

**State of California
Department of Business Oversight**



***36th Annual
Executive Officer and Director
Compensation Survey***

As of June 30, 2013

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(In millions)

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

| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
|---|-------------|---------------|---------------|---------------|--------------|
| Participating Banks | 8 | 30 | 20 | 18 | 21 |
| Average Assets (000) | \$85,226 | \$153,320 | \$401,844 | \$683,156 | \$7,891,096 |
| Median Assets (000) | \$88,894 | \$150,685 | \$424,268 | \$610,080 | \$2,200,000 |
| Number of Filled Positions | 8 | 29 | 20 | 18 | 21 |
| Average Base Salary | \$191,553 | \$213,554 | \$244,149 | \$296,208 | \$505,718 |
| Percent Receiving a Bonus | 12.50% | 51.72% | 60.00% | 77.78% | 85.71% |
| Average Bonus | \$35,000 | \$56,257 | \$99,782 | \$113,482 | \$591,480 |
| Bonus*: Tied to Profits | 100.00% | 53.33% | 58.33% | 71.43% | 66.67% |
| Tied to Salary | | 40.00% | 50.00% | 50.00% | 50.00% |
| Tied to Risk Measures | 100.00% | 13.33% | 58.33% | 35.71% | 38.89% |
| Tied to Other | 100.00% | 53.33% | 108.33% | 50.00% | 55.56% |
| Signing Bonus Paid | | | | 11.11% | 14.29% |
| Average Signing Bonus | | | | \$33,400 | \$80,000 |
| Percent under Contract | 62.50% | 65.52% | 60.00% | 77.78% | 71.43% |
| Stock Options as a % of Total Outstanding Shares: | | | | | |
| None | 12.50% | 27.59% | 15.00% | 27.78% | 38.10% |
| To 2.49% | 37.50% | 37.93% | 55.00% | 55.56% | 47.62% |
| 2.50% to 4.99% | 12.50% | 31.03% | 25.00% | 5.56% | 9.52% |
| 5.00% to 7.49% | 37.50% | 3.45% | 5.00% | 11.11% | |
| 7.50% to 9.99% | | | | | |
| 10.00% and over | | | | | 4.76% |
| Options qualified under IRC 422 | 75.00% | 58.62% | 70.00% | 72.22% | 42.86% |
| Benefits: | | | | | |
| Auto*: Provided | | 6.90% | 10.00% | 5.56% | 4.76% |
| Monthly Allowance | 87.50% | 62.07% | 55.00% | 38.89% | 38.10% |
| Mileage | | 3.45% | 15.00% | 11.11% | 9.52% |
| Other | 12.50% | 17.24% | 5.00% | 27.78% | 14.29% |
| Country club dues paid | 37.50% | 48.28% | 50.00% | 55.56% | |
| Formal Profit Sharing | | 6.90% | 10.00% | 33.33% | 19.05% |
| Qualified E.S.O.P. | 50.00% | 44.83% | 55.00% | 44.44% | 38.10% |
| Non-qualified E.S.O.P. | 12.50% | 17.24% | 20.00% | 38.89% | 19.05% |
| Pension/401K | 100.00% | 100.00% | 90.00% | 83.33% | 95.24% |
| Non-qualified pension plan | 12.50% | 13.79% | 20.00% | 44.44% | 47.62% |
| Severance package | 50.00% | 62.07% | 60.00% | 55.56% | 47.62% |
| Restricted stock | 12.50% | 20.69% | 35.00% | 27.78% | 47.62% |
| Restricted stock options | | 3.45% | 15.00% | 5.56% | 9.52% |
| Phantom stock options | | | 5.00% | 5.56% | 4.76% |
| Stock appreciation rights | | 3.45% | 10.00% | 5.56% | |
| Other | 12.50% | 24.14% | 15.00% | 16.67% | 28.57% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results | | | | | |
| Risk adjustment of awards | 37.50% | 27.59% | 45.00% | 33.33% | 47.62% |
| Deferral of payments (clawback) | 25.00% | 13.79% | 20.00% | 27.78% | 38.10% |
| Longer performance periods | 25.00% | 17.24% | 25.00% | 5.56% | 28.57% |
| Reduced sensitivity to short term performance | 12.50% | 24.14% | 15.00% | 11.11% | 23.81% |
| Other | | 3.45% | 10.00% | 11.11% | 23.81% |
| Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue producing capacity | | | | | |
| Risk adjustment of awards | 37.50% | 31.03% | 45.00% | 38.89% | 42.86% |
| Deferral of payments (clawback) | 25.00% | 13.79% | 25.00% | 38.89% | 42.86% |
| Longer performance periods | 25.00% | 17.24% | 25.00% | 11.11% | 33.33% |
| Reduced sensitivity to short term performance | 12.50% | 20.69% | 15.00% | 11.11% | 19.05% |
| Other | | 6.90% | 15.00% | 5.56% | 19.05% |

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

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| BASE ANNUAL SALARY (in Thousands) | BANK ASSET SIZE (Million Dollars) | | | | | TOTAL |
|--------------------------------------|--------------------------------------|---------------|---------------|---------------|--------------|--------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 | |
| Under \$100 | | | | | | |
| 100 - 109 | | | | | | |
| 110 - 119 | | | | | | |
| 120 - 129 | | | | | | |
| 130 - 139 | | 3.45% | 5.00% | | | 2.08% |
| 140 - 149 | | | | | | |
| 150 - 159 | | | 5.00% | | | 1.04% |
| 160 - 169 | 25.00% | | | | | 2.08% |
| 170 - 179 | | 6.90% | | | | 2.08% |
| 180 - 189 | 12.50% | 10.34% | 5.00% | | | 5.21% |
| 190 - 199 | 25.00% | 10.34% | 10.00% | | | 7.29% |
| 200 - 209 | 12.50% | 24.14% | 5.00% | | | 9.38% |
| 210 - 219 | 12.50% | 6.90% | 5.00% | | | 4.17% |
| 220 - 229 | 12.50% | 6.90% | 10.00% | 5.56% | | 6.25% |
| 230 - 239 | | 13.79% | | 5.56% | | 5.21% |
| 240 - 249 | | 3.45% | 5.00% | 5.56% | | 3.13% |
| 250 - 259 | | 3.45% | 5.00% | 5.56% | | 3.13% |
| 260 - 269 | | | 10.00% | | 4.76% | 3.13% |
| 270 - 279 | | 3.45% | 10.00% | 22.22% | 4.76% | 8.33% |
| 280 - 289 | | 3.45% | | | | 1.04% |
| 290 - 299 | | 3.45% | | | | 1.04% |
| 300 - 309 | | | 10.00% | 16.67% | | 5.21% |
| 310 - 319 | | | | 16.67% | 4.76% | 4.17% |
| 320 - 329 | | | 5.00% | 11.11% | | 3.13% |
| 330 - 339 | | | 10.00% | 5.56% | | 3.13% |
| 340 - 349 | | | | | | |
| 350 - 359 | | | | | 9.52% | 2.08% |
| 360 - 369 | | | | | 9.52% | 2.08% |
| 370 - 379 | | | | | | |
| 380 - 389 | | | | | | |
| 390 - 399 | | | | | | |
| 400 - 499 | | | | 5.56% | 42.86% | 10.42% |
| 500 - 599 | | | | | | |
| 600 - 699 | | | | | | |
| 700 - 799 | | | | | 9.52% | 2.08% |
| 800 - 899 | | | | | 4.76% | 1.04% |
| 900 - 999 | | | | | | |
| \$1 million and over | | | | | 9.52% | 2.08% |
| Total positions | 8 | 29 | 20 | 18 | 21 | 96 |
| Average base salary | \$191,553 | \$213,554 | \$244,149 | \$296,208 | \$505,718 | |
| Median salary | \$194,189 | \$205,000 | \$248,000 | \$300,000 | \$425,000 | |
| Salary Low Range: | \$160,000 | \$130,000 | \$133,467 | \$223,866 | \$264,000 | |
| Salary High Range: | \$225,000 | \$290,000 | \$334,750 | \$450,000 | \$1,250,009 | |

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| | Region I Northern California | Region II Bay Area | Region III LA/Orange | Region IV Southern California |
|--|---------------------------------|-----------------------|-------------------------|----------------------------------|
| Participating Banks | 27 | 19 | 32 | 19 |
| Average Assets (000) | \$503,084 | \$5,894,308 | \$1,882,847 | \$289,573 |
| Median Assets (000) | \$466,839 | \$430,000 | \$504,490 | \$176,000 |
| Number of Filled Positions | 27 | 18 | 32 | 19 |
| Average Base Salary | \$262,622 | \$367,413 | \$323,232 | \$237,509 |
| Median Salary | \$273,000 | \$265,000 | \$275,000 | \$214,912 |
| Percent Receiving a Bonus | 66.67% | 66.67% | 62.50% | 52.63% |
| Average Bonus | \$103,539 | \$474,901 | \$292,679 | \$89,554 |
| Bonus*: Tied to Profits | 37.04% | 44.44% | 40.63% | 36.84% |
| Tied to Salary | 37.04% | 38.89% | 21.88% | 21.05% |
| Tied to Risk Measures | 25.93% | 38.89% | 15.63% | 15.79% |
| Tied to Other | 40.74% | 38.89% | 46.88% | 31.58% |
| Signing Bonus Paid | | | 6.25% | 10.53% |
| Average Signing Bonus | | | \$97,500 | \$52,500 |
| Percent under Contract | 77.78% | 66.67% | 65.63% | 57.89% |
| Stock Options as a % of Total Outstanding Shares: | | | | |
| None | 22.22% | 27.78% | 34.38% | 15.79% |
| To 2.49% | 51.85% | 50.00% | 40.63% | 47.37% |
| 2.50% to 4.99% | 22.22% | 22.22% | 6.25% | 31.58% |
| 5.00% to 7.49% | 3.70% | | 15.63% | 5.26% |
| 7.50% to 9.99% | | | | |
| 10.00% and over | | | 3.13% | |
| Options qualified under IRC 422 | 59.26% | 55.56% | 50.00% | 57.89% |
| Benefits: | | | | |
| Auto*: Provided | 3.70% | 11.11% | 9.38% | |
| Monthly Allowance | 51.85% | 61.11% | 43.75% | 63.16% |
| Mileage | 7.41% | 22.22% | 3.13% | 5.26% |
| Other | 44.44% | 11.11% | 57.69% | 23.81% |
| Country club dues paid | 62.96% | 55.56% | 43.75% | 94.74% |
| Formal Profit Sharing | 22.22% | 16.67% | 9.38% | 10.53% |
| Qualified E.S.O.P. | 44.44% | 50.00% | 43.75% | 47.37% |
| Non-qualified E.S.O.P. | 22.22% | 33.33% | 18.75% | 15.79% |
| Pension/401K | 100.00% | 88.89% | 87.50% | 100.00% |
| Non-qualified pension plan | 44.44% | 22.22% | 25.00% | 15.79% |
| Severance package | 59.26% | 55.56% | 56.25% | 52.63% |
| Restricted stock | 22.22% | 44.44% | 31.25% | 26.32% |
| Restricted stock options | 7.41% | 11.11% | 3.13% | 10.53% |
| Phantom stock options | 3.70% | 5.56% | | 5.26% |
| Stock appreciation rights | 3.70% | | 3.13% | 10.53% |
| Other | 25.93% | 22.22% | 12.50% | 26.32% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results: | | | | |
| Risk adjustment of awards | 44.44% | 50.00% | 31.25% | 26.32% |
| Deferral of payments (clawback) | 37.04% | 38.89% | 9.38% | 15.79% |
| Longer performance periods | 18.52% | 16.67% | 28.13% | 10.53% |
| Reduced sensitivity to short term performance | 29.63% | 16.67% | 15.63% | 10.53% |
| Other | 14.81% | 5.56% | 12.50% | 5.26% |
| Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue producing capacity: | | | | |
| Risk adjustment of awards | 37.04% | 57.89% | 34.38% | 26.32% |
| Deferral of payments (clawback) | 40.74% | 42.11% | 15.63% | 21.05% |
| Longer performance periods | 25.93% | 15.79% | 28.13% | 10.53% |
| Reduced sensitivity to short term performance | 25.93% | 10.53% | 15.63% | 10.53% |
| Other | | | | |

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(In millions)

| | | | | | |
|--|-----------|-----------|-----------|-----------|-------------|
| Participating Banks | 8 | 30 | 20 | 18 | 21 |
| Average Assets (000) | \$85,226 | \$153,320 | \$401,844 | \$683,156 | \$7,891,096 |
| Median Assets (000) | \$88,894 | \$150,685 | \$424,268 | \$610,080 | \$2,200,000 |
| Number of Filled Positions | 8 | 30 | 20 | 18 | 21 |
| Average Base Salary | \$146,781 | \$150,031 | \$173,949 | \$180,720 | \$287,698 |
| Percent Receiving a Bonus | 25.00% | 60.00% | 85.00% | 72.22% | 85.71% |
| Average Bonus | \$22,500 | \$22,124 | \$31,182 | \$52,098 | \$171,450 |
| Bonus*: Tied to Profits | 50.00% | 55.56% | 52.94% | 76.92% | 50.00% |
| Tied to Salary | | 38.89% | 47.06% | 61.54% | 55.56% |
| Tied to Risk Measures | 50.00% | 16.67% | 52.94% | 38.46% | 33.33% |
| Tied to Other | 100.00% | 44.44% | 94.12% | 53.85% | 66.67% |
| Signing Bonus Paid | | 3.33% | | | 9.52% |
| Average Signing Bonus | | \$20,000 | | | \$26,250 |
| Percent under Contract | 50.00% | 43.33% | 45.00% | 44.44% | 33.33% |
| Stock Options as a % of Total Outstanding Shares: | | | | | |
| None | 25.00% | 40.00% | 25.00% | 38.89% | 38.10% |
| To 2.49% | 75.00% | 60.00% | 75.00% | 61.11% | 52.38% |
| 2.50% to 4.99% | | | | | 4.76% |
| 5.00% to 7.49% | | | | | |
| 7.50% to 9.99% | | | | | |
| 10.00% and over | | | | | 4.76% |
| Options qualified under IRC 422 | 62.50% | 50.00% | 55.00% | 66.67% | 42.86% |
| Benefits: | | | | | |
| Auto*: Provided | 25.00% | 23.33% | 20.00% | 16.67% | 14.29% |
| Monthly Allowance | 62.50% | 46.67% | 65.00% | 50.00% | 47.62% |
| Mileage | 12.50% | 16.67% | 5.00% | 27.78% | 14.29% |
| Other | | 13.33% | 5.00% | 11.11% | 23.81% |
| Country club dues paid | | 13.33% | 5.00% | 22.22% | |
| Formal Profit Sharing | | 6.67% | 10.00% | 33.33% | 14.29% |
| Qualified E.S.O.P. | 50.00% | 50.00% | 50.00% | 38.89% | 33.33% |
| Non-qualified E.S.O.P. | 12.50% | 6.67% | 15.00% | 22.22% | 19.05% |
| Pension/401K | 100.00% | 96.67% | 95.00% | 83.33% | 95.24% |
| Non-qualified pension plan | | 10.00% | 15.00% | 38.89% | 47.62% |
| Severance package | 25.00% | 33.33% | 50.00% | 44.44% | 28.57% |
| Restricted stock | 12.50% | 16.67% | 35.00% | 22.22% | 47.62% |
| Restricted stock options | | 3.33% | 15.00% | 5.56% | 9.52% |
| Phantom stock options | | | 5.00% | 5.56% | 4.76% |
| Stock appreciation rights | | 3.33% | 10.00% | 5.56% | |
| Other | 12.50% | 20.00% | 5.00% | 16.67% | 28.57% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results | | | | | |
| Risk adjustment of awards | 37.50% | 23.33% | 45.00% | 33.33% | 42.86% |
| Deferral of payments (clawback) | 25.00% | 13.33% | 25.00% | 22.22% | 38.10% |
| Longer performance periods | 25.00% | 16.67% | 25.00% | 5.56% | 23.81% |
| Reduced sensitivity to short term performance | 12.50% | 23.33% | 15.00% | 11.11% | 23.81% |
| Other | | 3.33% | 5.00% | 11.11% | 23.81% |

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

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| BASE ANNUAL SALARY (in Thousands) | BANK ASSET SIZE (Million Dollars) | | | | | TOTAL |
|--------------------------------------|--------------------------------------|---------------|---------------|---------------|--------------|--------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 | |
| Under \$100 | | | | | | |
| 100 - 109 | | 6.67% | 5.00% | | | 3.09% |
| 110 - 119 | | 6.67% | | | | 2.06% |
| 120 - 129 | 12.50% | 10.00% | | | | 4.12% |
| 130 - 139 | 25.00% | 10.00% | 5.00% | 11.11% | | 8.25% |
| 140 - 149 | 12.50% | 10.00% | | | | 4.12% |
| 150 - 159 | 12.50% | 10.00% | 15.00% | 11.11% | | 9.28% |
| 160 - 169 | 37.50% | 20.00% | 20.00% | 22.22% | | 17.53% |
| 170 - 179 | | 13.33% | 20.00% | 11.11% | | 10.31% |
| 180 - 189 | | 13.33% | 15.00% | 5.56% | 4.76% | 9.28% |
| 190 - 199 | | | 5.00% | 16.67% | | 4.12% |
| 200 - 209 | | | 5.00% | 5.56% | | 2.06% |
| 210 - 219 | | | | 5.56% | 4.76% | 2.06% |
| 220 - 229 | | | 5.00% | 5.56% | 14.29% | 5.15% |
| 230 - 239 | | | | | | |
| 240 - 249 | | | | | 14.29% | 3.09% |
| 250 - 259 | | | 5.00% | | 14.29% | 4.12% |
| 260 - 269 | | | | | | |
| 270 - 279 | | | | | 4.76% | 1.03% |
| 280 - 289 | | | | 5.56% | 4.76% | 2.06% |
| 290 - 299 | | | | | 4.76% | 1.03% |
| 300 - 309 | | | | | | |
| 310 - 319 | | | | | 4.76% | 1.03% |
| 320 - 329 | | | | | | |
| 330 - 339 | | | | | 9.52% | 2.06% |
| 340 - 349 | | | | | | |
| 350 - 359 | | | | | | |
| 360 - 369 | | | | | | |
| 370 - 379 | | | | | 9.52% | 2.06% |
| 380 - 389 | | | | | | |
| 390 - 399 | | | | | | |
| 400 - 409 | | | | | 4.76% | 1.03% |
| 410 - 419 | | | | | | |
| 420 - 429 | | | | | | |
| 430 - 439 | | | | | | |
| 440 - 449 | | | | | | |
| 450 - 459 | | | | | | |
| 460 - 469 | | | | | | |
| 470 - 479 | | | | | | |
| 480 - 489 | | | | | | |
| 490 - 499 | | | | | | |
| 500 and over | | | | | 4.76% | 1.03% |
| Total positions | 8 | 30 | 20 | 18 | 21 | 97 |
| Average base salary | \$146,781 | \$150,031 | \$173,949 | \$180,720 | \$287,698 | |
| Median salary | \$145,190 | \$156,750 | \$170,000 | \$176,930 | \$255,000 | |
| Salary Low Range: | \$125,000 | \$100,000 | \$119,623 | \$132,000 | \$181,000 | |
| Salary High Range: | \$167,644 | \$187,500 | \$250,000 | \$282,000 | \$520,000 | |

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| | Region I Northern California | Region II Bay Area | Region III LA/Orange | Region IV Southern California |
|---|---------------------------------|-----------------------|-------------------------|----------------------------------|
| Participating Banks | 27 | 19 | 32 | 19 |
| Average Assets (000) | 503,084 | 5,894,308 | 1,882,847 | 289,573 |
| Median Assets (000) | 466,839 | 430,000 | 504,490 | 176,000 |
| Number of Filled Positions | 27 | 19 | 32 | 19 |
| Average Base Salary | \$171,055 | \$212,799 | \$207,271 | \$166,025 |
| Median Salary | \$167,644 | \$180,000 | \$175,500 | \$165,000 |
| Percent Receiving a Bonus | 70.37% | 78.95% | 75.00% | 52.63% |
| Average Bonus | \$41,880 | \$133,121 | \$69,628 | \$27,308 |
| Bonus*: Tied to Profits | 37.04% | 47.37% | 40.63% | 36.84% |
| Tied to Salary | 37.04% | 42.11% | 34.38% | 21.05% |
| Tied to Risk Measures | 25.93% | 36.84% | 21.88% | 15.79% |
| Tied to Other | 48.15% | 36.84% | 59.38% | 31.58% |
| Signing Bonus Paid | 3.70% | | | 10.53% |
| Average Signing Bonus | \$2,500 | | | \$35,000 |
| Percent under Contract | 48.15% | 57.89% | 31.25% | 36.84% |
| Stock Options as a % of Total Outstanding Shares: | | | | |
| None | 33.33% | 31.58% | 50.00% | 26.32% |
| To 2.49% | 66.67% | 68.42% | 46.88% | 73.68% |
| 2.50% to 4.99% | | | | |
| 5.00% to 7.49% | | | | |
| 7.50% to 9.99% | | | | |
| 10.00% and over | | | 3.13% | |
| Options qualified under IRC 422 | 51.85% | 52.63% | 43.75% | 47.37% |
| Benefits: | | | | |
| Auto*: Provided | 11.11% | 15.79% | 21.88% | 31.58% |
| Monthly Allowance | 55.56% | 52.63% | 53.13% | 47.37% |
| Mileage | 18.52% | 21.05% | 9.38% | 15.79% |
| Other | | | | |
| Country club dues paid | 29.63% | 15.79% | 6.25% | 94.74% |
| Formal Profit Sharing | 22.22% | 15.79% | 6.25% | 10.53% |
| Qualified E.S.O.P. | 44.44% | 47.37% | 37.50% | 52.63% |
| Non-qualified E.S.O.P. | 11.11% | 21.05% | 15.63% | 10.53% |
| Pension/401K | 100.00% | 84.21% | 90.63% | 100.00% |
| Non-qualified pension plan | 37.04% | 26.32% | 18.75% | 10.53% |
| Severance package | 37.04% | 42.11% | 31.25% | 42.11% |
| Restricted stock | 18.52% | 42.11% | 28.13% | 26.32% |
| Restricted stock options | 3.70% | 10.53% | 6.25% | 10.53% |
| Phantom stock options | 3.70% | 5.26% | | 5.26% |
| Stock appreciation rights | 3.70% | | 3.13% | 10.53% |
| Other | 22.22% | 21.05% | 9.38% | 21.05% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results: | | | | |
| Risk adjustment of awards | 44.44% | 42.11% | 28.13% | 26.32% |
| Deferral of payments (clawback) | 37.04% | 36.84% | 9.38% | 15.79% |
| Longer performance periods | 18.52% | 10.53% | 28.13% | 10.53% |
| Reduced sensitivity to short term performance | 29.63% | 15.79% | 15.63% | 10.53% |
| Other | 11.11% | 5.26% | 12.50% | 5.26% |

SENIOR LENDING OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(In millions)

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

| | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|
| Participating Banks | 8 | 30 | 20 | 18 | 21 |
| Average Assets (000) | 85,226 | 153,320 | 401,844 | 683,156 | 7,891,096 |
| Median Assets (000) | 88,894 | 150,685 | 424,268 | 610,080 | 2,200,000 |
| Number of Filled Positions | 7 | 27 | 20 | 18 | 19 |
| Average Base Salary | \$150,645 | \$149,804 | \$173,880 | \$178,286 | \$238,846 |
| Percent Receiving a Bonus | 28.57% | 48.15% | 85.00% | 83.33% | 84.21% |
| Average Bonus | \$20,000 | \$20,858 | \$30,353 | \$44,206 | \$143,574 |
| Bonus*: Tied to Profits | 50.00% | 44.44% | 52.94% | 84.62% | 44.44% |
| Tied to Salary | | 33.33% | 47.06% | 61.54% | 50.00% |
| Tied to Risk Measures | 50.00% | 16.67% | 52.94% | 46.15% | 33.33% |
| Tied to Other | 100.00% | 27.78% | 94.12% | 61.54% | 72.22% |
| Signing Bonus Paid | | 3.70% | | 11.11% | 21.05% |
| Average Signing Bonus | | \$4,500 | | \$27,500 | \$114,581 |
| Percent under Contract | 57.14% | 48.15% | 35.00% | 38.89% | |
| Stock Options as a % of Total Outstanding Shares: | | | | | |
| None | 28.57% | 40.74% | 35.00% | 33.33% | 42.11% |
| To 2.49% | 71.43% | 59.26% | 65.00% | 66.67% | 52.63% |
| 2.50% to 4.99% | | | | | |
| 5.00% to 7.49% | | | | | |
| 7.50% to 9.99% | | | | | |
| 10.00% and over | | | | | 5.26% |
| Options qualified under IRC 422 | 57.14% | 55.56% | 55.00% | 72.22% | 42.11% |
| Benefits: | | | | | |
| Auto*: Provided | 28.57% | 18.52% | 25.00% | 16.67% | 10.53% |
| Monthly Allowance | 71.43% | 66.67% | 65.00% | 50.00% | 57.89% |
| Mileage | | 7.41% | 5.00% | 16.67% | 15.79% |
| Other | | 11.11% | 5.00% | 22.22% | 21.05% |
| Country club dues paid | 42.86% | 14.81% | 20.00% | 27.78% | |
| Formal Profit Sharing | | 7.41% | 10.00% | 33.33% | 10.53% |
| Qualified E.S.O.P. | 42.86% | 51.85% | 50.00% | 44.44% | 36.84% |
| Non-qualified E.S.O.P. | 14.29% | 11.11% | 15.00% | 22.22% | 15.79% |
| Pension/401K | 100.00% | 96.30% | 95.00% | 83.33% | 94.74% |
| Non-qualified pension plan | | 3.70% | 10.00% | 33.33% | 47.37% |
| Severance package | 42.86% | 44.44% | 45.00% | 44.44% | 26.32% |
| Restricted stock | 14.29% | 18.52% | 35.00% | 27.78% | 47.37% |
| Restricted stock options | | 3.70% | 20.00% | 5.56% | 10.53% |
| Phantom stock options | | | 5.00% | 5.56% | 5.26% |
| Stock appreciation rights | | | 10.00% | 5.56% | |
| Other | 14.29% | 14.81% | 5.00% | 16.67% | 26.32% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results | | | | | |
| Risk adjustment of awards | 42.86% | 29.63% | 45.00% | 33.33% | 52.63% |
| Deferral of payments (clawback) | 28.57% | 14.81% | 25.00% | 22.22% | 36.84% |
| Longer performance periods | 28.57% | 18.52% | 25.00% | 5.56% | 21.05% |
| Reduced sensitivity to short term performance | 14.29% | 22.22% | 15.00% | 11.11% | 21.05% |
| Other | | 3.70% | 5.00% | 11.11% | 21.05% |

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

SENIOR LOAN OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| BASE ANNUAL SALARY (in Thousands) | BANK ASSET SIZE (Million Dollars) | | | | | TOTAL |
|--------------------------------------|--------------------------------------|---------------|---------------|---------------|--------------|--------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 | |
| Under \$100 | | | | | 10.53% | 2.20% |
| 100 - 109 | | 7.41% | 5.00% | | | 3.30% |
| 110 - 119 | | 7.41% | | | | 2.20% |
| 120 - 129 | 14.29% | 7.41% | 5.00% | | | 4.40% |
| 130 - 139 | 14.29% | 3.70% | 5.00% | | | 3.30% |
| 140 - 149 | 14.29% | 11.11% | 5.00% | 5.56% | | 6.59% |
| 150 - 159 | 28.57% | 22.22% | | 22.22% | | 13.19% |
| 160 - 169 | 14.29% | 22.22% | 25.00% | 16.67% | | 16.48% |
| 170 - 179 | 14.29% | 7.41% | 5.00% | 16.67% | | 7.69% |
| 180 - 189 | | 11.11% | 20.00% | 5.56% | | 8.79% |
| 190 - 199 | | | 15.00% | 11.11% | | 5.49% |
| 200 - 209 | | | 5.00% | 11.11% | 26.32% | 8.79% |
| 210 - 219 | | | | | 10.53% | 2.20% |
| 220 - 229 | | | 5.00% | 5.56% | 5.26% | 3.30% |
| 230 - 239 | | | | | 10.53% | 2.20% |
| 240 - 249 | | | | 5.56% | 5.26% | 2.20% |
| 250 - 259 | | | 5.00% | | 10.53% | 3.30% |
| 260 - 269 | | | | | | |
| 270 - 279 | | | | | | |
| 280 - 289 | | | | | | |
| 290 - 299 | | | | | | |
| 300 - 309 | | | | | 5.26% | 1.10% |
| 310 - 319 | | | | | 5.26% | 1.10% |
| 320 - 329 | | | | | | |
| 330 - 339 | | | | | | |
| 340 - 349 | | | | | | |
| 350 - 359 | | | | | | |
| 360 - 369 | | | | | | |
| 370 - 379 | | | | | | |
| 380 - 389 | | | | | | |
| 390 - 399 | | | | | | |
| 400 - 409 | | | | | 5.26% | 1.10% |
| 410 - 419 | | | | | | |
| 420 - 429 | | | | | | |
| 430 - 439 | | | | | | |
| 440 - 449 | | | | | | |
| 450 - 459 | | | | | 5.26% | 1.10% |
| 460 - 469 | | | | | | |
| 470 - 479 | | | | | | |
| 480 - 489 | | | | | | |
| 490 - 499 | | | | | | |
| 500 and over | | | | | | |
| Total Positions | 7 | 27 | 20 | 18 | 19 | 91 |
| Average Salary | \$150,645 | \$149,804 | \$173,880 | \$178,286 | \$238,846 | |
| Median salary | \$156,818 | \$152,250 | \$175,000 | \$171,700 | \$220,000 | |
| Salary Low Range: | \$128,235 | \$103,000 | \$101,131 | \$141,000 | \$86,640 | |
| Salary High Range: | \$170,000 | \$187,500 | \$250,000 | \$240,000 | \$450,000 | |

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2013

| | Region I Northern California | Region II Bay Area | Region III LA/Orange | Region IV Southern California |
|---|---------------------------------|-----------------------|-------------------------|----------------------------------|
| Participating Banks | 27 | 19 | 32 | 19 |
| Average Assets (000) | 503,084 | 5,894,308 | 1,882,847 | 289,573 |
| Median Assets (000) | 466,839 | 430,000 | 504,490 | 176,000 |
| Number of Filled Positions | 27 | 19 | 32 | 19 |
| Average Base Salary | \$171,055 | \$212,799 | \$207,271 | \$166,025 |
| Median Salary | \$167,644 | \$180,000 | \$175,500 | \$165,000 |
| Percent Receiving a Bonus | 70.37% | 78.95% | 75.00% | 52.63% |
| Average Bonus | \$41,880 | \$133,121 | \$69,628 | \$27,308 |
| Bonus*: Tied to Profits | 37.04% | 47.37% | 40.63% | 36.84% |
| Tied to Salary | 37.04% | 42.11% | 34.38% | 21.05% |
| Tied to Risk Measures | 25.93% | 36.84% | 21.88% | 15.79% |
| Tied to Other | 48.15% | 36.84% | 59.38% | 31.58% |
| Signing Bonus Paid | 3.70% | | | 10.53% |
| Average Signing Bonus | \$2,500 | | | \$35,000 |
| Percent under Contract | 48.15% | 57.89% | 31.25% | 36.84% |
| Stock Options as a % of Total Outstanding Shares: | | | | |
| None | 33.33% | 31.58% | 50.00% | 26.32% |
| To 2.49% | 66.67% | 68.42% | 46.88% | 73.68% |
| 2.50% to 4.99% | | | | |
| 5.00% to 7.49% | | | | |
| 7.50% to 9.99% | | | | |
| 10.00% and over | | | 3.13% | |
| Options qualified under IRC 422 | 51.85% | 52.63% | 43.75% | 47.37% |
| Benefits: | | | | |
| Auto*: Provided | 11.11% | 15.79% | 21.88% | 31.58% |
| Monthly Allowance | 55.56% | 52.63% | 53.13% | 47.37% |
| Mileage | 18.52% | 21.05% | 9.38% | 15.79% |
| Other | | | | |
| Country club dues paid | 29.63% | 15.79% | 6.25% | 94.74% |
| Formal Profit Sharing | 22.22% | 15.79% | 6.25% | 10.53% |
| Qualified E.S.O.P. | 44.44% | 47.37% | 37.50% | 52.63% |
| Non-qualified E.S.O.P. | 11.11% | 21.05% | 15.63% | 10.53% |
| Pension/401K | 100.00% | 84.21% | 90.63% | 100.00% |
| Non-qualified pension plan | 37.04% | 26.32% | 18.75% | 10.53% |
| Severance package | 37.04% | 42.11% | 31.25% | 42.11% |
| Restricted stock | 18.52% | 42.11% | 28.13% | 26.32% |
| Restricted stock options | 3.70% | 10.53% | 6.25% | 10.53% |
| Phantom stock options | 3.70% | 5.26% | | 5.26% |
| Stock appreciation rights | 3.70% | | 3.13% | 10.53% |
| Other | 22.22% | 21.05% | 9.38% | 21.05% |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results: | | | | |
| Risk adjustment of awards | 44.44% | 42.11% | 28.13% | 26.32% |
| Deferral of payments (clawback) | 37.04% | 36.84% | 9.38% | 15.79% |
| Longer performance periods | 18.52% | 10.53% | 28.13% | 10.53% |
| Reduced sensitivity to short term performance | 29.63% | 15.79% | 15.63% | 10.53% |
| Other | 11.11% | 5.26% | 12.50% | 5.26% |

DEMOGRAPHIC DATA
SUMMARY DATA AS OF JUNE 30, 2012

BANK ASSET SIZE
(In millions)

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

Participating Banks

| Chief Executive Officer | | | | | |
|--------------------------------|-------|-------|-------|-------|-------|
| Number of Filled Positions | 8 | 29 | 20 | 18 | 21 |
| Ethnic Category | | | | | |
| Asian or Pacific Islander | | 10.3% | 15.0% | 22.2% | 28.6% |
| Black or African American | 12.5% | | | | |
| Caucasian | 87.5% | 79.3% | 65.0% | 77.8% | 66.7% |
| Hispanic | | | | | |
| Multi-Racial | | | | | |
| Decline to state/No answer | | 10.3% | 20.0% | | 4.8% |
| Gender | | | | | |
| Female | 12.5% | | 10.0% | 11.1% | 4.8% |
| Male | 87.5% | 93.1% | 75.0% | 88.9% | 95.2% |
| Decline to state/No answer | | 6.9% | 15.0% | | |
| Average age | 57.8 | 58.8 | 58.5 | 58.3 | 58.3 |

| Chief Financial Officer | | | | | |
|--------------------------------|-------|-------|-------|-------|-------|
| Number of Filled Positions | 8 | 30 | 20 | 18 | 21 |
| Ethnic Category | | | | | |
| Asian or Pacific Islander | 12.5% | 13.3% | 20.0% | 16.7% | 28.6% |
| Black or African American | | | | | |
| Caucasian | 87.5% | 70.0% | 60.0% | 66.7% | 66.7% |
| Hispanic | | 3.3% | | 16.7% | |
| Multi-Racial | | 3.3% | | | |
| Decline to state/No answer | | 10.0% | 20.0% | | 4.8% |
| Gender | | | | | |
| Female | 50.0% | 36.7% | 25.0% | 16.7% | 28.6% |
| Male | 50.0% | 56.7% | 60.0% | 83.3% | 71.4% |
| Decline to state/No answer | | 6.7% | 15.0% | | |
| Average age | 54.1 | 53.0 | 55.2 | 48.9 | 53.8 |

| Senior Lending Officer | | | | | |
|-------------------------------|--------|-------|-------|--------|-------|
| Number of Filled Positions | 7 | 27 | 20 | 18 | 19 |
| Ethnic Category | | | | | |
| Asian or Pacific Islander | | 7.4% | 10.0% | 16.7% | 21.1% |
| Black or African American | | | | | |
| Caucasian | 85.7% | 85.2% | 55.0% | 83.3% | 63.2% |
| Hispanic | | | 15.0% | | 5.3% |
| Multi-Racial | 14.3% | | 20.0% | | 5.3% |
| Decline to state/No answer | | 7.4% | | | 5.3% |
| Gender | | | | | |
| Female | | 14.8% | 20.0% | | 31.6% |
| Male | 100.0% | 81.5% | 65.0% | 100.0% | 68.4% |
| Decline to state/No answer | | 3.7% | 15.0% | | |
| Average age | 58.3 | 57.6 | 58.4 | 57.1 | 53.8 |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)

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

| | | | | | |
|--|-----------|------------|------------|------------|--------------|
| Participating Banks | 8 | 30 | 20 | 18 | 21 |
| Average Assets (000) | \$ 85,226 | \$ 153,320 | \$ 401,844 | \$ 683,156 | \$ 7,891,096 |
| Median Assets (000) | \$ 88,894 | \$ 150,685 | \$ 424,268 | \$ 610,080 | \$ 2,200,000 |
| Average Number of Directors | 9.00 | 8.47 | 9.20 | 8.94 | 9.62 |
| Average Number of Inside Directors | 1.38 | 1.30 | 1.95 | 1.50 | 2.19 |
| Fees Paid to Inside Directors | | | 15.00% | 5.56% | 4.76% |
| Outside Directors Eligible for Bonus Plan | | 10.00% | 5.00% | 5.56% | |
| Travel Expenses to Meetings Reimbursed | 37.50% | 30.00% | 35.00% | 61.11% | 71.43% |
| Chairman of the Board Active Bank Officer | 12.50% | 16.67% | 35.00% | 22.22% | 52.38% |
| CEO | 100.00% | 60.00% | 71.43% | 25.00% | 72.73% |
| Full time salaried non-CEO | | 40.00% | 28.57% | 75.00% | 27.27% |
| Paid Medical Exam | | | | 5.56% | 19.05% |
| Outside Directors Eligible for Health Plan | | | 10.00% | 11.11% | 4.76% |
| Life Insurance Policy on Chairman | 12.50% | 20.00% | 25.00% | 44.44% | 42.86% |
| Life Insurance Policy on Inside Board | 75.00% | 40.00% | 40.00% | 83.33% | 57.14% |
| Life Insurance Policy all Other Board | | | 10.00% | 33.33% | 14.29% |
| Stock Options as a % of Total Outstanding Shares | | | | | |
| None | 12.50% | 30.00% | 15.00% | 33.33% | 42.86% |
| To 2.49% | 50.00% | 20.00% | 40.00% | 44.44% | 47.62% |
| 2.50% to 4.99% | 12.50% | 26.67% | 20.00% | 5.56% | 4.76% |
| 5.00% to 7.49% | | 3.33% | 15.00% | 5.56% | |
| 7.50% to 9.99% | | | 5.00% | 5.56% | |
| 10.00% and over | | 20.00% | 5.00% | 5.56% | 4.76% |
| Average stock options as a % of total outstanding shares--all officers and directors | 10.40% | 11.74% | 9.09% | 5.55% | 5.79% |
| Directors sent to Conferences/Conventions | 62.50% | 70.00% | 90.00% | 88.89% | 66.67% |
| Percent with Mandatory Retirement Age | 25.00% | 3.33% | 20.00% | 16.67% | 14.29% |
| Average Age | 77.0 | 75.0 | 77.5 | 72.0 | 74.0 |
| Directors and Officers Liability Insurance | 100.00% | 96.67% | 100.00% | 94.44% | 85.71% |
| Directors eligible for Deferred Comp | | 3.33% | 10.00% | 44.44% | |
| Other Benefits | | 13.33% | 25.00% | 11.11% | 33.33% |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)

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

Directors' Fees:

Regular Board Meeting

| | | | | | |
|------------------------------|-------------|-------------|-------------|-------------|--------------|
| Banks Paying No Fee | 62.50% | 23.33% | 20.00% | 5.56% | 23.81% |
| Banks Paying a Fee | 37.50% | 76.67% | 80.00% | 94.44% | 76.19% |
| Chairman of the Board | | | | | |
| Average Fee Paid | \$ 300.00 | \$ 1,039.77 | \$ 1,813.50 | \$ 2,008.88 | \$ 3,719.00 |
| Median Fee Paid | \$ 300.00 | \$ 1,000.00 | \$ 1,300.00 | \$ 1,500.00 | \$ 2,750.00 |
| Range - Low Fee | \$ 300.00 | \$ 250.00 | \$ 250.00 | \$ 400.00 | \$ 833.00 |
| Range - High Fee | \$ 300.00 | \$ 3,000.00 | \$ 7,000.00 | \$ 4,000.00 | \$ 11,917.00 |
| Members | | | | | |
| Average Fee Paid | \$ 500.00 | \$ 761.61 | \$ 1,072.29 | \$ 1,514.71 | \$ 5,716.63 |
| Median Fee Paid | \$ 300.00 | \$ 700.00 | \$ 1,000.00 | \$ 1,500.00 | \$ 2,325.00 |
| Range - Low Fee | \$ 200.00 | \$ 250.00 | \$ 200.00 | \$ 400.00 | \$ 600.00 |
| Range - High Fee | \$ 1,000.00 | \$ 2,000.00 | \$ 2,000.00 | \$ 3,000.00 | \$ 52,400.00 |
| Attendance required to claim | 66.67% | 86.96% | 81.25% | 64.71% | 81.25% |

Audit Committee

| | | | | | |
|------------------------------|-----------|-----------|-------------|-------------|--------------|
| Banks Paying No Fee | 62.50% | 53.33% | 55.00% | 44.44% | 47.62% |
| Banks Paying a Fee | 37.50% | 46.67% | 45.00% | 55.56% | 52.38% |
| Committee Chairman | | | | | |
| Average Fee Paid | \$ 50.00 | \$ 351.21 | \$ 450.00 | \$ 917.31 | \$ 5,642.73 |
| Median Fee Paid | \$ 50.00 | \$ 300.00 | \$ 425.00 | \$ 700.00 | \$ 825.00 |
| Range - Low Fee | \$ 50.00 | \$ 50.00 | \$ 100.00 | \$ 200.00 | \$ 250.00 |
| Range - High Fee | \$ 50.00 | \$ 750.00 | \$ 1,000.00 | \$ 2,250.00 | \$ 76,400.00 |
| Members | | | | | |
| Average Fee Paid | \$ 66.67 | \$ 242.31 | \$ 320.00 | \$ 500.00 | \$ 4,766.64 |
| Median Fee Paid | \$ 50.00 | \$ 250.00 | \$ 350.00 | \$ 350.00 | \$ 600.00 |
| Range - Low Fee | \$ 50.00 | \$ 50.00 | \$ 100.00 | \$ 200.00 | \$ 166.66 |
| Range - High Fee | \$ 100.00 | \$ 500.00 | \$ 500.00 | \$ 2,000.00 | \$ 52,400.00 |
| Attendance required to claim | 100.00% | 107.69% | 90.00% | 83.33% | 84.62% |

Compensation Committee

| | | | | | |
|------------------------------|-----------|-----------|-------------|-------------|--------------|
| Banks Paying No Fee | 75.00% | 66.67% | 50.00% | 44.44% | 66.67% |
| Banks Paying a Fee | 25.00% | 33.33% | 50.00% | 55.56% | 33.33% |
| Committee Chairman | | | | | |
| Average Fee Paid | \$ 50.00 | \$ 351.21 | \$ 450.00 | \$ 917.31 | \$ 5,642.73 |
| Median Fee Paid | \$ 50.00 | \$ 300.00 | \$ 425.00 | \$ 700.00 | \$ 825.00 |
| Range - Low Fee | \$ 50.00 | \$ 50.00 | \$ 100.00 | \$ 200.00 | \$ 250.00 |
| Range - High Fee | \$ 50.00 | \$ 750.00 | \$ 1,000.00 | \$ 2,250.00 | \$ 76,400.00 |
| Members | | | | | |
| Average Fee Paid | \$ 66.67 | \$ 242.31 | \$ 320.00 | \$ 500.00 | \$ 4,766.64 |
| Median Fee Paid | \$ 50.00 | \$ 250.00 | \$ 350.00 | \$ 350.00 | \$ 600.00 |
| Range - Low Fee | \$ 50.00 | \$ 50.00 | \$ 100.00 | \$ 200.00 | \$ 166.66 |
| Range - High Fee | \$ 100.00 | \$ 500.00 | \$ 500.00 | \$ 2,000.00 | \$ 52,400.00 |
| Attendance required to claim | 100.00% | 90.91% | 100.00% | 90.91% | 116.67% |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)

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

| Credit Committee | | | | | |
|------------------------------|-------------|---------------|---------------|---------------|--------------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| Banks Paying No Fee | 62.50% | 70.00% | 45.00% | 44.44% | 66.67% |
| Banks Paying a Fee | 37.50% | 30.00% | 55.00% | 55.56% | 33.33% |
| Committee Chairman | | | | | |
| Average Fee Paid | \$ 266.67 | \$ 316.67 | \$ 330.00 | \$ 959.62 | \$ 6,633.27 |
| Median Fee Paid | \$ 50.00 | \$ 300.00 | \$ 300.00 | \$ 775.00 | \$ 550.00 |
| Range - Low Fee | \$ 50.00 | \$ 100.00 | \$ 100.00 | \$ 200.00 | \$ 250.00 |
| Range - High Fee | \$ 700.00 | \$ 750.00 | \$ 550.00 | \$ 3,500.00 | \$ 60,400.00 |
| Members | | | | | |
| Average Fee Paid | \$ 83.33 | \$ 240.00 | \$ 306.82 | \$ 669.23 | \$ 6,274.07 |
| Median Fee Paid | \$ 50.00 | \$ 225.00 | \$ 300.00 | \$ 500.00 | \$ 500.00 |
| Range - Low Fee | \$ 50.00 | \$ 100.00 | \$ 100.00 | \$ 200.00 | \$ 200.00 |
| Range - High Fee | \$ 150.00 | \$ 500.00 | \$ 500.00 | \$ 2,000.00 | \$ 52,400.00 |
| Attendance required to claim | 100.00% | 100.00% | 100.00% | 77.78% | 100.00% |

| Investment Committee | | | | | |
|------------------------------|-------------|---------------|---------------|---------------|--------------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| Banks Paying No Fee | 62.50% | 70.00% | 65.00% | 50.00% | 66.67% |
| Banks Paying a Fee | 37.50% | 30.00% | 35.00% | 50.00% | 33.33% |
| Committee Chairman | | | | | |
| Average Fee Paid | \$ 50.00 | \$ 290.63 | \$ 300.00 | \$ 875.00 | \$ 7,340.63 |
| Median Fee Paid | \$ 50.00 | \$ 275.00 | \$ 250.00 | \$ 600.00 | \$ 666.66 |
| Range - Low Fee | \$ 50.00 | \$ 50.00 | \$ 100.00 | \$ 200.00 | \$ 250.00 |
| Range - High Fee | \$ 50.00 | \$ 600.00 | \$ 550.00 | \$ 2,000.00 | \$ 60,400.00 |
| Members | | | | | |
| Average Fee Paid | \$ 66.67 | \$ 206.56 | \$ 257.14 | \$ 530.56 | \$ 7,883.38 |
| Median Fee Paid | \$ 50.00 | \$ 200.00 | \$ 250.00 | \$ 375.00 | \$ 500.00 |
| Range - Low Fee | \$ 50.00 | \$ 34.00 | \$ 100.00 | \$ 100.00 | \$ 200.00 |
| Range - High Fee | \$ 100.00 | \$ 500.00 | \$ 500.00 | \$ 2,000.00 | \$ 52,400.00 |
| Attendance required to claim | 100.00% | 100.00% | 100.00% | 77.78% | 100.00% |

| Annual Retainer | | | | | |
|--------------------------|-------------|---------------|---------------|---------------|--------------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| Banks Paying No Retainer | 100.00% | 83.33% | 55.00% | 61.11% | 33.33% |
| Banks Paying a Retainer | | 16.67% | 45.00% | 38.89% | 66.67% |
| Average Retainer Paid | \$ - | \$ 20,169 | \$ 20,383 | \$ 58,285 | \$ 53,580 |
| Median Retainer Paid | \$ - | \$ 11,244 | \$ 12,000 | \$ 24,000 | \$ 38,500 |
| Range - Low Retainer | \$ - | \$ 6,000 | \$ 4,000 | \$ 7,625 | \$ 10,000 |
| Range - High Retainer | \$ - | \$ 62,400 | \$ 84,000 | \$ 175,200 | \$ 226,800 |

| Total Annual Director Compensation | | | | | |
|---|--------------|---------------|---------------|---------------|---------------|
| | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| Banks that responded to this question | 37.50% | 76.67% | 85.00% | 94.44% | 80.95% |
| Of those banks: | | | | | |
| Average Compensation | \$ 6,925.00 | \$ 11,915.93 | \$ 18,553.94 | \$ 31,892.74 | \$ 60,920.76 |
| Median Compensation | \$ 4,500.00 | \$ 11,628.00 | \$ 18,000.00 | \$ 27,171.00 | \$ 37,111.00 |
| Range - Minimum Compensation | \$ 2,525.00 | \$ 3,750.00 | \$ 7,033.00 | \$ 14,095.50 | \$ 8,050.00 |
| Range - Maximum Compensation | \$ 13,750.00 | \$ 26,683.00 | \$ 38,000.00 | \$ 60,000.00 | \$ 212,000.00 |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)
Under \$100 \$100 - \$249 \$250 - \$499 \$500 - \$999 Over \$1,000

| Regular Board Meeting--Chairman | | | | | |
|--|--------|--------|--------|--------|--------|
| No Fee | 75.00% | 26.67% | 50.00% | 11.11% | 47.62% |
| Under \$100 | | | | | |
| 100 - 199 | | | | | |
| 200 - 299 | | 6.67% | 10.00% | | |
| 300 - 399 | 25.00% | 3.33% | | | |
| 400 - 499 | | 3.33% | | 5.56% | |
| 500 - 599 | | 13.33% | | | |
| 600 - 699 | | | 5.00% | | |
| 700 - 799 | | 3.33% | 5.00% | | |
| 800 - 899 | | | | | 9.52% |
| 900 - 999 | | 3.33% | | | |
| \$1,000 and over | | 40.00% | 30.00% | 83.33% | 42.86% |

| Regular Board Meeting--Members | | | | | |
|---------------------------------------|--------|--------|--------|--------|--------|
| No Fee | 62.50% | 23.33% | 20.00% | 5.56% | 23.81% |
| Under \$100 | | | | | |
| 100 - 199 | | | | | |
| 200 - 299 | 12.50% | 6.67% | 10.00% | | |
| 300 - 399 | 12.50% | 6.67% | | | |
| 400 - 499 | | | | 5.56% | |
| 500 - 599 | | 23.33% | | | |
| 600 - 699 | | | 5.00% | | 4.76% |
| 700 - 799 | | 16.67% | 15.00% | 5.56% | |
| 800 - 899 | | | | | |
| 900 - 999 | | | | | 4.76% |
| \$1,000 and over | 12.50% | 23.33% | 50.00% | 83.33% | 66.67% |

| Audit Committee--Chairman | | | | | |
|----------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 75.00% | 53.33% | 50.00% | 27.78% | 23.81% |
| Under \$100 | | | | | |
| 100 - 199 | 25.00% | 6.67% | | | |
| 200 - 299 | | 6.67% | 10.00% | | |
| 300 - 399 | | 3.33% | 5.00% | 5.56% | 4.76% |
| 400 - 499 | | 13.33% | 5.00% | 16.67% | 4.76% |
| 500 - 599 | | | 10.00% | | 4.76% |
| 600 - 699 | | 6.67% | 10.00% | 11.11% | 14.29% |
| 700 - 799 | | 3.33% | | | 4.76% |
| 800 - 899 | | 6.67% | | 5.56% | 4.76% |
| 900 - 999 | | | 5.00% | | |
| \$1,000 and over | | | 5.00% | 33.33% | 33.33% |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE

(Million Dollars)

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

| Audit Committee--Members | | | | | |
|---------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 62.50% | 56.67% | 50.00% | 33.33% | 38.10% |
| Under \$100 | 25.00% | 6.67% | | | |
| 100 - 199 | 12.50% | 6.67% | 10.00% | | 4.76% |
| 200 - 299 | | 13.33% | 10.00% | 22.22% | 4.76% |
| 300 - 399 | | 10.00% | 10.00% | 11.11% | 4.76% |
| 400 - 499 | | | 10.00% | 5.56% | 4.76% |
| 500 - 599 | | 6.67% | 10.00% | 16.67% | 9.52% |
| 600 - 699 | | | | 5.56% | 4.76% |
| 700 - 799 | | | | | 4.76% |
| 800 - 899 | | | | | 4.76% |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 5.56% | 19.05% |

| Compensation Committee--Chairman | | | | | |
|---|--------|--------|--------|--------|--------|
| No Committee or No Fee | 87.50% | 63.33% | 55.00% | 33.33% | 47.62% |
| Under \$100 | 12.50% | 6.67% | | | |
| 100 - 199 | | 3.33% | 10.00% | | |
| 200 - 299 | | 6.67% | 10.00% | 11.11% | 4.76% |
| 300 - 399 | | 6.67% | | 5.56% | 4.76% |
| 400 - 499 | | 3.33% | 10.00% | 5.56% | 4.76% |
| 500 - 599 | | 6.67% | 15.00% | 11.11% | 9.52% |
| 600 - 699 | | | | 5.56% | 4.76% |
| 700 - 799 | | 3.33% | | 5.56% | 9.52% |
| 800 - 899 | | | | 5.56% | 4.76% |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 16.67% | 9.52% |

| Compensation Committee--Members | | | | | |
|--|--------|--------|--------|--------|--------|
| No Committee or No Fee | 75.00% | 63.33% | 50.00% | 38.89% | 71.43% |
| Under \$100 | 12.50% | 6.67% | | | |
| 100 - 199 | 12.50% | 6.67% | 15.00% | 5.56% | |
| 200 - 299 | | 13.33% | 10.00% | 16.67% | 4.76% |
| 300 - 399 | | 3.33% | 10.00% | 11.11% | 4.76% |
| 400 - 499 | | | 10.00% | 11.11% | 4.76% |
| 500 - 599 | | 3.33% | 5.00% | 5.56% | 4.76% |
| 600 - 699 | | 3.33% | | 5.56% | 4.76% |
| 700 - 799 | | | | | 4.76% |
| 800 - 899 | | | | | |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 5.56% | |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)

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

| Credit Committee--Chairman | | | | | |
|-----------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 62.50% | 60.00% | 50.00% | 27.78% | 52.38% |
| Under \$100 | 25.00% | | | | |
| 100 - 199 | | 13.33% | 10.00% | | |
| 200 - 299 | | 3.33% | 5.00% | 5.56% | 4.76% |
| 300 - 399 | | 10.00% | 15.00% | 11.11% | |
| 400 - 499 | | 6.67% | 10.00% | 5.56% | 4.76% |
| 500 - 599 | | | 10.00% | 5.56% | 14.29% |
| 600 - 699 | | 3.33% | | 5.56% | 9.52% |
| 700 - 799 | 12.50% | 3.33% | | 5.56% | |
| 800 - 899 | | | | 5.56% | |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 27.78% | 14.29% |

| Credit Committee--Members | | | | | |
|----------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 62.50% | 66.67% | 45.00% | 27.78% | 57.14% |
| Under \$100 | 25.00% | | | | |
| 100 - 199 | 12.50% | 10.00% | 10.00% | | |
| 200 - 299 | | 10.00% | 15.00% | 16.67% | 4.76% |
| 300 - 399 | | 10.00% | 10.00% | 5.56% | |
| 400 - 499 | | | 10.00% | 11.11% | 4.76% |
| 500 - 599 | | 3.33% | 10.00% | 11.11% | 14.29% |
| 600 - 699 | | | | 5.56% | 9.52% |
| 700 - 799 | | | | | 4.76% |
| 800 - 899 | | | | 5.56% | |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 16.67% | 4.76% |

| Investment Committee--Chairman | | | | | |
|---------------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 75.00% | 73.33% | 60.00% | 50.00% | 57.14% |
| Under \$100 | 25.00% | 3.33% | | | |
| 100 - 199 | | 3.33% | 10.00% | | |
| 200 - 299 | | 6.67% | 15.00% | 5.56% | 4.76% |
| 300 - 399 | | 6.67% | | 5.56% | 9.52% |
| 400 - 499 | | | 5.00% | | |
| 500 - 599 | | 3.33% | 10.00% | 11.11% | 4.76% |
| 600 - 699 | | 3.33% | | 5.56% | 4.76% |
| 700 - 799 | | | | 5.56% | 9.52% |
| 800 - 899 | | | | | |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 16.67% | 9.52% |

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2013

BANK ASSET SIZE
(Million Dollars)
Under \$100 \$100 - \$249 \$250 - \$499 \$500 - \$999 Over \$1,000

| Investment Committee--Members | | | | | |
|--------------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee | 62.50% | 70.00% | 65.00% | 50.00% | 66.67% |
| Under \$100 | 25.00% | 6.67% | | | |
| 100 - 199 | 12.50% | 6.67% | 15.00% | 5.56% | |
| 200 - 299 | | 10.00% | 5.00% | 5.56% | 4.76% |
| 300 - 399 | | 3.33% | 5.00% | 16.67% | 4.76% |
| 400 - 499 | | | 5.00% | 5.56% | 4.76% |
| 500 - 599 | | 3.33% | 5.00% | 5.56% | 4.76% |
| 600 - 699 | | | | 5.56% | 4.76% |
| 700 - 799 | | | | | 4.76% |
| 800 - 899 | | | | | |
| 900 - 999 | | | | | |
| \$1,000 and over | | | | 5.56% | 4.76% |

| Annual Fee/Retainer | | | | | |
|----------------------------|---------|--------|--------|--------|--------|
| No Fee/No response | 100.00% | 83.33% | 55.00% | 61.11% | 33.33% |
| Under \$2,500 | | | | | |
| 2,500 - 4,999 | | | 5.00% | | |
| 5,000 - 7,499 | | 3.33% | 5.00% | | |
| 7,500 - 9,999 | | 3.33% | | 11.11% | |
| 10,000-12,499 | | 6.67% | 20.00% | 5.56% | 4.76% |
| 12,500-14,999 | | | | | |
| 15,000-17,499 | | | | | 4.76% |
| 17,500-19,999 | | | 5.00% | | |
| 20,000-22,499 | | | | | |
| 22,500-24,999 | | | | 5.56% | |
| \$25,000 and over | | 3.33% | 10.00% | 16.67% | 57.14% |

| Average Annual Compensation per Director | | | | | |
|---|--------|--------|--------|--------|--------|
| No compensation or not reported | 62.50% | 23.33% | 20.00% | 5.56% | 19.05% |
| Under \$2,500 | | | | | |
| 2,500 - 4,999 | 25.00% | 10.00% | | | |
| 5,000 - 7,499 | | 16.67% | 5.00% | | |
| 7,500 - 9,999 | | 6.67% | 5.00% | | 4.76% |
| 10,000-12,499 | | 13.33% | 15.00% | | |
| 12,500-14,999 | 12.50% | 10.00% | 10.00% | 5.56% | |
| 15,000-17,499 | | | 5.00% | | |
| 17,500-19,999 | | 10.00% | 10.00% | 5.56% | 4.76% |
| 20,000-22,499 | | 3.33% | 10.00% | 11.11% | 4.76% |
| 22,500-24,999 | | 3.33% | 10.00% | 16.67% | |
| \$25,000 and over | | 3.33% | 10.00% | 55.56% | 66.67% |