

Executive Officer and Director Compensation Survey

June 30, 2001

This year 147 out of 312 banks participated in the Executive Officer and Director Compensation Survey, a participation rate of 47.2 percent, down somewhat from the 50 percent participation rate in 2000.

Chief Executive Officer

Since 1998, salaries increased 34 percent in the Over \$1 billion asset size group, 20 percent in the under \$50 million category, 14.3 percent in the \$250 to \$499 million category and 5.4 percent in the \$50 to \$99 million group. Salaries remained flat or declined slightly among the \$100 to \$249 million and \$500 to \$999 million size groups.

Chief Financial Officer

Salaries since 1998 have risen steadily in the first three asset size tiers, with the strongest growth in the under \$50 million asset size group—30.8 percent with the \$50 to \$99 million asset size group close behind at 24.3 percent. Salaries in the upper echelon were mixed, with salaries in the over \$1 billion asset group off sharply from 2000 though still up from 1998 levels. Results in the remaining categories were mixed.

Senior Loan Officer

Median salaries showed steady increases since 1998 in the \$250 to \$499 million asset group up 10.6 percent over the period with most other size groups also showing gains. Salaries at the largest banks have flattened, with only a three-percent increase during that time.

Possible factors that could influence salary changes are increased reliance on non-cash benefits, local and national economic conditions, position turnover and changes in the makeup of the asset size group population.

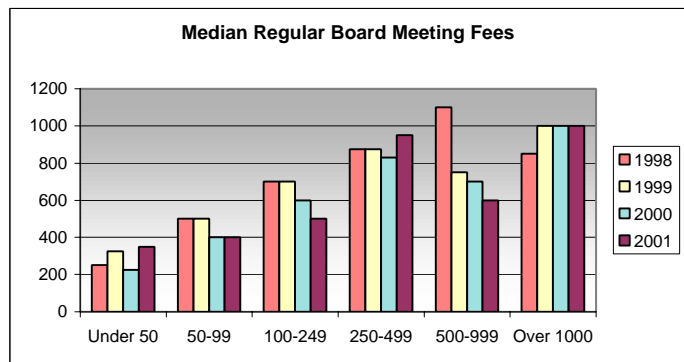
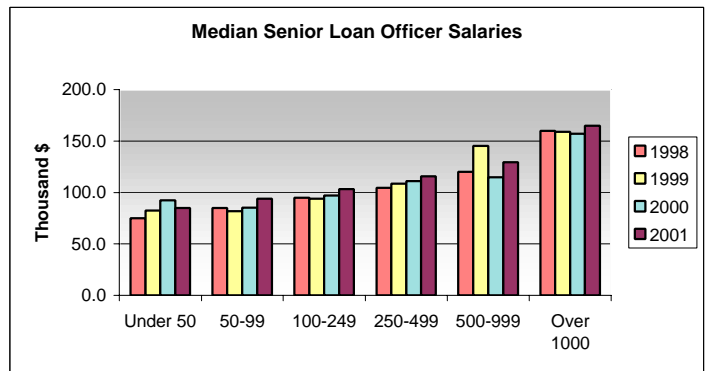
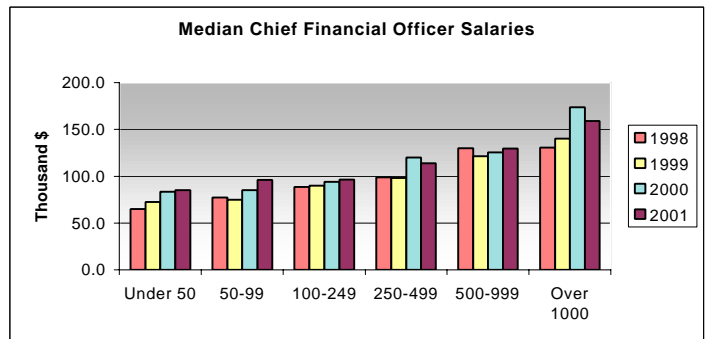
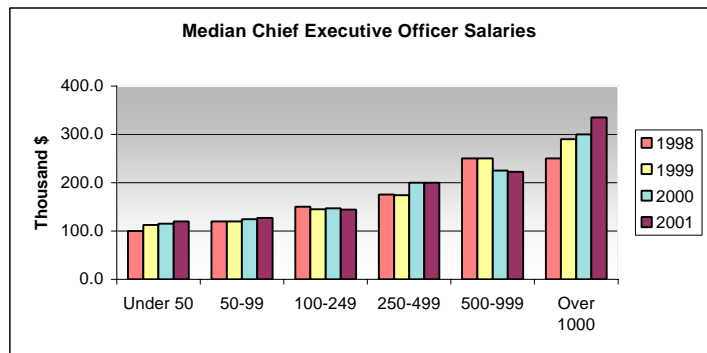
DIRECTORS' INFORMATION

Regular Board Meeting

Median regular board meeting fees were down in the \$500 to \$999 million asset size group some 45.5 percent from 1998. Fees among the \$100 to \$249 million asset size group were off 28.6 percent over the same period, while the \$50 to \$99 million asset size group was down 20 percent. Fees in the remaining categories were mixed.

Special Board Meeting

Fees for special board meetings have shown wide fluctuations since 1998, generally increasing, though with wide year to year swings during the period. Increases tended to be greater in the upper echelon asset size groupings—80 percent in the \$250 to \$500 asset size group and 66.7 percent in the \$500 to \$999 asset size grouping.



Board Committee Meetings

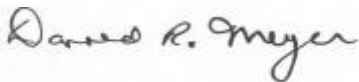
Median fees in this category showed gains of 60 percent or more over 1998 levels in the Under \$50 million and \$500 - \$999 million asset category and were also up in the \$250 to \$499 million group. Fees in the other asset size groups remained flat or declined somewhat.

REGIONAL DATA

Median salaries in Region II, (Bay Area) again led the state in the CEO and CFO categories, while Region III (LA/Orange) moved to first place in the SLO category. Region III was itself nudged out of its second place ranking in the CEO and CFO categories by Region I (Northern California exclusive of the Bay Area), moving to third place. Region IV (Southern California exclusive of the Los Angeles Basin) took fourth place in the CEO and CFO categories and tied Region II for second place in the SLO category. Region I took third place in that category.

We express our appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive the full fourteen-page survey results that include information about bonuses, stock options and many other officer and director fringe benefits.

Please contact me with any questions or comments at (415) 263-8501 or by email at dmeyer@dfi.ca.gov. Or, contact the survey preparer, Patrick Carroll at (415) 263-8559 or by email at pcarroll@dfi.ca.gov.



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