



Pearl Meyer

2019 COMPENSATION PLANNING SURVEY

Participating Companies List

Participating Companies List

Company	Industry
1st Capital Bank	Finance, Insurance
Accenture Ltd.	Software, Consulting, Services
ADT Inc	Software, Consulting, Services
AECOM DCSA	Construction & Engineering
AGC Electronics America	Technology Hardware & Equipment
Agility Logistics - Defense & Government Services	Industrials, Utilities
Air Liquide	Industrials, Utilities
Alion Science and Technology	Technology Hardware & Equipment
Amega West Services	Industrials, Utilities
American Family Insurance Group	Finance, Insurance
American Institutes for Research	Software, Consulting, Services
American Systems Corporation	Software, Consulting, Services
American University	Government, Defense, NFP
ANSER	Software, Consulting, Services
Applied Research Laboratories - The University of Texas at Austin	Government, Defense, NFP
ARCADIS U.S. Inc.	Construction & Engineering
Archrock, Inc.	Industrials, Utilities
Argonne National Laboratory	Government, Defense, NFP

Participating Companies List

Company	Industry
ASM Research	Technology Hardware & Equipment
AT&T Inc.	Technology Hardware & Equipment
AutoZone, Inc.	Consumer Services and Products
Avaya Inc.	Technology Hardware & Equipment
Avidia Bank	Finance, Insurance
Bank of Marin	Finance, Insurance
Battelle Memorial Institute	Software, Consulting, Services
Beca Group Ltd	Construction & Engineering
Bechtel Global Corporation	Construction & Engineering
Beneficial State Bank	Finance, Insurance
Biodesix	Health Care, Pharm, Bio
BioScrip Inc.	Health Care, Pharm, Bio
Black & Veatch Corporation	Construction & Engineering
Black Hills Corporation	Industrials, Utilities
Black Knight Financial Services	Software, Consulting, Services
BMC Software, Inc.	Software, Consulting, Services
BNSF Railway Company	Industrials, Utilities
Booz Allen Hamilton Inc.	Software, Consulting, Services

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Company	Industry
Boy Scouts of America	Government, Defense, NFP
Brentwood Bank	Finance, Insurance
Brookhaven National Laboratory	Government, Defense, NFP
Bruker Corporation	Health Care, Pharm, Bio
Burlington Coat Factory	Consumer Services and Products
Burns & McDonnell Engineering	Construction & Engineering
BWXT	Government, Defense, NFP
CACI International, Inc.	Software, Consulting, Services
Canandaigua National Bank & Trust	Finance, Insurance
Canon U.S.A., Inc.	Technology Hardware & Equipment
Canyon State Credit Union	Government, Defense, NFP
Capgemini U.S.	Technology Hardware & Equipment
Capital Farm Credit	Finance, Insurance
Capital Health System, Inc.	Health Care, Pharm, Bio
Carnegie Mellon Software Engineering Institute	Government, Defense, NFP
Carter's, Inc.	Consumer Services and Products
CDM Smith Inc.	Software, Consulting, Services
CGI Technologies and Solutions, Inc.	Software, Consulting, Services

Participating Companies List

Company	Industry
Charles River Laboratories International, Inc.	Health Care, Pharm, Bio
Cherokee Nation Businesses, LLC	Consumer Services and Products
City of Philadelphia Human Resources Department	Government, Defense, NFP
Clearwater Paper Corporation	Industrials, Utilities
Colas	Construction & Engineering
Columbia Bank	Finance, Insurance
Comcast Corporation	Technology Hardware & Equipment
Commencement Bank	Finance, Insurance
Community West Bank, NA	Finance, Insurance
Conduent	Software, Consulting, Services
County of Albemarle	Government, Defense, NFP
Dana Incorporated	Consumer Services and Products
Darden Restaurants, Inc.	Consumer Services and Products
Day & Zimmermann	Industrials, Utilities
Dean Bank	Finance, Insurance
Dewberry	Software, Consulting, Services
Dominion Energy, Inc.	Industrials, Utilities
Draper Laboratory	Government, Defense, NFP

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Company	Industry
EAB Global	Consumer Services and Products
East Cambridge Savings Bank	Finance, Insurance
East West Bank	Finance, Insurance
Eastern Bank	Finance, Insurance
Easthampton Savings Bank	Finance, Insurance
Eaton Corporation	Industrials, Utilities
Echostar – Hughes Network Systems	Technology Hardware & Equipment
Edwards Lifesciences	Health Care, Pharm, Bio
Ellucian, Inc.	Software, Consulting, Services
Emerson Process Management	Technology Hardware & Equipment
Entegris, Inc.	Technology Hardware & Equipment
Enterprise Bank & Trust Company	Finance, Insurance
Envision Physician Services	Health Care, Pharm, Bio
Epcor Utilities Inc	Industrials, Utilities
Evans National Bank	Finance, Insurance
Farm Bureau Bank	Finance, Insurance
Fermi National Accelerator Laboratory	Government, Defense, NFP
Fidelity Investments	Finance, Insurance

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Company	Industry
First Bank New Jersey	Finance, Insurance
First Business Financial Services, Inc.	Finance, Insurance
First Federal Savings & Loan Association of San Rafael	Finance, Insurance
First Interstate Bank	Finance, Insurance
First United Bank & Trust Company	Finance, Insurance
FIS Global	Software, Consulting, Services
Flatiron Health	Software, Consulting, Services
Flexco	Industrials, Utilities
FlightSafety International, Inc.	Consumer Services and Products
Fluor Marine Propulsion	Government, Defense, NFP
Flushing Savings Bank	Finance, Insurance
Foth & Van Dyke, LLC	Software, Consulting, Services
Framatome	Industrials, Utilities
Fujitsu America, Inc.	Software, Consulting, Services
Fulton Financial Corporation	Finance, Insurance
Gannett Fleming, Inc.	Construction & Engineering
General Dynamics Mission Systems	Government, Defense, NFP
General Electric Company	Industrials, Utilities

Participating Companies List

Company	Industry
Genesee Regional Bank	Finance, Insurance
Genpact	Software, Consulting, Services
Globalfoundries	Technology Hardware & Equipment
Granite Construction Inc.	Construction & Engineering
Green Diamond Resource Company	Industrials, Utilities
Greenfield Cooperative Bank	Finance, Insurance
Greif, Inc	Industrials, Utilities
Hanover Community Bank	Finance, Insurance
HBM Holdings Company	Finance, Insurance
HDR, Inc.	Software, Consulting, Services
Henderson Engineers	Construction & Engineering
Heritage Bank of Nevada	Finance, Insurance
Herman Miller	Consumer Services and Products
HNTB Corporation	Construction & Engineering
HomeStreet Bank	Finance, Insurance
HP Enterprise Services	Technology Hardware & Equipment
HRL Laboratories, LLC	Government, Defense, NFP
Hypertherm, Inc.	Industrials, Utilities

Participating Companies List

Company	Industry
IBM Corporation	Technology Hardware & Equipment
Idaho National Laboratory	Government, Defense, NFP
IHI E&C	Industrials, Utilities
Intelsat US LLC	Technology Hardware & Equipment
International Paper Company	Industrials, Utilities
Jack Henry & Associates, Inc.	Software, Consulting, Services
Jacobs Engineering Group Inc.	Construction & Engineering
Jefferson Laboratory	Software, Consulting, Services
Jet Propulsion Laboratory	Government, Defense, NFP
Johns Hopkins University Applied Physics Laboratory	Government, Defense, NFP
Kaiser Permanente	Health Care, Pharm, Bio
KBR, Inc.	Industrials, Utilities
Keysight Technologies	Technology Hardware & Equipment
Kiewit Energy Group	Construction & Engineering
Lawrence Berkeley National Laboratory	Government, Defense, NFP
Lawrence Livermore National Laboratory	Government, Defense, NFP
Leidos	Technology Hardware & Equipment
Lexmark International, Inc.	Technology Hardware & Equipment

Participating Companies List

Company	Industry
Liberty Bank	Finance, Insurance
Liberty Bank (CA)	Finance, Insurance
Lincoln Benefit Life	Finance, Insurance
Link-Belt Cranes	Industrials, Utilities
Los Alamos National Laboratory	Government, Defense, NFP
M. A. Mortenson Companies, Inc.	Construction & Engineering
Macy's, Inc.	Consumer Services and Products
Main Street Bank	Finance, Insurance
ManTech International Corporation	Software, Consulting, Services
MasterCard Incorporated	Finance, Insurance
Matrix Service Company	Construction & Engineering
McDermott, Inc.	Construction & Engineering
Merchants Insurance Group	Finance, Insurance
Michael Baker International	Construction & Engineering
Middlesex Savings Bank	Finance, Insurance
Mission Support and Test Services, LLC	Government, Defense, NFP
Mission Valley Bank	Finance, Insurance
MIT Lincoln Laboratory	Government, Defense, NFP

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Company	Industry
MODEC International, Inc.	Industrials, Utilities
Molina Healthcare, Inc.	Health Care, Pharm, Bio
Mutual of Omaha Bank	Finance, Insurance
National Radio Astronomy Observatory	Government, Defense, NFP
National Renewable Energy Lab	Government, Defense, NFP
National Rural Electric Cooperative Association	Government, Defense, NFP
ND Paper	Industrials, Utilities
NEC Corporation of America	Technology Hardware & Equipment
New York Community Bancorp, Inc.	Finance, Insurance
Newpark Resources	Industrials, Utilities
Nintendo of America, Inc.	Consumer Services and Products
Noblis, Inc.	Government, Defense, NFP
Norbord Inc.	Industrials, Utilities
North Shore Bank	Finance, Insurance
Norway Savings Bank	Finance, Insurance
Novo Nordisk	Health Care, Pharm, Bio
Oak Ridge National Laboratory UT-Battelle, LLC	Government, Defense, NFP
O'Brien & Gere	Construction & Engineering

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Company	Industry
Opportunity Bank of Montana	Finance, Insurance
PACCAR Inc	Industrials, Utilities
Pacific Mercantile Bank	Finance, Insurance
Pacific Northwest National Laboratory	Software, Consulting, Services
Packaging Corporation of America	Industrials, Utilities
PAE	Software, Consulting, Services
Panduit Corp.	Technology Hardware & Equipment
Parsons Corporation	Construction & Engineering
PCL Constructors Inc.	Construction & Engineering
Pegasus TSI, Inc.	Industrials, Utilities
Peraton	Technology Hardware & Equipment
Philip Morris International Inc.	Consumer Services and Products
Plumas Bank	Finance, Insurance
Port Blakely Companies	Industrials, Utilities
Prologis	Finance, Insurance
Prometic Life Sciences Inc.	Health Care, Pharm, Bio
Prudential Bank & Trust, FSB	Finance, Insurance
RAND Corporation	Government, Defense, NFP

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Company	Industry
Rayonier, Inc.	Finance, Insurance
Red Hat, Inc.	Software, Consulting, Services
Roche Diagnostics Corporation	Health Care, Pharm, Bio
S & B Engineers & Constructors, Ltd.	Construction & Engineering
Saipem America	Construction & Engineering
Salt River Project	Industrials, Utilities
Samsung Engineering America Inc.	Construction & Engineering
Sandia National Laboratories	Government, Defense, NFP
Sargent & Lundy, LLC	Construction & Engineering
Sasol North America, Inc.	Industrials, Utilities
Savannah River National Laboratory	Industrials, Utilities
SBM Offshore USA, Inc.	Construction & Engineering
Seneca Sawmill Company	Industrials, Utilities
Sharp Electronics Corporation	Technology Hardware & Equipment
Siemens Corporation	Industrials, Utilities
SNC-Lavalin Inc.	Construction & Engineering
Southwest Research Institute	Government, Defense, NFP
Space Dynamics Laboratory	Government, Defense, NFP

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Company	Industry
Stanford University	Government, Defense, NFP
Summit Bank (OR)	Finance, Insurance
SVB Financial Group	Finance, Insurance
TCOM, L.P.	Government, Defense, NFP
Terracon Consultants, Inc.	Software, Consulting, Services
The Austin Company	Construction & Engineering
The Bank of Princeton	Finance, Insurance
The Boeing Company	Government, Defense, NFP
The Hershey Company	Consumer Services and Products
The MathWorks, Inc.	Software, Consulting, Services
The MITRE Corporation	Government, Defense, NFP
The TJX Companies, Inc.	Consumer Services and Products
The Washington Trust Company	Finance, Insurance
Timber Products Company	Industrials, Utilities
Tri Counties Bank, Inc.	Finance, Insurance
Tyson Foods Inc	Consumer Services and Products
Union First Market Bankshares Corporation	Finance, Insurance
Unisys Corporation	Software, Consulting, Services

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Company	Industry
United Natural Foods, Inc.	Consumer Services and Products
Unity Bank	Finance, Insurance
University Corporation for Atmospheric Research (UCAR)	Government, Defense, NFP
University of Michigan	Government, Defense, NFP
Vector Security	Software, Consulting, Services
VHB	Industrials, Utilities
Walpole Co-operative Bank	Finance, Insurance
Washington Trust Bank	Finance, Insurance
Webster Five Cents Savings Bank	Finance, Insurance
West Fraser Timber Company, Ltd.	Industrials, Utilities
Weyco Group, Inc	Consumer Services and Products
Winchester Co-operative Bank	Finance, Insurance
WorleyParsons Corp.	Construction & Engineering
Wright Express Corp	Finance, Insurance
WSP	Construction & Engineering
Xerox Corporation	Technology Hardware & Equipment
Yampa Valley Bank	Finance, Insurance