State of California Department of Business Oversight



37thAnnual Executive Officer and Director Compensation Survey

As of June 30, 2014

CHIEF EXECUTIVE OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE (In millions)

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

Participating Banks SB1.0 Median Assets (000) SB1.0 Median Assets (000) SB0.21 Number of Filled Positions Average Base Salary Average Base Salary \$170,1 Percent Receiving a Bonus 75.00 Average Bonus \$47,2 Bonus: Tied to Profits 66.67 Tied to Salary 1 Tied to Salary 33.33 Tied to Salary 60.00 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 75.00 Total Outstanding Shares: None None 75.00 10 2.49% 25.00 2.50% to 4.99% 25.00 5.00% work to 7.49% 25.00 Pottoms qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00	9 \$168,591		13 \$660,894	23 \$8,982,689
Median Assets (000) \$80.21 Number of Filled Positions \$170.1 Average Base Salary \$170.1 Percent Receiving a Bonus \$47.2 Bonus*: Tied to Profits 66.67 Tied to Salary \$3.33 Tied to Salary 50.00 Signing Bonus Paid Average Signing Bonus Average Signing Bonus Paid \$0.00 Average Signing Bonus \$0.00 Stock Options as a % of \$100.00 Total Outstanding Shares: \$0.00 None \$5.00 To 2.49% \$2.50% 2.50% to 4.99% \$2.500 5.00% to 7.49% \$2.500 \$0.00% and over \$2.500 Options qualified under IRC 422 \$2.500 Benefits: \$2.500 Auto*: None \$2.500 Monthly Allowance \$2.500 Monthly Allowance \$2.500 Non-qualified E.S.O.P. \$2.500 Persion/401K \$7.500 Non-qualified pension plan \$2.500 Severance package \$2.500 Phantom stock options \$2.500 </td <td>9 \$168,591</td> <td></td> <td></td> <td>\$8,982.689</td>	9 \$168,591			\$8,982.689
Number of Filled Positions \$170,1 Average Base Salary \$170,1 Percent Receiving a Bonus 75.00 Average Bonus \$47,2 Bonus*: Tied to Profits 66.67 Tied to Salary 33.33 Tied to Risk Measures 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 75.00 Total Outstanding Shares: None None 75.00 To 2.49% 25.00 5.00% to 7.49% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Stock appreciation		\$439,000	C45 005	,
Average Base Salary \$170,1 Percent Receiving a Bonus \$500 Average Bonus \$47,2 Bonus*: Tied to Profits 66.67 Tied to Salary 33.33 Tied to Salary 33.33 Tied to Salary 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 7.500 Total Outstanding Shares: None None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 50.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Options qualified under IRC 422 25.00 Bonefits: 25.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Non-qualifi			\$615,305	\$2,481,819
Average Base Salary \$170,1 Percent Receiving a Bonus \$500 Average Bonus \$47,2 Bonus*: Tied to Profits 66.67 Tied to Salary 33.33 Tied to Salary 33.33 Tied to Salary 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 7.500 Total Outstanding Shares: None None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 50.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Options qualified under IRC 422 25.00 Bonefits: 25.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Non-qualifi				
Percent Receiving a Bonus 75.00 Average Bonus \$47.2 Bonus*: Tied to Profits 66.67 Tied to Risk Measures 33.33 Tied to Other 33.33 Tied to Other 33.33 Fiel to Other 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 2.50% to 4.99% 25.00 5.00% to 7.49% 75.00 To 2.49% 2.50% to 4.99% 25.00 Bonefits: Auto*: None Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing Qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Restricted stock 75.00 Stock appreciation rights 25.00 Phantom stock options 25.00	4 32	17	13	23
Average Bonus \$47,2 Bonus*: Tied to Profits 66.67 Tied to Salary 33.33 Tied to Risk Measures 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 75.00 Total Outstanding Shares: None None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 0.00% 10.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Other 50.00 Country club dues paid 25.00 Pormal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Stock appreciation rights 25.00 <td>1 \$218,795</td> <td>\$261,027</td> <td>\$284,744</td> <td>\$566,986</td>	1 \$218,795	\$261,027	\$284,744	\$566,986
Average Bonus \$47,2 Bonus*: Tied to Profits 66.67 Tied to Salary 33.33 Tied to Risk Measures 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 75.00 Total Outstanding Shares: None None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 50.00W to 7.49% 75.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Options qualified under IRC 422 25.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Stock appreciation rig				
Bonus': Tied to Profits 66.67 Tied to Salary Tied to Risk Measures 33.33 Tied to Other 33.33 Tied to Other 50.00 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 2.50% to 4.99% 25.00 5.00% to 7.49% 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: Auto*: None 25.00 Monthly Allowance 25.00 Monthly Allowance 25.00 Country club dues paid 25.00 Formal Profit Sharing Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Restricted stock 25.00 Phantom stock options 25.00	% 59.38%	76.47%	92.31%	86.96%
Bonust: Tied to Profits 66.67 Tied to Salary Tied to Risk Measures 33.33 Tied to Other 33.33 Tied to Other 50.00 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 2.50% to 4.99% 25.00 5.00% to 7.49% 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefit: Auto*: None 25.00 Monthly Allowance 25.00 Monthly Allowance 25.00 Country club dues paid 25.00 Formal Profit Sharing Qualified E.S.O.P. Pension/401K 75.00 Non-qualified pension plan 25.00 Restricted Stock 25.00 Phantom stock options 25.00 Phantom stock opti	6 \$49,567	\$82,820	\$115,127	\$594,297
Tied to Salary 33.33 Tied to Risk Measures 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 50.00 Stock Options as a % of 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 5.00% to 7.49% 25.00 5.00% to 7.49% 25.00 Dottions qualified under IRC 422 25.00 Benefits: Auto*: None Monthly Allowance 25.00 Mileage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Stock appreciation ri				
Tied to Risk Measures 33.33 Tied to Other 33.33 Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 50.00 Total Outstanding Shares: 75.00 None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.0	% 52.63%	53.85%	66.67%	65.00%
Tied to Other Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 25.00 5.00% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 25.00 Other 50.00 Country club dues paid 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	26.32%	38.46%	75.00%	55.00%
Tied to Other Signing Bonus Paid Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of 50.00 Total Outstanding Shares: 75.00 None 75.00 To 2.49% 25.00 5.00% to 7.49% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 0.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 25.00 Other 50.00 Country club dues paid 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	% 21.05%	46.15%	41.67%	55.00%
Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Other 50.00 Stock appreciation rights 25.00 Other 50.00 Not explicit of stock options 25.00 Stock appreciation rights 25.00 <td< td=""><td>47.37%</td><td>61.54%</td><td>66.67%</td><td>70.00%</td></td<>	47.37%	61.54%	66.67%	70.00%
Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Other 50.00 Stock appreciation rights 25.00 Other 50.00 Not explicit of stock options 25.00 Stock appreciation rights 25.00 <td< td=""><td></td><td></td><td></td><td></td></td<>				
Average Signing Bonus Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 25.00 10.00% and over 25.00 Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards	3.13%		7.69%	4.35%
Percent under Contract 50.00 Stock Options as a % of Total Outstanding Shares: None 75.00 None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 Viter 50.00	\$32,000		\$7,500	\$150,000
Stock Options as a % of Total Outstanding Shares: None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 25.00 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Other 50.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00				
Total Outstanding Shares: 75.00 None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 7.50% to 9.99% 10.00% and over 25.00 Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Other 50.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00	% 62.50%	64.71%	69.23%	65.22%
Total Outstanding Shares: 75.00 None 75.00 To 2.49% 25.00 2.50% to 4.99% 25.00 5.00% to 7.49% 7.50% to 9.99% 10.00% and over 25.00 Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Other 50.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00				
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To 2.49% 25.00% to 4.99% 25.00 5.00% to 7.49% 7.50% to 9.99% 25.00 10.00% and over 25.00 Options qualified under IRC 422 25.00 Benefits: 25.00 Auto*: None 25.00 Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Phantom stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00				
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5.00% to 7.49% 7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: Auto*: None Monthly Allowance 25.00 Mileage Other 50.00 Country club dues paid 25.00 Country club dues paid 25.00 Formal Profit Sharing Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock coptions 25.00 Phantom stock options 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00	34.38%	47.06%	53.85%	26.09%
7.50% to 9.99% 10.00% and over Options qualified under IRC 422 25.00 Benefits: Auto*: None 25.00 Monthly Allowance 25.00 Mileage 0 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	% 21.88%	23.53%		13.04%
10.00% and over Options qualified under IRC 422 25.00 Benefits: Auto*: None Monthly Allowance 25.00 Mileage Other 50.00 Country club dues paid 25.00 Formal Profit Sharing Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. Pension/401K 75.00 Severance package 25.00 Restricted stock options 25.00 Restricted stock options 25.00 Phantom stock options 5500 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00	12.50%	5.88%	7.69%	4.35%
Options qualified under IRC 422 25.00 Benefits: Auto*: None 25.00 Monthly Allowance 25.00 Moltage 00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00				4.35%
Benefits: Auto*: None 25.00 Monthly Allowance 25.00 Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 20 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	3.13%			17.39%
Benefits: Auto*: None Monthly Allowance 25.00 Mileage Other 50.00 Country club dues paid Country club dues paid Formal Profit Sharing Qualified E.S.O.P. Pension/401K Non-qualified pension plan 25.00 Severance package Restricted stock 25.00 Phantom stock options Stock appreciation rights 25.00 Other 50.00	FO 280/	76 470/	46 150/	CO 970/
Auto*: None 25.00 Monthly Allowance 25.00 Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards	% 59.38%	76.47%	46.15%	60.87%
Monthly Allowance 25.00 Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards				
Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards	3.13%	11.76%		
Mileage 50.00 Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00	% 53.13%	58.82%	30.77%	56.52%
Other 50.00 Country club dues paid 25.00 Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	6.25%		7.69%	13.04%
Formal Profit Sharing 25.00 Qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00		23.53%	46.15%	47.83%
Formal Profit Sharing Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Phantom stock options 25.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00				
Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	% 54.84%	75.00%	46.15%	77.27%
Qualified E.S.O.P. 25.00 Non-qualified E.S.O.P. 25.00 Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00	3.13%	E 000/	15 200/	12 04%
Non-qualified E.S.O.P. Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00			15.38%	13.04%
Pension/401K 75.00 Non-qualified pension plan 25.00 Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00		64.71%	30.77%	34.78%
Non-qualified pension plan25.00Severance package25.00Restricted stock25.00Restricted stock options25.00Phantom stock options25.00Stock appreciation rights25.00Other50.00If the officer receives incentive compensation, please indicate what measures the bankRisk adjustment of awards25.00	15.63%		38.46%	34.78%
Severance package 25.00 Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00		88.24%	100.00%	91.30%
Restricted stock 25.00 Restricted stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00			46.15%	47.83%
Restricted stock options 25.00 Phantom stock options 25.00 Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00				
Phantom stock options Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00			46.15%	60.87%
Stock appreciation rights 25.00 Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00	% 3.13%	5.88%	30.77%	8.70%
Other 50.00 If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00				13.04%
If the officer receives incentive compensation, please indicate what measures the bank Risk adjustment of awards 25.00			7.69%	
Risk adjustment of awards 25.00	% 15.63%		38.46%	17.39%
Risk adjustment of awards 25.00				
			46.15%	47.83%
Deferral of payments (clawback) 25.00	% 15.63%	17.65%	38.46%	26.09%
Longer performance periods 25.00	% 9.38%	23.53%	7.69%	43.48%
Reduced sensitivity to short term performance	12.50%	5.88%	15.38%	26.09%
Other	12.50%	17.65%	7.69%	21.74%
What measures the bank has taken to balance risk and financial results for other officer				
Risk adjustment of awards	15.63%	23.53%	38.46%	43.48%
Deferral of payments (clawback)	21.88%	11.76%	46.15%	39.13%
Longer performance periods 25.00	% 21.88%	29.41%	15.38%	43.48%
Reduced sensitivity to short term performance	15.63%	5.88%	7.69%	21.74%
Other	6.25%	17.65%	15.38%	13.04%

* May add to more than 100% due to multiple choices

CHIEF EXECUTIVE OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BASE ANNUAL SALARY

BANK ASSET SIZE (Million Dollars)

(in Thousands)

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

Under \$100	25.00%					1.12%
100 - 109						
110 - 119						
120 - 129			5.88%			1.12%
130 - 139		3.13%				1.12%
140 - 149						
150 - 159			5.88%			1.12%
160 - 169		6.25%				2.25%
170 - 179		6.25%				2.25%
180 - 189		9.38%				3.37%
190 - 199		3.13%				1.12%
200 - 209		12.50%		7.69%		5.62%
210 - 219	25.00%	3.13%	5.88%			3.37%
220 - 229	50.00%	21.88%				10.11%
230 - 239		3.13%	11.76%	7.69%		4.49%
240 - 249		6.25%	5.88%	7.69%		4.49%
250 - 259		9.38%	5.88%			4.49%
260 - 269		3.13%	5.88%	15.38%		4.49%
270 - 279		6.25%	17.65%	7.69%		6.74%
280 - 289		3.13%	11.76%	7.69%		4.49%
290 - 299		3.13%				1.12%
300 - 309			5.88%	15.38%		3.37%
310 - 319				7.69%	8.70%	3.37%
320 - 329			5.88%	7.69%	4.35%	3.37%
330 - 339				7.69%		1.12%
340 - 349						
350 - 359			11.76%			2.25%
360 - 369				7.69%		1.12%
370 - 379					8.70%	2.25%
380 - 389						
390 - 399						
400 - 499					34.78%	8.99%
500 - 599					13.04%	3.37%
600 - 699					4.35%	1.12%
700 - 799					8.70%	2.25%
800 - 899					8.70%	2.25%
900 - 999					8.70%	2.25%
\$1 million and over						
Total positions	4	32	17	13	23	89
Average base salary	\$170,111	\$218,795	\$261,027	\$284,744	\$566,986	
Median salary	\$221,723	\$225,000	\$270,000	\$280,000	\$475,000	
-						
Salary Low Range:	\$12,000	\$136,500	\$125,870	\$210,000	\$314,000	
Salary High Range:	\$225,000	\$295,000	\$356,580	\$360,000	\$1,250,000	

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks Average Assets (000) Median Assets (000)	26 \$461,247 \$395,998	21 \$6,448,979 \$442,839	32 \$2,641,541 \$647,199	11 \$234,230 \$192,769
Median Assets (000)	\$393,990	\$ 44 2,009	\$04 <i>1</i> ,199	\$1 3 2,705
Number of Filled Positions Average Base Salary Median Salary	26 \$253,069 \$255,000	21 \$362,868 \$277,500	32 \$392,403 \$325,000	11 \$224,333 \$225,000
Percent Receiving a Bonus Average Bonus	76.92% \$98,639	66.67% \$429,788	81.25% \$281,662	72.73%
Bonus*: Tied to Profits	60.00%	42.86%	61.54%	75.00%
Tied to Salary	40.00%	42.86%	42.31%	62.50%
Tied to Risk Measures	40.00%	35.71%	38.46%	50.00%
Tied to Other	75.00%	35.71%	61.54%	50.00%
Signing Bonus Paid	7.69%	4.76%		
Average Signing Bonus	\$19,750	\$150,000		
Percent under Contract	69.23%	57.14%	68.75%	45.45%
Stock Options as a % of Total Outstanding Shares:				
None	30.77%	33.33%	37.50%	27.27%
To 2.49%	46.15%	38.10%	28.13%	27.27%
2.50% to 4.99%	11.54%	23.81%	6.25%	45.45%
5.00% to 7.49%	3.85%		18.75%	
7.50% to 9.99%			3.13%	
10.00% and over	7.69%	4.76%	6.25%	
Options qualified under IRC 422	50.00%	42.86%	37.50%	81.82%
Benefits:				
Auto*: None		4.76%	3.13%	9.09%
Monthly Allowance	53.85%	52.38%	50.00%	45.45%
Mileage Other	11.54% 30.77%	9.52% 23.81%	9.38% 50.00%	45.45%
outor	00.1176	20.0170	00.0070	-0070
Country club dues paid	76.92%	61.90%	46.88%	54.55%
Formal Profit Sharing	11.54%	4.76%	9.38%	
Qualified E.S.O.P.	42.31%	47.62%	43.75%	63.64%
Non-qualified E.S.O.P.	19.23%	14.29%	28.13%	36.36%
Pension/401K	88.46%	85.71% 33.33%	93.75%	90.91%
Non-qualified pension plan Severance package	50.00% 50.00%	57.14%	18.75% 50.00%	9.09% 54.55%
Restricted stock	23.08%	42.86%	40.63%	54.55%
Restricted stock options	7.69%	9.52%	12.50%	9.09%
Phantom stock options		14.29%		
Stock appreciation rights	3.85%	44.000/	0.00%	18.18%
Other	26.92%	14.29%	9.38%	27.27%
If the officer receives incentive compensation, plea Pick adjustment of awards	se indicate what measures 38.46%	s the bank has taken to 33.33%	balance risk and finar 28.13%	ncial results: 45.45%
Risk adjustment of awards Deferral of payments (clawback)	38.46% 30.77%	23.81%	12.50%	45.45% 27.27%
Longer performance periods	11.54%	28.57%	25.00%	18.18%
Reduced sensitivity to short term performance	15.38%	9.52%	15.63%	18.18%
Other	15.38%	14.29%	12.50%	18.18%
Please indicate what measures the bank has taker	to balance risk and finance	cial results for other offic	cers in a revenue prod	ucing capacity:
Risk adjustment of awards	23.08%	38.10%	21.88%	27.27%
Deferral of payments (clawback)	34.62%	38.10%	18.75%	9.09%
Longer performance periods	23.08%	28.57%	37.50%	9.09%
Reduced sensitivity to short term performance	19.23%	9.52%	12.50%	9.09%
Other	7.69%	19.05%	6.25%	18.18%

CHIEF FINANCIAL OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE

(In millions)

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

Participating Banks	4	32	17	13	23
Average Assets (000)	81,049	167,072	424,345	660,894	8,982,689
Median Assets (000)	80,259	168,591	439,000	615,305	2,481,819
				10	
Number of Filled Positions	4 #110 705	31 #152.705	17 ¢170 514	13 ¢170.042	22 \$205.059
Average Base Salary	\$119,725	\$153,765	\$178,514	\$178,043	\$305,958
Percent Receiving a Bonus	50.00%	64.52%	82.35%	100.00%	95.45%
Average Bonus	\$40,079	\$20,675	\$35,509	\$46,610	\$180,949
	<i><i><i>ϕ</i> 10,010</i></i>	<i>Q</i> 20,010	<i>\\</i> 00,000	φ10,010	\$100,010
Bonus*: Tied to Profits	100.00%	45.00%	50.00%	61.54%	57.14%
Tied to Salary		25.00%	42.86%	76.92%	57.14%
Tied to Risk Measures	50.00%	20.00%	50.00%	30.77%	42.86%
Tied to Other		55.00%	64.29%	53.85%	61.90%
Signing Bonus Paid			5.88%	7.69%	9.09%
Average Signing Bonus			\$20,000	\$10,000	\$76,250
Percent under Contract	25.00%	45.16%	23.53%	38.46%	68.18%
	20.0070	40.1070	20.0070	00.4070	00.1070
Stock Options as a % of					
Total Outstanding Shares:					
None	75.00%	29.03%	17.65%	38.46%	45.45%
To 2.49%	25.00%	67.74%	82.35%	53.85%	36.36%
2.50% to 4.99%				7.69%	4.55%
5.00% to 7.49%					4.55%
7.50% to 9.99%					
10.00% and over		3.23%			9.09%
Options qualified under IRC 422	25.00%	61.29%	76.47%	46.15%	54.55%
Benefits:					
Auto*: None		9.68%	29.41%	15.38%	4.55%
Monthly Allowance	50.00%	51.61%	47.06%	38.46%	68.18%
Mileage		25.81%	5.88%	23.08%	18.18%
Other	25.00%	9.68%	11.76%	7.69%	18.18%
Country club dues paid	25.00%	9.68%	18.75%	66.67%	40.00%
		0.000/		45.000/	10.049/
Formal Profit Sharing Qualified E.S.O.P.	25.00%	3.23% 58.06%	64 710/	15.38%	13.64% 27.27%
Non-qualified E.S.O.P.	25.00%	9.68%	64.71% 11.76%	30.77% 30.77%	31.82%
Pension/401K	75.00%	90.32%	88.24%	100.00%	90.91%
Non-qualified pension plan	75.00%	12.90%	23.53%	38.46%	45.45%
Severance package	25.00%	25.81%	5.88%	00.1070	10.1070
Restricted stock	25.00%	22.58%	29.41%	38.46%	54.55%
Restricted stock options	25.00%	3.23%	5.88%	30.77%	4.55%
Phantom stock options					9.09%
Stock appreciation rights	25.00%	3.23%		7.69%	
Other	50.00%	12.90%		30.77%	18.18%
If the officer receives incentive compensation, please indicate what	measures the bank ba	s taken to halar	nce risk and fin	ancial results	
Risk adjustment of awards	25.00%	22.58%	35.29%	46.15%	45.45%
Deferral of payments (clawback)	25.00%	9.68%	17.65%	38.46%	31.82%
Longer performance periods	25.00%	9.68%	23.53%	15.38%	40.91%
Reduced sensitivity to short term performance		12.90%	5.88%	15.38%	27.27%
Other		12.90%	17.65%		22.73%

* May add to more than 100% due to multiple choices

CHIEF FINANCIAL OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BASE ANNUAL SALARY (in Thousands)

BANK ASSET SIZE (Million Dollars)

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

Under \$100	25.00%	3.23%				2.30%
100 - 109		6.45%				2.30%
110 - 119		3.23%				1.15%
120 - 129		3.23%	5.88%			2.30%
130 - 139	50.00%	6.45%	5.88%			5.75%
140 - 149	25.00%	12.90%		7.69%		6.90%
150 - 159		19.35%		15.38%		9.20%
160 - 169		9.68%	17.65%	23.08%		10.34%
170 - 179		16.13%	17.65%	15.38%		11.49%
180 - 189		12.90%	17.65%	15.38%		10.34%
190 - 199		6.45%	5.88%	7.69%	4.55%	5.75%
200 - 209			17.65%			3.45%
210 - 219			11.76%	7.69%	9.09%	5.75%
220 - 229					9.09%	2.30%
230 - 239						
240 - 249					13.64%	3.45%
250 - 259				7.69%		1.15%
260 - 269					13.64%	3.45%
270 - 279						
280 - 289						
290 - 299					9.09%	2.30%
300 - 309					4.55%	1.15%
310 - 319					9.09%	2.30%
320 - 329					4.55%	1.15%
330 - 339					4.55%	1.15%
340 - 349						
350 - 359						
360 - 369						
370 - 379						
380 - 389						
390 - 399					4.55%	1.15%
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459					4.55%	1.15%
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over					9.09%	2.30%
Total positions	4	31	17	13	22	87
Average base salary	\$119,725	\$153,765	\$178,514	\$178,043	\$305,958	•
Median salary	\$133,225	\$156,818	\$180,000	\$171,000	\$278,411	
	<i><i>q</i>.00,220</i>	<i></i>	<i></i>	<i></i> ,000	φ <u>=</u> , 0, 111	
Salary Low Range:	\$72,450	\$96,400	\$120,715	\$145,000	\$197,000	
Salary High Range:	\$140,000	\$191,952	\$217,999	\$250,000	\$600,000	
calary riight tange.	ψ1-0,000	φ101,00Z	φ211,000	Ψ200,000	φ000,000	

CHIEF FINANCIAL OFFICER

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	26	21	32	11
Average Assets (000)	\$461,247	\$6,448,979	\$2,641,541	\$234,230
Median Assets (000)	\$395,998	\$442,839	\$647,199	\$192,769
Number of Filled Positions	26	21	30	11
Average Base Salary	\$172,531	\$214,214	\$230,498	\$149,181
Median Salary	\$170,395	\$183,875	\$190,150	\$160,000
Percent Receiving a Bonus	84.62%	71.43%	81.25%	72.73%
Average Bonus	\$39,040	\$142,486	\$89,604	\$26,655
Bonus*: Tied to Profits	54.55%	40.00%	53.85%	75.00%
Tied to Salary	31.82%	46.67%	53.85%	62.50%
Tied to Risk Measures	31.82%	46.67%	30.77%	50.00%
Tied to Other	68.18%	40.00%	57.69%	50.00%
Signing Bonus Paid	7.69%	9.52%		
Average Signing Bonus	\$6,250	\$85,000		
Percent under Contract	46.15%	38.10%	30.00%	36.36%
Stock Options as a % of Total Outstanding Shares:				
None	26.92%	42.86%	40.00%	27.27%
To 2.49%	69.23%	52.38%	46.67%	72.73%
2.50% to 4.99%	00.2070	0210070	6.67%	
5.00% to 7.49%			3.33%	
7.50% to 9.99%				
10.00% and over	3.85%	4.76%	3.33%	
Options qualified under IRC 422	50.00%	42.86%	60.00%	81.82%
Benefits:				
Auto*: None	7.69%	9.52%	16.67%	18.18%
Monthly Allowance	53.85%	52.38%	56.67%	36.36%
Mileage	23.08%	9.52%	20.00%	18.18%
Other	7.69%	9.52%	13.33%	27.27%
Country club dues paid	30.77%	23.81%	13.33%	9.09%
Formal Profit Sharing	11.54%	4.76%	6.67%	
Qualified E.S.O.P.	42.31%	42.86%	43.33%	63.64%
Non-qualified E.S.O.P.	15.38%	9.52%	23.33%	27.27%
Pension/401K	88.46%	85.71%	93.33%	90.91%
Non-qualified pension plan	38.46%	33.33%	16.67%	9.09%
Severance package	34.62%	47.62%	36.67%	36.36%
Restricted stock	19.23%	42.86%	33.33%	54.55%
Restricted stock options	7.69%	9.52%	10.00%	9.09%
Phantom stock options		9.52%		
Stock appreciation rights	3.85%	44.000	10.000	18.18%
Other	19.23%	14.29%	10.00%	27.27%
If the officer receives incentive compensatio Risk adjustment of awards	n, please indicate what measures 38.46%	s the bank has taken to l 33.33%	balance risk and financ 26.67%	
	30,40%	55.55%	20.0770	40.4070

If the officer receives incentive compensation, please indica	ate what measures the bar	nk has taken to balanc	e risk and financial resul	ts:
Risk adjustment of awards	38.46%	33.33%	26.67%	45.45%
Deferral of payments (clawback)	26.92%	28.57%	10.00%	27.27%
Longer performance periods	11.54%	23.81%	30.00%	18.18%
Reduced sensitivity to short term performance	15.38%	9.52%	16.67%	18.18%
Other	11.54%	14.29%	13.33%	18.18%

SENIOR LOAN OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE

(In millions)

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

Participating Banks	4	32	17	13	23
Average Assets (000)	81,049	167,072	424,345	660,894	8,982,689
Median Assets (000)	80,259	168,591	439,000	615,305	2,481,819
Number of Filled Positions	3	31	16	13	22
Average Base Salary	\$137,882	\$158,183	\$178,230	\$180,623	\$292,158
	+,	<i></i> ,	+ ··· ···	+ ,	<i> </i>
Percent Receiving a Bonus	100.00%	61.29%	87.50%	84.62%	81.82%
Average Bonus	\$55,386	\$25,857	\$32,333	\$44,692	\$186,633
Bonus*: Tied to Profits	33.33%	42.11%	42.86%	54.55%	61.11%
Tied to Salary		21.05%	35.71%	72.73%	50.00%
Tied to Risk Measures	33.33%	21.05%	42.86%	36.36%	55.56%
Tied to Other		57.89%	64.29%	45.45%	77.78%
Signing Bonus Paid		9.68%	12.50%	7.69%	22.73%
Average Signing Bonus		9.00% \$10,000	\$22,500	\$65,000	\$117,664
Average Signing Bonus		\$10,000	ψ22,500	\$05,000	φ117,00 4
Percent under Contract	33.33%	51.61%	25.00%	30.77%	31.82%
Stock Options as a % of					
Total Outstanding Shares:					
None	100.00%	29.03%	31.25%	46.15%	31.82%
To 2.49%		64.52%	62.50%	53.85%	45.45%
2.50% to 4.99%		3.23%	6.25%		4.55%
5.00% to 7.49%					4.55%
7.50% to 9.99%		2 220/			12 640/
10.00% and over		3.23%			13.64%
Options qualified under IRC 422		58.06%	68.75%	46.15%	59.09%
Benefits:					
Auto*: Provided		6.45%	25.00%	7.69%	
Monthly Allowance		70.97%	56.25%	38.46%	77.27%
Mileage		9.68%	12.50%	23.08%	18.18%
Other	66.67%	12.90%	6.25%	15.38%	18.18%
Country olub dupp paid	50.00%	12.90%	21 250/	44 440/	E2 220/
Country club dues paid	50.00%	12.90%	31.25%	44.44%	53.33%
Formal Profit Sharing		3.23%	6.25%	15.38%	13.64%
Qualified E.S.O.P.		61.29%	50.00%	30.77%	31.82%
Non-qualified E.S.O.P.		9.68%	6.25%	30.77%	36.36%
Pension/401K	66.67%	90.32%	87.50%	100.00%	90.91%
Non-qualified pension plan		12.90%	18.75%	38.46%	45.45%
Severance package	33.33%	25.81%	6.25%		
Restricted stock		19.35%	25.00%	46.15%	54.55%
Restricted stock options		6.45%	12.50%	15.38%	9.09%
Phantom stock options		3.23%			9.09%
Stock appreciation rights				7.69%	
Other	33.33%	9.68%		30.77%	18.18%
If the officer reactives incentive second in the second second second second second second second second second		a takar ta b	nee viels f		
If the officer receives incentive compensation, please indicate v	what measures the bank ha				50.000/
Risk adjustment of awards Deferral of payments (clawback)		16.13% 6.45%	31.25% 18.75%	46.15% 38.46%	50.00% 27.27%
Longer performance periods	33.33%	0.45% 9.68%	18.75%	36.40% 15.38%	31.82%
Reduced sensitivity to short term performance	00.0070	12.90%	10.7070	15.38%	22.73%
Other		16.13%	18.75%	. 0.0070	18.18%

* May add to more than 100% due to multiple choices

SENIOR LOAN OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

BASE ANNUAL SALARY (in Thousands)

BANK ASSET SIZE (Million Dollars)

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

Under \$100						
100 - 109						
110 - 119	33.33%	3.23%				2.35%
120 - 129		6.45%	6.25%			3.53%
130 - 139	33.33%	9.68%				4.71%
140 - 149		19.35%	6.25%	15.38%		10.59%
150 - 159		9.68%				3.53%
160 - 169	33.33%	12.90%	31.25%	15.38%		14.12%
170 - 179		16.13%	12.50%	38.46%		14.12%
180 - 189		16.13%	18.75%			9.41%
190 - 199			12.50%		4.55%	3.53%
200 - 209		6.45%	12.50%	7.69%		5.88%
210 - 219				7.69%	9.09%	3.53%
220 - 229				15.38%	9.09%	4.71%
230 - 239					4.55%	1.18%
240 - 249					13.64%	3.53%
250 - 259					9.09%	2.35%
260 - 269					4.55%	1.18%
270 - 279					4.55%	1.18%
280 - 289					1.0070	1110/0
290 - 299					4.55%	1.18%
300 - 309					13.64%	3.53%
310 - 319					10.0470	0.0070
320 - 329						
330 - 339						
340 - 349						
350 - 359					4.55%	1.18%
360 - 369					4.0070	1.1070
370 - 379						
380 - 389						
390 - 399						
400 - 409						_
410 - 419					1 550/	1 1 0 0/
					4.55%	1.18%
420 - 429					4.55%	1.18%
430 - 439						
440 - 449					4 550/	4.400/
450 - 459					4.55%	1.18%
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over					4.55%	
Total Positions	3	31	16	13	22	85
Average Salary	\$137,882	\$158,183	\$178,230	\$180,623	\$292,158	
Median salary	\$135,312	\$160,000	\$170,000	\$171,000	\$261,750	
Salary Low Range:	\$110,687	\$111,000	\$122,465	\$145,000	\$197,000	
Salary High Range:	\$137,882	\$200,000	\$272,551	\$225,000	\$500,000	

SENIOR LOAN OFFICER

SUMMARY DATA AS OF JUNE 30, 2014

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	26	21	32	11
Average Assets (000)	\$461,247	\$6,448,979	\$2,641,541	\$234,230
Median Assets (000)	\$395,998	\$442,839	\$647,199	\$192,769
Number of Filled Positions	26	21	31	8
Average Base Salary	\$166,823	\$219,291	\$225,188	\$155,063
Median Salary	\$166,824	\$196,850	\$200,000	\$150,000
Percent Receiving a Bonus	80.77%	71.43%	78.13%	45.45%
Average Bonus	\$34,291	\$142,114	\$83,068	\$34,938
	17.000/	10.000/	40.000/	00.000/
Bonus*: Tied to Profits	47.62%	40.00%	48.00%	80.00%
Tied to Salary	23.81%	40.00%	48.00%	60.00%
Tied to Risk Measures Tied to Other	33.33% 66.67%	40.00%	36.00% 60.00%	60.00% 60.00%
hed to Other	00.07 %	53.33%	60.00%	00.00%
Signing Bonus Paid	11.54%	19.05%	9.68%	12.50%
Average Signing Bonus	\$35,000	\$41,125	\$152,774	\$32,000
Percent under Contract	50.00%	38.10%	25.81%	37.50%
Stock Options as a % of Total Outstanding Shares:				
None	38.46%	33.33%	32.26%	50.00%
To 2.49%	53.85%	61.90%	51.61%	50.00%
2.50% to 4.99%	3.85%		6.45%	
5.00% to 7.49%			3.23%	
7.50% to 9.99%				
10.00% and over	3.85%	4.76%	6.45%	
Options qualified under IRC 422	46.15%	47.62%	61.29%	62.50%
Benefits:				
Auto*: Provided	7.69%	4.76%	9.68%	12.50%
Monthly Allowance	61.54%	57.14%	64.52%	62.50%
Mileage	11.54%	9.52%	19.35%	12.50%
Other	11.54%	19.05%	16.13%	12.50%
Country club dues paid	42.31%	33.33%	12.90%	12.50%
Formal Profit Sharing	11.54%	4.76%	6.45%	
Qualified E.S.O.P.	42.31%	47.62%	41.94%	50.00%
Non-qualified E.S.O.P.	15.38%	9.52%	25.81%	25.00%
Pension/401K	84.62%	85.71%	93.55%	100.00%
Non-qualified pension plan	34.62%	33.33%	16.13%	12.50%
Severance package	38.46%	42.86%	32.26%	50.00%
Restricted stock	23.08%	42.86%	32.26%	37.50%
Restricted stock options	11.54%	4.76%	9.68%	12.50%
Phantom stock options		14.29%		
Stock appreciation rights	3.85%			
Other	19.23%	14.29%	9.68%	12.50%
If the officer receives incentive compensation, plea				
Risk adjustment of awards	34.62%	33.33%	29.03%	25.00%
Deferral of payments (clawback) Longer performance periods	23.08% 11.54%	28.57% 19.05%	6.45% 25.81%	25.00% 12.50%
Reduced sensitivity to short term performance	11.04%	9.05%	25.81%	12.50%

15.38%

15.38%

9.52%

14.29%

12.90%

9.68%

12.50%

25.00%

Reduced sensitivity to short term performance

Other

DEMOGRAPHIC DATA

SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE (In millions)

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

Participating Banks	4	32	17	13	23
Average Assets (000)	81,049	167,072	424,345	660,894	8,982,689
Median Assets (000)	80,259	168,591	439,000	615,305	2,481,819

	Chief Executive Officer				
Number of Filled Positions	4	32	17	13	23
Ethnic Category	-	52	17	10	25
Asian or Pacific Islander	25.00%	18.75%	23.53%	23.08%	26.09%
Black or African American	20.0070	3.13%	20.0070	20.0070	20.0070
Caucasian	75.00%	71.88%	70.59%	61.54%	73.91%
Hispanic	10.0070	71.0070	10.0070	01.0470	70.0170
Multi-Racial					
Decline to state/No answer		6.25%	5.88%	15.38%	
		0.2070	5.00 /0	10.0070	
Gender					
Female	25.00%	12.50%	11.76%	15.38%	4.35%
Male	75.00%	84.38%	82.35%	76.92%	95.65%
Decline to state/No answer		3.13%	5.88%	7.69%	
Average age	64.25	58.37	59.44	58.45	59.00
Number of Filled Positions	Chief Financial Officer	31	17	13	22
Ethnic Category	4	51	17	15	22
Asian or Pacific Islander	25.00%	9.68%	23.53%	23.08%	31.82%
Black or African American	25.00 /0	3.0070	20.0070	20.0070	51.0270
Caucasian	75.00%	80.65%	70.59%	61.54%	59.09%
Hispanic	75.0078	00.0070	70.5970	01.5470	9.09%
Multi-Racial					9.0970
Decline to state/No answer		9.68%	5.88%	15.38%	
		9.00 /0	5.00 /0	15.50 /0	
Gender					
Female	50.00%	35.48%	17.65%	15.38%	13.64%
Male	50.00%	61.29%	76.47%	76.92%	86.36%
Decline to state/No answer		3.23%	5.88%	7.69%	
Average age	59.75	54.14	55.19	51.45	55.18
	Senior Lending Officer				
Number of Filled Positions	3	31	16	13	22
Ethnic Category					
Asian or Pacific Islander	66.67%	6.45%	25.00%	23.08%	22.73%
Black or African American				7.69%	
Caucasian	33.33%	83.87%	68.75%	38.46%	72.73%
Hispanic		6.45%		15.38%	4.55%
Multi-Racial					
Decline to state/No answer		9.68%	6.25%	15.38%	
Gender					
Female		9.68%	12.50%		
Male	100.00%	90.32%	81.25%	92.31%	100.00%
Decline to state/No answer	100.00 /8	30.0Z /0	6.25%	7.69%	100.00 /0
			0.2370	1.03/0	
Average age	50.33	56.20	57.27	58.09	54.91
5 5					

		•	n Do	ollars)					
	Uno	der \$100	\$1	00 - \$249	\$250 - \$499		\$500 - \$999	C)ver \$1,000
Participating Banks Average Assets (000) Median Assets (000)	\$ \$	4 81,049 80,259	\$ \$	32 167,072 168,591	\$ 424,34 \$ 439,00		· /	\$ \$	23 8,982,689 2,481,819
Average Number of Directors Average Number of Inside Directors		8.00 1.25		8.52 1.63	8.4 1.5		9.54 1.08		9.52 1.71
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		25.00% 25.00%		15.63% 6.25% 31.25% 28.13% 12.50% 12.50%	11.76 52.94 35.29 29.41 5.88	% % %	23.08% 15.38% 46.15% 7.69% 7.69%		17.39% 4.35% 60.87% 47.83% 39.13% 8.70%
Paid Medical Exam Outside Directors Eligible for Health Plan				3.13%	11.76 17.65		7.69% 30.77%		8.70% 21.74%
Life Insurance Policy on Chairman Life Insurance Policy on Inside Board Life Insurance Policy all Other Board		75.00%		12.50% 34.38%	35.29 52.94 5.88	%	30.77% 76.92% 15.38%		65.22% 69.57% 21.74%
Stock Options as a % of Total Outstanding Shares None To 2.49% 2.50% to 4.99% 5.00% to 7.49%		75.00% 25.00%		25.00% 31.25% 15.63% 6.25%	17.65 23.53 29.41 5.88	% % %	30.77% 46.15% 7.69% 7.69%		34.78% 52.17% 4.35%
7.50% to 9.99% 10.00% and over				9.38% 12.50%	11.76 11.76		7.69%		8.70%
Average stock options as a % of total outstanding sharesall officers and directors Directors sent to Conferences/Conventions Percent with Mandatory Retirement Age Average Age		19.70% 75.00% -		7.80% 84.38% 15.63% 74.2	13.95 100.00 11.76 75.	% %	6.69% 100.00% 30.77% 74.0		7.73% 69.57% 17.39% 75.5
Directors and Officers Liability Insurance Directors eligible for Deferred Comp Other Benefits		75.00%		93.75% 3.13%	94.12 11.76		84.62% 46.15% 46.15%		100.00% 34.78% 17.39%

		•	n D	ollars)						
	U	nder \$100	\$	100 - \$249	\$	250 - \$499	\$	500 - \$999	С	ver \$1,000
Directors' Fees:										
Regular Board Meeting										
Banks Paying No Fee				28.13%		23.53%				17.39%
Banks Paying a Fee		100.00%		71.88%		76.47%		100.00%		82.61%
Chairman of the Board										
Average Fee Paid	\$	525.00	\$	1,269.57	\$	2,210.30	\$	2,529.17	\$	6,605.25
Median Fee Paid	\$	525.00	\$	1,000.00	\$	2,000.00	\$	2,250.00	\$	3,637.50
Range - Low Fee	\$	300.00	\$	350.00	\$	600.00	\$	400.00	\$	834.00
Range - High Fee Members	\$	750.00	\$	8,300.00	\$	5,000.00	\$	7,000.00	\$	25,000.00
Average Fee Paid	\$	687.50	\$	799.04	\$	1,643.54	\$	1,376.92	\$	4,150.27
Median Fee Paid	\$	775.00	\$	700.00	\$	1,500.00	\$	1,000.00	\$	2,750.00
Range - Low Fee	\$	200.00	\$	350.00	\$	600.00	\$	400.00	\$	900.00
Range - High Fee	\$	1,000.00	\$	2,000.00	\$	5,000.00	\$	3,000.00	\$	25,000.00
Attendence required to claim		50.00%		46.88%		52.94%		46.15%		60.87%
Audit Committee										
Banks Paying No Fee		50.00%		59.38%		52.94%		23.08%		43.48%
Banks Paying a Fee		50.00%		40.63%		47.06%		76.92%		56.52%
Committee Chairman										
Average Fee Paid	\$	75.00	\$	434.79	\$	979.20	\$	1,018.18	\$	1,441.22
Median Fee Paid	\$	75.00	\$	408.50	\$	475.00	\$	600.00	\$	1,000.00
Range - Low Fee	\$	50.00	\$	100.00	\$	200.00	\$	200.00	\$	250.00
Range - High Fee	\$	100.00	\$	1,000.00	\$	3,542.00	\$	3,000.00	\$	5,000.00
Members										
Average Fee Paid	\$	75.00	\$	296.38	\$	662.50	\$	610.00	\$	659.00
Median Fee Paid	\$	75.00	\$	220.00	\$	400.00	\$	350.00	\$	500.00
Range - Low Fee	\$	50.00	\$	83.00	\$	200.00	\$	100.00	\$	167.00
Range - High Fee	\$	100.00	\$	750.00	\$	2,500.00	\$	3,000.00	\$	1,333.00
Attendence required to claim		50.00%		37.50%		41.18%		53.85%		56.52%
Compensation Committee										
Banks Paying No Fee		50.00%		68.75%		52.94%		23.08%		47.83%
Banks Paying a Fee		50.00%		31.25%		47.06%		76.92%		52.17%
Committee Chairman										
Average Fee Paid	\$	75.00	\$	387.91	\$	883.40	\$	888.64	\$	889.74
Median Fee Paid	\$	75.00	\$	400.00	\$	475.00	\$	600.00	\$	700.00
Range - Low Fee	\$	50.00	\$	50.00	\$	200.00	\$	150.00	\$	250.00
Range - High Fee	\$	100.00	\$	750.00	\$	3,542.00	\$	3,000.00	\$	2,542.00
Members	-		*		*		~		*	
Average Fee Paid	\$	75.00	\$	333.30	\$	662.50	\$	620.00	\$	641.67
Median Fee Paid	\$	75.00	\$	250.00	\$	400.00	\$	400.00	\$	600.00
Range - Low Fee	\$	50.00	\$	83.00	\$	200.00	\$	100.00	\$	150.00
Range - High Fee	\$	100.00	\$	750.00	\$	2,500.00	\$	3,000.00	\$	1,100.00
Attendence required to claim		50.00%		31.25%		41.18%		61.54%		47.83%

		BANK AS		ET SIZE)ollars)						
	U	nder \$100		100 - \$249	\$	250 - \$499	\$	500 - \$999	C	over \$1,000
Credit Committee										
Banks Paying No Fee		50.00%		68.75%		47.06%		23.08%		56.52%
Banks Paying a Fee		50.00%		31.25%		52.94%		76.92%		43.48%
Committee Chairman										
Average Fee Paid	\$	-	\$	394.75	\$	841.91	\$	1,713.89	\$	920.88
Median Fee Paid	\$	_	\$	400.00	\$	450.00	\$	775.00	\$	550.00
Range - Low Fee	\$	-	\$	50.00	\$	250.00	\$	350.00	\$	250.00
Range - High Fee	\$	_	\$	1,000.00	\$	2,708.00	\$	7,000.00	\$	3,100.00
Members	Ŧ		Ŧ	.,	Ŧ	_,	Ŧ	.,	Ŧ	0,100.00
Average Fee Paid	\$	250.00	\$	280.30	\$	638.89	\$	980.00	\$	618.30
Median Fee Paid	\$	250.00	\$	210.00	\$	400.00	\$	400.00	\$	550.00
Range - Low Fee	\$	150.00	\$	83.00	\$	250.00	\$	100.00	\$	150.00
Range - High Fee	\$	350.00	\$		\$	2,500.00	\$	3,200.00	\$	1,100.00
Attendence required to claim	Ŷ	50.00%	Ψ	31.25%	Ψ	47.06%	Ŷ	46.15%	Ŷ	34.78%
		0010070		01.2070		1110070		10.1070		0111070
Investment Committee										
Banks Paying No Fee		50.00%		71.88%		58.82%		30.77%		65.22%
Banks Paying a Fee		50.00%		28.13%		41.18%		69.23%		34.78%
Committee Chairman										
Average Fee Paid	\$	50.00	\$	333.70	\$	752.13	\$	1,002.78	\$	500.00
Median Fee Paid	\$	50.00	\$	325.00	\$	475.00	\$	600.00	\$	500.00
Range - Low Fee	\$	50.00	\$	50.00	\$	200.00	\$	250.00	\$	250.00
Range - High Fee	\$	50.00	\$	600.00	\$	2,917.00	\$	3,000.00	\$	750.00
Members	Ψ	00.00	Ψ	000.00	Ψ	2,011.00	Ψ	0,000100	Ψ	100.00
Average Fee Paid	\$	75.00	\$	278.11	\$	692.86	\$	622.22	\$	616.67
Median Fee Paid	\$	75.00	\$	200.00	\$	400.00	\$	300.00	\$	600.00
Range - Low Fee	\$	50.00	\$	83.00	\$	200.00	\$	100.00	\$	200.00
Range - High Fee	\$	100.00	\$	500.00	\$	2,500.00	\$	3,000.00	\$	1,000.00
Attendence required to claim	Ψ	50.00%	Ψ	28.13%	Ψ	41.18%	Ψ	46.15%	Ψ	34.78%
		50.0070		20.1070		41.1070		40.1070		04.7070
Annual Retainer										
Banks Paying No Retainer		100.00%		84.38%		58.82%		53.85%		30.43%
Banks Paying a Retainer				15.63%		41.18%		46.15%		69.57%
Average Retainer Paid	\$	-	\$	22,600	\$	37,057	\$	73,332	\$	78,154
Median Retainer Paid	\$	-	\$	12,000	\$	22,500	\$	24,000	\$	50,000
Range - Low Retainer	\$	-	\$	5,000	\$	7,500	\$	800	\$	1,875
Range - High Retainer	\$	-	\$	66,000	\$	96,000	\$	236,000	\$	342,000
	Ŧ		Ŧ	,	Ŧ	,	Ŧ		Ŧ	0.2,000
Total Annual Director Compensation										
Banks that responded to this question		100.00%		71.88%		94.12%		92.31%		86.96%
Of those banks:		/ •								
Average Compensation	\$	8,150.00	\$	14,674.30	\$	18,479.20	\$	29,010.33	\$	65,868.24
Median Compensation	\$	7,550.00	\$	13,500.00	\$	19,500.00	\$	25,827.00	\$	55,272.50
Range - Minimum Compesation	\$	2,500.00	\$	7,200.00	\$	2,135.50	\$	15,450.00	\$	24,111.00
Range - Maximum Compensation	\$	15,000.00	\$	25,571.00	\$	36,000.00	\$	44,000.00	\$	147,389.00
0 · · · · · · · · · · · · · · · · · · ·	Ŧ	-,	٠	-,	Ŧ	,	Ŧ	,	Ŧ	,

	(Millio	SSET SIZE n Dollars)			
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Regular Board MeetingChairman					
No Fee	50.00%	28.13%	41.18%	7.69%	47.83%
Under \$100					
100 - 199					
200 - 299					
300 - 399	25.00%	3.13%			
400 - 499		3.13%		7.69%	
500 - 599		9.38%			
600 - 699		6.25%	5.88%		
700 - 799	25.00%	9.38%		7.69%	
800 - 899					4.35%
900 - 999		3.13%			
\$1,000 and over		37.50%	52.94%	76.92%	47.83%
Denular Deerel Meeting, Members					
Regular Board MeetingMembers No Fee		20 120/	22 520/		17 200/
Under \$100		28.13%	23.53%		17.39%
100 - 199	25.00%				
200 - 299	25.00%	0.400/			
300 - 399		3.13%		7 000/	
400 - 499		6.25%		7.69%	
500 - 599		25.00%	E 000/		
600 - 699	05.00%	0.05%	5.88%	7 000/	
700 - 799	25.00%	6.25%	5.88%	7.69%	
800 - 899	25.00%	3.13%	5.88%	7.69%	
900 - 999		6.25%			4.35%
\$1,000 and over	25.00%	21.88%	58.82%	76.92%	78.26%
Audit CommitteeChairman					
No Committee or No Fee	50.00%	56.25%	41.18%	15.38%	26.09%
Under \$100	25.00%				
100 - 199	25.00%	6.25%			
200 - 299		12.50%	11.76%	7.69%	8.70%
300 - 399				15.38%	4.35%
400 - 499		6.25%	17.65%		
500 - 599		3.13%	5.88%	15.38%	8.70%
600 - 699		6.25%		7.69%	
700 - 799		6.25%	5.88%		4.35%
800 - 899					
900 - 999					4.35%
\$1,000 and over		3.13%	17.65%	38.46%	43.48%

		SSET SIZE n Dollars)			
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Audit CommitteeMembers					
No Committee or No Fee	50.00%	59.38%	52.94%	23.08%	43.48%
Under \$100	25.00%	3.13%			
100 - 199	25.00%	6.25%		7.69%	4.35%
200 - 299		12.50%	11.76%	15.38%	8.70%
300 - 399		6.25%	5.88%	15.38%	4.35%
400 - 499		3.13%	17.65%	15.38%	4.35%
500 - 599		6.25%		7.69%	8.70%
600 - 699				7.69%	
700 - 799		3.13%	5.88%		
800 - 899					4.35%
900 - 999					
\$1,000 and over			5.88%	7.69%	21.74%
Compensation CommitteeChairman					
No Committee or No Fee	50.00%	65.63%	41.18%	15.38%	43.48%
Under \$100	25.00%	3.13%			
100 - 199	25.00%	6.25%		7.69%	
200 - 299		9.38%	11.76%	7.69%	8.70%
300 - 399					4.35%
400 - 499		6.25%	17.65%	7.69%	
500 - 599			11.76%	15.38%	8.70%
600 - 699		6.25%		15.38%	
700 - 799		3.13%	5.88%	7.69%	13.04%
800 - 899					8.70%
900 - 999					
\$1,000 and over			11.76%	23.08%	13.04%
Compensation CommitteeMembers					
No Committee or No Fee	50.00%	41.18%	52.94%	23.08%	47.83%
Under \$100	25.00%	3.13%	JZ.34 /0	20.0070	-77.0070
100 - 199	25.00%	3.13%		7.69%	4.35%
200 - 299	23.0070	9.38%	11.76%	15.38%	4.35%
300 - 399		3.13%	5.88%	7.69%	4.35%
400 - 499		3.13%	17.65%	23.08%	4.35%
500 - 599		3.13%	17.00%	7.69%	8.70%
600 - 699		3.13%		7.69%	0.70%
700 - 799		3.13%	5.88%	7.09%	4.35%
800 - 899		5.15%	5.00%		4.35%
900 - 999					4.33%
\$1,000 and over			5.88%	7.69%	17.39%

	(Millio	SSET SIZE n Dollars)			
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Credit CommitteeChairman					
No Committee or No Fee	100.00%	62.50%	35.29%	30.77%	65.22%
Under \$100		3.13%			
100 - 199					
200 - 299		12.50%	5.88%		8.70%
300 - 399			11.76%	7.69%	
400 - 499		12.50%	17.65%	7.69%	
500 - 599			11.76%	7.69%	8.70%
600 - 699		6.25%		7.69%	8.70%
700 - 799			5.88%	7.69%	
800 - 899					
900 - 999					
\$1,000 and over		3.13%	11.76%	30.77%	8.70%
Credit CommitteeMembers	=0.000/	00 ==0/	(= 0.00)		=0 =00/
No Committee or No Fee	50.00%	68.75%	47.06%	23.08%	56.52%
Under \$100		3.13%		• /	
100 - 199	25.00%	3.13%		7.69%	4.35%
200 - 299	25.00%	12.50%	5.88%	15.38%	4.35%
300 - 399			17.65%	7.69%	4.35%
400 - 499		6.25%	17.65%	23.08%	
500 - 599		6.25%			8.70%
600 - 699					4.35%
700 - 799			5.88%		
800 - 899					4.35%
900 - 999					
\$1,000 and over			5.88%	23.08%	13.04%
Investment CommitteeChairman					
No Committee or No Fee	75.00%	68.75%	52.94%	30.77%	69.57%
Under \$100	25.00%	3.13%	02.0170	00.1170	00.01 /0
100 - 199	20.0070	0.1070			
200 - 299		12.50%	11.76%	7.69%	4.35%
300 - 399		12.50 /0	11.7070	7.69%	4.35%
400 - 499		9.38%	11.76%	7.0070	4.0070
500 - 599		0.0070	11.76%	7.69%	4.35%
600 - 699		6.25%	11.7070	15.38%	7.0070
700 - 799		0.2570	5.88%	7.69%	8.70%
800 - 899			5.00 /0	1.03/0	0.7070
900 - 999					
			E 000/	22 000/	0 700/
\$1,000 and over			5.88%	23.08%	8.70%

	(Millio	BANK ASSET SIZE (Million Dollars)			
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Investment CommitteeMembers					
No Committee or No Fee	50.00%	71.88%	58.82%	30.77%	65.22%
Under \$100	25.00%	3.13%			
100 - 199	25.00%			7.69%	
200 - 299		15.63%	11.76%	15.38%	4.35%
300 - 399			5.88%	15.38%	4.35%
400 - 499		3.13%	11.76%	15.38%	
500 - 599		6.25%			8.70%
600 - 699				7.69%	
700 - 799			5.88%		4.35%
800 - 899					
900 - 999					
\$1,000 and over			5.88%	23.08%	13.04%
Annual Fee/Retainer					
No Fee/No response	100.00%	84.38%	58.82%	53.85%	30.43%
Under \$2,500	10010070	01.0070	00.0270	7.69%	4.35%
2,500 - 4,999				7.69%	1.0070
5,000 - 7,499		6.25%		1.0070	
7,500 - 9,999		0.2070	5.88%		
10,000-12,499		3.13%	0.0070	7.69%	4.35%
12,500-14,999		0070	11.76%		
15,000-17,499					
17,500-19,999					
20,000-22,499					
22,500-24,999		3.13%	5.88%		4.35%
\$25,000 and over		3.13%	17.65%	23.08%	56.52%
Average Annual Compensation per Director					
No compensation or not reported		28.13%	23.53%	7.69%	17.39%
Under \$2,500		20.1370	5.88%	7.0970	17.5970
2,500 - 4,999	25.00%		5.88%		
5,000 - 7,499	25.00%	6.25%	5.88%		
7,500 - 9,999	25.00%	12.50%	5.00%		
10,000-12,499	25.00%	15.63%	23.53%		
12,500-14,999		6.25%	20.0070		
15,000-17,499	25.00%	12.50%		15.38%	
17,500-19,999	25.00 /0	3.13%	5.88%	7.69%	
20,000-22,499		3.13%	5.88%	7.69%	
22,500-22,499		9.38%	5.00 /0	15.38%	
\$25,000 and over		9.30 % 3.13%	23.53%	46.15%	82.61%