# State of California Department of Business Oversight



# 40<sup>th</sup>Annual Executive Officer and Director Compensation Survey

1977 - 2017

As of June 30, 2017

#### **CHIEF EXECUTIVE OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

## BANK ASSET SIZE (In millions)

Participating Banks	10 \$173,005	12	18	20
Average Assets (000) Median Assets (000)	\$173,095 \$186,250	\$326,143 \$314,602	\$722,336 \$674,628	\$3,669,296 \$1,927,800
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Number of Filled Positions	10	12	18	20
Average Base Salary	\$206,882	\$249,452	\$328,032	\$519,613
Descrit Providence Providence	00.000/	75.000/	00.000/	00.000/
Percent Receiving a Bonus Average Bonus	80.00% \$39,321	75.00% \$87,065	83.33% \$176,841	90.00% \$369,857
Average bonus	ψ09,321	ψ07,005	ψ170,041	ψ303,037
Bonus*: Tied to Profits	75.00%	66.67%	80.00%	77.78%
Tied to Salary	25.00%	22.22%	66.67%	72.22%
Tied to Risk Measures	12.50%	33.33%	60.00%	61.11%
Tied to Other	75.00%	77.78%	60.00%	66.67%
Cigning Ponus Poid	20.000/		11 110/	
Signing Bonus Paid Average Signing Bonus	20.00% \$24,900		11.11% \$4,250	
Average Signing Bonds	Ψ24,900		Ψ4,230	
Percent under Contract	80.00%	66.67%	72.22%	70.00%
Stock Options as a % of				
Total Outstanding Shares:				
None	60.00%	50.00%	38.89%	50.00%
To 2.49%	40.00%	16.67%	44.44%	50.00%
2.50% to 4.99% 5.00% to 7.49%		16.67% 16.67%	16.67%	
7.50% to 9.99%		10.07 /6		
10.00% and over				
Options qualified under IRC 422	50.00%	58.33%	50.00%	35.00%
Benefits:	40 0000	05 000	F0 000/	40.000/
Auto*: Provided	40.00%	25.00%	50.00%	40.00%
Monthly Allowance	40.00%	8.33%	5.56%	10.00%
Mileage Other		8.33% 8.33%	11.11% 5.56%	5.00% 15.00%
Ollifei		0.3376	3.3078	13.00 /8
Country club dues paid	50.00%	50.00%	61.11%	75.00%
Formal Profit Sharing		8.33%	11.11%	15.00%
Qualified E.S.O.P.	30.00%	41.67%	27.78%	35.00%
Non-qualified E.S.O.P.	20.00%	25.00%	16.67%	25.00%
Pension/401K	90.00%	91.67%	88.89%	90.00%
Non-qualified pension plan	20.00%	33.33%	38.89%	65.00%
Severance package Restricted stock	30.00% 20.00%	50.00%	50.00% 44.44%	55.00% 60.00%
Restricted stock options	20.00 /6	41.67% 25.00%	5.56%	5.00%
Phantom stock options		8.33%	5.56 /6	5.00 /6
Stock appreciation rights		0.0070	5.56%	
Other		16.67%	11.11%	10.00%
If the officer receives incentive compensation, please indicate what	at measures the bank	k has taken to b	oalance risk an	d financial
results	10	0= 0000	F0 0	.=
Risk adjustment of awards	10.00%	25.00%	50.00%	45.00%
Deferral of payments (clawback)	10.000/	16.67% 16.67%	16.67% 5.56%	25.00%
Longer performance periods  Reduced sensitivity to short term performance	10.00% 30.00%	16.67% 8.33%	5.56% 11.11%	25.00% 25.00%
Other	30.00 /8	16.67%	11.11%	15.00%
<b>55.</b>		10.07 /0	11.11/0	13.00 /0
Please indicate what measures the bank has taken to balance risk	k and financial results	s for other office	ers in a revenu	e producing
capacity	34 444	0		
Risk adjustment of awards	10.00%	8.33%	44.44%	55.00%
Deferral of payments (clawback)	40.00%	8.33%	16.67%	30.00%
Longer performance periods Reduced sensitivity to short term performance	30.00%	8.33% 41.67%	11.11% 27.78%	15.00% 35.00%
Other	20.00%	25.00%	16.67%	25.00%
	20.0070	_0.0070	. 0.07 /0	_5.0070

<sup>\*</sup> May add to more than 100% due to multiple choices

#### **CHIEF EXECUTIVE OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

BASE ANNUAL SALARY (in Thousands)

BANK ASSET SIZE (Million Dollars)

Under \$100	10.00%				1.67%
100 - 109					
110 - 119					
120 - 129					
130 - 139					
140 - 149			5.56%		1.67%
150 - 159					
160 - 169					
170 - 179	10.00%	8.33%			3.33%
180 - 189			5.56%		1.67%
190 - 199	10.00%				1.67%
200 - 209	20.00%	8.33%			5.00%
210 - 219		8.33%			1.67%
220 - 229	10.00%	8.33%			3.33%
230 - 239	10.00%	16.67%			5.00%
240 - 249					
250 - 259	20.00%				3.33%
260 - 269					
270 - 279		25.00%	11.11%		8.33%
280 - 289		8.33%	5.56%		3.33%
290 - 299		0.00,	0.007.0		0.0070
300 - 309		16.67%	16.67%	5.00%	10.00%
310 - 319		10.01 /6	10.01 /0	5.00%	1.67%
320 - 329	10.00%			10.00%	5.00%
330 - 339	10.0070		11.11%	10.00%	6.67%
340 - 349			5.56%	10.0070	1.67%
350 - 359			5.56%		1.67%
360 - 369			5.56%	5.00%	3.33%
370 - 379			5.56%	3.00 /6	1.67%
380 - 389			3.30 /6		1.07 /0
390 - 399			E E60/		1 670/
400 - 499			5.56% 11.11%	20.00%	1.67% 10.00%
500 - 599			5.56%	5.00%	3.33%
600 - 699				20.00%	6.67%
700 - 799				10.00%	3.33%
800 - 899				5.00%	1.67%
900 - 999				<b>5</b> 000/	4.070/
\$1 million and over				5.00%	1.67%
Total positions	10	12	18	20	60
Average base salary	\$206,882	\$249,452	\$328,032	\$519,613	
Median salary	\$212,500	\$251,000	\$332,825	\$457,500	
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Salary Low Range:	\$12,000	\$177,187	\$148,773	\$300,000	
Salary High Range:	\$325,000	\$305,963	\$524,674	\$1,000,000	

#### **CHIEF EXECUTIVE OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

Northern California Southern California

Participating Banks	29	31
Average Assets (000)	\$884,190	\$2,141,649
Median Assets (000)	\$637,647	\$872,533
Number of Filled Positions	29	31
Average Base Salary	\$310,802	\$398,252
Median Base Salary	\$283,300	\$325,000
Percent Receiving a Bonus	82.76%	83.87%
Average Bonus	\$119,279	\$290,211
Bonus*: Tied to Profits	79.17%	73.08%
Tied to Salary Tied to Risk Measures	50.00% 50.00%	57.69% 46.15%
Tied to Risk Measures Tied to Other	91.67%	46.15%
Signing Bonus Paid	10.34%	3.23%
Average Signing Bonus	\$19,100	\$1,000
Percent under Contract	75.86%	67.74%
		911
Stock Options as a % of Total Outstanding Shares:		
None	51.72%	38.71%
To 2.49%	44.83%	41.94%
2.50% to 4.99%	3.45%	16.13%
5.00% to 7.49%		3.23%
7.50% to 9.99%		
10.00% and over		
Options qualified under IRC 422	100.00%	73.68%
Benefits:		
Auto*: Provided	37.93%	41.94%
Monthly Allowance	55.17%	35.48%
Mileage Other	3.45%	12.90% 12.90%
Country club dues paid	55.17%	67.74%
Formal Profit Sharing	6.90%	12.90%
Qualified E.S.O.P.	37.93%	29.03%
Non-qualified E.S.O.P.	20.69%	22.58%
Pension/401K	96.55%	83.87%
Non-qualified pension plan	51.72%	35.48%
Severance package	41.38%	54.84%
Restricted stock	44.83%	45.16% 3.23%
Restricted stock options Phantom stock options	13.79% 3.45%	3.23 /
Stock appreciation rights	3.45%	
Other	17.24%	3.23%
f the officer receives incentive compensation, please indicate	what measures the bank has t	aken to balance
risk and financial results		
Risk adjustment of awards	37.93%	35.48%
Deferral of payments (clawback)	10.34%	22.58%
Longer performance periods	13.79%	16.13%
Reduced sensitivity to short term performance	20.69%	16.13%
Other	17.24%	6.45%
Please indicate what measures the bank has taken to balance	risk and financial results for of	ther officers in a
revenue producing capacity	41.38%	29.03%
Pick adjustment of awards	41.30%	
Risk adjustment of awards  Deferral of payments (clawback)	24 1 1 0 /2	
Deferral of payments (clawback)	24.14% 20.69%	
	24.14% 20.69% 17.24%	32.26% 29.03% 19.35%

<sup>\*</sup> May add to more than 100% due to multiple choices

#### **CHIEF FINANCIAL OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

# BANK ASSET SIZE (In millions)

Participating Banks	10	12	18	20
Average Assets (000)	\$173,095	\$326,143	\$722,336	\$3,669,296
Median Assets (000)	\$186,250	\$314,602	\$674,628	\$1,927,800
Number of Filled Positions	10	12	18	20
Average Base Salary	\$159,415	\$180,192	\$198,207	\$301,699
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Percent Receiving a Bonus	80.00%	91.67%	83.33%	90.00%
Average Bonus	\$33,250	\$29,223	\$57,888	\$149,229
Bonus*: Tied to Profits	62.50%	54.55%	73.33%	83.33%
Tied to Salary	25.00%	18.18%	66.67%	72.22%
Tied to Risk Measures	12.50%	27.27%	60.00%	55.56%
Tied to Other	75.00%	72.73%	53.33%	66.67%
Signing Bonus Paid	20.00%		5.56%	5.00%
Average Signing Bonus	\$8,750		\$10,000	\$30,000
Average digiting bonds	ψ0,700		ψ10,000	ψου,σοσ
Percent under Contract	50.00%	41.67%	33.33%	45.00%
Stock Options as a % of				
Total Outstanding Shares:				
None	60.00%	58.33%	38.89%	35.00%
To 2.49%	40.00%	41.67%	61.11%	65.00%
2.50% to 4.99%	10.0070	11.07 70	01.1170	00.0070
5.00% to 7.49%				
7.50% to 9.99%				
10.00% and over				
10.00 /b and over				
Options qualified under IRC 422	60.00%	41.67%	61.11%	40.00%
Benefits:				
Auto*: Provided	20.00%		11.11%	10.00%
Monthly Allowance	40.00%	8.33%	5.56%	10.00%
Mileage	20.00%	8.33%	16.67%	10.00%
Other				10.00%
Country club dues paid	10.00%	8.33%	16.67%	15.00%
Formal Profit Sharing			11.11%	15.00%
Qualified E.S.O.P.	30.00%	50.00%	27.78%	40.00%
Non-qualified E.S.O.P.		8.33%	16.67%	25.00%
Pension/401K	90.00%	91.67%	88.89%	90.00%
Non-qualified pension plan	20.00%	8.33%	27.78%	60.00%
Severance package	20.00%	33.33%	38.89%	50.00%
Restricted stock	20.00%	41.67%	38.89%	55.00%
Restricted stock options		25.00%	5.56%	5.00%
Phantom stock options		8.33%		5.00%
Stock appreciation rights			5.56%	
Other		16.67%	11.11%	15.00%
results				
Risk adjustment of awards	10.00%	25.00%	44.44%	40.00%
Deferral of payments (clawback)		16.67%	11.11%	25.00%
Longer performance periods	10.00%	16.67%	5.56%	25.00%
Reduced sensitivity to short term performance	30.00%	8.33%	11.11%	20.00%
Other		16.67%	11.11%	15.00%

<sup>\*</sup> May add to more than 100% due to multiple choices

#### **CHIEF FINANCIAL OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

# BASE ANNUAL SALARY (in Thousands)

# BANK ASSET SIZE (Million Dollars)

	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$100					
100 - 109	10.00%		5.56%		3.33%
110 - 119			0.0076		0.0070
120 - 129	10.00%				1.67%
130 - 139	10.00%	16.67%			5.00%
140 - 149	20.00%				3.33%
150 - 159	10.00%	8.33%	5.56%	10.00%	8.33%
160 - 169					
170 - 179		16.67%	16.67%		8.33%
180 - 189	20.00%	16.67%	5.56%		8.33%
190 - 199			11.11%		3.33%
200 - 209	20.00%	25.00%	11.11%	5.00%	13.33%
210 - 219			16.67%	10.00%	8.33%
220 - 229			11.11%	5.00%	5.00%
230 - 239			5.56%	5.00%	3.33%
240 - 249			11.11%	10.00%	6.67%
250 - 259				5.00%	1.67%
260 - 269				5.00%	1.67%
270 - 279					
280 - 289		8.33%			1.67%
290 - 299				5.00%	1.67%
300 - 309		8.33%			1.67%
310 - 319				5.00%	1.67%
320 - 329				5.00%	1.67%
330 - 339				5.00%	1.67%
340 - 349					
350 - 359				5.00%	1.67%
360 - 369					
370 - 379				5.00%	1.67%
380 - 389				5.00%	1.67%
390 - 399					
400 - 409				5.00%	1.67%
410 - 419					
420 - 429					
430 - 439					
440 - 449					
450 - 459					
460 - 469					
470 - 479					
480 - 489					
490 - 499					
500 and over				5.00%	1.67%
Total positions	10	12	18	20	60
Average base salary	\$159,415	\$180,192	\$198,207	\$301,699	
Median salary	\$151,766	\$182,500	\$204,500	\$261,250	
Salary Low Range:	\$105,000	\$132,825	\$107,676	\$150,075	
Salary High Range:	\$201,000	\$210,000	\$245,000	\$800,000	

#### **CHIEF FINANCIAL OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

Participating Banks	29	31
Average Assets (000)	\$884,190	\$2,141,649
Median Assets (000)	\$637,647	\$872,533
Number of Filled Positions	29	31
Average Base Salary	\$205,106	\$239,035
Median Base Salary	\$203,400	\$200,000
modal Bass Salary	φ200, 100	Ψ200,000
Percent Receiving a Bonus	86.21%	87.10%
Average Bonus	\$57,935	\$99,760
Bonus*: Tied to Profits	70.000/	70 070/
Tied to Salary	72.00% 52.00%	70.37% 55.56%
Tied to Salary Tied to Risk Measures	48.00%	40.74%
Tied to Other	88.00%	44.44%
rica to Guier	00.0070	11.1170
Signing Bonus Paid	13.79%	
Average Signing Bonus	\$14,375	
		00 710/
Percent under Contract	44.83%	38.71%
Stock Options as a % of		
Total Outstanding Shares:		
None	48.28%	41.94%
To 2.49%	51.72%	58.06%
2.50% to 4.99%		
5.00% to 7.49%		
7.50% to 9.99%		
10.00% and over		
Options qualified under IRC 422	93.33%	77.78%
Options qualified under INC 422	93.3376	77.7070
Benefits:		
Auto*: Provided	13.79%	6.45%
Monthly Allowance	51.72%	58.06%
Mileage	17.24%	9.68%
Other	3.45%	3.23%
Country olub duos poid	17.24%	9.68%
Country club dues paid	17.2470	9.00%
Formal Profit Sharing	6.90%	9.68%
Formal Profit Sharing Qualified E.S.O.P.	6.90% 41.38%	9.68% 32.26%
<u> </u>		
Qualified E.S.O.P.	41.38%	32.26%
Qualified E.S.O.P. Non-qualified E.S.O.P.	41.38% 20.69%	32.26% 9.68%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K	41.38% 20.69% 96.55%	32.26% 9.68% 83.87%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock	41.38% 20.69% 96.55% 37.93% 34.48% 41.38%	32.26% 9.68% 83.87% 29.03% 41.94%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79%	32.26% 9.68% 83.87% 29.03% 41.94% 41.94% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45%	32.26% 9.68% 83.87% 29.03% 41.94%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45%	32.26% 9.68% 83.87% 29.03% 41.94% 41.94% 3.23% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45%	32.26% 9.68% 83.87% 29.03% 41.94% 41.94% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45%	32.26% 9.68% 83.87% 29.03% 41.94% 41.94% 3.23% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45%	32.26% 9.68% 83.87% 29.03% 41.94% 41.94% 3.23% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45% 20.69%	32.26% 9.68% 83.87% 29.03% 41.94% 3.23% 3.23% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other  risk and financial results Risk adjustment of awards	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45% 20.69%	32.26% 9.68% 83.87% 29.03% 41.94% 3.23% 3.23% 3.23%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other  risk and financial results Risk adjustment of awards Deferral of payments (clawback)	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45% 20.69%	32.26% 9.68% 83.87% 29.03% 41.94% 3.23% 3.23% 3.23% 29.03% 19.35%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other  risk and financial results Risk adjustment of awards Deferral of payments (clawback) Longer performance periods	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45% 20.69% 37.93% 10.34% 13.79%	32.26% 9.68% 83.87% 29.03% 41.94% 3.23% 3.23% 3.23% 29.03% 19.35% 16.13%
Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other  risk and financial results Risk adjustment of awards Deferral of payments (clawback) Longer performance periods Reduced sensitivity to short term performance	41.38% 20.69% 96.55% 37.93% 34.48% 41.38% 13.79% 3.45% 20.69% 37.93% 10.34% 13.79% 20.69%	32.26% 9.68% 83.87% 29.03% 41.94% 3.23% 3.23% 3.23% 29.03% 19.35% 16.13% 12.90%

<sup>\*</sup> May add to more than 100% due to multiple choices

#### **SENIOR LOAN OFFICER**

#### SUMMARY DATA AS OF JUNE 30, 2017

# BANK ASSET SIZE (In millions)

Participating Banks	10	12	18	20
Average Assets (000)	173,095	326,143	722,336	3,669,296
Median Assets (000)	186,250	314,602	674,628	1,927,800
Number of Filled Positions	10	12	18	20
Average Base Salary	\$177,063	\$169.836	\$191,635	\$285,120
, wordgo 2000 Calary	<b>4.1.1,000</b>	ψ.00,000	ψ.σ.,σσσ	<b>\$200</b> ,.20
Percent Receiving a Bonus	70.00%	75.00%	77.78%	95.00%
Average Bonus	\$35,020	\$33,952	\$61,230	\$147,821
Bonus*: Tied to Profits	85.71%	55.56%	78.57%	73.68%
Tied to Salary	28.57%	22.22%	71.43%	68.42%
Tied to Risk Measures	14.29%	33.33%	64.29%	47.37%
Tied to Other	71.43%	88.89%	42.86%	57.89%
Signing Bonus Paid	30.00%	8.33%	11.11%	10.00%
Average Signing Bonus	\$18,137	\$25,000	\$3,750	\$405,000
Average digning bonds	ψ10,137	Ψ23,000	ψ5,750	Ψ+05,000
Percent under Contract	40.00%	16.67%	27.78%	40.00%
Stock Options as a % of				
Total Outstanding Shares:				
None	60.00%	41.67%	50.00%	35.00%
To 2.49%	40.00%	58.33%	50.00%	60.00%
2.50% to 4.99%	10.0070	00.0070	00.0070	5.00%
5.00% to 7.49%				0.0070
7.50% to 9.99%				
10.00% and over				
Options qualified under IPC 422	40.00%	58.33%	44.44%	40.00%
Options qualified under IRC 422	40.00%	36.33%	44.4470	40.00%
Benefits:				
Auto*: Provided	20.00%		5.56%	5.00%
Monthly Allowance	40.00%	8.33%	5.56%	10.00%
Mileage		8.33%	11.11%	25.00%
Other			5.56%	15.00%
Country club dues paid	40.00%	8.33%	16.67%	30.00%
Farmed Desft Observer			44.440/	45.000/
Formal Profit Sharing	20.000/	44.070/	11.11%	15.00%
Qualified E.S.O.P.	30.00%	41.67%	16.67%	40.00%
Non-qualified E.S.O.P.	00.000/	04.670/	16.67%	25.00%
Pension/401K	90.00%	91.67%	88.89%	90.00%
Non-qualified pension plan	10.00% 20.00%	8.33%	22.22% 33.33%	65.00%
Severance package Restricted stock	20.00%	25.00% 33.33%	50.00%	50.00% 50.00%
Restricted stock options	20.00%	16.67%	5.56%	5.00%
Phantom stock options		8.33%	5.50%	5.00%
Stock appreciation rights		0.5576	5.56%	3.00 /6
Other		8.33%	11.11%	15.00%
If the officer receives incentive compensation, please indicate results	te wnat measures the ban	к nas taken to l	oalance risk an	d financial
Risk adjustment of awards	10.00%	25.00%	38.89%	40.00%
Deferral of payments (clawback)		16.67%	16.67%	30.00%
Longer performance periods	10.00%	25.00%	5.56%	25.00%
Reduced sensitivity to short term performance	30.00%	16.67%	11.11%	25.00%
Other		8.33%	11.11%	10.00%

<sup>\*</sup> May add to more than 100% due to multiple choices

#### **SENIOR LOAN OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

BASE ANNUAL SALARY (in Thousands)

BANK ASSET SIZE (Million Dollars)

Under \$100					
100 - 109		8.33%	5.56%		3.33%
110 - 119		0.0070	0.0070		
120 - 129		8.33%			1.67%
130 - 139	10.00%	0.0070	5.56%		3.33%
140 - 149	20.00%	8.33%	5.56%		6.67%
150 - 159	20.0070	8.33%	0.0070		1.67%
160 - 169	10.00%	16.67%	5.56%	5.00%	8.33%
170 - 179	20.00%	8.33%	0.0070	5.00%	6.67%
180 - 189	10.00%	8.33%	5.56%	5.00%	6.67%
190 - 199	10.0070	16.67%	27.78%	0.0070	11.67%
200 - 209	10.00%	10.01,70	22.22%	5.00%	10.00%
210 - 219	10.00%	8.33%	5.56%	5.00%	6.67%
220 - 229	10.0070	8.33%	11.11%	0.0070	5.00%
230 - 239	10.00%	0.0070	11.1170		1.67%
240 - 249	10.0070			5.00%	1.67%
250 - 259				20.00%	6.67%
260 - 269				5.00%	1.67%
270 - 279			5.56%	5.00%	3.33%
280 - 289			3.3076	3.00 /0	
290 - 299				5.00%	1.67%
300 - 309				5.00%	1.67%
310 - 319				5.00%	1.67%
320 - 329				5.00%	1.67%
330 - 339				5.00%	1.67%
340 - 349				5.00%	,
350 - 359					
360 - 369					
370 - 379					
380 - 389					
390 - 399					
400 - 409				F 00%	1.67%
410 - 419				5.00%	1.07 70
420 - 429					
430 - 439					
440 - 449					
450 - 459					
460 - 469					
470 - 479					
480 - 489					
490 - 499					
500 and over				10.00%	3.33%
Total Danitions	40	40	40		
Total Positions	10	12	18	20 #205 420	60
Average Salary		\$169,836 \$167,500	\$191,635 \$107,365	\$285,120	
Median salary	\$175,750	\$167,500	\$197,365	\$260,068	
Salary Low Range:		\$103,314	\$102,883	\$167,116	
Salary High Range:	\$232,312	\$229,934	\$278,064	\$500,000	

#### **SENIOR LOAN OFFICER**

SUMMARY DATA AS OF JUNE 30, 2017

Participating Banks		Northern California	Southern California
Average Base Salary         \$205,681         \$225,688           Median Salary         \$197,000         \$200,000           Percent Receiving a Bonus         82.76%         80.65%           Average Bonus         \$52,366         \$117,148           Bonus*: Tied to Profits         79,17%         68.00%           Tied to Salary         54.17%         60.00%           Tied to Other         87.50%         36.00%           Signing Bonus Paid         17.24%         9.68%           Average Signing Bonus         \$15,382         \$273,333           Percent under Contract         41.38%         25.81%           Stock Options as a % of         1         75.00%           Total Outstanding Shares:         10.00%         3.23%           Nome         41.38%         48.39%           7 5.0% to 7.49%         58.62%         48.39%           7 5.0% to 7.49%         58.62%         48.39%           7 5.0% to 9.99%         10.00% and over         10.00% and over           Options qualified under IRC 422           Benefits:           Country club dues paid         10.34%         3.23%           Country club dues paid         31.03%         16.13%           <	Average Assets (000)	884,190	2,141,649
Average Bonus	Average Base Salary	\$205,661	\$225,688
Tied to Salary Tied to Risk Measures Tied to Other Tied Tied Tied Tied Tied Tied Tied Tied	-		
Average Signing Bonus         \$15,382         \$273,333           Percent under Contract         41.38%         25.81%           Stock Options as a % of Total Outstanding Shares:         ************************************	Tied to Salary Tied to Risk Measures	54.17% 50.00%	60.00% 40.00%
Stock Options as a % of Total Outstanding Shares: None	~ · ·		
Total Outstanding Shares:   None	Percent under Contract	41.38%	25.81%
Benefits:           Auto*: Provided         10.34%         3.23%           Monthly Allowance         75.86%         61.29%           Mileage         13.79%         12.90%           Other         3.45%         9.68%           Country club dues paid         31.03%         16.13%           Formal Profit Sharing         6.90%         9.68%           Qualified E.S.O.P.         34.48%         29.03%           Non-qualified E.S.O.P.         17.24%         9.68%           Pension/401K         96.55%         83.87%           Non-qualified pension plan         37.93%         25.81%           Severance package         31.03%         38.71%           Restricted stock         41.38%         41.94%           Restricted stock options         10.34%         3.23%           Phantom stock options         10.34%         3.23%           Stock appreciation rights         3.45%         3.23%           Other         17.24%         3.23%           If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results         3.45%           Risk adjustment of awards         37.93%         25.81%           Deferral of payments (clawback)	Total Outstanding Shares: None To 2.49% 2.50% to 4.99% 5.00% to 7.49% 7.50% to 9.99%		48.39%
Auto*: Provided       10.34%       3.23%         Monthly Allowance       75.86%       61.29%         Mileage       13.79%       12.90%         Other       3.45%       9.68%         Country club dues paid       31.03%       16.13%         Formal Profit Sharing       6.90%       9.68%         Qualified E.S.O.P.       34.48%       29.03%         Non-qualified E.S.O.P.       17.24%       9.68%         Pension/401K       96.55%       83.87%         Non-qualified pension plan       37.93%       25.81%         Severance package       31.03%       38.71%         Restricted stock       41.38%       41.94%         Restricted stock options       10.34%       3.23%         Phantom stock options       3.45%       3.23%         Stock appreciation rights       3.45%       3.23%         Other       17.24%       3.23%         If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results       37.93%       25.81%         Deferral of payments (clawback)       13.79%       22.58%         Longer performance periods       13.79%       19.35%         Reduced sensitivity to short term performance       2	Options qualified under IRC 422		
Formal Profit Sharing Qualified E.S.O.P. 34.48% Qualified E.S.O.P. 17.24% 9.68% Pension/401K 96.55% 83.87% Non-qualified pension plan 37.93% 25.81% Severance package 31.03% 38.71% Restricted stock 41.38% 41.94% Restricted stock options 10.34% 3.23% Phantom stock options 37.93% 32.3% Stock appreciation rights Other 17.24% 3.23% If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results Risk adjustment of awards Deferral of payments (clawback) 13.79% 22.58% Longer performance periods Reduced sensitivity to short term performance Other 13.79% 19.35% Other	Auto*: Provided Monthly Allowance Mileage	75.86% 13.79%	61.29% 12.90%
Qualified E.S.O.P.         34.48%         29.03%           Non-qualified E.S.O.P.         17.24%         9.68%           Pension/401K         96.55%         83.87%           Non-qualified pension plan         37.93%         25.81%           Severance package         31.03%         38.71%           Restricted stock         41.38%         41.94%           Restricted stock options         10.34%         3.23%           Phantom stock options         3.45%         3.23%           Stock appreciation rights         3.45%         3.23%           Other         17.24%         3.23%           If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results         37.93%         25.81%           Risk adjustment of awards         37.93%         25.81%         22.58%           Longer performance periods         13.79%         19.35%           Reduced sensitivity to short term performance         20.69%         19.35%           Other         13.79%         3.23%	Country club dues paid	31.03%	16.13%
risk and financial results         Risk adjustment of awards       37.93%       25.81%         Deferral of payments (clawback)       13.79%       22.58%         Longer performance periods       13.79%       19.35%         Reduced sensitivity to short term performance       20.69%       19.35%         Other       13.79%       3.23%	Qualified E.S.O.P. Non-qualified E.S.O.P. Pension/401K Non-qualified pension plan Severance package Restricted stock Restricted stock options Phantom stock options Stock appreciation rights Other	34.48% 17.24% 96.55% 37.93% 31.03% 41.38% 10.34% 3.45% 3.45%	29.03% 9.68% 83.87% 25.81% 38.71% 41.94% 3.23% 3.23%
Deferral of payments (clawback)       13.79%       22.58%         Longer performance periods       13.79%       19.35%         Reduced sensitivity to short term performance       20.69%       19.35%         Other       13.79%       3.23%		at measures the bank h	as taken to balance
	Deferral of payments (clawback) Longer performance periods Reduced sensitivity to short term performance Other	13.79% 13.79% 20.69% 13.79%	22.58% 19.35% 19.35% 3.23%

<sup>\*</sup> May add to more than 100% due to multiple choices

**DEMOGRAPHIC DATA** SUMMARY DATA AS OF JUNE 30, 2017

#### BANK ASSET SIZE (In millions)

Participating Banks	10	12	18	20
нанашиная в на	Chief Executive Officer			
Number of Filled Positions	10	12	18	20
Ethnic Category				
Asian or Pacific Islander	10.0%	25.0%	22.2%	10.0%
Black or African American Caucasian	90.0%	66.7%	61.1%	80.0%
Hispanic	30.070	00.7 70	01.170	00.070
Multi-Racial				
Decline to state/No answer		8.3%	16.7%	10.0%
<u>Gender</u>				
Male	90.0%	83.3%	77.8%	80.0%
Female	10.0%	8.3%	5.6%	10.0%
Decline to state/No answer		8.3%	16.7%	10.0%
Average age	60.2	61.3	59.5	59.5
	Chief Financial Officer			
Number of Filled Positions	10	12	18	20
Ethnic Category Asian or Pacific Islander	30.0%	25.0%	38.9%	10.00/
Black or African American	30.0%	25.0%	30.9%	10.0%
Caucasian	70.0%	66.7%	38.9%	65.0%
Hispanic				10.0%
Multi-Racial				. =
Decline to state/No answer		8.3%	22.2%	15.0%
Gender				
Female	70.0%	58.3%	61.1%	75.0%
Male Decline to state/No answer	30.0%	33.3% 8.3%	16.7% 22.2%	15.0% 10.0%
Decline to state/no answer		0.3%	22.270	10.0%
Average age	55.5	54.4	54.8	54.8
	Senior Lending Officer			
Number of Filled Positions	10	12	18	20
Ethnic Category Asian or Pacific Islander	10.0%	16.7%	16.7%	15.0%
Black or African American	10.070	10.7 70	5.6%	13.070
Caucasian	80.0%	66.7%	50.0%	65.0%
Hispanic		8.3%	5.6%	5.0%
Multi-Racial	40.00/	0.00/	00.00/	5.0%
Decline to state/No answer	10.0%	8.3%	22.2%	10.0%
Gender				
Female	90.0%	91.7%	72.2%	90.0%
Male Decline to state/No answer	10.0%	8.3%	5.6% 22.2%	10.0%
Decirie to state/140 dilswei		0.5/0	۷۷.۷/0	10.0/0
Average age	56.0	57.3	57.8	57.8

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

		<b>+ +</b>	*****	- · · · · · · · · · · · · · · · · · · ·
Participating Banks Average Assets (000) Median Assets (000)	10 \$173,095 \$186,250	12 \$326,143 \$314,602	18 \$722,336 \$674,628	20 \$3,669,296 \$1,927,800
Average Number of Directors Average Number of Inside Directors	8.40 1.40	8.83 1.45	8.72 1.35	9.37 1.55
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	30.00% 20.00% 20.00%	16.67% 33.33% 16.67%	16.67% 77.78% 11.11% 11.11%	10.00% 5.00% 35.00% 30.00%
Paid Medical Exam Outside Directors Eligible for Health Plan		8.33%		10.00%
Life Insurance Policy on Chairman Life Insurance Policy on Inside Board Life Insurance Policy all Other Board	50.00%	75.00% 8.33%	38.89%	60.00% 20.00%
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	50.00% 40.00% 10.00%	33.33% 50.00% 8.33%	38.89% 33.33% 5.56%	35.00% 50.00% 5.00%
Average stock options as a % of total outstanding sharesall officers and directors Directors sent to Conferences/Conventions Percent with Mandatory Retirement Age Average Age	7.47 90.00% 10.00% 70.0	6.80 83.33% 8.33% 75.0	7.72 94.44% 22.22% 76.3	11.21 90.00% 30.00% 74.8
Directors and Officers Liability Insurance Directors eligible for Deferred Comp Other Benefits	90.00% 10.00%	100.00% 8.33%	94.44% 16.67% 16.67%	95.00% 50.00% 20.00%

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

	Ur	nder \$250	\$2	250 - \$499	\$5	500 - \$999	O	ver \$1,000
Directors' Fees:								
Regular Board Meeting								
Banks Paying No Fee		10.00%		8.33%		5.56%		20.00%
Banks Paying a Fee		90.00%		91.67%		94.44%		80.00%
Chairman of the Board								
Average Fee Paid	\$	1,319.14	\$	2,569.64	\$	2,081.07	\$	4,121.85
Median Fee Paid	\$	1,000.00	\$	1,000.00	\$	2,000.00	\$	3,000.00
Range - Low Fee	\$	400.00	\$		\$	275.00	\$	292.00
Range - High Fee	\$	2,500.00	\$	12,000.00	\$	5,000.00	\$	17,667.00
Members								
Average Fee Paid	\$	1,051.89	\$	2,036.36	\$	1,517.18	\$	2,385.42
Median Fee Paid	\$	1,000.00	\$	800.00	\$	1,500.00	\$	2,000.00
Range - Low Fee	\$	300.00	\$	500.00	\$	250.00	\$	450.00
Range - High Fee	\$	2,000.00	\$	12,000.00	\$	3,500.00	\$	6,500.00
Attendence required to claim		88.89%		72.73%		76.47%		62.50%
Audit Committee								
Banks Paying No Fee		30.00%		41.67%		33.33%		60.00%
Banks Paying a Fee		70.00%		58.33%		66.67%		40.00%
Committee Chairman								
Average Fee Paid	\$	472.57	\$	457.14	\$	691.05	\$	2,265.50
Median Fee Paid	\$	400.00	\$	500.00	\$	417.00	\$	1,000.00
Range - Low Fee	\$	100.00	\$	250.00	\$	300.00	\$	292.00
Range - High Fee	\$	1,333.00	\$	700.00	\$	2,250.00	\$	15,000.00
Members								
Average Fee Paid	\$	273.57	\$	331.00	\$	538.17	\$	787.50
Median Fee Paid	\$	250.00	\$	300.00	\$	375.00	\$	525.00
Range - Low Fee	\$	100.00	\$	167.00	\$	150.00	\$	200.00
Range - High Fee	\$	500.00	\$	500.00	\$	1,750.00	\$	3,000.00
Attendence required to claim		100.00%		85.71%		100.00%		112.50%
Compensation Committee								
Banks Paying No Fee		50.00%		41.67%		44.44%		60.00%
Banks Paying a Fee		50.00%		58.33%		55.56%		40.00%
Committee Chairman			_		_		_	
Average Fee Paid	\$	295.00	\$	442.86	\$	666.70	\$	1,880.58
Median Fee Paid	\$ \$	375.00	\$	500.00	\$	450.00	\$	725.00
Range - Low Fee		100.00	\$	250.00	\$	250.00	\$	292.00
Range - High Fee	\$	500.00	\$	700.00	\$	2,000.00	\$	10,000.00
Members	•	000.00	•	040.07	_	500.07	•	
Average Fee Paid	\$ \$	233.33	\$	316.67	\$	528.67	\$	777.78
Median Fee Paid	\$	250.00	\$	275.00	\$	300.00	\$	450.00
Range - Low Fee	\$	100.00	\$	150.00	\$	150.00	\$	200.00
Range - High Fee	\$	350.00	\$	500.00	\$	1,750.00	\$	3,000.00
Attendence required to claim		100.00%		100.00%		100.00%		77.78%

SUMMARY DATA AS OF JUNE 30, 2017

#### BANK ASSET SIZE

(Million Dollars) Under \$250 \$250 - \$499 \$500 - \$999

Over \$1,000

**Credit Committee** 44.44% Banks Paying No Fee 30.00% 41.67% 60.00% Banks Paying a Fee 70.00% 58.33% 55.56% 40.00% Committee Chairman Average Fee Paid \$ 468.00 \$ 428.57 \$ 612.53 \$ 1,261.17 \$ Median Fee Paid 387.50 \$ 400.00 \$ 408.50 \$ 887.50 \$ \$ \$ \$ Range - Low Fee 100.00 300.00 300.00 292.00 Range - High Fee \$ 1,333.00 \$ 600.00 \$ 2,000.00 \$ 4,167.00 Members \$ \$ \$ \$ 787.50 Average Fee Paid 273.57 331.00 550.80 Median Fee Paid \$ 250.00 \$ 300.00 \$ 375.00 \$ 525.00 \$ 100.00 \$ 167.00 \$ 208.00 \$ 200.00 Range - Low Fee \$ \$ Range - High Fee \$ 1,750.00 500.00 500.00 3,000.00 Attendence required to claim 85.71% 85.71% 90.00% 100.00% **Investment Committee** Banks Paying No Fee 70.00% 41.67% 50.00% 50.00% Banks Paying a Fee 30.00% 50.00% 50.00% 45.00% Committee Chairman \$ \$ \$ Average Fee Paid 291.67 400.00 675.04 \$ 1,198.40 \$ \$ \$ Median Fee Paid 375.00 400.00 400.00 \$ 675.00 Range - Low Fee 100.00 \$ 250.00 \$ 250.00 292.00 \$ Range - High Fee 400.00 \$ 600.00 \$ 2,000.00 \$ 4,167.00 Members Average Fee Paid \$ \$ 316.67 \$ 528.67 777.78 233.33 \$ \$ Median Fee Paid \$ \$ \$ 250.00 275.00 300.00 450.00 \$ \$ Range - Low Fee 100.00 150.00 \$ 150.00 \$ 200.00 Range - High Fee 350.00 500.00 \$ 1.750.00 3.000.00 Attendence required to claim 100.00% 100.00% 100.00% 77.78% **Annual Retainer** Banks Paying No Retainer 90.00% 66.67% 35.00% 75.00% Banks Paying a Retainer 10.00% 25.00% 33.33% 65.00% Average Retainer Paid 71,483 42.593 \$ 24.000 \$ 85.400 \$ \$ \$ \$ \$ 30,250 \$ Median Retainer Paid 24,000 8,000 40,000 Range - Low Retainer \$ 24,000 \$ 1,200 \$ 12,000 \$ 9,600 Range - High Retainer 24,000 247,000 278,400 70,000 **Total Annual Director Compensation** Banks that responded to this question 80.00% 83.33% 94.44% 95.00% Of those banks: **Average Compensation** \$15,068.25 \$21.626.80 \$30,379.76 \$ 60.892.32

\$13,606.50

\$ 4,445.00

\$30,000.00

\$20,475.00

\$ 6,000.00

\$38,799.00

\$27,000.00

\$ 4,200.00

\$87,600.00

\$ 53,891.00

\$ 16,912.00

\$184,659.00

Median Compensation

Range - Minimum Compesation

Range - Maximum Compensation

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

Regular Board MeetingChairman				
No Fee	30.00%	8.33%	22.22%	35.00%
Under \$500	10.00%		11.11%	5.00%
500 - 599		8.33%		
600 - 699		8.33%		5.00%
700 - 799	10.00%	2.02.1		2,22,1
800 - 899		8.33%		
900 - 999		8.33%		
1,000 - 1,499	20.00%	25.00%	11.11%	
1,500 - 1,999	10.00%	8.33%	11.11%	10.00%
2,000 - 2,499	10.00%		22.22%	10.00%
2,500 - 2,999	10.00%		5.56%	
\$3,000 and over		25.00%	16.67%	35.00%
*-/	100%	100%	100%	100%
Regular Board MeetingMembers				
No Fee	10.00%	8.33%	5.56%	20.00%
Under \$500	10.00%		11.11%	5.00%
500 - 599		16.67%	5.56%	
600 - 699		8.33%	5.56%	5.00%
700 - 799	20.00%	16.67%	5.56%	
800 - 899		8.33%		5.00%
900 - 999				
1,000 - 1,499	40.00%	25.00%	16.67%	10.00%
1,500 - 1,999	10.00%		22.22%	15.00%
2,000 - 2,499	10.00%		16.67%	
2,500 - 2,999				10.00%
\$3,000 and over		16.67%	11.11%	30.00%
Audit CommitteeChairman				
No Committee or No Fee	30.00%	41.67%	27.78%	30.00%
Under \$100				
100 - 199	20.00%			
200 - 299		8.33%		5.00%
300 - 399	10.00%	16.67%	16.67%	
400 - 499	10.00%		27.78%	5.00%
500 - 599	20.00%	16.67%	5.56%	15.00%
600 - 699		8.33%		5.00%
700 - 799		8.33%		
800 - 899				
900 - 999				
\$1,000 and over	10.00%		22.22%	40.00%

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

0.00%	41.67%	00.000/	
0.00%	41 67%	00 000/	
	T1.07 /0	33.33%	60.00%
0.00%	8.33%	5.56%	
0.00%	8.33%	16.67%	5.00%
0.00%	25.00%	11.11%	5.00%
		5.56%	10.00%
0.00%	16.67%	5.56%	
		5.56%	10.00%
		5.56%	5.00%
		11.11%	5.00%
(	0.00% 0.00%	0.00% 8.33% 0.00% 25.00%	0.00%       8.33%       16.67%         0.00%       25.00%       11.11%         5.56%       5.56%         5.56%       5.56%         5.56%       5.56%

Compensation CommitteeCha	irman			
No Committee or No Fee	50.00%	41.67%	38.89%	40.00%
Under \$100				
100 - 199	20.00%			
200 - 299		16.67%	5.56%	5.00%
300 - 399	10.00%	8.33%	11.11%	
400 - 499	10.00%		16.67%	5.00%
500 - 599	10.00%	16.67%	11.11%	10.00%
600 - 699		8.33%		5.00%
700 - 799		8.33%		15.00%
800 - 899				5.00%
900 - 999				
\$1,000 and over			16.67%	15.00%

Compensation CommitteeMembers No Committee or No Fee	50.00%	41.67%	44.44%	60.00%
Under \$100				
100 - 199	20.00%	16.67%	5.56%	
200 - 299	10.00%	8.33%	11.11%	5.00%
300 - 399	10.00%	16.67%	5.56%	5.00%
400 - 499			5.56%	10.00%
500 - 599	10.00%	8.33%	11.11%	5.00%
600 - 699		8.33%	5.56%	5.00%
700 - 799			5.56%	5.00%
800 - 899				
900 - 999				
\$1,000 and over			5.56%	5.00%

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

Credit CommitteeChairman	100%	100%	100%	100%
No Committee or No Fee	40.00%	41.67%	44.44%	40.00%
Under \$100				
100 - 199	20.00%			
200 - 299				5.00%
300 - 399	10.00%	25.00%	22.22%	
400 - 499	10.00%	8.33%	16.67%	5.00%
500 - 599	10.00%	16.67%	5.56%	15.00%
600 - 699		8.33%		
700 - 799				5.00%
800 - 899				
900 - 999				
\$1,000 and over	10.00%		11.11%	30.00%
Credit CommitteeMembers	100%	100%	100%	100%
No Committee or No Fee	40.00%	41.67%	44.44%	60.00%
Under \$100				
100 - 199	30.00%	8.33%		
200 - 299	10.00%	8.33%	16.67%	5.00%
300 - 399	10.00%	25.00%	11.11%	5.00%
400 - 499			5.56%	10.00%
500 - 599	10.00%	16.67%	5.56%	
600 - 699			5.56%	10.00%
700 - 799				5.00%
800 - 899				
900 - 999			5.56%	
\$1,000 and over			5.56%	5.00%

Investment CommitteeChairman No Committee or No Fee	70.00%	41.67%	50.00%	50.00%
Under \$100			2012272	2012272
100 - 199	10.00%			
200 - 299		16.67%	5.56%	5.00%
300 - 399	10.00%	8.33%	16.67%	
400 - 499	10.00%	8.33%	11.11%	5.00%
500 - 599		16.67%		10.00%
600 - 699		8.33%		5.00%
700 - 799				10.00%
800 - 899				
900 - 999				
\$1,000 and over			16.67%	15.00%

SUMMARY DATA AS OF JUNE 30, 2017

### BANK ASSET SIZE

Investment CommitteeMembers				
No Committee or No Fee	70.00%	50.00%	50.00%	55.00%
Under \$100				
100 - 199	10.00%	8.33%	5.56%	
200 - 299	10.00%	16.67%	16.67%	5.00%
300 - 399	10.00%	8.33%	11.11%	10.00%
400 - 499				10.00%
500 - 599		16.67%		
600 - 699			5.56%	5.00%
700 - 799				5.00%
800 - 899				
900 - 999				
\$1,000 and over			11.11%	10.00%

Annual Fee/Retainer				
No Fee/No response	90.00%	75.00%	66.67%	35.00%
Under \$2,500		8.33%		
2,500 - 4,999				
5,000 - 7,499				
7,500 - 9,999		8.33%		5.00%
10,000-12,499				
12,500-14,999			5.56%	
15,000-17,499				
17,500-19,999			5.56%	
20,000-22,499				5.00%
22,500-24,999	10.00%	8.33%		
\$25,000 and over			22.22%	55.00%

Average Annual Compensation per Director				
No compensation or not reported	20.00%	16.67%	5.56%	5.00%
Under \$2,500				
2,500 - 4,999	10.00%		5.56%	
5,000 - 7,499		8.33%		
7,500 - 9,999	10.00%			
10,000-12,499	10.00%	8.33%		
12,500-14,999	20.00%	16.67%	11.11%	
15,000-17,499	10.00%	8.33%	5.56%	5.00%
17,500-19,999			5.56%	
20,000-22,499				5.00%
22,500-24,999	10.00%	8.33%	5.56%	
\$25,000 and over	10.00%	33.33%	61.11%	85.00%