

State of California
Department of Financial Institutions



33rd Annual
Executive Officer and Director
Compensation Survey

As of June 30, 2010

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE
(In millions)

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

Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	17	53	20	14	19
Average Base Salary	\$174,052	\$200,417	\$225,731	\$283,150	\$506,238
Percent Receiving a Bonus	23.53%	28.30%	45.00%	35.71%	52.63%
Average Bonus	\$14,000	\$37,936	\$102,216	\$152,041	\$384,851
Bonus*: Tied to Profits		18.87%	35.00%	14.29%	31.58%
Tied to Salary		13.21%	15.00%	28.57%	26.32%
Tied to Risk Measures		9.43%	10.00%	21.43%	10.53%
Tied to Other	17.65%	15.09%	35.00%	35.71%	31.58%
Signing Bonus Paid	11.76%	3.77%	5.00%	7.14%	10.53%
Average Signing Bonus	\$38,000	\$47,500	\$30,000	\$2,500	\$100,000
Percent under Contract	82.35%	73.58%	55.00%	64.29%	52.63%
Stock Options as a % of Total Outstanding Shares:					
None	23.53%	26.42%	35.00%	35.71%	42.11%
To 2.49%	23.53%	33.96%	45.00%	35.71%	57.89%
2.50% to 4.99%	23.53%	18.87%	20.00%	21.43%	
5.00% to 7.49%	23.53%	15.09%		7.14%	
7.50% to 9.99%	5.88%				
10.00% and over		5.66%			
Options qualified under IRC 422	64.71%	41.51%	35.00%	42.86%	31.58%
Benefits:					
Auto*: Provided	29.41%	24.53%	50.00%	42.86%	57.89%
Monthly Allowance	70.59%	52.83%	50.00%	42.86%	26.32%
Mileage	17.65%	16.98%	5.00%	21.43%	10.53%
Other		6.25%		150.00%	33.33%
Country club dues paid	35.29%	41.51%	40.00%	57.14%	63.16%
Formal Profit Sharing		13.21%	15.00%	21.43%	31.58%
Qualified E.S.O.P.	47.06%	39.62%	35.00%	35.71%	52.63%
Non-qualified E.S.O.P.	11.76%	26.42%	30.00%	64.29%	26.32%
Pension/401K	88.24%	90.57%	95.00%	100.00%	94.74%
Non-qualified pension plan	23.53%	15.09%	25.00%	64.29%	52.63%
Severance package	70.59%	45.28%	30.00%	57.14%	47.37%
Restricted stock		16.98%	35.00%	42.86%	57.89%
Restricted stock options	5.88%	5.66%	5.00%	14.29%	15.79%
Phantom stock options					10.53%
Stock appreciation rights			5.00%		10.53%
Other		11.32%	10.00%		5.26%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	5.88%	22.64%	20.00%	35.71%	42.11%
Deferral of payments (clawback)	5.88%	13.21%	10.00%	14.29%	31.58%
Longer performance periods		9.43%	5.00%	14.29%	26.32%
Other	17.65%	16.98%	20.00%	7.14%	26.32%
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	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

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

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)					TOTAL	
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000		
Under \$100							
100 - 109							
110 - 119							
120 - 129		5.88%		10.00%		2.44%	
130 - 139		11.76%	1.89%			2.44%	
140 - 149		5.88%	5.66%			3.25%	
150 - 159		5.88%	1.89%	5.00%		2.44%	
160 - 169		11.76%	3.77%			3.25%	
170 - 179		5.88%	9.43%	5.00%	7.14%	6.50%	
180 - 189		29.41%	13.21%			9.76%	
190 - 199		5.88%	13.21%	5.00%		7.32%	
200 - 209		5.88%	13.21%			6.50%	
210 - 219		5.88%	9.43%	10.00%	7.14%	7.32%	
220 - 229			15.09%	10.00%		8.13%	
230 - 239			1.89%	5.00%	14.29%	3.25%	
240 - 249			1.89%	5.00%		1.63%	
250 - 259		5.88%	3.77%	25.00%	7.14%	5.26%	8.13%
260 - 269				5.00%			0.81%
270 - 279			3.77%	5.00%	7.14%	5.26%	4.07%
280 - 289					14.29%	5.26%	2.44%
290 - 299					7.14%		0.81%
300 - 309			1.89%	5.00%	7.14%	10.53%	4.07%
310 - 319					7.14%	5.26%	1.63%
320 - 329				5.00%	14.29%	5.26%	3.25%
330 - 339						10.53%	1.63%
340 - 349							
350 - 359							
360 - 369							
370 - 379						5.26%	0.81%
380 - 389							
390 - 399							
400 - 409							
410 - 419							
420 - 429							
430 - 439						10.53%	1.63%
440 - 449					7.14%		0.81%
450 - 459							
460 - 469							
470 - 479							
480 - 489							
490 - 499							
500 and over						36.84%	5.69%
Total positions		17	53	20	14	19	123
Average base salary		\$174,052	\$200,417	\$225,731	\$283,150	\$506,238	
Median salary		\$180,000	\$200,000	\$236,025	\$282,340	\$371,000	
Salary Low Range:		\$120,000	\$134,570	\$120,000	\$175,000	\$250,000	
Salary High Range:		\$250,000	\$310,000	\$325,000	\$450,000	\$1,133,004	

CHIEF EXECUTIVE OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	32	23	41	27
Average Base Salary	\$235,605	\$298,627	\$272,813	\$225,375
Median Salary	\$207,500	\$214,000	\$230,000	\$210,000
Percent Receiving a Bonus	37.50%	39.13%	36.59%	25.93%
Average Bonus	\$111,809	\$214,165	\$131,576	\$130,121
Bonus*: Tied to Profits	33.33%	44.44%	86.67%	57.14%
Tied to Salary	33.33%	33.33%	46.67%	71.43%
Tied to Risk Measures	25.00%	22.22%	26.67%	42.86%
Tied to Other	75.00%	88.89%	40.00%	85.71%
Signing Bonus Paid	9%	4%	2%	11%
Average Signing Bonus	\$87,500	\$50,000	\$26,000	\$80,000
Percent under Contract	75.00%	52.17%	65.85%	74.07%
Stock Options as a % of Total Outstanding Shares:				
None	31.25%	34.78%	34.15%	18.52%
To 2.49%	34.38%	39.13%	39.02%	44.44%
2.50% to 4.99%	25.00%	13.04%	14.63%	14.81%
5.00% to 7.49%	6.25%	13.04%	12.20%	11.11%
7.50% to 9.99%				3.70%
10.00% and over	3.13%			7.41%
Options qualified under IRC 422	46.88%	39.13%	39.02%	44.44%
Benefits:				
Auto*: Provided	34.38%	26.09%	43.90%	37.04%
Monthly Allowance	50.00%	56.52%	43.90%	51.85%
Mileage	12.50%	30.43%	9.76%	11.11%
Other		13.04%	2.44%	
Country club dues paid	50.00%	52.17%	34.15%	51.85%
Formal Profit Sharing	21.88%	21.74%	9.76%	11.11%
Qualified E.S.O.P.	50.00%	43.48%	41.46%	29.63%
Non-qualified E.S.O.P.	21.88%	39.13%	29.27%	29.63%
Pension/401K	93.75%	95.65%	90.24%	92.59%
Non-qualified pension plan	53.13%	47.83%	9.76%	14.81%
Severance package	59.38%	26.09%	43.90%	59.26%
Restricted stock	18.75%	34.78%	31.71%	22.22%
Restricted stock options	6.25%	8.70%	9.76%	7.41%
Phantom stock options	3.13%	4.35%		
Stock appreciation rights	3.13%	4.35%		3.70%
Other	9.38%		4.88%	14.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:				
Risk adjustment of awards	28.13%	39.13%	21.95%	11.11%
Deferral of payments (clawback)	21.88%	21.74%	9.76%	7.41%
Longer performance periods	15.63%	13.04%	9.76%	3.70%
Reduced sensitivity to short term performance	9.38%	30.43%	17.07%	18.52%
Other	9.38%	13.04%	7.32%	14.81%
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a revenue producing capacity:				
Risk adjustment of awards	25.00%	43.48%	24.39%	11.11%
Deferral of payments (clawback)	12.50%	30.43%	19.51%	14.81%
Longer performance periods	21.88%	21.74%	14.63%	11.11%
Reduced sensitivity to short term performance	15.63%	26.09%	14.63%	14.81%
Other	9.38%	4.35%	12.20%	7.41%

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE
(In millions)

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

Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	16	53	19	14	19
Average Base Salary	\$133,422	\$145,636	\$156,561	\$183,623	\$252,914
Percent Receiving a Bonus	18.75%	37.74%	63.16%	42.86%	47.37%
Average Bonus	\$5,000	\$15,727	\$23,551	\$93,514	\$112,661
Bonus*: Tied to Profits		18.87%	36.84%	7.14%	26.32%
Tied to Salary		13.21%	5.26%	35.71%	26.32%
Tied to Risk Measures		9.43%	5.26%	35.71%	10.53%
Tied to Other	12.50%	20.75%	42.11%	42.86%	31.58%
Signing Bonus Paid	6.25%	5.66%	5.26%	14.29%	15.79%
Average Signing Bonus	\$5,000	\$23,333		\$15,000	\$60,000
Percent under Contract	43.75%	45.28%	21.05%	57.14%	10.53%
Stock Options as a % of Total Outstanding Shares:					
None	31.25%	28.30%	42.11%	31.58%	47.37%
To 2.49%	62.50%	67.92%	57.89%	47.37%	52.63%
2.50% to 4.99%	6.25%	1.89%		21.05%	
5.00% to 7.49%		1.89%			
7.50% to 9.99%					
10.00% and over					
Options qualified under IRC 422	62.50%	45.28%	26.32%	35.71%	21.05%
Benefits:					
Auto*: Provided		9.43%	10.53%	7.14%	21.05%
Monthly Allowance	62.50%	50.94%	47.37%	50.00%	36.84%
Mileage	18.75%	24.53%	15.79%	28.57%	10.53%
Other					
Country club dues paid	6.25%	7.55%	5.26%	42.86%	15.79%
Formal Profit Sharing		11.32%	15.00%	21.43%	26.32%
Qualified E.S.O.P.	35.29%	41.51%	30.00%	35.71%	36.84%
Non-qualified E.S.O.P.		16.98%	10.00%	50.00%	26.32%
Pension/401K	76.47%	88.68%	90.00%	100.00%	84.21%
Non-qualified pension plan	5.88%	11.32%	20.00%	57.14%	52.63%
Severance package	41.18%	35.85%	15.00%	50.00%	26.32%
Restricted stock		15.09%	30.00%	35.71%	47.37%
Restricted stock options	5.88%	7.55%	5.00%	7.14%	10.53%
Phantom stock options					10.53%
Stock appreciation rights		1.89%	10.00%		10.53%
Other		11.32%	10.00%		5.26%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	6.25%	20.75%	21.05%	35.71%	36.84%
Deferral of payments (clawback)	6.25%	15.09%	10.53%	14.29%	31.58%
Longer performance periods		9.43%	5.26%	14.29%	26.32%
Other	18.75%	18.87%	21.05%	14.29%	26.32%
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	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

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

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)					TOTAL
	6.25%	1.89%	5.26%	7.14%	5.26%	
Under \$100	6.25%	1.89%		7.14%		2.48%
100 - 109		7.55%	5.26%			4.13%
110 - 119	12.50%		5.26%			2.48%
120 - 129	37.50%	9.43%	10.53%			10.74%
130 - 139	6.25%	20.75%	10.53%	7.14%	5.26%	13.22%
140 - 149	12.50%	16.98%	15.79%			11.57%
150 - 159	12.50%	16.98%		7.14%		9.92%
160 - 169	6.25%	9.43%	26.32%	14.29%	5.26%	11.57%
170 - 179		9.43%	10.53%	7.14%	5.26%	7.44%
180 - 189	6.25%	5.66%		14.29%	10.53%	6.61%
190 - 199				21.43%		2.48%
200 - 209		1.89%	5.26%	7.14%		2.48%
210 - 219			5.26%			0.83%
220 - 229				7.14%	5.26%	1.65%
230 - 239			5.26%		15.79%	3.31%
240 - 249					10.53%	1.65%
250 - 259					5.26%	0.83%
260 - 269					5.26%	0.83%
270 - 279						
280 - 289					5.26%	0.83%
290 - 299						
300 - 309					5.26%	0.83%
310 - 319				7.14%	5.26%	1.65%
320 - 329					5.26%	0.83%
330 - 339						
340 - 349						
350 - 359						
360 - 369					5.26%	0.83%
370 - 379						
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459					5.26%	0.83%
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over						
Total positions	16	53	19	14	19	121
Average base salary	\$133,422	\$145,636	\$156,561	\$183,623	\$252,914	
Median salary	\$127,250	\$142,570	\$160,000	\$184,500	\$245,000	
Salary Low Range:	\$90,000	\$87,780	\$100,000	\$84,360	\$135,000	
Salary High Range:	\$185,000	\$200,000	\$235,400	\$314,000	\$450,000	

CHIEF FINANCIAL OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	31	23	40	27
Average Base Salary	\$151,067	\$175,597	\$181,581	\$156,264
Median Salary	\$150,000	\$157,638	\$167,038	\$145,000
Percent Receiving a Bonus	35.48%	43.48%	45.00%	40.74%
Average Bonus	\$33,671	\$46,172	\$61,720	\$22,193
Bonus*: Tied to Profits	45.45%	30.00%	66.67%	27.27%
Tied to Salary	27.27%	40.00%	38.89%	36.36%
Tied to Risk Measures	27.27%	30.00%	27.78%	18.18%
Tied to Other	72.73%	80.00%	50.00%	72.73%
Signing Bonus Paid	6%	17%	5%	4%
Average Signing Bonus	\$30,000	\$52,500	\$12,500	\$20,000
Percent under Contract	64.52%	34.78%	25.00%	25.93%
Stock Options as a % of Total Outstanding Shares:				
None	25.81%	34.78%	42.50%	33.33%
To 2.49%	64.52%	65.22%	57.50%	59.26%
2.50% to 4.99%	6.45%			3.70%
5.00% to 7.49%				3.70%
7.50% to 9.99%				
10.00% and over	3.23%			
Options qualified under IRC 422	48.39%	39.13%	30.00%	44.44%
Benefits:				
Auto*: Provided	12.90%	4.35%	12.50%	7.41%
Monthly Allowance	51.61%	43.48%	50.00%	51.85%
Mileage	19.35%	34.78%	10.00%	25.93%
Other		8.70%		3.70%
Country club dues paid	19.35%	17.39%	7.50%	7.41%
Formal Profit Sharing	19.35%	21.74%	7.50%	11.11%
Qualified E.S.O.P.	51.61%	43.48%	30.00%	29.63%
Non-qualified E.S.O.P.	12.90%	34.78%	17.50%	14.81%
Pension/401K	93.55%	95.65%	85.00%	85.19%
Non-qualified pension plan	38.71%	43.48%	7.50%	14.81%
Severance package	51.61%	26.09%	25.00%	33.33%
Restricted stock	16.13%	26.09%	27.50%	22.22%
Restricted stock options	3.23%	13.04%	7.50%	7.41%
Phantom stock options	3.23%	4.35%		
Stock appreciation rights	3.23%	4.35%	2.50%	7.41%
Other	9.68%		5.00%	14.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:				
Risk adjustment of awards	25.81%	39.13%	20.00%	11.11%
Deferral of payments (clawback)	25.81%	21.74%	10.00%	7.41%
Longer performance periods	16.13%	13.04%	10.00%	3.70%
Reduced sensitivity to short term performance	16.13%	30.43%	17.50%	18.52%
Other	9.68%	13.04%	10.00%	14.81%

SENIOR LENDING OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE
(In millions)

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

	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	17	55	20	14	19
Average Assets (000)	\$77,592	\$165,999	\$351,918	\$710,506	\$8,062,658
Median Assets (000)	\$85,635	\$161,747	\$341,189	\$697,743	\$2,275,143
Number of Filled Positions	17	50	20	14	19
Average Base Salary	\$133,074	\$146,106	\$153,820	\$185,018	\$236,719
Percent Receiving a Bonus	17.65%	42.00%	60.00%	42.86%	57.89%
Average Bonus	\$18,833	\$18,223	\$16,554	\$82,264	\$97,703
Bonus*: Tied to Profits	5.88%	18.00%	30.00%	7.14%	26.32%
Tied to Salary		12.00%	10.00%	35.71%	26.32%
Tied to Risk Measures		8.00%	5.00%	35.71%	10.53%
Tied to Other	11.76%	22.00%	40.00%	42.86%	42.11%
Signing Bonus Paid		6.00%	100.00%	21.43%	15.79%
Average Signing Bonus		\$17,333	\$1,500	\$19,167	\$55,000
Percent under Contract	58.82%	48.00%	15.00%	50.00%	21.05%
Stock Options as a % of Total Outstanding Shares:					
None	29.41%	28.00%	35.00%	35.71%	47.37%
To 2.49%	64.71%	66.00%	60.00%	57.14%	52.63%
2.50% to 4.99%	5.88%	2.00%		7.14%	
5.00% to 7.49%		2.00%	5.00%		
7.50% to 9.99%					
10.00% and over		2.00%			
Options qualified under IRC 422	64.71%	42.00%	30.00%	35.71%	31.58%
Benefits:					
Auto*: Provided	5.88%	6.00%	20.00%	28.57%	15.79%
Monthly Allowance	88.24%	56.00%	50.00%	42.86%	42.11%
Mileage	11.76%	22.00%	30.00%	28.57%	10.53%
Other					
Country club dues paid	11.76%	18.00%	10.00%	42.86%	31.58%
Formal Profit Sharing		11.32%	15.00%	21.43%	26.32%
Qualified E.S.O.P.	35.29%	39.62%	35.00%	35.71%	36.84%
Non-qualified E.S.O.P.	11.76%	15.09%	20.00%	50.00%	26.32%
Pension/401K	88.24%	83.02%	95.00%	100.00%	89.47%
Non-qualified pension plan	5.88%	9.43%	20.00%	64.29%	52.63%
Severance package	52.94%	37.74%	20.00%	50.00%	31.58%
Restricted stock	5.88%	16.98%	30.00%	35.71%	47.37%
Restricted stock options	5.88%	7.55%	5.00%	7.14%	15.79%
Phantom stock options					10.53%
Stock appreciation rights		1.89%	10.00%		10.53%
Other		9.43%	10.00%		
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:					
Risk adjustment of awards	5.88%	24.00%	20.00%	35.71%	36.84%
Deferral of payments (clawback)	5.88%	16.00%	10.00%	14.29%	36.84%
Longer performance periods		10.00%	5.00%	14.29%	26.32%
Other	17.65%	20.00%	20.00%	14.29%	26.32%
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	17.65%	18.18%	25.00%	35.71%	42.11%
Deferral of payments (clawback)	17.65%	16.36%	20.00%	7.14%	31.58%
Longer performance periods	5.88%	16.36%	25.00%	7.14%	26.32%
Other	11.76%	20.00%	15.00%	7.14%	21.05%

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

SENIOR LOAN OFFICER
SUMMARY DATA AS OF JUNE 30, 2010

BASE ANNUAL SALARY
(in Thousands)

BANK ASSET SIZE
(Million Dollars)

	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$100			6.00%	5.00%		3.33%
100 - 109	11.76%	2.00%	5.00%			3.33%
110 - 119	5.88%	2.00%				1.67%
120 - 129	23.53%	10.00%	5.00%		5.26%	9.17%
130 - 139	5.88%	16.00%	10.00%	14.29%		10.83%
140 - 149	29.41%	12.00%	30.00%			14.17%
150 - 159	23.53%	24.00%	5.00%	14.29%		15.83%
160 - 169		10.00%	10.00%	7.14%	5.26%	7.50%
170 - 179		8.00%	5.00%	14.29%	5.26%	6.67%
180 - 189		8.00%	15.00%		10.53%	7.50%
190 - 199				14.29%	15.79%	4.17%
200 - 209				14.29%	5.26%	2.50%
210 - 219		2.00%	10.00%		5.26%	3.33%
220 - 229				7.14%		0.83%
230 - 239				7.14%	5.26%	1.67%
240 - 249						
250 - 259				7.14%	5.26%	1.67%
260 - 269					5.26%	0.83%
270 - 279						
280 - 289					5.26%	0.83%
290 - 299					5.26%	0.83%
300 - 309						
310 - 319					5.26%	0.83%
320 - 329					5.26%	0.83%
330 - 339						
340 - 349						
350 - 359					5.26%	0.83%
360 - 369					5.26%	0.83%
370 - 379						
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459						
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over						
Total Positions	17	50	20	14	19	120
Average Salary	\$133,074	\$146,106	\$153,820	\$185,018	\$236,719	
Median salary	\$140,000	\$150,000	\$147,852	\$182,500	\$215,000	
Salary Low Range:	\$100,000	\$86,850	\$91,000	\$133,900	\$121,000	
Salary High Range:	\$157,000	\$215,000	\$215,000	\$250,000	\$364,000	

SENIOR LENDING OFFICER
CHIEF FINANCIAL OFFICER

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region III LA/Orange
Participating Banks	32	23	42	28
Average Assets (000)	\$372,487	\$4,135,288	\$1,464,816	\$431,124
Median Assets (000)	\$190,274	\$210,803	\$323,770	\$161,204
Number of Filled Positions	30	22	41	27
Average Base Salary	\$149,632	\$174,417	\$177,698	\$152,599
Median Salary	\$145,000	\$155,725	\$170,000	\$150,000
Percent Receiving a Bonus	40.00%	54.55%	43.90%	40.74%
Average Bonus	\$26,495	\$50,544	\$56,766	\$23,627
Bonus*: Tied to Profits	33.33%	25.00%	66.67%	27.27%
Tied to Salary	25.00%	33.33%	38.89%	36.36%
Tied to Risk Measures	16.67%	25.00%	27.78%	18.18%
Tied to Other	66.67%	83.33%	50.00%	72.73%
Signing Bonus Paid	23%	14%	5%	11%
Average Signing Bonus	\$57,500	\$31,667	\$15,000	\$40,667
Percent under Contract	63.33%	40.91%	31.71%	25.93%
Stock Options as a % of Total Outstanding Shares:				
None	30.00%	36.36%	36.59%	29.63%
To 2.49%	60.00%	63.64%	63.41%	59.26%
2.50% to 4.99%	6.67%			3.70%
5.00% to 7.49%	3.33%			7.41%
7.50% to 9.99%				
10.00% and over				
Options qualified under IRC 422	43.33%	40.91%	34.15%	48.15%
Benefits:				
Auto*: Provided	16.67%	9.09%	14.63%	7.41%
Monthly Allowance	53.33%	50.00%	56.10%	62.96%
Mileage	20.00%	22.73%	17.07%	25.93%
Other		9.09%		
Country club dues paid	36.67%	22.73%	14.63%	11.11%
Formal Profit Sharing	23.33%	18.18%	7.32%	11.11%
Qualified E.S.O.P.	46.67%	45.45%	34.15%	29.63%
Non-qualified E.S.O.P.	13.33%	36.36%	21.95%	18.52%
Pension/401K	93.33%	95.45%	87.80%	88.89%
Non-qualified pension plan	43.33%	36.36%	12.20%	11.11%
Severance package	56.67%	36.36%	26.83%	37.04%
Restricted stock	20.00%	31.82%	26.83%	22.22%
Restricted stock options	3.33%	13.64%	9.76%	7.41%
Phantom stock options	3.33%	4.55%		
Stock appreciation rights	3.33%	4.55%	2.44%	7.41%
Other	10.00%		2.44%	11.11%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results				
Risk adjustment of awards	30.00%	40.91%	19.51%	11.11%
Deferral of payments (clawback)	26.67%	27.27%	9.76%	7.41%
Longer performance periods	16.67%	13.64%	9.76%	3.70%
Reduced sensitivity to short term performance	16.67%	31.82%	17.07%	18.52%
Other	10.00%	13.64%	9.76%	14.81%

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	17	55	20	14	19
Average Assets (000)	\$ 77,592	\$ 165,999	\$ 351,918	\$ 710,506	\$ 8,062,658
Median Assets (000)	\$ 85,635	\$ 85,635	\$ 85,635	\$ 85,635	\$ 85,635
Average Number of Directors	9.06	8.51	8.75	8.14	9.84
Average Number of Inside Directors	1.24	1.16	1.80	1.21	1.89
Fees Paid to Inside Directors	5.88%	0.17%	0.25%	1.53%	1.11%
Outside Directors Eligible for Bonus Plan	0.00%	0.07%	0.00%	0.00%	0.83%
Travel Expenses to Meetings Reimbursed	35.29%	30.91%	40.00%	57.14%	42.11%
Chairman of the Board Active Bank Officer	5.88%	21.82%	35.00%	14.29%	47.37%
CEO	5.88%	0.00%	0.00%	0.00%	0.00%
full time salaried non-CEO					
Paid Medical Exam	11.76%	1.82%	10.00%	21.43%	5.26%
Outside Directors Eligible for Health Plan	5.88%	9.09%	35.00%	28.57%	15.79%
Life Insurance Policy on Chairman	5.88%	12.73%	30.00%	35.71%	52.63%
Life Insurance Policy on Inside Board	35.29%	34.55%	45.00%	57.14%	36.84%
Life Insurance Policy all Other Board	0.00%	3.64%	10.00%	28.57%	15.79%
Stock Options as a % of Total Outstanding Shares					
None	29.41%	27.27%	45.00%	35.71%	94.74%
To 2.49%	11.76%	23.64%	20.00%	35.71%	5.26%
2.50% to 4.99%	11.76%	14.55%	15.00%	28.57%	
5.00% to 7.49%	23.53%	18.18%			
7.50% to 9.99%	5.88%	9.09%	10.00%		
10.00% and over	17.65%	7.27%	10.00%		
Average stock options as a % of total outstanding shares--all officers and directors	19.23%	11.56%	10.49%	8.84%	3.23%
Directors sent to Conferences/Conventions	82.35%	80.00%	60.00%	85.71%	73.68%
Percent with Mandatory Retirement Age	17.65%	7.27%	10.00%	7.14%	15.79%
Average Age	71.3	74.0	73.5	72.0	75.7
Directors and Officers Liability Insurance	94.12%	85.45%	100.00%	78.57%	84.21%
Directors eligible for Deferred Comp	0.00%	3.64%	15.00%	50.00%	31.58%
Other Benefits	5.88%	5.45%	10.00%	7.14%	10.53%

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

	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	70.59%	63.64%	50.00%	7.14%	47.37%
Banks Paying a Fee	29.41%	36.36%	50.00%	92.86%	52.63%
Chairman of the Board					
Average Fee Paid	\$ 310.00	\$ 887.90	\$ 1,895.00	\$ 1,546.77	\$ 4,375.03
Median Fee Paid	\$ 300.00	\$ 525.00	\$ 1,125.00	\$ 1,400.00	\$ 2,916.67
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 250.00	\$ 400.00	\$ 1,000.00
Range - High Fee	\$ 600.00	\$ 3,000.00	\$ 7,500.00	\$ 3,000.00	\$ 13,300.00
Members					
Average Fee Paid	\$ 260.00	\$ 765.59	\$ 946.06	\$ 1,291.33	\$ 2,190.33
Median Fee Paid	\$ 250.00	\$ 550.00	\$ 1,000.00	\$ 1,031.50	\$ 1,500.00
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 250.00	\$ 400.00	\$ 900.00
Range - High Fee	\$ 400.00	\$ 2,600.00	\$ 2,083.00	\$ 2,500.00	\$ 4,500.00
Attendance required to claim	80.00%	100.00%	94.12%	76.92%	100.00%
Audit Committee					
Banks Paying No Fee	100.00%	69.09%	45.00%	21.43%	15.79%
Banks Paying a Fee		30.91%	55.00%	78.57%	84.21%
Committee Chairman					
Average Fee Paid		\$ 362.12	\$ 627.27	\$ 859.45	\$ 2,111.98
Median Fee Paid		\$ 300.00	\$ 500.00	\$ 500.00	\$ 1,050.00
Range - Low Fee		\$ 100.00	\$ 150.00	\$ 300.00	\$ 300.00
Range - High Fee		\$ 958.00	\$ 1,350.00	\$ 2,500.00	\$ 7,000.00
Members					
Average Fee Paid		\$ 267.26	\$ 304.17	\$ 782.33	\$ 1,521.45
Median Fee Paid		\$ 220.00	\$ 250.00	\$ 500.00	\$ 683.50
Range - Low Fee		\$ 50.00	\$ 150.00	\$ 141.00	\$ 300.00
Range - High Fee		\$ 750.00	\$ 500.00	\$ 2,500.00	\$ 6,000.00
Attendance required to claim		100.00%	91.67%	90.91%	78.57%
Compensation Committee					
Banks Paying No Fee	100.00%	78.18%	65.00%	28.57%	31.58%
Banks Paying a Fee		21.82%	35.00%	71.43%	68.42%
Committee Chairman					
Average Fee Paid		\$ 257.50	\$ 400.00	\$ 629.10	\$ 1,573.05
Median Fee Paid		\$ 250.00	\$ 450.00	\$ 500.00	\$ 900.00
Range - Low Fee		\$ 100.00	\$ 250.00	\$ 100.00	\$ 250.00
Range - High Fee		\$ 600.00	\$ 500.00	\$ 2,000.00	\$ 4,500.00
Members					
Average Fee Paid		\$ 181.25	\$ 332.86	\$ 771.22	\$ 1,230.30
Median Fee Paid		\$ 137.50	\$ 400.00	\$ 500.00	\$ 600.00
Range - Low Fee		\$ 50.00	\$ 150.00	\$ 100.00	\$ 300.00
Range - High Fee		\$ 500.00	\$ 500.00	\$ 2,500.00	\$ 3,750.00
Attendance required to claim		100.00%	100.00%	100.00%	53.85%

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE
(Million Dollars)

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

Directors' Fees:

Credit Committee

Banks Paying No Fee	94.12%	70.91%	45.00%	35.71%	42.11%
Banks Paying a Fee	5.88%	29.09%	55.00%	64.29%	57.89%
Committee Chairman					
Average Fee Paid	\$ 2,000.00	\$ 361.63	\$ 990.91	\$ 643.44	\$ 1,917.42
Median Fee Paid	\$ 2,000.00	\$ 300.00	\$ 500.00	\$ 500.00	\$ 1,000.00
Range - Low Fee	\$ 2,000.00	\$ 100.00	\$ 150.00	\$ 141.00	\$ 300.00
Range - High Fee	\$ 2,000.00	\$ 1,041.00	\$ 5,300.00	\$ 2,000.00	\$ 4,500.00
Members					
Average Fee Paid		\$ 248.63	\$ 417.31	\$ 729.10	\$ 1,343.33
Median Fee Paid		\$ 210.00	\$ 300.00	\$ 450.00	\$ 650.00
Range - Low Fee		\$ 100.00	\$ 75.00	\$ 100.00	\$ 300.00
Range - High Fee		\$ 833.00	\$ 2,000.00	\$ 2,500.00	\$ 3,750.00
Attendance required to claim		100.00%	100.00%	100.00%	63.64%

Investment Committee

Banks Paying No Fee	100.00%	80.00%	80.00%	64.29%	47.37%
Banks Paying a Fee		20.00%	20.00%	35.71%	52.63%
Committee Chairman					
Average Fee Paid		\$ 249.55	\$ 306.25	\$ 708.20	\$ 1,566.67
Median Fee Paid		\$ 220.00	\$ 300.00	\$ 300.00	\$ 950.00
Range - Low Fee		\$ 100.00	\$ 125.00	\$ 100.00	\$ 250.00
Range - High Fee		\$ 500.00	\$ 500.00	\$ 2,000.00	\$ 4,500.00
Members					
Average Fee Paid		\$ 178.46	\$ 230.00	\$ 940.17	\$ 921.73
Median Fee Paid		\$ 150.00	\$ 250.00	\$ 450.00	\$ 591.67
Range - Low Fee		\$ 50.00	\$ 85.00	\$ 100.00	\$ 300.00
Range - High Fee		\$ 400.00	\$ 500.00	\$ 2,500.00	\$ 3,750.00
Attendance required to claim		92.31%	71.43%	100.00%	80.00%

Annual Retainer

Banks Paying No Retainer	100.00%	83.64%	65.00%	64.29%	31.58%
Banks Paying a Retainer		16.36%	35.00%	35.71%	68.42%
Average Retainer Paid		\$ 21,366.67	\$ 10,814.29	\$ 19,584.00	\$ 34,855.38
Median Retainer Paid		\$ 12,000.00	\$ 7,500.00	\$ 10,920.00	\$ 40,000.00
Range - Low Retainer		\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	\$ 6,000.00
Range - High Retainer		\$ 60,000.00	\$ 25,000.00	\$ 40,000.00	\$ 75,000.00

Total Annual Director Compensation

Banks that responded to this question	23.53%	54.55%	75.00%	85.71%	89.47%
Of those banks:					
Average Compensation	\$ 8,225.00	\$ 14,156.07	\$ 16,601.87	\$ 21,187.92	\$ 49,988.76
Median Compensation	\$ 3,900.00	\$ 12,575.00	\$ 13,100.00	\$ 21,542.00	\$ 47,206.00
Range - Minimum Compensation	\$ 1,100.00	\$ 1,000.00	\$ 348.00	\$ 2,000.00	\$ 13,000.00
Range - Maximum Compensation	\$ 24,000.00	\$ 41,777.00	\$ 38,000.00	\$ 50,000.00	\$ 99,991.00

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

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

Directors' Fees:
as of JUNE 30, 2010

Regular Board Meeting--Chairman					
No Fee	70.59%	63.64%	50.00%	7.14%	47.37%
Under \$100					
100 - 199	5.88%				
200 - 299	5.88%	5.45%	5.00%		
300 - 399	11.76%	1.82%			
400 - 499		1.82%		7.14%	
500 - 599		10.91%		7.14%	
600 - 699	5.88%				
700 - 799		3.64%			
800 - 899			5.00%	14.29%	
900 - 999		1.82%			
\$1,000 and over		10.91%	40.00%	64.29%	52.63%

Regular Board Meeting--Members					
No Fee	70.59%	50.91%	15.00%	14.29%	21.05%
Under \$100					
100 - 199	5.88%				
200 - 299	11.76%	5.45%	10.00%		
300 - 399	5.88%	3.64%			
400 - 499	5.88%			7.14%	
500 - 599		18.18%	15.00%	14.29%	
600 - 699		3.64%			
700 - 799		5.45%	5.00%		
800 - 899					
900 - 999					5.26%
\$1,000 and over		12.73%	55.00%	64.29%	73.68%

Audit Committee--Chairman					
No Committee or No Fee	100.00%	69.09%	45.00%	21.43%	15.79%
Under \$100					
100 - 199		7.27%	5.00%		
200 - 299		7.27%			
300 - 399		5.45%	5.00%	28.57%	5.26%
400 - 499		1.82%	15.00%		
500 - 599		3.64%		14.29%	10.53%
600 - 699		1.82%	10.00%		5.26%
700 - 799		1.82%	5.00%	7.14%	
800 - 899					5.26%
900 - 999		1.82%			
\$1,000 and over			15.00%	28.57%	57.89%

Audit Committee--Members					
No Committee or No Fee	100.00%	65.45%	40.00%	35.71%	26.32%
Under \$100					
100 - 199		1.82%			
100 - 199		10.91%	10.00%	7.14%	
200 - 299		9.09%	25.00%	7.14%	
300 - 399		5.45%	10.00%	14.29%	5.26%
400 - 499		1.82%	5.00%	14.29%	5.26%
500 - 599		1.82%	10.00%	7.14%	10.53%
600 - 699		1.82%			15.79%
700 - 799		1.82%			5.26%
800 - 899					
900 - 999					
\$1,000 and over				14.29%	31.58%

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

BANK ASSET SIZE
(Million Dollars)

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

Directors' Fees:

Compensation Committee--Chairman					
No Committee or No Fee	100.00%	78.18%	65.00%	28.57%	31.58%
Under \$100					
100 - 199		7.27%		14.29%	
200 - 299		7.27%	5.00%		5.26%
300 - 399		3.64%	10.00%	14.29%	10.53%
400 - 499		1.82%	5.00%		
500 - 599			15.00%	14.29%	5.26%
600 - 699		1.82%		7.14%	
700 - 799					5.26%
800 - 899				7.14%	5.26%
900 - 999					5.26%
\$1,000 and over				14.29%	31.58%

Compensation Committee--Members					
No Committee or No Fee	100.00%	78.18%	65.00%	35.71%	42.11%
Under \$100					
100 - 199		1.82%			
200 - 299		10.91%	15.00%	14.29%	
300 - 399		3.64%			5.26%
400 - 499			10.00%		5.26%
500 - 599		1.82%	10.00%	14.29%	15.79%
600 - 699				7.14%	5.26%
700 - 799					5.26%
800 - 899					
900 - 999					
\$1,000 and over				14.29%	21.05%

Credit Committee--Chairman					
No Committee or No Fee	94.12%	70.91%	45.00%	35.71%	42.11%
Under \$100					
100 - 199		5.45%	10.00%	7.14%	
200 - 299		7.27%			
300 - 399		7.27%	10.00%	14.29%	5.26%
400 - 499		3.64%	5.00%	7.14%	
500 - 599		1.82%	15.00%	14.29%	5.26%
600 - 699				7.14%	5.26%
700 - 799		1.82%			
800 - 899					5.26%
900 - 999					5.26%
\$1,000 and over	5.88%	1.82%	15.00%	14.29%	31.58%

Credit Committee--Members					
No Committee or No Fee	100.00%	70.91%	35.00%	28.57%	47.37%
Under \$100					
100 - 199			5.00%		
100 - 199		12.73%	15.00%	14.29%	
200 - 299		7.27%	5.00%	7.14%	
300 - 399		5.45%	20.00%	7.14%	5.26%
400 - 499		1.82%	5.00%	7.14%	
500 - 599			10.00%	14.29%	10.53%
600 - 699				7.14%	10.53%
700 - 799					5.26%
800 - 899		1.82%			21.05%
900 - 999					
\$1,000 and over			5.00%	14.29%	

DIRECTORS' INFORMATION
SUMMARY DATA AS OF JUNE 30, 2010

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

Directors' Fees:

Investment Committee--Chairman					
No Committee or No Fee	100.00%	80.00%	80.00%	64.29%	47.37%
Under \$100					
100 - 199		7.27%	5.00%	14.29%	
200 - 299		5.45%	5.00%		5.26%
300 - 399		3.64%	5.00%	7.14%	5.26%
400 - 499		1.82%			
500 - 599		1.82%	5.00%		5.26%
600 - 699					
700 - 799					
800 - 899					5.26%
900 - 999					5.26%
\$1,000 and over				14.29%	26.32%

Investment Committee--Members					
No Committee or No Fee	100.00%	76.36%	65.00%	57.14%	47.37%
Under \$100					
100 - 199		1.82%	5.00%		
200 - 299		12.73%	10.00%	14.29%	
300 - 399		5.45%	15.00%		
400 - 499		1.82%		7.14%	10.53%
500 - 599		1.82%			5.26%
600 - 699			5.00%		10.53%
700 - 799				7.14%	10.53%
800 - 899					5.26%
900 - 999					
\$1,000 and over				14.29%	10.53%

Annual Fee/Retainer					
No Fee/No response	100.00%	83.64%	65.00%	64.29%	31.58%
Under \$2,500					
2,500 - 4,999		1.82%	5.00%	7.14%	
5,000 - 7,499		1.82%	5.00%		5.26%
7,500 - 9,999		3.64%	5.00%		
10,000-12,499			5.00%	14.29%	
12,500-14,999		1.82%			5.26%
15,000-17,500					5.26%
17,500-19,999					
20,000-22,499		1.82%			5.26%
22,500-24,999			5.00%		
\$25,000 and over		5.45%	5.00%	14.29%	47.37%

Average Annual Compensation per Director					
No compensation or not reported	76.47%	45.45%	25.00%	14.29%	10.53%
Under \$2,500					
2,500 - 4,999	5.88%	3.64%	5.00%	7.14%	
5,000 - 7,499	11.76%	3.64%			
7,500 - 9,999		9.09%	20.00%		
10,000-12,499		3.64%	5.00%	7.14%	
12,500-14,999		7.27%	5.00%		
15,000-17,500		3.64%	5.00%	14.29%	5.26%
17,500-19,999		5.45%		7.14%	
20,000-22,499		7.27%	5.00%		
22,500-24,999		1.82%	5.00%	7.14%	
\$25,000 and over	5.88%	1.82%	5.00%	21.43%	
		7.27%	20.00%	21.43%	84.21%