

**State of California  
Department of Business Oversight**



***37<sup>th</sup> Annual  
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  | 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   | 4         | 32        | 17        | 13        | 23          |
| Average Base Salary  | \$170,111 | \$218,795 | \$261,027 | \$284,744 | \$566,986   |
| Percent Receiving a Bonus  | 75.00%    | 59.38%    | 76.47%    | 92.31%    | 86.96%      |
| Average Bonus  | \$47,216  | \$49,567  | \$82,820  | \$115,127 | \$594,297   |
| Bonus*: Tied to Profits  | 66.67%    | 52.63%    | 53.85%    | 66.67%    | 65.00%      |
| Tied to Salary   |           | 26.32%    | 38.46%    | 75.00%    | 55.00%      |
| Tied to Risk Measures  | 33.33%    | 21.05%    | 46.15%    | 41.67%    | 55.00%      |
| Tied to Other  |           | 47.37%    | 61.54%    | 66.67%    | 70.00%      |
| Signing Bonus Paid   |           | 3.13%     |           | 7.69%     | 4.35%       |
| Average Signing Bonus  |           | \$32,000  |           | \$7,500   | \$150,000   |
| Percent under Contract   | 50.00%    | 62.50%    | 64.71%    | 69.23%    | 65.22%      |
| Stock Options as a % of<br>Total Outstanding Shares:   |           |           |           |           |             |
| None   | 75.00%    | 28.13%    | 23.53%    | 38.46%    | 34.78%      |
| To 2.49%   |           | 34.38%    | 47.06%    | 53.85%    | 26.09%      |
| 2.50% to 4.99%   | 25.00%    | 21.88%    | 23.53%    |           | 13.04%      |
| 5.00% to 7.49%   |           | 12.50%    | 5.88%     | 7.69%     | 4.35%       |
| 7.50% to 9.99%   |           |           |           |           | 4.35%       |
| 10.00% and over  |           | 3.13%     |           |           | 17.39%      |
| Options qualified under IRC 422  | 25.00%    | 59.38%    | 76.47%    | 46.15%    | 60.87%      |
| <b>Benefits:</b>   |           |           |           |           |             |
| Auto*: None  |           | 3.13%     | 11.76%    |           |             |
| Monthly Allowance  | 25.00%    | 53.13%    | 58.82%    | 30.77%    | 56.52%      |
| Mileage  |           | 6.25%     | 11.76%    | 7.69%     | 13.04%      |
| Other  | 50.00%    | 34.38%    | 23.53%    | 46.15%    | 47.83%      |
| Country club dues paid   | 25.00%    | 54.84%    | 75.00%    | 46.15%    | 77.27%      |
| Formal Profit Sharing  |           | 3.13%     | 5.88%     | 15.38%    | 13.04%      |
| Qualified E.S.O.P.   | 25.00%    | 56.25%    | 64.71%    | 30.77%    | 34.78%      |
| Non-qualified E.S.O.P.   |           | 15.63%    | 17.65%    | 38.46%    | 34.78%      |
| Pension/401K   | 75.00%    | 90.63%    | 88.24%    | 100.00%   | 91.30%      |
| Non-qualified pension plan   | 25.00%    | 15.63%    | 23.53%    | 46.15%    | 47.83%      |
| Severance package  | 25.00%    | 25.00%    | 5.88%     |           |             |
| Restricted stock   | 25.00%    | 25.00%    | 29.41%    | 46.15%    | 60.87%      |
| Restricted stock options   | 25.00%    | 3.13%     | 5.88%     | 30.77%    | 8.70%       |
| Phantom stock options  |           |           |           |           | 13.04%      |
| Stock appreciation rights  | 25.00%    | 3.13%     |           | 7.69%     |             |
| Other  | 50.00%    | 15.63%    |           | 38.46%    | 17.39%      |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results |           |           |           |           |             |
| Risk adjustment of awards  | 25.00%    | 21.88%    | 35.29%    | 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 officers in a revenue producing capacity              |           |           |           |           |             |
| 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  
(in Thousands)

BANK ASSET SIZE  
(Million Dollars)

|                      | 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  |        |

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2014

|  | Region I<br>Northern California | Region II<br>Bay Area | Region III<br>LA/Orange | Region IV<br>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                    | 32                      | 11                               |
| Average Base Salary  | \$253,069                       | \$362,868             | \$392,403               | \$224,333                        |
| Median Salary  | \$255,000                       | \$277,500             | \$325,000               | \$225,000                        |
| Percent Receiving a Bonus  | 76.92%                          | 66.67%                | 81.25%                  | 72.73%                           |
| Average Bonus  | \$98,639                        | \$429,788             | \$281,662               |                                  |
| 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<br>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%                           |
| <b>Benefits:</b>   |                                 |                       |                         |                                  |
| Auto*: None  |                                 | 4.76%                 | 3.13%                   | 9.09%                            |
| Monthly Allowance  | 53.85%                          | 52.38%                | 50.00%                  | 45.45%                           |
| Mileage  | 11.54%                          | 9.52%                 | 9.38%                   |                                  |
| Other  | 30.77%                          | 23.81%                | 50.00%                  | 45.45%                           |
| 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%                | 93.75%                  | 90.91%                           |
| Non-qualified pension plan   | 50.00%                          | 33.33%                | 18.75%                  | 9.09%                            |
| Severance package  | 50.00%                          | 57.14%                | 50.00%                  | 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%                           |                       |                         | 18.18%                           |
| Other  | 26.92%                          | 14.29%                | 9.38%                   | 27.27%                           |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:    |                                 |                       |                         |                                  |
| Risk adjustment of awards  | 38.46%                          | 33.33%                | 28.13%                  | 45.45%                           |
| Deferral of payments (clawback)  | 30.77%                          | 23.81%                | 12.50%                  | 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 taken to balance risk and financial results for other officers in a revenue producing 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    |
| Number of Filled Positions   | 4           | 31            | 17            | 13            | 22           |
| 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    |
| 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%       |
| Stock Options as a % of<br>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%       |
| <b>Benefits:</b>   |             |               |               |               |              |
| 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%       |
| Formal Profit Sharing  |             | 3.23%         |               | 15.38%        | 13.64%       |
| Qualified E.S.O.P.   | 25.00%      | 58.06%        | 64.71%        | 30.77%        | 27.27%       |
| Non-qualified E.S.O.P.   |             | 9.68%         | 11.76%        | 30.77%        | 31.82%       |
| Pension/401K   | 75.00%      | 90.32%        | 88.24%        | 100.00%       | 90.91%       |
| Non-qualified pension plan   |             | 12.90%        | 23.53%        | 38.46%        | 45.45%       |
| Severance package  | 25.00%      | 25.81%        | 5.88%         |               |              |
| 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 has taken to balance risk and financial 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    |        |
| 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    |        |

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2014

|   | Region I<br>Northern California | Region II<br>Bay Area | Region III<br>LA/Orange | Region IV<br>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<br>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%  |                                 |                       | 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%                           |
| <b>Benefits:</b>  |                                 |                       |                         |                                  |
| 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%                           |                       |                         | 18.18%                           |
| Other   | 19.23%                          | 14.29%                | 10.00%                  | 27.27%                           |
| If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results: |                                 |                       |                         |                                  |
| 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    |
| 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  |             | \$10,000      | \$22,500      | \$65,000      | \$117,664    |
| Percent under Contract   | 33.33%      | 51.61%        | 25.00%        | 30.77%        | 31.82%       |
| Stock Options as a % of<br>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%   |             |               |               |               |              |
| 10.00% and over  |             | 3.23%         |               |               | 13.64%       |
| Options qualified under IRC 422  |             | 58.06%        | 68.75%        | 46.15%        | 59.09%       |
| <b>Benefits:</b>   |             |               |               |               |              |
| 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 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 receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results |             |               |               |               |              |
| Risk adjustment of awards  |             | 16.13%        | 31.25%        | 46.15%        | 50.00%       |
| Deferral of payments (clawback)  |             | 6.45%         | 18.75%        | 38.46%        | 27.27%       |
| Longer performance periods   | 33.33%      | 9.68%         | 18.75%        | 15.38%        | 31.82%       |
| Reduced sensitivity to short term performance  |             | 12.90%        |               | 15.38%        | 22.73%       |
| Other  |             | 16.13%        | 18.75%        |               | 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    |        |        |        |        |        |        |
| 290 - 299    |        |        |        |        | 4.55%  | 1.18%  |
| 300 - 309    |        |        |        |        | 13.64% | 3.53%  |
| 310 - 319    |        |        |        |        |        |        |
| 320 - 329    |        |        |        |        |        |        |
| 330 - 339    |        |        |        |        |        |        |
| 340 - 349    |        |        |        |        |        |        |
| 350 - 359    |        |        |        |        | 4.55%  | 1.18%  |
| 360 - 369    |        |        |        |        |        |        |
| 370 - 379    |        |        |        |        |        |        |
| 380 - 389    |        |        |        |        |        |        |
| 390 - 399    |        |        |        |        |        |        |
| 400 - 409    |        |        |        |        |        |        |
| 410 - 419    |        |        |        |        | 4.55%  | 1.18%  |
| 420 - 429    |        |        |        |        | 4.55%  | 1.18%  |
| 430 - 439    |        |        |        |        |        |        |
| 440 - 449    |        |        |        |        |        |        |
| 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<br>Northern California | Region II<br>Bay Area | Region III<br>LA/Orange | Region IV<br>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                         |
| 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  | 33.33%                          | 40.00%                | 36.00%                  | 60.00%                           |
| Tied to Other  | 66.67%                          | 53.33%                | 60.00%                  | 60.00%                           |
| 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<br>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%                           |
| <b>Benefits:</b>   |                                 |                       |                         |                                  |
| 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, please indicate what measures the bank has taken to balance risk and financial results |                                 |                       |                         |                                  |
| Risk adjustment of awards  | 34.62%                          | 33.33%                | 29.03%                  | 25.00%                           |
| Deferral of payments (clawback)  | 23.08%                          | 28.57%                | 6.45%                   | 25.00%                           |
| Longer performance periods   | 11.54%                          | 19.05%                | 25.81%                  | 12.50%                           |
| Reduced sensitivity to short term performance  | 15.38%                          | 9.52%                 | 12.90%                  | 12.50%                           |
| Other  | 15.38%                          | 14.29%                | 9.68%                   | 25.00%                           |

**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     |
| <u>Ethnic Category</u>     |        |        |        |        |        |
| Asian or Pacific Islander  | 25.00% | 18.75% | 23.53% | 23.08% | 26.09% |
| Black or African American  |        | 3.13%  |        |        |        |
| Caucasian                  | 75.00% | 71.88% | 70.59% | 61.54% | 73.91% |
| Hispanic                   |        |        |        |        |        |
| Multi-Racial               |        |        |        |        |        |
| Decline to state/No answer |        | 6.25%  | 5.88%  | 15.38% |        |
| <u>Gender</u>              |        |        |        |        |        |
| 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  |

**Chief Financial Officer**

|                            |        |        |        |        |        |
|----------------------------|--------|--------|--------|--------|--------|
| Number of Filled Positions | 4      | 31     | 17     | 13     | 22     |
| <u>Ethnic Category</u>     |        |        |        |        |        |
| Asian or Pacific Islander  | 25.00% | 9.68%  | 23.53% | 23.08% | 31.82% |
| Black or African American  |        |        |        |        |        |
| Caucasian                  | 75.00% | 80.65% | 70.59% | 61.54% | 59.09% |
| Hispanic                   |        |        |        |        | 9.09%  |
| Multi-Racial               |        |        |        |        |        |
| Decline to state/No answer |        | 9.68%  | 5.88%  | 15.38% |        |
| <u>Gender</u>              |        |        |        |        |        |
| 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      |
| <u>Ethnic Category</u>     |         |        |        |        |         |
| 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% |         |
| <u>Gender</u>              |         |        |        |        |         |
| Female                     |         | 9.68%  | 12.50% |        |         |
| Male                       | 100.00% | 90.32% | 81.25% | 92.31% | 100.00% |
| Decline to state/No answer |         |        | 6.25%  | 7.69%  |         |
| Average age                | 50.33   | 56.20  | 57.27  | 58.09  | 54.91   |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

|  | BANK ASSET SIZE<br>(Million Dollars) |               |               |               |              |
|--|--------------------------------------|---------------|---------------|---------------|--------------|
|  | 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 |
| Average Number of Directors  | 8.00                                 | 8.52          | 8.47          | 9.54          | 9.52         |
| Average Number of Inside Directors   | 1.25                                 | 1.63          | 1.53          | 1.08          | 1.71         |
| Fees Paid to Inside Directors  |                                      | 15.63%        | 11.76%        | 23.08%        | 17.39%       |
| Outside Directors Eligible for Bonus Plan  |                                      | 6.25%         |               | 15.38%        | 4.35%        |
| Travel Expenses to Meetings Reimbursed   |                                      | 31.25%        | 52.94%        | 46.15%        | 60.87%       |
| Chairman of the Board Active Bank Officer  | 25.00%                               | 28.13%        | 35.29%        | 7.69%         | 47.83%       |
| CEO  | 25.00%                               | 12.50%        | 29.41%        | 7.69%         | 39.13%       |
| Full time salaried non-CEO   |                                      | 12.50%        | 5.88%         |               | 8.70%        |
| Paid Medical Exam  |                                      |               | 11.76%        | 7.69%         | 8.70%        |
| Outside Directors Eligible for Health Plan   |                                      | 3.13%         | 17.65%        | 30.77%        | 21.74%       |
| Life Insurance Policy on Chairman  |                                      | 12.50%        | 35.29%        | 30.77%        | 65.22%       |
| Life Insurance Policy on Inside Board  | 75.00%                               | 34.38%        | 52.94%        | 76.92%        | 69.57%       |
| Life Insurance Policy all Other Board  |                                      |               | 5.88%         | 15.38%        | 21.74%       |
| Stock Options as a % of Total Outstanding Shares                                     |                                      |               |               |               |              |
| None   | 75.00%                               | 25.00%        | 17.65%        | 30.77%        | 34.78%       |
| To 2.49%   | 25.00%                               | 31.25%        | 23.53%        | 46.15%        | 52.17%       |
| 2.50% to 4.99%   |                                      | 15.63%        | 29.41%        | 7.69%         |              |
| 5.00% to 7.49%   |                                      | 6.25%         | 5.88%         | 7.69%         | 4.35%        |
| 7.50% to 9.99%   |                                      | 9.38%         | 11.76%        |               |              |
| 10.00% and over  |                                      | 12.50%        | 11.76%        | 7.69%         | 8.70%        |
| Average stock options as a % of total outstanding shares--all officers and directors | 19.70%                               | 7.80%         | 13.95%        | 6.69%         | 7.73%        |
| Directors sent to Conferences/Conventions  | 75.00%                               | 84.38%        | 100.00%       | 100.00%       | 69.57%       |
| Percent with Mandatory Retirement Age  |                                      | 15.63%        | 11.76%        | 30.77%        | 17.39%       |
| Average Age  | -                                    | 74.2          | 75.0          | 74.0          | 75.5         |
| Directors and Officers Liability Insurance   | 75.00%                               | 93.75%        | 94.12%        | 84.62%        | 100.00%      |
| Directors eligible for Deferred Comp   |                                      |               |               | 46.15%        | 34.78%       |
| Other Benefits   |                                      | 3.13%         | 11.76%        | 46.15%        | 17.39%       |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

| 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          |             | 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             | \$ 750.00   | \$ 8,300.00 | \$ 5,000.00 | \$ 7,000.00 | \$ 25,000.00 |
| Members                      |             |             |             |             |              |
| 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 |
| Attendance 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 |
| Attendance 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 |
| Attendance required to claim | 50.00%    | 31.25%    | 41.18%      | 61.54%      | 47.83%      |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE  
(Million Dollars)

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

| <b>Credit Committee</b>                   |              |              |              |              |               |
|---|--------------|--------------|--------------|--------------|---------------|
| 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%        |
| <b>Committee Chairman</b>                 |              |              |              |              |               |
| 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   |
| <b>Members</b>                            |              |              |              |              |               |
| 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    | \$ 500.00    | \$ 2,500.00  | \$ 3,200.00  | \$ 1,100.00   |
| Attendance required to claim              | 50.00%       | 31.25%       | 47.06%       | 46.15%       | 34.78%        |
| <b>Investment Committee</b>               |              |              |              |              |               |
| 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%        |
| <b>Committee Chairman</b>                 |              |              |              |              |               |
| 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     |
| <b>Members</b>                            |              |              |              |              |               |
| 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   |
| Attendance required to claim              | 50.00%       | 28.13%       | 41.18%       | 46.15%       | 34.78%        |
| <b>Annual Retainer</b>                    |              |              |              |              |               |
| 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    |
| <b>Total Annual Director Compensation</b> |              |              |              |              |               |
| Banks that responded to this question     | 100.00%      | 71.88%       | 94.12%       | 92.31%       | 86.96%        |
| <b>Of those banks:</b>                    |              |              |              |              |               |
| 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 Compensation              | \$ 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 |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE  
(Million Dollars)

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

| <b>Regular Board Meeting--Chairman</b> |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|
| 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% |

| <b>Regular Board Meeting--Members</b> |        |        |        |        |        |
|---------------------------------------|--------|--------|--------|--------|--------|
| No Fee                                |        | 28.13% | 23.53% |        | 17.39% |
| Under \$100                           |        |        |        |        |        |
| 100 - 199                             |        |        |        |        |        |
| 200 - 299                             | 25.00% |        |        |        |        |
| 300 - 399                             |        | 3.13%  |        |        |        |
| 400 - 499                             |        | 6.25%  |        | 7.69%  |        |
| 500 - 599                             |        | 25.00% |        |        |        |
| 600 - 699                             |        |        | 5.88%  |        |        |
| 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% |

| <b>Audit Committee--Chairman</b> |        |        |        |        |        |
|----------------------------------|--------|--------|--------|--------|--------|
| 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% |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE

(Million Dollars)

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

| <b>Audit Committee--Members</b> |             |               |               |               |              |
|---------------------------------|-------------|---------------|---------------|---------------|--------------|
|                                 | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| 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%       |

| <b>Compensation Committee--Chairman</b> |             |               |               |               |              |
|---|-------------|---------------|---------------|---------------|--------------|
|   | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| 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%       |

| <b>Compensation Committee--Members</b> |             |               |               |               |              |
|--|-------------|---------------|---------------|---------------|--------------|
|  | Under \$100 | \$100 - \$249 | \$250 - \$499 | \$500 - \$999 | Over \$1,000 |
| No Committee or No Fee                 | 50.00%      | 41.18%        | 52.94%        | 23.08%        | 47.83%       |
| Under \$100                            | 25.00%      | 3.13%         |               |               |              |
| 100 - 199                              | 25.00%      | 3.13%         |               | 7.69%         | 4.35%        |
| 200 - 299                              |             | 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%         |               | 7.69%         | 8.70%        |
| 600 - 699                              |             | 3.13%         |               | 7.69%         |              |
| 700 - 799                              |             | 3.13%         | 5.88%         |               | 4.35%        |
| 800 - 899                              |             |               |               |               | 4.35%        |
| 900 - 999                              |             |               |               |               |              |
| \$1,000 and over                       |             |               | 5.88%         | 7.69%         | 17.39%       |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE  
(Million Dollars)

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

| <b>Credit Committee--Chairman</b> |         |        |        |        |        |
|-----------------------------------|---------|--------|--------|--------|--------|
| 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%  |

| <b>Credit Committee--Members</b> |        |        |        |        |        |
|----------------------------------|--------|--------|--------|--------|--------|
| 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% |

| <b>Investment Committee--Chairman</b> |        |        |        |        |        |
|---------------------------------------|--------|--------|--------|--------|--------|
| No Committee or No Fee                | 75.00% | 68.75% | 52.94% | 30.77% | 69.57% |
| Under \$100                           | 25.00% | 3.13%  |        |        |        |
| 100 - 199                             |        |        |        |        |        |
| 200 - 299                             |        | 12.50% | 11.76% | 7.69%  | 4.35%  |
| 300 - 399                             |        |        |        | 7.69%  | 4.35%  |
| 400 - 499                             |        | 9.38%  | 11.76% |        |        |
| 500 - 599                             |        |        | 11.76% | 7.69%  | 4.35%  |
| 600 - 699                             |        | 6.25%  |        | 15.38% |        |
| 700 - 799                             |        |        | 5.88%  | 7.69%  | 8.70%  |
| 800 - 899                             |        |        |        |        |        |
| 900 - 999                             |        |        |        |        |        |
| \$1,000 and over                      |        |        | 5.88%  | 23.08% | 8.70%  |

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2014

BANK ASSET SIZE

(Million Dollars)

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

| <b>Investment Committee--Members</b> |        |        |        |        |        |
|--------------------------------------|--------|--------|--------|--------|--------|
| 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% |

| <b>Annual Fee/Retainer</b> |         |        |        |        |        |
|----------------------------|---------|--------|--------|--------|--------|
| No Fee/No response         | 100.00% | 84.38% | 58.82% | 53.85% | 30.43% |
| Under \$2,500              |         |        |        | 7.69%  | 4.35%  |
| 2,500 - 4,999              |         |        |        | 7.69%  |        |
| 5,000 - 7,499              |         | 6.25%  |        |        |        |
| 7,500 - 9,999              |         |        | 5.88%  |        |        |
| 10,000-12,499              |         | 3.13%  |        | 7.69%  | 4.35%  |
| 12,500-14,999              |         |        | 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% |

| <b>Average Annual Compensation per Director</b> |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|
| No compensation or not reported                 |        | 28.13% | 23.53% | 7.69%  | 17.39% |
| Under \$2,500                                   |        |        | 5.88%  |        |        |
| 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% |        |        |        |
| 10,000-12,499                                   |        | 15.63% | 23.53% |        |        |
| 12,500-14,999                                   |        | 6.25%  |        |        |        |
| 15,000-17,499                                   | 25.00% | 12.50% |        | 15.38% |        |
| 17,500-19,999                                   |        | 3.13%  | 5.88%  | 7.69%  |        |
| 20,000-22,499                                   |        | 3.13%  | 5.88%  | 7.69%  |        |
| 22,500-24,999                                   |        | 9.38%  |        | 15.38% |        |
| \$25,000 and over                               |        | 3.13%  | 23.53% | 46.15% | 82.61% |