

Executive Officer and Director Compensation Survey

June 30, 2002

This year 143 out of 289 banks participated in the Executive Officer and Director Compensation Survey, a participation rate of 49.5 percent, up slightly from the 47.1 percent participation rate in 2001.

Chief Executive Officer

Since 1999, salaries increased 20.7 percent in the Over \$1 billion asset size group, 15.8 percent in the \$50 million to \$99 million asset category; 6.7 percent in the Under \$50 million asset category and 2.0 percent in the \$250 to \$499 million group. Salaries remained flat or declined slightly among the \$100 to \$249 million and \$500 to \$999 million size groups.

Chief Financial Officer

The strongest growth in salaries since 1999 was among banks in the \$250-499 asset size group, which increased by 24.5 percent. The next highest increase was among banks in the \$50-\$99 million asset group, with an increase of 21.1 percent, followed by the Under \$50 million asset group and Over \$1 billion asset category with increases of 17.2 percent and 16.6 percent respectively. Trailing were banks in the \$100 to \$249 million and \$500 to \$999 million asset groups, which increased 10.8 and 7.0 percent respectively over that time.

Senior Loan Officer

Median salaries were up 15.8 percent since 1999 among banks in the \$50 to \$99 million asset size category. Next were banks in the Under \$50 million asset size group, where salaries were up 9.1 percent over the same period. Banks in the \$250-\$499 million asset group and \$100-\$249 million asset group were next at 6.6 percent and 6.4 percent, respectively. Salaries at banks over \$1 billion were down 5.7 percent, while banks in the \$500 million to \$1 billion group were off 24.7 percent over the same period.

Possible factors that could influence salary changes are increased reliance on non-cash benefits, local and national economic conditions, position turnover and changes in the makeup of the asset size group population.

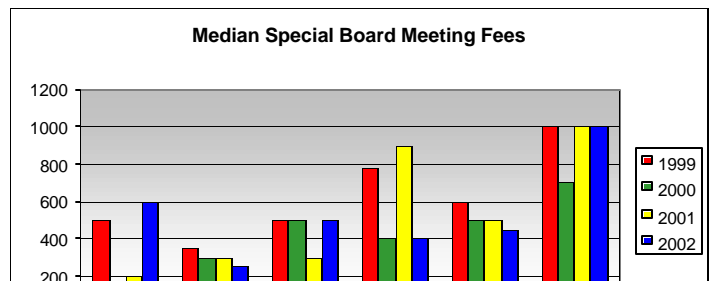
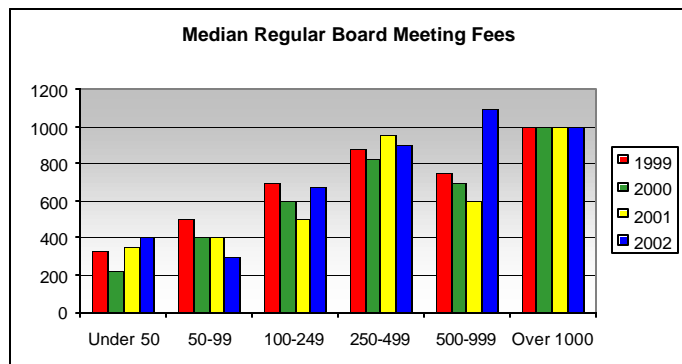
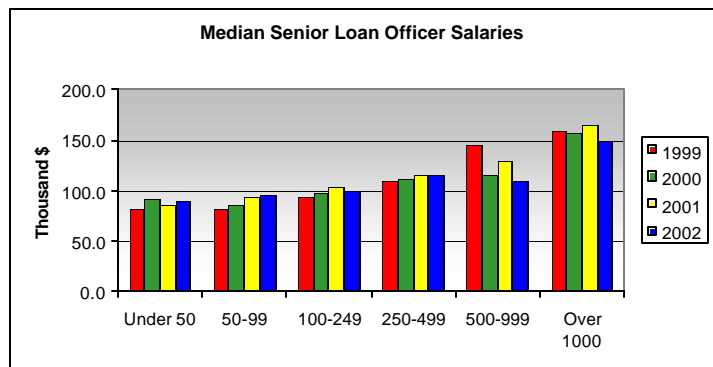
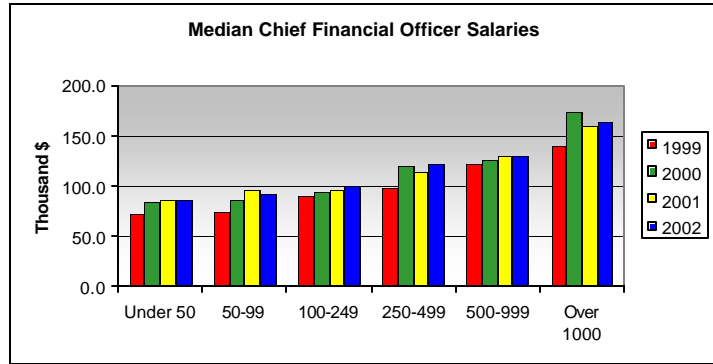
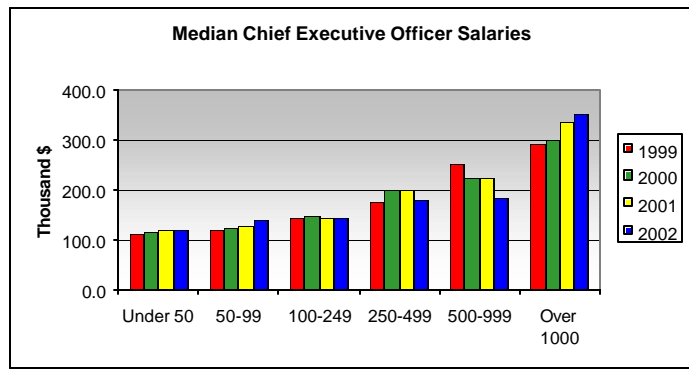
DIRECTORS' INFORMATION

Regular Board Meeting

Median regular board meeting fees were up 46 percent among banks in the \$500 million to \$1 billion asset size group and down by almost as much in the \$50 to \$99 million asset size group. Median fees among the remaining size groups showed very little, if any change.

Special Board Meeting

Fees for special board meetings were flat or down among banks in all asset size categories except those in



the Under \$50 million group, which were up 20 percent.

Decreases ranged from 25 percent to 47.4 percent

Board Committee Meetings

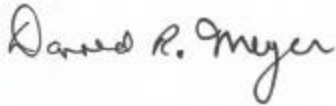
Median fees in this category showed were flat in the lower asset size groups. Increases in the upper echelons ranged from 10 percent in the \$250-\$499 million group to 33.3 percent in the \$1billion and over category.

REGIONAL DATA

Perhaps because of the high cost of living, median salaries in Region II, (Bay Area) led the state in all categories, recapturing first place in the SLO category from Region III (LA/Orange). Coming in second place was Region I (Northern California) while Region III took third place in the CEO and CAO categories, and fourth place in the SLO category. Region IV (Southern California)

We express our appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive the full fourteen-page survey results that include information about bonuses, stock options and many other officer and director fringe benefits.

Please contact me with any questions or comments at (415) 263-8501 or by email at dmeyer@dfi.ca.gov. Or, contact the survey preparer, Patrick Carroll at (415) 263-8559 or by email at pcarroll@dfi.ca.gov.



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