

# Executive Officer and Director Compensation Survey

## June 30, 2012

In 2012, 118 out of 250 California banks, or 47.2% participated in the Executive Officer and Director Compensation Survey, a decrease from the prior year, when 131 out of 251 banks or 52.2% participated. For the first time the survey asked demographic questions about officers' race and gender.

### Chief Executive Officer

In 2012, the median CEO salary was up 27.6% in the Over \$1 Billion asset size category over the past three years, followed by the Under \$100 million and \$250 million to \$499 million asset size categories, which were each up 14 percent. Median salaries in the \$100 million to \$249 million and \$500 million to \$999 million asset size groups were each down by less than 2 percent.

### Chief Financial Officer

Median salaries in CFO position showed moderate increases across the board. The \$250 million to \$499 million asset size group was up 9% over the past three years as was the Over \$1 billion asset size tier. Next was the Under \$100 million asset size group which was up 7.4 percent. The \$100 million to \$249 million and \$500 million to \$999 million asset size group were each up about 2.5 percent.

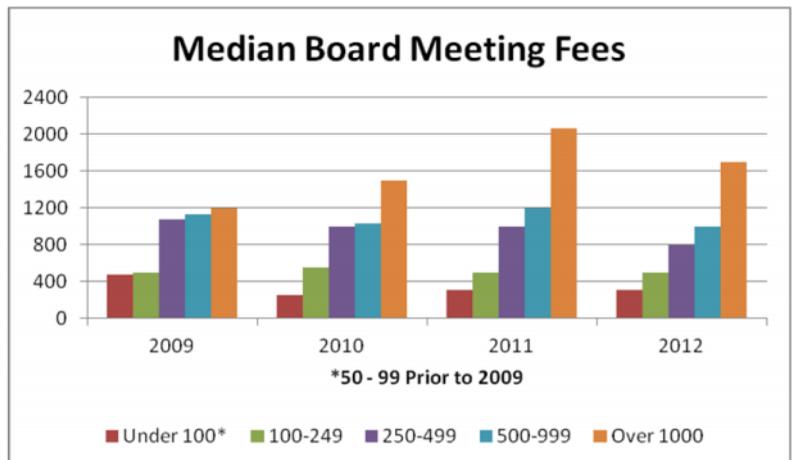
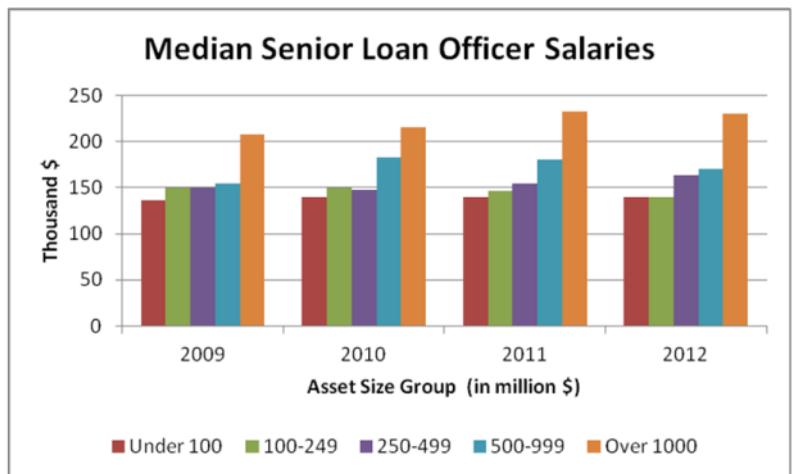
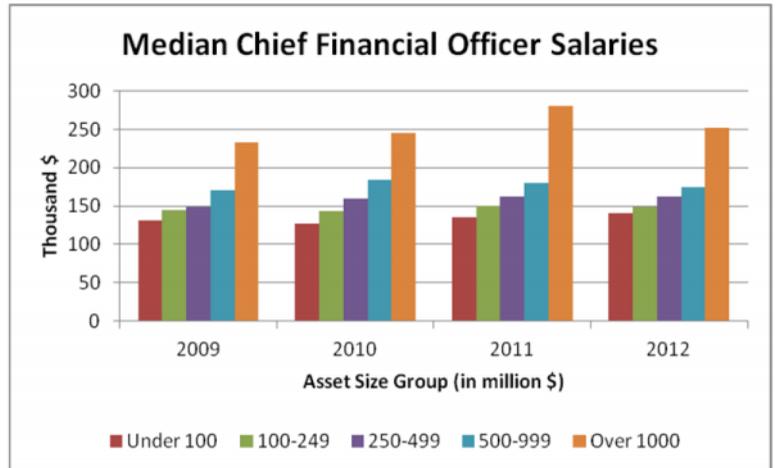
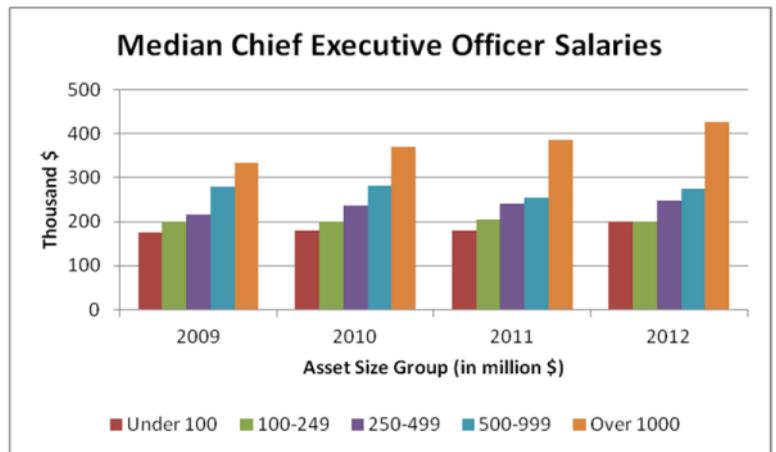
### Senior Loan Officer

Median SLO salaries in the Over \$1 billion asset size group showed the greatest increase over the past three years, with a gain of 11 percent. The \$500 million to \$999 million group was next, with an increase of 9.7%, while the \$250 million to \$499 million asset size group was up 8.7 percent. The Under \$100 million asset size group was up 2.8% while the \$100 million to \$249 million asset tier was off 6.7% over the same period.

### DIRECTORS' INFORMATION

#### Regular Board Meeting

Median board committee fees over the past three years were up 41.7% in the Over \$1 billion asset size group and were flat or down for the remaining size groups. The Under \$100 million size group were off by 36.8 percent, followed by the \$250 million to \$499 million asset size group, which was off 25.6 percent. Board fees in the \$500 Million to \$1 Billion asset size tier were off 11 percent and were flat in the \$100 million to \$249 million asset size group



**DIRECTORS' INFORMATION (Continued)**

**Board Committee Fees**

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

**REGIONAL DATA**

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

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 eighteen-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 in June of the following year.

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