Laboratory UT-
Battelle, LLC
Oasis Petroleum Inc.
Occidental Petroleum Corporation
OceanFirst Financial Corporation
OCH Regional Medical Center
Old Republic International Corporation
Olympic Steel, Inc.
Omeros Corporation
Omnicom Group, Inc.
Oncor Electric Delivery Company
Oncorus, Inc.
One Call Corp
OptimizeRx
Option Care Health
Oracle Corporation
Orbia Advance Corporation
Organogenesis Holdings Inc.
Orion Group Holdings, Inc.
Osborne County Memorial Hospital
OSI Systems, Inc.
Overseas Shipholding Group, Inc.
P.A.M. Transportation Services, Inc
Pacific Biosciences of California, Inc.
Palatin Technologies, Inc.
Palomar Holdings, Inc.
Pana Community Hospital
Panhandle Oil & Gas Inc.
Par Pacific Holdings, Inc.
Park Aerospace Corp
Parker Drilling
Parker Hannifin Corporation
Parsley Energy, Inc.
Parsons Corporation
Patriot Well Solutions
PayPal Holdings, Inc.
Paysign, Inc.
PDC Energy, Inc.
PDL Biopharma, Inc.
PDL Community Bancorp
Penn Highlands Brookville
Penn Highlands Clearfield



Penn Highlands DuBois
Penn Highlands Elk
Penn Highlands Healthcare
Penn Highlands Huntingdon
Penske Automotive Group, Inc.
Performance Food Group Company
PerkinElmer, Inc.
PetIQ, Inc.
PetMed Express, Inc.
Pfizer Inc.
Philip Morris International, Inc.
Pilgrim's Pride Corporation
Pioneer Natural Resources Company
PNC Financial Services Group, Inc., The
PolarityTE, Inc.
Pool Corporation
Post Holdings, Inc.
PriceSmart, Inc.
PRIMEENERGY RESOURCES CORP
Primerica, Inc.
Princeton Community Hospital
Princeton Plasma Physics Laboratory
Principal Financial Group, Inc.
ProAssurance Corporation
Progressive Corporation, The
Prologis
Promega Corporation
Proofpoint, Inc.
ProPetro Holding Corp.
Prosser Memorial Health
Protagonist Therapeutics, Inc.
Proto Labs, Inc.
Prudential Bancorp, Inc. of Pennsylvania
Prudential Financial Inc.
pSemi Corporation
Publix Super Markets, Inc.
Punxsutawney Area Hospital
Putnam General Hospital
QIAGEN
Radian Group Inc.
Radiant Logistics, Inc.
RCI Hospitality Holdings, Inc.
Reliance Steel & Aluminum Co.
Repligen Corporation
Republic Bancorp, Inc. KY
Republic Services, Inc.
Revcor, Inc
RH
Ricoh Americas Corporation
Ridgeline International
Ring Energy, Inc.
RingCentral, Inc.
Rite Aid Corporation

RLI Corp.
Roadrunner Transportation Systems, Inc.
Roane General Hospital
Royal Caribbean Cruises Ltd.
RPC, Inc.
RS&H
Ryerson Holding Corporation
S&T Bancorp, Inc.
SAIC, Inc.
Sally Beauty Holdings, Inc.
Samsung Electronics America
Sanderson Farms, Inc.
Sandia National Laboratories
SaskTel
ScanSource, Inc.
Schlumberger Limited
Seacoast Banking Corp of Florida
Seacor Holdings Inc.
SEACOR Marine Holdings Inc
Seadrill Management Ltd
Select Energy Services, Inc.
Selective Insurance Group, Inc.
Seneca Foods Corporation
Seres Therapeutics, Inc.
ServisFirst Bancshares, Inc.
Shake Shack Inc.
SharpSpring, Inc.
Shelf Drilling Offshore Holdings Limited
Sheppard Pratt Health System
ShotSpotter, Inc.
Siebert Financial Corp.
Silicon Laboratories Inc.
SilverBow Resources, Inc.
Simulations Plus, Inc.
Six Flags Entertainment Corp.
SkyWest, Inc.
SLAC National Accelerator Laboratory
SMART Global Holdings, Inc.
Solaris Oilfield Infrastructure Inc
Solidia Technologies, inc.
SolutionHealth
Sonoco Products Company
Sonos, Inc.
South Jersey Industries
Southeast Colorado Hospital
Southern New Hampshire Health System
Southwest Airlines Co.
Southwestern Energy Company
Speare Memorial Hospital
Spirit Airlines, Inc.
SPX Corporation

SPX FLOW, Inc.
St. James Parish Hospital
St. Mary's Medical Center
Standard Motor Products, Inc.
Stantec Inc.
Star Valley Health
Starbucks Corporation
State Auto Financial Corporation
State Street Corporation
Stewart Information Services Corporation
Strateos, Inc.
Strongbridge Biopharma plc
Structure Tone, Inc.
Subaru of America, Inc.
Sugar Bowl
Sundt
Sunnova Energy International, Inc.
Superior Energy Services, Inc.
Sykes Enterprises
Synchrony Financial
SYNNEX Corporation
Sysco Corporation
T. Baker Smith, LLC
Taboola, Inc.
Tailored Brands Inc.
Target Corporation
TCOM, L.P.
Tech Data Corporation
TechnipFMC
Telaria, Inc.
Tellurian Inc.
Tempur Sealy International Inc.
Tenable
Tenet Healthcare Corporation
Tennant Company
Terminix Global Holdings, Inc.
TESSCO Technologies Incorporated
Texas A&M Foundation
Texas Instruments Inc
TFS Financial Corporation
The Aerospace Corporation
The Austin Company
The Capital Group
The Home Depot Inc.
The MetroHealth System
The MITRE Corporation
The Nature's Bounty Co.
The TJX Companies, Inc.
The Travelers Companies
Thermo Fisher Scientific, Inc.
TidalHealth Peninsula Regional

Tidewater Inc.
Tift Regional Health System
Tippah County Hospital
T-Mobile USA Inc.
Tompkins Financial Corporation
Tootsie Roll Industries, Inc.
Trecora Resources
TreeHouse Foods, Inc.
TriCo Bancshares
Triple-S Management Corporation
Triumph Bancorp, Inc.
Trupanion, Inc.
Trustmark Corporation
Twist Bioscience
Tyme Technologies, Inc.
Tyson Foods, Inc.
U.S. Bancorp
UIC Government Services
Ultra Clean Holdings, Inc.
UNC Health Care System
Unchained Labs
Unico Properties
Union Bankshares, Inc.
Union Pacific Corporation
United Airlines Holdings, Inc.
United Parcel Service, Inc.
United Rentals, Inc.
United Security Bancshares
Universal Health Services, Inc.
University Corporation for Atmospheric Research (UCAR)
Unum Group
Urban Outfitters, Inc.
US Foods Holding Corp.
USAA
USEC Inc.
Valhi, Inc
Valley Health
Value Line, Inc.
Value Windows & Doors
Vector Group Ltd.
Veritiv Corporation
Verra Mobility Corp.
Vertex Pharmaceuticals, Inc.
ViacomCBS
Viant Technology Inc.
Victaulic Company
VIDA Diagnostics, Inc.
Vince Holding Corp.
Virginia Mason Health System
Visa Inc.

Pearl Meyer



Vizient, Inc
Volt Information Sciences, Inc.
Vontier Corporation
W. W. Grainger, Inc.
Waitr Holdings Inc.
WakeMed Health and Hospitals
Walgreens Boots Alliance, Inc.
Wallowa Memorial Hospital
Ward Memorial Hospital
Waters Corporation

Watsco, Inc.
Wayne General Hospital
Wayne Memorial Health System
Webcor
Weiler Abrasives Group
Weir Oil & Gas
Weis Markets, Inc.
Wells Fargo & Company
Werner Enterprises, Inc.
Western Digital Corporation

Weyco Group, Inc.
Whirlpool Corporation
White Mountains Insurance Group, Ltd.
White River Health System
Willis Lease Finance Corporation
WillScot Corporation
Wingstop Inc.
Winmark Corp
WisdomTree Investments, Inc.
Witham Health Services

World Fuel Services Corporation
World Wrestling Entertainment, Inc.
Worley
WOW Carwash
WSP
WVU Medicine
XPO Logistics, Inc.
YUM! Brands, Inc.
Zachry Industrial Inc.
Zix Corporation
Zoetis Inc.