

Executive Officer and Director Compensation Survey

June 30, 2011

This year, 131 out of 251 California banks, or 53.2% participated in the Executive Officer and Director Compensation Survey, an increase from the prior year, both in participation rate and absolute numbers. In 2010, 125 out of 260 banks or 48.1% participated.

Chief Executive Officer

The median CEO salary was up 8.2% in the \$100 million to \$249 million asset size category over the past three years, followed by the \$250 million to \$499 million, which was up a fraction of a percent. Median salaries in the largest two asset size tiers were down; in the \$500 million to \$1 billion asset size group by 5.5% and in the Over \$1 billion category by 1.4 percent. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

Chief Financial Officer

Median salaries in CFO position showed strong increases across all asset size groups. The Over \$1 billion asset size tier had the largest gain, with a 12.0% increase over the past three years. Next was the \$250 million to \$499 million asset size group which was up 9.1% followed by the \$500 million to \$1 billion asset size group which was up 7.3% closely followed by the \$100 million to \$249 million asset size group which was up 7.1 percent. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

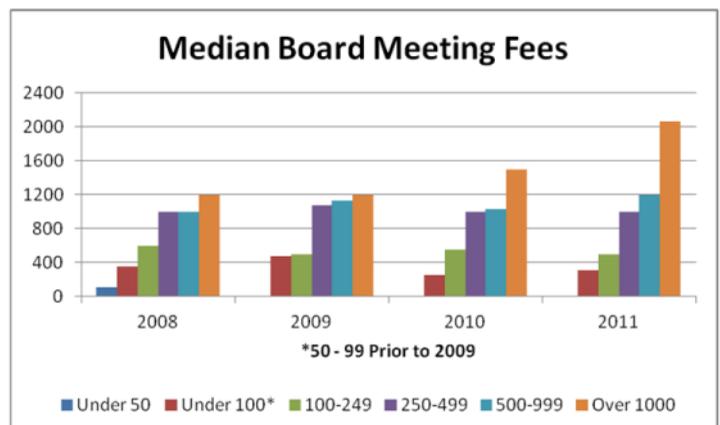
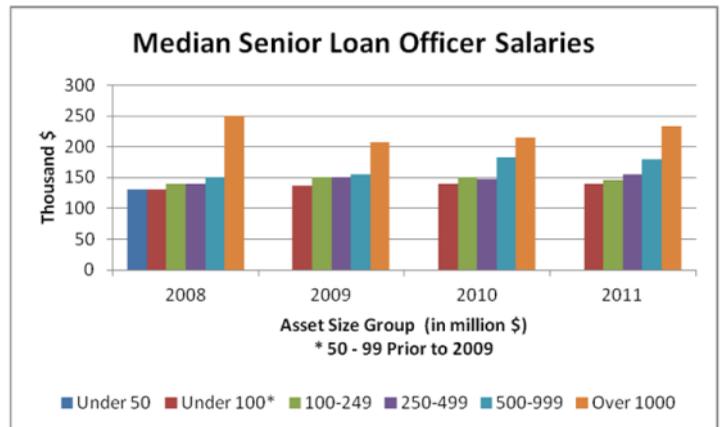
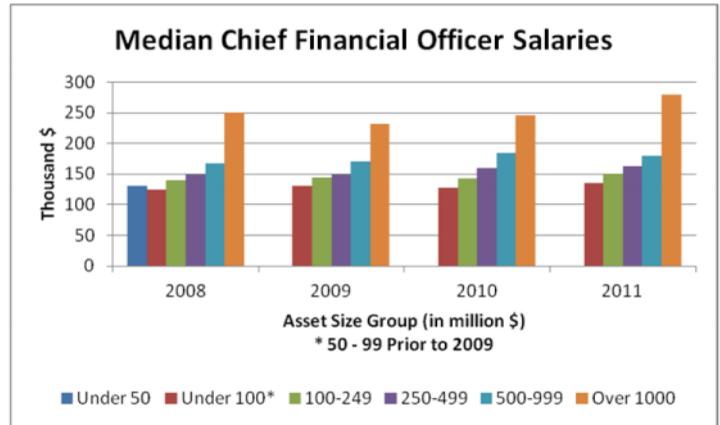
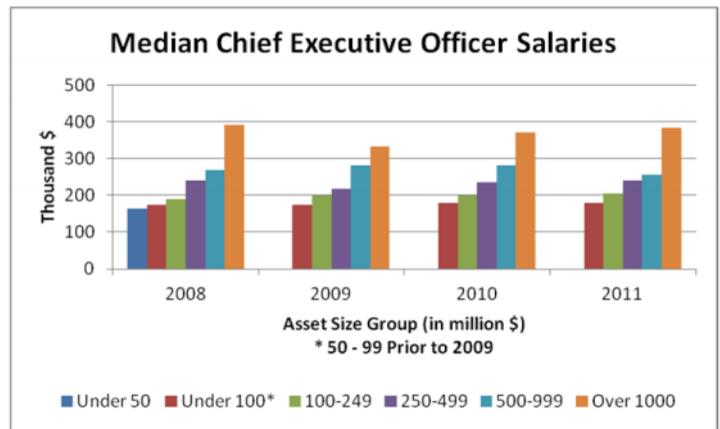
Senior Loan Officer

Median SLO salaries in the \$500 million to \$1 billion asset size group showed the greatest increase over the past three years, with a gain of 20.7 percent. The \$250 million to \$499 million group was next, with an increase of 10.7%, while the \$100 million to 249 million asset size group was up 4.3 percent. The Over \$1 Billion asset size tier was down 7.0% from 2008. No comparison is available for salaries in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

DIRECTORS' INFORMATION

Regular Board Meeting

Median board committee fees were up 71.3% over the past three years among banks in the Over \$1 billion asset size category, followed by the \$500 million to \$1 billion asset size group, which was up



20 percent. Fees were flat in the \$250 million to \$499 million asset size group and were down 10.2 percent in the \$100 million to \$249 million asset size tier. There is no comparison in the Under \$50 million and \$50 million to \$99 million categories as they were combined into the Under \$100 million category in 2009.

Board Committee Fees

Comparisons between the committees and assets size groups are presented on the accompanying tables.

REGIONAL DATA

The median salary in Region III (LA/Orange) was first in all three officer categories followed by Region II (Bay Area) in second place. Region I (No. Calif.) was in third place in the CEO and CFO categories and fourth in the SLO category, while Region IV (So. Calif.) was in fourth place in all but the SLO category.

Possible factors that influence change are increased reliance on non-cash benefits, local and national economic conditions, position turnover, different job duties and changes in the makeup of the asset size group populations.

We express our sincere appreciation to the participating banks and hope that this information will prove useful. Participating banks automatically receive upon completion the full fifteen-page survey results that include information about bonuses, stock options and many other officer and director fringe benefits. Each year’s survey is posted on the DFI Web page the following year.

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