State of California Department of Financial Institutions



30th Annual Executive Officer and Director



Compensation Survey

As of June 30, 2007

CHIEF EXECUTIVE OFFICER

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE (In millions)

	Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks Average Assets (000) Median Assets (000)	15 \$31,854 \$34,174	18 \$68,904 \$64,602	49 \$157,000 \$154,151	21 \$363,741 \$373,875	16 \$702,257 \$696,500	22 \$5,591,988 \$2,010,526
Number of Filled Positions Average Base Salary	15 \$162,433	18 \$168,944	49 \$179,284	21 \$223,413	15 \$251,296	22 \$504,120
Percent Receiving a Bonus Average Bonus	13.33% \$8,000	38.89% \$36,567	85.71% \$50,803	95.24% \$114,054	86.67% \$180,481	90.91% \$491,726
Bonus*: Tied to Profits Tied to Salary Tied to Other	6.67% 6.67% 20.00%	22.22% 22.22% 27.78%	51.02% 16.33% 48.98%	38.10% 28.57% 47.62%	60.00% 40.00% 73.33%	54.55% 45.45% 72.73%
Signing Bonus Paid Average Signing Bonus	6.67% \$40,000	5.56% \$50,000	6.12% \$25,000	9.52% \$40,500	13.33% \$37,500	
Percent under Contract	93.33%	83.33%	65.31%	61.90%	40.00%	54.55%
Stock Options as a % of Total Outstanding Shares:						
None		11.11%	32.65%	33.33%	33.33%	27.27%
To 2.49%	26.67%	16.67%	24.49%	28.57%	60.00%	50.00%
2.50% to 4.99%	40.00%	22.22%	32.65%	28.57%	6.67%	18.18%
5.00% to 7.49%	33.33%	38.89%	8.16%	9.52%		4.55%
7.50% to 9.99%		5.56%				
10.00% and over		5.56%	2.04%			
Options qualified under IRC 422	100.00%	72.22%	53.06%	61.90%	53.33%	45.45%
Benefits:						
Auto*: Provided	33.33%	44.44%	30.61%	52.38%	33.33%	63.64%
Monthly Allowance	53.33%	55.56%	51.02%	38.10%	33.33%	27.27%
Mileage	6.67%	16.67%	16.33%	4.76%	40.00%	13.64%
Other		11.11%	4.08%		13.33%	18.18%
Country club dues paid	33.33%	27.78%	36.73%	52.38%	66.67%	77.27%
Formal Profit Sharing	6.67%		16.33%	19.05%	26.67%	27.27%
Qualified E.S.O.P.	66.67%	61.11%	44.90%	66.67%	53.33%	50.00%
Non-qualified E.S.O.P.	13.33%	33.33%	20.41%	19.05%	6.67%	45.45%
Pension/401K	86.67%	88.89%	97.96%	100.00%	93.33%	90.91%
Non-qualified pension plan		11.11%	24.49%	33.33%	60.00%	72.73%
Severance package	80.00%	55.56%	51.02%	38.10%	26.67%	54.55%
Restricted stock			10.20%	28.57%	6.67%	31.82%
Restricted stock options			6.12%	14.29%		18.18%
Phantom stock options					6.67%	4.55%
Stock appreciation rights			2.04%	14.29%	6.67%	13.64%
Other	20.00%		14.29%	14.29%	6.67%	40.91%

CHIEF EXECUTIVE OFFICER

BANK ASSET SIZE (Million Dollars)

BASE ANNUAL SALARY (in Thousands)

	Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$100			2.04%		6.67%		1.43%
100 - 109 110 - 119		11.11%					1.43%
120 - 129	6.67%	e enar	2.04%	4.76%	e e-201		2.14%
130 - 139 140 - 149	13.33%	5.56% 5.56%	2.04% 8.16%		6.67%		2.14% 5.00%
150 - 159	26.67%	5.56%	4.08%				5.00%
160 - 169 170 - 179	13.33%	11.11% 22.22%	10.20% 18.37%				6.43% 9.29%
180 - 189	33.33%	16.67%	24.49%	4.76%			15.00%
190 - 199 200 - 209	6.67%	11.11% 5.56%	10.20% 6.12%	4.76% 14.29%			5.71% 5.71%
210 - 219	0.0170	0.0070	2.04%	9.52%			2.14%
220 - 229 230 - 239			6.12%	19.05% 14.29%	6.67%		5.00% 2.86%
240 - 249				9.52%	0.0776	4.55%	2.00%
250 - 259		5.56%	0.040/	4.76%	20.00%	9.09%	5.00%
260 - 269 270 - 279			2.04%	4.76%	6.67% 33.33%		2.14% 3.57%
280 - 289				4.76%	6.67%	9.09%	2.86%
290 - 299 300 - 309			2.04%	4.76%	6.67%		0.71% 1.43%
310 - 319						4.55%	0.71%
320 - 329 330 - 339					6.67%	9.09%	2.14%
340 - 349							
350 - 359 360 - 369							
370 - 379						4.55%	0.71%
380 - 389 390 - 399							
400 - 409							
410 - 419						4.55%	0.71%
420 - 429 430 - 439							
440 - 449							
450 - 459 460 - 469						4.55%	0.71%
470 - 479						9.09%	1.43%
480 - 489 490 - 499							
500 and over						40.91%	6.43%
Total positions	15	18	49	21	15	22	140
Average base salary Median salary	\$162,433 \$165,000	\$168,944 \$175,000	\$179,284 \$180,000	\$223,413 \$225,000	\$251,296 \$271,560	\$504,120 \$470,044	
Salary Low Range:	\$120,000	\$100,000	\$91,800	\$128,000	\$92,400	\$240,000	
Salary High Range:	\$200,000	\$250,000	\$300,000	\$295,000	\$327,216	\$1,260,048	

CHIEF EXECUTIVE OFFICER

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks Average Assets (000) Median Assets (000)	37 \$415,724 \$217,716	29 \$2,682,250 \$173,044	46 \$1,066,077 \$222,487	29 \$313,892 \$154,651
Number of Filled Positions	37	29	45	29
Average Base Salary	\$219,535	\$276,657	\$258,071	\$208,798
Median Salary	\$185,000	\$192,000	\$200,000	\$184,000
Number Receiving a Bonus Average Bonus	67.57% \$159,278	82.76% \$153,852	68.89% \$188,297	82.76% \$139,831
Bonus*: Tied to Profits Tied to Salary Tied to Other	35.14% 24.32% 48.65%	44.83% 31.03% 65.52%	40.00% 28.89% 40.00%	51.72% 13.79% 48.28%
Signing Bonus Paid	5.41%	10.34%	6.67%	6.90%
Average Signing Bonus	\$45,000	\$45,000	\$25,000	\$10,500
Percent under Contract	70.27%	48.28%	68.89%	72.41%
Stock Options as a % of				
Total Outstanding Shares:	24.220/	04 440/	24 440/	20,000/
None	24.32% 35.14%	24.14% 37.93%	31.11% 24.44%	20.69%
To 2.49% 2.50% to 4.99%	24.32%	37.93% 17.24%	31.11%	34.48% 31.03%
	16.22%	17.24%	11.11%	10.34%
5.00% to 7.49%	16.22%		11.11%	10.34%
7.50% to 9.99% 10.00% and over		3.45%	2.22%	3.45%
			/	
Options qualified under IRC 422	67.57%	62.07%	60.00%	51.72%
Benefits:				
Auto*: Provided	43.24%	27.59%	48.89%	41.38%
Monthly Allowance	40.54%	41.38%	42.22%	55.17%
Mileage	13.51%	34.48%	15.56%	
Other	2.70%	13.79%	8.89%	3.45%
Country club dues paid	51.35%	51.72%	40.00%	48.28%
Formal Profit Sharing	18.92%	31.03%	8.89%	10.34%
Qualified E.S.O.P.	54.05%	55.17%	51.11%	58.62%
Non-qualified E.S.O.P.	13.51%	27.59%	26.67%	27.59%
Pension/401K	89.19%	100.00%	97.78%	89.66%
Non-qualified pension plan	48.65%	34.48%	17.78%	34.48%
Severance package	37.84%	62.07%	51.11%	55.17%
Restricted stock	8.11%	17.24%	15.56%	13.79%
Restricted stock options	8.11%	6.90%	4.44%	10.34%
Phantom stock options	2.70%			3.45%
Stock appreciation rights	2.70%	10.34%	6.67%	3.45%
Other	21.62%	10.34%	8.89%	27.59%
* May add to more than 100%	due to multiple choices			

CHIEF FINANCIAL OFFICER

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE (In millions)

	Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks Average Assets (000) Median Assets (000)	15 \$31,854 \$34,174	18 \$68,904 \$64,602	49 \$157,000 \$154,151	21 \$363,741 \$373,875	16 \$702,257 \$696,500	22 \$5,591,988 \$2,010,526
Number of Filled Positions Average Base Salary	15 \$125,718	18 \$121,134	45 \$127,622	21 \$139,517	16 \$165,290	22 \$232,364
Percent Receiving a Bonus Average Bonus	13.33% \$15,000	44.44% \$14,175	80.00% \$23,444	95.24% \$40,504	93.75% \$59,932	95.45% \$106,783
Bonus*: Tied to Profits Tied to Salary Tied to Other	6.67% 6.67% 20.00%	22.22% 22.22% 38.89%	46.67% 17.78% 57.78%	38.10% 28.57% 52.38%	62.50% 43.75% 68.75%	50.00% 54.55% 72.73%
Signing Bonus Paid Average Signing Bonus			11.11% \$15,000	9.52% \$22,500	6.25% \$15,000	13.64% \$51,667
Percent under Contract	93.33%	72.22%	35.56%	38.10%	37.50%	22.73%
Stock Options as a % of Total Outstanding Shares: None To 2.49% 2.50% to 4.99% 5.00% to 7.49% 7.50% to 9.99% 10.00% and over	100.00%	11.11% 83.33% 5.56%	31.11% 64.44% 4.44%	38.10% 57.14% 4.76%	37.50% 62.50%	45.45% 54.55%
Options qualified under IRC 422	100.00%	72.22%	57.78%	52.38%	50.00%	40.91%
Benefits: Auto*: Provided Monthly Allowance Mileage Other	66.67% 13.33%	11.11% 55.56% 38.89% 5.56%	6.67% 51.11% 28.89% 4.44%	14.29% 42.86% 28.57%	18.75% 12.50% 50.00% 6.25%	36.36% 45.45% 13.64% 22.73%
Country club dues paid	6.67%	5.56%	6.67%	14.29%	25.00%	40.91%
Formal Profit Sharing Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan	6.67% 66.67% 13.33% 80.00%	61.11% 22.22% 88.89% 5.56%	15.56% 44.44% 13.33% 97.78% 17.78%	19.05% 61.90% 9.52% 100.00% 28.57%	25.00% 50.00% 12.50% 93.75% 50.00%	27.27% 50.00% 27.27% 90.91% 63.64%
Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights	80.00%	50.00%	37.78% 8.89% 4.44% 2.22%	33.33% 28.57% 4.76% 14.29%	25.00% 6.25% 6.25% 6.25%	59.09% 22.73% 18.18% 4.55% 9.09%
Other	20.00%		8.89%	14.29%	6.25%	40.91%

CHIEF FINANCIAL OFFICER

BASE ANNUAL SALARY (in Thousands)

BANK ASSET SIZE

(Million Dollars)

Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$50 50 - 59						
60 - 69	11 110/	2 220/	4.76%			0.73%
70 - 79 80 - 89 6.67%	11.11% 11.11%	4.44%				2.19% 3.65%
90 - 99 100 - 109	16.67%	4.44% 13.33%	4.76%			1.46% 7.30%
110 - 119 20.00% 120 - 129 26.67%	5.56% 11.11%	8.89% 15.56%	14.29%	6.25%		8.76% 9.49%
130 - 139 26.67% 140 - 149 13.33%	5.56% 16.67%	11.11% 17.78%	14.29% 23.81%	6.25% 18.75%	4.55%	10.95% 15.33%
150 - 159 6.67% 160 - 169	11.11% 5.56%	15.56% 2.22%	19.05% 4.76%	12.50% 18.75%	9.09%	11.68% 5.84%
170 - 179 180 - 189	5.56%	2.22% 2.22%	9.52%	18.75% 12.50%	9.09% 13.64%	6.57% 4.38%
190 - 199 200 - 209			4.76%		4.55%	0.73% 0.73%
210 - 219 220 - 229					4.55% 9.09%	0.73% 1.46%
230 - 239 240 - 249					9.09% 4.55%	1.46% 0.73%
250 - 259 260 - 269						
270 - 279 280 - 289				6.25%	9.09% 9.09%	2.19% 1.46%
290 - 299 300 - 309					9.0976	1.4070
310 - 319					4.55%	0.73%
320 - 329 330 - 339						
340 - 349 350 - 359					4.55%	0.73%
360 - 369 370 - 379						
380 - 389 389 - 399						
400 - 419 420 - 429					4.55%	0.73%
430 - 439 440 - 449						
450 - 459 460 - 469						
470 - 479 480 - 489						
490 - 499 \$500 and over						
Total positions 15	18	45	21	16	22	137
Average base salary \$125,718 Median salary \$128,790	\$121,134 \$122,500	\$127,622 \$130,000	\$139,517 \$144,690	\$165,290 \$160,340	\$232,364 \$221,000	
Salary Low Range: \$87,101	\$73,815	\$72.000	\$64,896	\$114,120	\$135,000	
Salary High Range: \$150,000	\$170,000	\$184,000	\$195,000	\$276,000	\$422,000	

CHIEF FINANCIAL OFFICER

SUMMARY DATA AS OF JUNE 30, 2007

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks Average Assets (000) Median Assets (000)	37 \$415,724 \$217,716	29 \$2,682,250 \$173,044	46 \$1,066,077 \$222,487	29 \$313,892 \$154,651
Number of Filled Positions	34	29	45	29
Average Base Salary	\$136,989	\$153,040	\$167,389	\$133,358
Median Salary	\$130,388	\$142,000	\$150,800	\$130,000
Number Receiving a Bonus	70.59%	72.41%	77.78%	75.86%
Average Bonus	\$54,106	\$51,890	\$50,563	\$35,498
Bonus*: Tied to Profits Tied to Salary Tied to Other	35.29% 23.53% 55.88%	41.38% 31.03% 65.52%	37.78% 35.56% 46.67%	48.28% 17.24% 51.72%
Signing Bonus Paid	2.94%	17.24%	4.44%	10.34%
Average Signing Bonus	\$20,000	\$34,000	\$27,500	\$15,000
Percent under Contract	52.94%	44.83%	42.22%	41.38%
Stock Options as a % of Total Outstanding Shares:				
None	23.53%	34.48%	33.33%	24.14%
To 2.49%	70.59%	65.52%	64.44%	72.41%
2.50% to 4.99%	2.94%		2.22%	3.45%
5.00% to 7.49%				
7.50% to 9.99%	2.94%			
10.00% and over				
Options qualified under IRC 422	67.65%	58.62%	55.56%	58.62%
Benefits:				
Auto*: Provided	11.76%	10.34%	17.78%	13.79%
Monthly Allowance	38.24%	37.93%	51.11%	58.62%
Mileage	41.18%	41.38%	22.22%	10.34%
Other		13.79%	8.89%	3.45%
Country club dues paid	20.59%	24.14%	15.56%	
Formal Profit Sharing	17.65%	31.03%	8.89%	10.34%
Qualified E.S.O.P.	52.94%	51.72%	51.11%	58.62%
Non-qualified E.S.O.P.	5.88%	24.14%	17.78%	17.24%
Pension/401K	85.29%	100.00%	97.78%	89.66%
Non-qualified pension plan	47.06%	24.14%	13.33%	27.59%
Severance package	35.29%	55.17%	42.22%	51.72%
Restricted stock	11.76%	13.79%	11.11%	10.34%
Restricted stock options	2.94%	6.90%	4.44%	6.90%
Phantom stock options	2.94%			3.45%
Stock appreciation rights	2.94%	10.34%	4.44%	3.45%
Other	23.53%	10.34%	6.67%	20.69%
 May add to more than 100% 	due to multiple choices			

SENIOR LOAN OFFICER

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE (In millions)

	Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks Average Assets (000) Median Assets (000)	15 \$31,854 \$34,174	18 \$68,904 \$64,602	49 \$157,000 \$154,151	21 \$363,741 \$373,875	16 \$702,257 \$696,500	22 \$5,591,988 \$2,010,526
Number of Filled Positions Average Base Salary	14 \$130,460	18 \$136,160	48 \$132,880	21 \$148,755	15 \$145,152	21 \$220,133
Percent Receiving a Bonus Average Bonus	7.14% \$25,000	44.44% \$16,740	85.42% \$23,089	85.71% \$53,567	80.00% \$81,917	85.71% \$98,142
Bonus*: Tied to Profits Tied to Salary Tied to Other	7.14% 7.14% 14.29%	22.22% 22.22% 33.33%	47.92% 18.75% 64.58%	38.10% 28.57% 52.38%	66.67% 46.67% 66.67%	47.62% 57.14% 76.19%
Signing Bonus Paid Average Signing Bonus	7.14% \$10,000	5.56% \$45,000	8.33% \$10,000	9.52% \$32,500	13.33% \$17,500	9.52% \$100,000
Percent under Contract	85.71%	72.22%	39.58%	33.33%	26.67%	28.57%
Stock Options as a % of Total Outstanding Shares: None To 2.49% 2.50% to 4.99% 5.00% to 7.49%	92.86% 7.14%	16.67% 72.22% 5.56%	39.58% 56.25% 4.17%	38.10% 52.38% 4.76%	40.00% 60.00%	47.62% 52.38%
7.50% to 9.99% 10.00% and over		5.56%		4.76%		
Options qualified under IRC 422	100.00%	72.22%	54.17%	57.14%	53.33%	38.10%
Benefits: Auto*: Provided Monthly Allowance Mileage Other	78.57% 14.29%	16.67% 66.67% 38.89% 11.11%	14.58% 56.25% 25.00% 4.17%	14.29% 57.14% 19.05%	26.67% 13.33% 46.67% 6.67%	33.33% 47.62% 19.05% 19.05%
Country club dues paid	7.14%	11.11%	22.92%	28.57%	20.00%	47.62%
Formal Profit Sharing Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan	7.14% 64.29% 14.29% 78.57% 71.43%	61.11% 22.22% 88.89% 11.11% 44.44%	16.67% 47.92% 12.50% 95.83% 16.67% 39.58%	19.05% 66.67% 9.52% 100.00% 28.57% 33.33%	26.67% 46.67% 13.33% 86.67% 46.67% 26.67%	28.57% 52.38% 28.57% 90.48% 61.90% 57.14%
Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights		44.44% 5.56%	6.25% 8.33% 2.08%	28.57% 4.76% 14.29%	6.67% 6.67%	23.81% 19.05% 4.76% 14.29%
Other	21.43%		8.33%	14.29%		38.10%

SENIOR LOAN OFFICER

BANK ASSET SIZE (Million Dollars)

BASE ANNUAL SALARY (in Thousands)

Under \$50 \$50 - \$99 \$100 - \$249 \$250 - \$499 \$500 - \$999 Over \$1,000 TOTAL

Under \$50 50 - 59 60 - 69			4.76%			0.73%
70 - 79 80 - 89 90 - 99	7.14%		7%	13.33%		1.46% 2.92%
100 - 109 110 - 119 120 - 129 130 - 139	7.14% 14.29% 42.86%	5.56% 6.2 5.56% 10.4 27.78% 25.0 16.67% 16.6	0% 4.76%	13.33%	4.76% 9.52%	3.65% 4.38% 16.79% 16.79%
140 - 149 150 - 159 160 - 169	21.43% 7.14%	14.5 11.11% 12.5 16.67% 6.2	8% 19.05% 0% 14.29% 5% 14.29%	33.33% 20.00% 6.67%	4.76%	11.68% 12.41% 8.76%
170 - 179 180 - 189 190 - 199 200 - 209			14.29% 18% 4.76% 4.76%	6.67%	4.76% 14.29%	5.84% 3.65% 0.73%
210 - 219 220 - 229 230 - 239 240 - 249				6.67%	4.76% 14.29% 4.76%	1.46% 2.19% 0.73%
240 - 249 250 - 259 260 - 269 270 - 279					9.52% 4.76% 9.52%	0.73% 1.46% 0.73% 1.46%
280 - 289 290 - 299 300 - 309 310 - 319					4.76% 9.52%	0.73% 1.46%
320 - 329 330 - 339 340 - 349 350 - 359						
360 - 369 370 - 379 380 - 389						
389 - 399 400 - 419 420 - 429 430 - 439						
440 - 449 450 - 459 460 - 469						
470 - 479 480 - 489 490 - 499 \$500 and over						
Total Positions Average Salary Median salary		18 \$136,160 \$132,8 \$130,000 \$130,0			21 \$220,133 \$220,000	137
Salary Low Range: Salary High Range:	\$86,940	\$85,680 \$91,8 \$175,000 \$184,0	00 \$59,000	\$91,902	\$121,000 \$301,000	

SENIOR LOAN OFFICER

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks Average Assets (000) Median Assets (000)	37 \$415,724 \$217,716	29 \$2,682,250 \$173,044	46 \$1,066,077 \$222,487	29 \$313,892 \$154,651
Number of Filled Positions	36	28	44	29
Average Base Salary	\$138,039	\$163,499	\$155,394	\$144,648
Median Salary	\$130,000	\$149,500	\$150,000	\$135,000
Number Receiving a Bonus	63.89%	75.00%	72.73%	75.86%
Average Bonus	\$54,813	\$52,813	\$53,240	\$33,903
Bonus*: Tied to Profits Tied to Salary Tied to Other	36.11% 25.00% 55.56%	46.43% 32.14% 67.86%	34.09% 36.36% 45.45%	51.72% 17.24% 58.62%
Signing Bonus Paid	8.33%	17.86%	6.82%	3.45%
Average Signing Bonus	\$20,833	\$29,500	\$56,667	\$15,000
Percent under Contract	47.22%	35.71%	52.27%	37.93%
Stock Options as a % of				
Total Outstanding Shares:	26 140/	32.14%	20 640/	24.440/
None To 2.49%	36.11% 58.33%	64.29%	38.64% 56.82%	24.14% 68.97%
2.50% to 4.99%	2.78%	3.57%	50.0278	6.90%
5.00% to 7.49%	2.7070	5.57 /6	2.27%	0.9078
7.50% to 9.99%	2.78%		2.2170	
10.00% and over			2.27%	
Options qualified under IRC 422	63.89%	57.14%	56.82%	58.62%
Benefits:				
Auto*: Provided	16.67%	14.29%	18.18%	20.69%
Monthly Allowance	44.44%	50.00%	63.64%	55.17%
Mileage	36.11%	28.57%	25.00%	13.79%
Other		14.29%	9.09%	3.45%
Country club dues paid	30.56%	35.71%	15.91%	17.24%
Formal Profit Sharing	19.44%	32.14%	9.09%	10.34%
Qualified E.S.O.P.	55.56%	53.57%	52.27%	58.62%
Non-qualified E.S.O.P.	5.56%	25.00%	15.91%	20.69%
Pension/401K	83.33%	100.00%	97.73%	86.21%
Non-qualified pension plan	38.89%	28.57%	13.64%	27.59%
Severance package	27.78%	50.00%	47.73%	51.72%
Restricted stock	8.33%	14.29%	11.36%	13.79%
Restricted stock options	5.56%	10.71%	4.55%	6.90%
Phantom stock options	2.78%	10 7101	0.0001	3.45%
Stock appreciation rights	2.78%	10.71%	6.82%	3.45%
Other * May add to more than 1009	19.44%	7.14%	6.82%	20.69%
way add to more than 1007	0 000 to manple 0101065			

	(IK ASSET SIZ Million Dollars) 50 - \$99 \$		\$250 - \$499 \$8	500 - \$999 Ov	ver \$1,000
Participating Banks Average Assets (000) Median Assets (000)	15 31,854 34,174	18 68,904 64,602	49 157,000 154,151	21 363,741 373,875	16 702,257 696,500	22 5,591,988 2,010,526
Average Number of Directors Average Number of Inside Directors	9.80 1.33	8.94 1.29	9.00 1.70	8.48 1.33	9.25 1.80	9.45 2.19
Fees Paid to Inside Directors Outside Directors Eligible for Bonus Plan Travel Expenses to Meetings Reimbursed Chairman of the Board Active Bank Officer CEO full time salaried non-CEO	33.33% 6.67% 6.67%	11.11% 22.22% 16.67% 16.67%	10.20% 2.04% 38.78% 30.61% 20.41% 8.16%	23.81% 4.76% 28.57% 9.52% 4.76% 4.76%	12.50% 50.00% 31.25% 12.50% 18.75%	22.73% 13.64% 59.09% 45.45% 31.82% 13.64%
Paid Medical Exam Outside Directors Eligible for Health Plan		5.56% 16.67%	4.08% 12.24%	4.76% 47.62%	12.50% 37.50%	13.64% 27.27%
Life Insurance Policy on Chairman Life Insurance Policy on Inside Board Life Insurance Policy all Other Board	33.33%	11.11% 44.44% 11.11%	22.45% 48.98% 8.16%	19.05% 42.86% 9.52%	37.50% 56.25% 18.75%	59.09% 50.00% 22.73%
Stock Options as a % of Total Outstanding Shares None To 2.49% 2.50% to 4.99% 5.00% to 7.49% 7.50% to 9.99% 10.00% and over	6.67% 33.33% 33.33% 13.33% 13.33%	11.11% 5.56% 5.56% 38.89% 22.22% 16.67%	30.61% 16.33% 12.24% 18.37% 14.29% 8.16%	42.86% 19.05% 14.29% 19.05% 4.76%	56.25% 31.25% 6.25% 6.25%	40.91% 31.82% 18.18% 9.09%
Average stock options as a % of total outstanding sharesall officers and directors Directors sent to Conferences/Conventions Percent with Mandatory Retirement Age Average Age Directors and Officers Liability Insurance	19.51% 100.00% - 93.33%	18.04% 94.44% 5.56% 75.0 100.00%	12.58% 75.51% 4.08% 70.0 93.88%	9.47% 85.71% 19.05% 69.0	6.36% 75.00% 6.25% 70.0 93.75%	6.37% 77.27% 31.82% 74.3 90.91%
Directors eligible for Deferred Comp Other Benefits Directors' Fees: Regular Board Meeting Banks Paying No Fee Banks Paying a Fee Chairman of the Board	93.33% 6.67%	77.78% 22.22%	6.12% 2.04% 40.82% 59.18%	23.81% 9.52% 9.52% 90.48%	43.75% 6.25% 25.00% 75.00%	40.91% 13.64% 31.82% 68.18%
Average Fee Paid Median Fee Paid Range - Low Fee Range - High Fee	\$ - \$ \$ - \$ \$ - \$ \$ - \$	612.50 \$ 650.00 \$ 300.00 \$ 850.00 \$	919.00 \$ 675.00 \$ 200.00 \$ 3,500.00 \$	1,900.00 \$ 83.33 \$	2,221.73 \$ 1,200.00 \$ 300.00 \$ 7,333.33 \$	2,739.50 1,675.00 666.00 10,350.00
Members Average Fee Paid Median Fee Paid Range - Low Fee Range - High Fee Attendence required to claim	\$ 1,500.00 \$ \$ 1,500.00 \$ \$ 1,500.00 \$ \$ 1,500.00 \$ 1,500.00 \$ 100.00%	550.00 \$ 550.00 \$ 300.00 \$ 800.00 \$ 100.00%	821.16 \$ 612.50 \$ 200.00 \$ 3,500.00 \$ 76.32%	1,000.00 \$	1,507.80 \$ 1,200.00 \$ 300.00 \$ 4,000.00 \$ 80.00%	1,563.84 1,000.00 666.00 4,000.00 78.95%
Audit Committee Banks Paying No Fee Banks Paying a Fee Committee Chairman Average Fee Paid Median Fee Paid Range - Low Fee Range - High Fee Members Average Fee Paid Median Fee Paid Range - Low Fee Range - High Fee Attendence required to claim	100.00% S - S S - S	88.89% 11.11% 225.00 \$ 225.00 \$ 50.00 \$ 400.00 \$ 216.67 \$ 200.00 \$ 50.00 \$ 400.00 \$ 100.00%	51.02% 48.98% 341.67 \$ 250.00 \$ 1,500.00 \$ 261.21 \$ 200.00 \$ 25.00 \$ 1,250.00 \$ 1,250.00 \$	450.00 \$ 83.33 \$ 21,000.00 \$ 290.00 \$ 250.00 \$ 150.00 \$	43.75% 56.25% 1,375.00 \$ 700.00 \$ 100.00 \$ 6,500.00 \$ 951.21 \$ 450.00 \$ 100.00 \$ 4,000.00 \$ 85.71%	59.09% 40.91% 1,811.37 1,050.00 354.00 7,000.00 1,150.80 600.00 250.00 6,000.00 93.33%

		BANK ASSE (Million D	ollars)	,			
	Under \$50	\$50 - \$99	\$100 -	- \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks Average Assets (000) Median Assets (000)	15 31,854 34,174	68,90		49 57,000 54,151	21 363,741 373,875	16 702,257 696,500	22 5,591,988 2,010,526
Compensation Committee Banks Paying No Fee Banks Paying a Fee Committee Chairman	100.00%	88.89 ⁰ 11.11 ⁰		51.02% 48.98%	61.90% 38.10%	43.75% 56.25%	59.09% 40.91%
Average Fee Paid Median Fee Paid Range - Low Fee	5 - 5 - 5 - 5 -	\$ 50.00 \$ 50.00 \$ 50.00 \$ 50.00	D\$2 D\$	311.96 250.00 25.00 250.00	\$ 300.00 \$ 83.33	\$ 450.00	\$ 1,126.39 \$ 800.00 \$ 354.00 \$ 4,500.00
Median Fee Paid Range - Low Fee	5 - 5 - 5 - 5 -	\$ 125.00 \$ 125.00 \$ 50.00 \$ 200.00) \$) \$	254.17 150.00 25.00 250.00	\$ 225.00 \$ 150.00	\$ 450.00 \$ 100.00	\$ 651.09 \$ 550.00 \$ 250.00 \$ 1,000.00
Attendence required to claim	Þ -	φ 200.00 100.00°	• • /	00.00%	100.00%	¢ 4,000.00 75.00%	81.82%
Credit Committee Banks Paying No Fee Banks Paying a Fee	100.00%	83.33' 16.67'		46.94% 53.06%	47.62% 52.38%	37.50% 62.50%	45.45% 54.55%
Median Fee Paid Range - Low Fee	5 - 5 - 5 - 5 -	\$ 816.6 \$ 400.00 \$ 50.00 \$ 2,000.00)\$2)\$	384.68 250.00 25.00 250.00	\$ 350.00 \$ 83.33	\$ 500.00 \$ 400.00	\$ 1,189.10 \$ 854.00 \$ 400.00 \$ 4,500.00
Median Fee Paid Range - Low Fee	5 - 5 - 5 - 5 -	\$ 216.6 \$ 200.00 \$ 50.00 \$ 400.00) \$ 2) \$	275.93 200.00 25.00 250.00	\$ 250.00 \$ 150.00	\$ 400.00 \$ 100.00	\$ 633.33 \$ 500.00 \$ 400.00 \$ 1,000.00
Attendence required to claim	P	3 400.00 100.00	CCCCCCCCCCCCCC	230.00 96.30%	3 20,000.00 100.00%	\$ 2,007.00 83.33%	\$ 1,000.00 100.00%
Investment Committee Banks Paying No Fee Banks Paying a Fee	100.00%	83.33 ⁰ 16.67 ⁰		63.27% 36.73%	66.67% 33.33%	81.25% 18.75%	77.27% 22.73%
Median Fee Paid Range - Low Fee	5 - 5 - 5 - 5 -	\$ 225.00 \$ 225.00 \$ 50.00 \$ 400.00	D\$2 D\$	320.59 200.00 25.00 250.00	\$ 300.00 \$ 83.33	\$ 350.00 \$ 300.00	\$ 1,483.33 \$ 1,000.00 \$ 667.00 \$ 4,500.00
Members Average Fee Paid Median Fee Paid	5 - 5 - 5 -	\$ 216.67 \$ 200.00 \$ 50.00	7 \$ 2 D \$	261.84 150.00 25.00	\$ 228.57 \$ 200.00	\$ 806.25 \$ 262.50	\$ 652.43 \$ 600.00 \$ 267.00
	\$ -	\$ 400.00 100.00)\$1,2	250.00 94.74%			\$ 1,000.00 71.43%
Annual Retainer Banks Paying No Retainer Banks Paying a Retainer Average Retainer Paid Median Retainer Paid Range - Low Retainer	93.33% 6.67% 5 18.000 5 18.000 5 18.000 5 18.000 5 18.000	100.00' \$ \$ \$ \$	% (; - \$; - \$;	65.31% 34.69% 17,092 10,000	71.43% 28.57% \$ 26,510 \$ 23,380 \$ 9,000	43.75% 56.25% \$ 25,196 \$ 21,000 \$ 6,000	36.36% 63.64% \$ 35.050 \$ 24,000 \$ 10,000 \$ 160,000
Total Annual Director Compensation Banks that responded to this question		16.67	% 6	65.31%	80.95%	81.25%	86.36%
Of those banks: Average Compensation Median Compensation Range - Minimum Compesation	\$ 2,000 \$ 2,000 \$ 2,000 \$ 2,000 \$ 2,000	\$ 27,76 \$ 24,000 \$ 4,700 \$ 54,600	7 \$ ⁻) \$ -) \$	13,434 12,358 2,958 31,000	\$21,860 \$19,218 \$2,916	\$ 24,771 \$ 29,000 \$ 5,167	\$ 49,650 \$ 48,334 \$ 13,000 \$ 170,807

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE (Million Dollars)

Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	

Participating Banks 15 18 49 21	16 22
Average Assets (000) 31,854 68,904 157,000 363,741	702,257 5,591,988
Median Assets (000) 34,174 64,602 154,151 373,875	696,500 2,010,526

DIRECTORS' FEES

as of JUNE 30, 2007

100.00% 7	7.78% 40.82%		37.50%	45.45%
		4.76%		
	10.20%			
:	************************************		6.25%	
			6.25%	
••••••••••••••••••••••••••••••		4.76%		4.55
	4.00%		6.25%	4.55
1	1.11%	9.52%		1999 - 1999 - 1999 - 1997 -

	26.53%	61.90%	43.75%	45.459
93.33% 7	7.78% 22.45%	9.52%	6.25%	13.64
93.33% 7	7.78% 22.45%	9.52%	6.25%	13.64
93.33% 7			6.25%	13.64
	7.78% 22.45% 10.20% 5.56% 6.12%		6.25%	13.64
	10.20% 5.56% 6.12% 6.12%			13.64
	10.20% 5.56% 6.12% 6.12% 5.56% 16.33%		6.25% 6.25%	
	10.20% 5.56% 6.12% 6.12% 5.56% 16.33% 5.56%	9.52%	6.25%	
	10.20% 5.56% 6.12% 6.12% 5.56% 16.33%	9.52%	6.25% 6.25%	4.55
	10.20% 5.56% 6.12% 6.12% 5.56% 16.33% 5.56% 6.12%	9.52% 14.29% 4.76%	6.25% 6.25%	13.64 4.55 4.55 4.55
	1	10.20% 5.56% 2.04% 2.04% 5.56% 12.24% 4.08% 11.11% 2.04% 26.53%	4.76% 10.20% 5.56% 2.04% 2.04% 5.56% 12.24% 4.76% 4.08% 11.11% 9.52% 2.04%	4.76% 10.20% 5.56% 2.04% 2.04% 6.25% 2.04% 6.25% 12.24% 4.76% 4.08% 6.25% 11.11% 9.52% 2.04% 2.04% 2.04% 6.25%

5.50 /8		4.70/0		
100 - 199	16.33%		12.50%	
200 - 299	14.29%	4.76%		
300 - 399	6.12%	14.29%	6.25%	4.55%
400 - 499 5.56%	4.08%	9.52%	12.50%	4.55%
500 - 599	10.20%	9.52%	6.25%	4.55%
600 - 699				
700 - 799	2.04%	4.76%	12.50%	
800 - 899			6.25%	4.55%
900 - 999		4.76%		
\$1,000 and over	4.08%	9.52%	31.25%	68.18%

200 200	0.00	10.0170	-0.0170 12.0	1.0070
300 - 399		4.08%	9.52% 6.2	25%
400 - 499	5.56	%	4.76% 12.5	50% 13.64%
500 - 599		6.12%	4.76% 12.5	50% 13.64%
600 - 699			6.2	4.55%
700 - 799		2.04%	6.2	25%
800 - 899				4.55%
900 - 999				
\$1,000 and over		2.04%	18.7	75% 27.27%
•				

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE

	(Million Dolla	ars)			
Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000

Compensation CommitteeC No Committee or No Fee	hairman		100.00%		44%	53.06%	57.14%	43.75%	45.45%
Under \$100			100.0076		44 <i>%</i> 56%	4.08%	4.76%	43.73%	40.4076
100 - 199 200 - 299						14.29% 8.16%	14.29%	6.25%	
300 - 399						6.12%	9.52%	6.25%	4.55%
400 - 499 500 - 599						2.04% 8.16%	4.76% 4.76%	18.75%	4.55% 4.55%
600 - 699 700 - 799						2.04%	4.76%	6.25% 6.25%	9.09%
800 - 899 900 - 999									9.09%
\$1,000 and over						2.04%		12.50%	22.73%
Compensation CommitteeN	lembers						 	 	
No Committee or No Fee Under \$100		*	100.00%		89% 56%	51.02% 4.08%	61.90%	25.00%	50.00%
100 - 199 200 - 299				5	56%	24.49% 8.16%	4.76% 23.81%	6.25% 12.50%	4.55%
300 - 399				0.		4.08%		12.50%	
400 - 499 500 - 599						4.08%	4.76% 4.76%	6.25% 12.50%	9.09% 9.09%
600 - 699 700 - 799						2.04%		6.25%	4.55%
800 - 899 900 - 999									9.09% 9.09%
									0.0070
\$1,000 and over						2.04%		18.75%	4.55%
						2.04%		18.75%	4.55%
S1,000 and over Credit CommitteeChairman No Committee or No Fee			100.00%	83.	33%	2.04% 48.98%	47.62%	 18.75% 50.00%	4.55% 54.55%
Credit CommitteeChairman No Committee or No Fee Under \$100			100.00%		33% 56%	48.98% 4.08%	47.62% 4.76%		
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299			(00.00%			48.98% 4.08% 10.20% 12.24%	4.76% 9.52%		
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499			100.00%	5.		48.98% 4.08% 10.20% 12.24% 6.12% 4.08%	4.76% 9.52% 14.29% 4.76%	50.00% 18.75%	54.55% 9.09%
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399			(00.00%	5.	56%	48.98% 4.08% 10.20% 12.24% 6.12%	4.76% 9.52% 14.29%	50.00%	54.55%
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799			100.00%	5.	56%	48.98% 4.08% 10.20% 12.24% 6.12% 4.08%	4.76% 9.52% 14.29% 4.76%	50.00% 18.75% 12.50%	54.55% 9.09%
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999			100.00%	5.	56%	48.98% 4.08% 10.20% 12.24% 6.12% 4.08% 6.12% 2.04%	4.76% 9.52% 14.29% 4.76% 9.52%	50.00% 18.75% 12.50% 6.25% 6.25%	54.55% 9.09% 4.55% 9.09%
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899			100:00%	5.	56%	48.98% 4.08% 10.20% 12.24% 6.12% 4.08% 6.12%	4.76% 9.52% 14.29% 4.76%	50.00% 18.75% 12.50% 6.25%	54.55% 9.09% 4.55%
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit CommitteeMembers				5. 5.	56% 56% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 6.12% 2.04% 6.12%	4.76% 9.52% 14.29% 4.76% 9.52%	50.00% 18.75% 12.50% 6.25% 6.25%	9.09% 4.55% 9.09% <u>22.73%</u>
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit CommitteeMembers No Committee or No Fee			00.00%	5. 5. 5. 83:	56%	48.98% 4.08% 10.20% 12.24% 6.12% 4.08% 6.12% 2.04%	4.76% 9.52% 14.29% 4.76% 9.52%	50.00% 18.75% 12.50% 6.25% 6.25%	54.55% 9.09% 4.55% 9.09%
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit Committee Members No Committee or No Fee Under \$100 100 - 199				5. 5. <u>5.</u> 83. 5.	56% 56% <u>56%</u> 33% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 6.12% 2.04% 6.12% 44.90% 4.08% 20.41%	4.76% 9.52% 14.29% 4.76% 9.52% 9.52% 9.52% 4.76%	50.00% 18.75% 12.50% 6.25% 6.25% 6.25% 25.00%	9.09% 4.55% 9.09% 22.73%
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit CommitteeMembers No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399				5. 5. 5. 5. 5. 5.	56% 56% 56% 33% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 2.04% 2.04% 6.12% 44.90% 4.08% 20.41% 14.29% 4.08%	4.76% 9.52% 14.29% 4.76% 9.52% 9.52% 47.62% 47.62% 23.81% 9.52%	50.00% 18.75% 12.50% 6.25% 6.25% 6.25% 25.00% 12.50% 6.25% 12.50%	54.55% 9.09% 4.55% 9.09% 22.73% 45.45%
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit CommitteeMembers No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599				5. 5. 5. 5. 5. 5.	56% 56% <u>56%</u> 33% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 6.12% 2.04% 6.12% 6.12% 44.90% 40.8% 20.41% 14.29%	4.76% 9.52% 14.29% 4.76% 9.52% 9.52% 47.62% 47.62% 23.81%	50.00% 18.75% 12.50% 6.25% 6.25% 6.25% 25.00% 12.50% 6.25%	9.09% 4.55% 9.09% 22.73% 45.45% 13.64% 18.18%
Credit CommitteeChairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit CommitteeMembers No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499				5. 5. 5. 5. 5. 5.	56% 56% 56% 33% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 6.12% 2.04% 6.12% 4.08% 20.41% 14.29% 4.08% 2.04%	4.76% 9.52% 14.29% 4.76% 9.52% 9.52% 47.62% 47.62% 4.76% 23.81% 9.52% 4.76%	50.00% 18.75% 12.50% 6.25% 6.25% 25.00% 12.50% 12.50% 12.50%	54.55% 9.09% 4.55% 9.09% 22.73% 45.45% 13.64% 18.18% 4.55%
Credit Committee Chairman No Committee or No Fee Under \$100 100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 \$1,000 and over Credit Committee Members No Committee or No Fee Under \$100 100 - 199 300 - 399 400 - 499 500 - 599 600 - 699				5. 5. 5. 5. 5. 5.	56% 56% 56% 33% 56%	48.98% 4.08% 10.20% 12.24% 6.12% 2.04% 2.04% 6.12% 44.90% 4.08% 20.41% 14.29% 4.08% 2.04% 6.12%	4.76% 9.52% 14.29% 4.76% 9.52% 9.52% 47.62% 47.62% 4.76% 23.81% 9.52% 4.76%	50.00% 18.75% 12.50% 6.25% 6.25% 25.00% 12.50% 12.50% 12.50% 12.50% 12.50%	54.55% 9.09% 4.55% 9.09% 22.73% 45.45% 13.64% 18.18%

SUMMARY DATA AS OF JUNE 30, 2007

BANK ASSET SIZE

	(Million Dol	lars)			
Under \$50	\$50 - \$99	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000

No Committee or No F Jnder \$100	66	100.00%	88.89%	65.31%	57.14	4534444444444444	87.50%	68.18%
100 - 199			5.56%	4.08% 8.16%	4.76	70		
200 - 299				8.16%	14.29	%		
300 - 399				4.08%	14.29	%	6.25%	
400 - 499			5.56%	2.04%			6.25%	
500 - 599				4.08%	4.76	%		
600 - 699								4.55%
700 - 799				2.04%				4.55%
800 - 899								4.55%
900 - 999								
\$1,000 and over				2.04%	4.76	%		18.18%

luei	ψιυ	0												0.0	0/ 00			4.00	/0										
10	0 - 1	99															1	6.33	%		4.7	6%							
20	0 - 2	99												5.5	56%		1	0.20	%		23.8	1%		12	2.50%	6		4	.55%
30	0 - 3	99																2.04	%		4.7	6%		. (3.25%	6			
40	0 - 4	99												5.5	56%													4	.55%
50	0 - 5	99																2.04	%									4	.55%
60	0 - 6	99																										4	.55%
70	0 - 7	99																2.04	%									4	.55%
80	0 - 8	99																											
90	0 - 9	99																											
1,00	0 an	d ove	r															2.04	%					(6.25%	6		9	.09%
	10 20 30 40 50 60 70 80 90	100 + 1 200 - 2 300 - 3 400 - 4 500 - 5 600 - 6 700 + 7 800 - 8 900 - 9	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999 ,000 and ove	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 300 - 399 400 - 499 500 - 599 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 5.1 300 - 399 5.2 400 - 499 5.5 500 - 599 600 - 699 600 - 699 700 - 799 800 - 899 900 - 999	100 - 199 200 - 299 5.56% 300 - 399	100 - 199 200 - 299 5.56% 300 - 399	100 - 199 1 200 - 299 5.56% 1 300 - 399 300 399 400 - 499 5.56% 5 500 - 599 5 5 600 - 699 700 - 799 5 800 - 899 900 - 999 900 - 999	100 - 199 16.33 200 - 299 5.56% 10.20 300 - 399 2.04 400 - 499 5.56% 500 - 599 2.04 600 - 699 2.04 800 - 899 2.04 900 - 999 2.04	100 - 199 16.33% 200 - 299 5.56% 10.20% 300 - 399 2.04% 400 - 499 5.56% 500 - 599 2.04% 600 - 699 2.04% 700 - 799 2.04% 800 - 899 900 - 999	100 - 199 16.33% 200 - 299 5.56% 10.20% 300 - 399 2.04% 400 - 499 5.56% 500 - 599 2.04% 600 - 699 2.04% 700 - 799 2.04% 800 - 899 900 - 999	100 - 199 16.33% 4.7/ 200 - 299 5.56% 10.20% 23.8 300 - 399 2.04% 4.7/ 400 - 499 5.56% 2.04% 500 - 599 2.04% 4.7/ 600 - 699 2.04% 800 700 - 799 2.04% 900 900 - 999 3.6% 3.6%	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 300 - 399 2.04% 4.76% 400 - 499 5.56% 2.04% 500 - 599 2.04% 4.76% 600 - 699 2.04% 2.04% 700 - 799 2.04% 2.04% 800 - 899 900 - 999 3.04%	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 300 - 393 2.04% 4.76% 400 - 499 5.56% 2.04% 500 - 599 2.04% 4.76% 600 - 699 2.04% 800 700 - 799 2.04% 4.76% 800 - 899 900 - 999 2.04%	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 12 300 - 399 2.04% 4.76% 12 400 - 499 5.56% 500 12 500 - 599 2.04% 4.76% 14 600 - 699 2.04% 12 14 700 - 799 2.04% 14 14 800 - 899 999 14 14 14 900 - 999 2.04% 14 14 14	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 12.50% 300 - 399 2.04% 4.76% 6.259 400 - 499 5.56% 5.56% 5.56% 500 - 599 2.04% 6.259 600 - 699 2.04% 2.04% 700 - 799 2.04% 2.04% 800 - 899 999 2.04%	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 12.50% 300 - 393 2.04% 4.76% 6.25% 400 - 499 5.56% 5.56% 5.56% 500 - 599 2.04% 6.25% 600 - 699 2.04% 5.56% 700 - 799 2.04% 5.56% 800 - 899 999 5.56%	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 12.50% 300 - 399 2.04% 4.76% 6.25% 400 - 499 5.56% 5.56% 5.56% 500 - 599 2.04% 600 - 699 2.04% 600 - 699 2.04% 800 - 899 900 - 999	100 - 199 16.33% 4.76% 200 - 299 5.56% 10.20% 23.81% 12.50% 4 300 - 399 2.04% 4.76% 6.25% 4 400 - 499 5.56% 4 4 5 4 500 - 599 2.04% 4 60 6 4 600 - 699 2.04% 4 4 4 4 700 - 799 2.04% 4 </th

Annual Fee/Retainer			
No Fee/No response 93.33% 100.0	0% 65.31% 71.43%	43.75%	36.36%
Under \$2,500	2.04%		
2,500 - 4,999	10.20%		
5,000 - 7,499	2.04%	6.25%	
7,500 - 9,999	2.04% 4.76%		
10,000-12,499	2.04%		9.09%
12,500-14,999	2.04%	6.25%	9.09%
15,000-17,500	2.04%	6.25%	9.09%
17,500-19,999 6.67%	6.12%	6.25%	
20,000-22,499	4.76%	6.25%	4.55%
22,500-24,999	19.05%		4.55%
\$25,000 and over	6.12%	25.00%	27.27%

Average Annual Compensation per No compensation or not reported		83.33%	34.69%	19.05%	18.75%	13.64%
Under \$2,500	6.67%	00.0070	2.04%	4.76%	10.1070	
2,500 - 4,999		5.56%	6.12%			
5,000 - 7,499			6.12%		6.25%	
7,500 - 9,999			10.20%	4.76%		
10,000-12,499			8.16%	9.52%		
12,500-14,999			8.16%	14.29%	6.25%	4.55
15,000-17,500			6.12%	4.76%	18.75%	4.55
17,500-19,999			8.16%	9.52%		
20,000-22,499			2.04%	4.76%		
22,500-24,999		5.56%	2.04%		6.25%	
\$25,000 and over		5.56%	6.12%	28.57%	43.75%	77.279