

**State of California  
Department of Business Oversight**



***39<sup>th</sup> Annual  
Executive Officer and Director  
Compensation Survey***

***As of June 30, 2016***

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

**BANK ASSET SIZE**  
(In millions)

	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	20	15	13	21
Average Assets (000)	\$174,433	\$352,749	\$639,844	\$8,421,381
Median Assets (000)	\$181,961	\$316,781	\$597,143	\$2,051,352
Number of Filled Positions	19	15	13	21
Average Base Salary	\$223,938	\$248,296	\$304,601	\$536,783
Percent Receiving a Bonus	84.21%	86.67%	100.00%	90.48%
Average Bonus	\$62,270	\$63,570	\$105,622	\$426,618
Bonus*: Tied to Profits	62.50%	53.85%	61.54%	52.63%
Tied to Salary	6.25%	38.46%	30.77%	57.89%
Tied to Risk Measures	25.00%	38.46%	53.85%	47.37%
Tied to Other	50.00%	69.23%	69.23%	73.68%
Signing Bonus Paid		6.67%	7.69%	
Average Signing Bonus		\$84,000	\$7,500	
Percent under Contract	68.42%	73.33%	61.54%	38.10%
Stock Options as a % of Total Outstanding Shares:				
None	52.63%	20.00%	46.15%	38.10%
To 2.49%	36.84%	60.00%	30.77%	47.62%
2.50% to 4.99%		6.67%	15.38%	14.29%
5.00% to 7.49%		13.33%		
7.50% to 9.99%	5.26%			
10.00% and over	5.26%			
Options qualified under IRC 422	80.00%	100.00%	100.00%	76.92%
<b>Benefits:</b>				
Auto*: Provided	42.11%	26.67%	46.15%	52.38%
Monthly Allowance	52.63%	73.33%	23.08%	42.86%
Mileage		6.67%	15.38%	9.52%
Other	36.84%	6.67%	53.85%	52.38%
Country club dues paid	47.37%	60.00%	69.23%	76.19%
Formal Profit Sharing			15.38%	14.29%
Qualified E.S.O.P.	47.37%	53.33%	38.46%	38.10%
Non-qualified E.S.O.P.	15.79%	26.67%	15.38%	28.57%
Pension/401K	94.74%	93.33%	92.31%	95.24%
Non-qualified pension plan	36.84%	13.33%	38.46%	61.90%
Severance package	52.63%	46.67%	69.23%	57.14%
Restricted stock	15.79%	33.33%	30.77%	52.38%
Restricted stock options	5.26%	13.33%		4.76%
Phantom stock options			7.69%	
Stock appreciation rights				4.76%
Other	15.79%	6.67%	38.46%	23.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and				
Risk adjustment of awards	15.79%	46.67%	38.46%	47.62%
Deferral of payments (clawback)	10.53%	13.33%	30.77%	42.86%
Longer performance periods	10.53%	33.33%	15.38%	38.10%
Reduced sensitivity to short term performance	10.53%	33.33%	15.38%	19.05%
Other				
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	10.53%	33.33%	38.46%	38.10%
Deferral of payments (clawback)	10.53%		53.85%	42.86%
Longer performance periods	15.79%	33.33%	38.46%	33.33%
Reduced sensitivity to short term performance	15.79%	33.33%	15.38%	38.10%
Other		13.33%	7.69%	4.76%

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

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)				TOTAL
	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100			7.69%		1.47%
100 - 109					
110 - 119					
120 - 129					
130 - 139					
140 - 149		6.67%			1.47%
150 - 159	5.26%				1.47%
160 - 169					
170 - 179					
180 - 189	5.26%	6.67%			2.94%
190 - 199	5.26%				1.47%
200 - 209	21.05%	6.67%			7.35%
210 - 219					
220 - 229	21.05%	6.67%			7.35%
230 - 239	21.05%	20.00%			10.29%
240 - 249	5.26%	6.67%			2.94%
250 - 259			7.69%		1.47%
260 - 269	5.26%	13.33%	15.38%		7.35%
270 - 279		13.33%	7.69%		4.41%
280 - 289					
290 - 299	10.53%	6.67%			4.41%
300 - 309		6.67%	7.69%		2.94%
310 - 319			15.38%	4.76%	4.41%
320 - 329			23.08%	4.76%	5.88%
330 - 339					
340 - 349					
350 - 359		6.67%			1.47%
360 - 369				9.52%	2.94%
370 - 379					
380 - 389					
390 - 399					
400 - 499			7.69%	38.10%	13.24%
500 - 599			7.69%	19.05%	7.35%
600 - 699				4.76%	1.47%
700 - 799					
800 - 899				4.76%	1.47%
900 - 999				4.76%	1.47%
\$1 million and over				9.52%	2.94%
Total positions	19	15	13	21	68
Average base salary	\$223,938	\$248,296	\$304,601	\$536,783	
Median salary	\$225,000	\$240,000	\$315,000	\$475,000	

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	23	12	26	8
Average Assets (000)	\$763,065	\$7,477,468	\$3,252,731	\$261,969
Median Assets (000)	\$508,616	\$406,483	\$688,736	\$236,154
Number of Filled Positions	23	11	26	8
Average Base Salary	\$294,111	\$355,508	\$404,524	\$252,346
Median Salary	\$265,860	\$295,000	\$320,000	\$227,500
Percent Receiving a Bonus	95.65%	90.91%	88.46%	75.00%
Average Bonus	\$93,099	\$112,082	\$337,723	\$100,696
Bonus*: Tied to Profits	60.87%	45.45%	42.31%	62.50%
Tied to Salary	39.13%	45.45%	23.08%	12.50%
Tied to Risk Measures	39.13%	18.18%	42.31%	37.50%
Tied to Other	73.91%	54.55%	53.85%	37.50%
Signing Bonus Paid	4.35%	9.09%		
Average Signing Bonus	\$7,500	\$84,000		
Percent under Contract	78.26%	81.82%	61.54%	62.50%
Stock Options as a % of Total Outstanding Shares:				
None	30.43%	63.64%	30.77%	50.00%
To 2.49%	52.17%	27.27%	38.46%	37.50%
2.50% to 4.99%	8.70%	9.09%	19.23%	
5.00% to 7.49%	4.35%		11.54%	
7.50% to 9.99%				12.50%
10.00% and over	4.35%			
Options qualified under IRC 422	34.78%	45.45%	50.00%	37.50%
<b>Benefits:</b>				
Auto*: Provided	43.48%	27.27%	38.46%	75.00%
Monthly Allowance	52.17%	54.55%	42.31%	50.00%
Mileage	4.35%	18.18%	7.69%	
Other	39.13%	18.18%	42.31%	50.00%
Country club dues paid	69.57%	63.64%	46.15%	62.50%
Formal Profit Sharing	13.04%	18.18%		
Qualified E.S.O.P.	65.22%	18.18%	34.62%	50.00%
Non-qualified E.S.O.P.	8.70%	27.27%	30.77%	25.00%
Pension/401K	95.65%	90.91%	92.31%	100.00%
Non-qualified pension plan	47.83%	63.64%	23.08%	37.50%
Severance package	56.52%	36.36%	57.69%	75.00%
Restricted stock	30.43%	36.36%	30.77%	50.00%
Restricted stock options	13.04%		3.85%	
Phantom stock options	4.35%			
Stock appreciation rights		9.09%		
Other	39.13%	9.09%	11.54%	12.50%
If the officer receives incentive compensation, please indicate what measures the bank has taken to				
Risk adjustment of awards	43.48%	45.45%	30.77%	25.00%
Deferral of payments (clawback)	21.74%	36.36%	26.92%	12.50%
Longer performance periods	17.39%	18.18%	34.62%	25.00%
Reduced sensitivity to short term performance	21.74%		23.08%	25.00%
Other	13.04%		15.38%	
Please indicate what measures the bank has taken to balance risk and financial results for other officers in a				
Risk adjustment of awards	34.78%	36.36%	23.08%	25.00%
Deferral of payments (clawback)	26.09%	45.45%	26.92%	
Longer performance periods	26.09%		42.31%	37.50%
Reduced sensitivity to short term performance	21.74%	27.27%	30.77%	25.00%
Other	8.70%		7.69%	

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

**BANK ASSET SIZE**  
(In millions)

	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	20	15	13	21
Average Assets (000)	\$174,433	\$352,749	\$639,844	\$8,421,381
Median Assets (000)	\$181,961	\$316,781	\$597,143	\$2,051,352
Number of Filled Positions	19	15	13	21
Average Base Salary	\$148,982	\$182,022	\$187,786	\$299,302
Percent Receiving a Bonus	94.74%	73.33%	92.31%	90.48%
Average Bonus	\$18,493	\$28,696	\$42,625	\$126,329
Bonus*: Tied to Profits	50.00%	54.55%	50.00%	52.63%
Tied to Salary	11.11%	38.46%	62.50%	100.00%
Tied to Risk Measures	22.22%	45.45%	50.00%	47.37%
Tied to Other	50.00%	72.73%	50.00%	73.68%
Signing Bonus Paid	5.26%	13.33%	7.69%	4.76%
Average Signing Bonus	\$5,000	\$25,000	\$10,000	\$50,000
Percent under Contract	42.11%	40.00%	38.46%	23.81%
Stock Options as a % of Total Outstanding Shares:				
None	52.63%	26.67%	30.77%	33.33%
To 2.49%	36.84%	73.33%	69.23%	57.14%
2.50% to 4.99%				9.52%
5.00% to 7.49%				
7.50% to 9.99%	5.26%			
10.00% and over	5.26%			
Options qualified under IRC 422	88.89%	100.00%	77.78%	76.92%
<b>Benefits:</b>				
Auto*: Provided	42.11%	26.67%	46.15%	52.38%
Monthly Allowance	47.37%	66.67%	30.77%	52.38%
Mileage	10.53%	13.33%	15.38%	19.05%
Other	36.84%	6.67%	53.85%	52.38%
Country club dues paid	47.37%	60.00%	69.23%	76.19%
Formal Profit Sharing			15.38%	14.29%
Qualified E.S.O.P.	47.37%	53.33%	38.46%	42.86%
Non-qualified E.S.O.P.	5.26%	26.67%	7.69%	23.81%
Pension/401K	94.74%	93.33%	92.31%	95.24%
Non-qualified pension plan	21.05%	6.67%	38.46%	57.14%
Severance package	36.84%	40.00%	61.54%	47.62%
Restricted stock	5.26%	33.33%	30.77%	57.14%
Restricted stock options		6.67%		4.76%
Phantom stock options	5.26%		7.69%	
Stock appreciation rights				4.76%
Other	15.79%	6.67%	46.15%	23.81%
results				
Risk adjustment of awards	10.53%	46.67%	30.77%	47.62%
Deferral of payments (clawback)	5.26%	13.33%	30.77%	38.10%
Longer performance periods	10.53%	26.67%	7.69%	38.10%
Reduced sensitivity to short term performance	15.79%	33.33%	15.38%	23.81%
Other				

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

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)				TOTAL
	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100	5.26%				1.47%
100 - 109					
110 - 119					
120 - 129	21.05%	6.67%			7.35%
130 - 139	10.53%		7.69%		4.41%
140 - 149	15.79%	6.67%			5.88%
150 - 159	15.79%	6.67%		4.76%	7.35%
160 - 169	5.26%	13.33%	15.38%		7.35%
170 - 179	10.53%	13.33%	15.38%		8.82%
180 - 189	10.53%	13.33%			5.88%
190 - 199		6.67%	23.08%		5.88%
200 - 209	5.26%	13.33%	23.08%	9.52%	11.76%
210 - 219		6.67%	7.69%	4.76%	4.41%
220 - 229			7.69%	4.76%	2.94%
230 - 239		13.33%			2.94%
240 - 249				9.52%	2.94%
250 - 259				9.52%	2.94%
260 - 269					
270 - 279					
280 - 289				9.52%	2.94%
290 - 299				4.76%	1.47%
300 - 309				9.52%	2.94%
310 - 319					
320 - 329				4.76%	1.47%
330 - 339					
340 - 349					
350 - 359					
360 - 369					
370 - 379					
380 - 389					
390 - 399					
400 - 409					
410 - 419					
420 - 429				4.76%	1.47%
430 - 439				4.76%	1.47%
440 - 449					
450 - 459					
460 - 469					
470 - 479					
480 - 489					
490 - 499					
500 and over				4.76%	1.47%
Total positions	19	15	13	21	68
Average base salary	\$148,982	\$182,022	\$187,786	\$299,302	
Median salary	\$145,000	\$180,000	\$190,000	\$285,574	
Salary Low Range:	\$95,000	\$122,685	\$138,000	\$150,000	
Salary High Range:	\$200,000	\$235,787	\$225,000	\$600,000	

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	23	12	26	8
Average Assets (000)	\$763,065	\$7,477,468	\$3,252,731	\$261,969
Median Assets (000)	\$508,616	\$406,483	\$688,736	\$236,154
Number of Filled Positions	23	12	25	8
Average Base Salary	\$194,046	\$217,026	\$235,484	\$166,634
Median Salary	\$184,000	\$195,550	\$200,000	\$158,890
Percent Receiving a Bonus	86.96%	100.00%	80.00%	87.50%
Average Bonus	\$46,419	\$61,386	\$86,700	\$30,597
Bonus*: Tied to Profits	56.52%	33.33%	36.00%	62.50%
Tied to Salary	39.13%	50.00%	28.00%	12.50%
Tied to Risk Measures	34.78%	16.67%	44.00%	37.50%
Tied to Other	60.87%	58.33%	52.00%	37.50%
Signing Bonus Paid	8.70%		12.00%	
Average Signing Bonus	\$7,500		\$33,333	
Percent under Contract	56.52%	25.00%	32.00%	50.00%
Stock Options as a % of Total Outstanding Shares:				
None	21.74%	75.00%	32.00%	50.00%
To 2.49%	73.91%	25.00%	64.00%	37.50%
2.50% to 4.99%			4.00%	12.50%
5.00% to 7.49%				
7.50% to 9.99%				
10.00% and over	4.35%			
Options qualified under IRC 422	65.22%	41.67%	48.00%	50.00%
<b>Benefits:</b>				
Auto*: Provided	43.48%	25.00%	40.00%	75.00%
Monthly Allowance	56.52%	41.67%	48.00%	50.00%
Mileage	17.39%	16.67%	12.00%	12.50%
Other	17.39%	16.67%	12.00%	12.50%
Country club dues paid	21.74%	16.67%	8.00%	37.50%
Formal Profit Sharing	13.04%	16.67%		
Qualified E.S.O.P.	69.57%	16.67%	36.00%	50.00%
Non-qualified E.S.O.P.	13.04%	25.00%	20.00%	12.50%
Pension/401K	95.65%	91.67%	92.00%	100.00%
Non-qualified pension plan	34.78%	41.67%	24.00%	37.50%
Severance package	52.17%	33.33%	44.00%	50.00%
Restricted stock	30.43%	33.33%	32.00%	37.50%
Restricted stock options	4.35%		4.00%	
Phantom stock options	4.35%	8.33%		
Stock appreciation rights		8.33%		
Other	39.13%	16.67%	12.00%	12.50%
risk and financial results:				
Risk adjustment of awards	34.78%	41.67%	32.00%	25.00%
Deferral of payments (clawback)	17.39%	33.33%	24.00%	12.50%
Longer performance periods	13.04%	16.67%	32.00%	25.00%
Reduced sensitivity to short term performance	21.74%	8.33%	28.00%	25.00%
Other	13.04%		12.00%	

**SENIOR LOAN OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

**BANK ASSET SIZE**  
(In millions)

	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	20	15	13	21
Average Assets (000)	174,433	352,749	639,844	8,421,381
Median Assets (000)	181,961	316,781	597,143	2,051,352
Number of Filled Positions	18	14	13	21
Average Base Salary	\$164,332	\$173,601	\$205,537	\$273,087
Percent Receiving a Bonus	88.89%	92.86%	100.00%	95.24%
Average Bonus	\$23,684	\$31,413	\$54,996	\$121,611
Bonus*: Tied to Profits	50.00%	53.85%	46.15%	55.00%
Tied to Salary	5.56%	38.46%	62.50%	109.09%
Tied to Risk Measures	18.75%	38.46%	61.54%	45.00%
Tied to Other	50.00%	53.85%	53.85%	75.00%
Signing Bonus Paid	5.56%	7.14%	15.38%	4.76%
Average Signing Bonus	\$15,000	\$11,000	\$6,929	\$25,000
Percent under Contract	33.33%	42.86%	38.46%	23.81%
Stock Options as a % of Total Outstanding Shares:				
None	55.56%	28.57%	38.46%	33.33%
To 2.49%	33.33%	64.29%	61.54%	57.14%
2.50% to 4.99%		7.14%		9.52%
5.00% to 7.49%				
7.50% to 9.99%	5.56%			
10.00% and over	5.56%			
Options qualified under IRC 422	100.00%	100.00%	75.00%	64.29%
<b>Benefits:</b>				
Auto*: Provided	44.44%	28.57%	46.15%	52.38%
Monthly Allowance	66.67%	78.57%	53.85%	47.62%
Mileage	11.11%	14.29%	7.69%	33.33%
Other	38.89%	7.14%	53.85%	52.38%
Country club dues paid	50.00%	64.29%	69.23%	76.19%
Formal Profit Sharing			15.38%	14.29%
Qualified E.S.O.P.	44.44%	50.00%	30.77%	42.86%
Non-qualified E.S.O.P.	5.56%	28.57%	15.38%	23.81%
Pension/401K	94.44%	92.86%	92.31%	95.24%
Non-qualified pension plan	22.22%	7.14%	38.46%	61.90%
Severance package	27.78%	35.71%	46.15%	52.38%
Restricted stock	16.67%	21.43%	30.77%	52.38%
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Phantom stock options	5.56%		7.69%	
Stock appreciation rights				4.76%
Other	16.67%		46.15%	23.81%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results				
Risk adjustment of awards	10.53%	40.00%	38.46%	47.62%
Deferral of payments (clawback)		6.67%	30.77%	42.86%
Longer performance periods	10.53%	26.67%	7.69%	38.10%
Reduced sensitivity to short term performance	10.53%	26.67%	15.38%	23.81%
Other		6.67%	15.38%	14.29%

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

**SENIOR LOAN OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)				TOTAL
	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100		7.14%			1.52%
100 - 109		7.14%			1.52%
110 - 119					
120 - 129	5.56%				1.52%
130 - 139	5.56%				1.52%
140 - 149	16.67%	7.14%			6.06%
150 - 159	11.11%	7.14%			4.55%
160 - 169	27.78%	7.14%	7.69%		10.61%
170 - 179	5.56%		15.38%		4.55%
180 - 189	11.11%	42.86%	23.08%		16.67%
190 - 199	5.56%		15.38%		4.55%
200 - 209	5.56%	14.29%	15.38%		7.58%
210 - 219			15.38%		3.03%
220 - 229	5.56%				1.52%
230 - 239					
240 - 249					
250 - 259		7.14%			1.52%
260 - 269					
270 - 279					
280 - 289					
290 - 299					
300 - 309					
310 - 319					
320 - 329					
330 - 339					
340 - 349					
350 - 359					
360 - 369					
370 - 379			7.69%		1.52%
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	18	14	13	21	66
Average Salary	\$164,332	\$173,601	\$205,537	\$273,087	
Median salary	\$160,723	\$183,895	\$190,000	\$270,000	
Salary Low Range:	\$123,600	\$97,876	\$169,950	\$108,204	
Salary High Range:	\$229,934	\$250,000	\$378,560	\$500,000	

**SENIOR LOAN OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2016

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	23	12	26	8
Average Assets (000)	\$763,065	\$7,477,468	\$3,252,731	\$261,969
Median Assets (000)	\$508,616	\$406,483	\$688,736	\$236,154
Number of Filled Positions	22	11	26	7
Average Base Salary	\$181,510	\$217,717	\$232,190	\$195,737
Median Salary	\$180,000	\$200,000	\$200,000	\$178,500
Percent Receiving a Bonus	100.00%	90.91%	96.15%	71.43%
Average Bonus	\$37,060	\$41,973	\$95,204	\$78,115
Bonus*: Tied to Profits	59.09%	36.36%	42.31%	57.14%
Tied to Salary	40.91%	45.45%	30.77%	14.29%
Tied to Risk Measures	45.45%	18.18%	42.31%	28.57%
Tied to Other	68.18%	63.64%	50.00%	28.57%
Signing Bonus Paid	9.09%	18.18%		14.29%
Average Signing Bonus	\$3,750	\$17,500		\$15,000
Percent under Contract	45.45%	18.18%	38.46%	42.86%
Stock Options as a % of Total Outstanding Shares:				
None	31.82%	63.64%	30.77%	57.14%
To 2.49%	63.64%	36.36%	57.69%	28.57%
2.50% to 4.99%			11.54%	
5.00% to 7.49%				
7.50% to 9.99%				14.29%
10.00% and over	4.55%			
Options qualified under IRC 422	54.55%	45.45%	46.15%	57.14%
<b>Benefits:</b>				
Auto*: Provided	45.45%	27.27%	38.46%	85.71%
Monthly Allowance	68.18%	72.73%	42.31%	57.14%
Mileage	22.73%	9.09%	19.23%	14.29%
Other	13.64%	18.18%	15.38%	14.29%
Country club dues paid	31.82%	9.09%	15.38%	28.57%
Formal Profit Sharing	13.64%	18.18%		
Qualified E.S.O.P.	59.09%	18.18%	34.62%	57.14%
Non-qualified E.S.O.P.	9.09%	27.27%	19.23%	28.57%
Pension/401K	95.45%	90.91%	92.31%	100.00%
Non-qualified pension plan	40.91%	45.45%	23.08%	42.86%
Severance package	40.91%	27.27%	42.31%	57.14%
Restricted stock	22.73%	36.36%	30.77%	57.14%
Restricted stock options	9.09%		3.85%	
Phantom stock options	4.55%	9.09%		
Stock appreciation rights		9.09%		
Other	36.36%	18.18%	11.54%	28.57%
risk and financial results				
Risk adjustment of awards	34.78%	41.67%	32.00%	25.00%
Deferral of payments (clawback)	17.39%	33.33%	24.00%	
Longer performance periods	13.04%	16.67%	32.00%	25.00%
Reduced sensitivity to short term performance	17.39%		28.00%	25.00%
Other	13.04%		12.00%	

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

Participating Banks	20	15	13	21
Average Assets (000)	\$174,433	\$352,749	\$639,844	\$8,421,381
Median Assets (000)	\$181,961	\$316,781	\$597,143	\$2,051,352
Average Number of Directors	8.30	9.20	9.00	10.14
Average Number of Inside Directors	1.47	1.64	1.08	1.71
Fees Paid to Inside Directors	20.00%	0.00%	23.08%	4.76%
Outside Directors Eligible for Bonus Plan	5.00%	13.33%	15.38%	4.76%
Travel Expenses to Meetings Reimbursed	25.00%	26.67%	69.23%	47.62%
Chairman of the Board Active Bank Officer	25.00%	6.67%	15.38%	33.33%
CEO	15.00%	6.67%	15.38%	33.33%
Full time salaried non-CEO	10.00%	0.00%	0.00%	0.00%
Paid Medical Exam	0.00%	0.00%	0.00%	4.76%
Outside Directors Eligible for Health Plan	0.00%	6.67%	0.00%	4.76%
Life Insurance Policy on Chairman	15.00%	13.33%	23.08%	66.67%
Life Insurance Policy on Inside Board	65.00%	60.00%	53.85%	76.19%
Life Insurance Policy all Other Board	0.00%	0.00%	15.38%	23.81%
Stock Options as a % of Total Outstanding Shares				
None	50.00%	20.00%	46.15%	38.10%
To 2.49%	20.00%	33.33%	30.77%	52.38%
2.50% to 4.99%	5.00%	33.33%	7.69%	4.76%
5.00% to 7.49%	0.00%	6.67%	7.69%	4.76%
7.50% to 9.99%	0.00%	0.00%	0.00%	0.00%
10.00% and over	25.00%	6.67%	7.69%	0.00%
Average stock options as a % of total outstanding shares--all officers and directors	24.22	7.29	5.78	2.64
Directors sent to Conferences/Conventions	75.00%	80.00%	69.23%	0.00%
Percent with Mandatory Retirement Age	15.00%	20.00%	15.38%	23.81%
Average Age	74.5	75.0	76.0	73.6
Directors and Officers Liability Insurance	95.00%	100.00%	69.23%	100.00%
Directors eligible for Deferred Comp	5.00%	6.67%	23.08%	38.10%
Other Benefits	10.00%	20.00%	15.38%	23.81%

**DEMOGRAPHIC DATA**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE  
(In millions)

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

Participating Banks	20	15	13	21
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**Chief Executive Officer**

Number of Filled Positions	19	15	13	21
<u>Ethnic Category</u>				
Asian or Pacific Islander	15.8%	26.7%		19.0%
Black or African American				
Caucasian	73.7%	66.7%	76.9%	76.2%
Hispanic				
Multi-Racial				
Decline to state/No answer	10.5%	6.7%	23.1%	4.8%
<u>Gender</u>				
Female	21.1%			9.5%
Male	73.7%	93.3%	76.9%	85.7%
Decline to state/No answer	5.3%	6.7%	23.1%	4.8%
Average age	58.0	56.8	59.6	59.9

**Chief Financial Officer**

Number of Filled Positions	19	15	13	21
<u>Ethnic Category</u>				
Asian or Pacific Islander	21.1%	26.7%	23.1%	9.5%
Black or African American				
Caucasian	57.9%	66.7%	53.8%	71.4%
Hispanic	5.3%			9.5%
Multi-Racial				
Decline to state/No answer	15.8%	6.7%	23.1%	9.5%
<u>Gender</u>				
Female	31.6%	26.7%	15.4%	19.0%
Male	57.9%	66.7%	61.5%	76.2%
Decline to state/No answer	10.5%	6.7%	23.1%	4.8%
Average age	51.7	54.4	53.8	53.5

**Senior Lending Officer**

Number of Filled Positions	18	14	13	21
<u>Ethnic Category</u>				
Asian or Pacific Islander	22.2%	28.6%	7.7%	14.3%
Black or African American			7.7%	
Caucasian	77.8%	71.4%	61.5%	76.2%
Hispanic				4.8%
Multi-Racial				
Decline to state/No answer			23.1%	4.8%
<u>Gender</u>				
Female	11.1%	14.3%	15.4%	23.8%
Male	88.9%	78.6%	61.5%	71.4%
Decline to state/No answer		7.1%	23.1%	4.8%
Average age	58.1	58.8	58.3	57.8

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

**Directors' Fees:**

**Regular Board Meeting**

Banks Paying No Fee	5.00%	26.67%	23.08%	28.57%
Banks Paying a Fee	95.00%	73.33%	76.92%	71.43%
Chairman of the Board				
Average Fee Paid	\$ 1,195.63	\$ 1,172.73	\$ 1,677.50	\$ 16,908.58
Median Fee Paid	\$ 900.00	\$ 1,000.00	\$ 1,425.00	\$ 2,000.00
Range - Low Fee	\$ 167.00	\$ 600.00	\$ 275.00	\$ 291.67
Range - High Fee	\$ 3,500.00	\$ 3,000.00	\$ 3,600.00	\$ 186,000.00
Members				
Average Fee Paid	\$ 882.35	\$ 882.71	\$ 1,320.45	\$ 8,478.60
Median Fee Paid	\$ 750.00	\$ 750.00	\$ 1,000.00	\$ 1,666.00
Range - Low Fee	\$ 250.00	\$ 458.00	\$ 250.00	\$ 313.00
Range - High Fee	\$ 3,500.00	\$ 2,500.00	\$ 3,000.00	\$ 72,000.00
Attendance required to claim	84.21%	92.86%	70.00%	66.67%

**Audit Committee**

Banks Paying No Fee	45.00%	13.33%	38.46%	23.81%
Banks Paying a Fee	55.00%	86.67%	61.54%	76.19%
Committee Chairman				
Average Fee Paid	\$ 626.09	\$ 574.38	\$ 837.50	\$ 1,438.52
Median Fee Paid	\$ 500.00	\$ 450.00	\$ 562.50	\$ 683.50
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 175.00	\$ 291.67
Range - High Fee	\$ 2,900.00	\$ 1,250.00	\$ 3,000.00	\$ 10,000.00
Members				
Average Fee Paid	\$ 257.78	\$ 391.00	\$ 694.44	\$ 1,300.00
Median Fee Paid	\$ 100.00	\$ 300.00	\$ 400.00	\$ 475.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 6,850.00
Attendance required to claim	100.00%	92.31%	62.50%	50.00%

**Compensation Committee**

Banks Paying No Fee	65.00%	33.33%	46.15%	33.33%
Banks Paying a Fee	35.00%	66.67%	53.85%	66.67%
Committee Chairman				
Average Fee Paid	\$ 728.57	\$ 551.70	\$ 835.71	\$ 1,011.33
Median Fee Paid	\$ 500.00	\$ 433.50	\$ 375.00	\$ 550.00
Range - Low Fee	\$ 100.00	\$ 250.00	\$ 175.00	\$ 150.00
Range - High Fee	\$ 2,600.00	\$ 1,250.00	\$ 3,000.00	\$ 5,000.00
Members				
Average Fee Paid	\$ 380.00	\$ 368.30	\$ 687.50	\$ 507.14
Median Fee Paid	\$ 500.00	\$ 300.00	\$ 350.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	100.00%	85.71%	57.14%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

**Credit Committee**

Banks Paying No Fee	45.00%	13.33%	46.15%	33.33%
Banks Paying a Fee	55.00%	86.67%	53.85%	66.67%
Committee Chairman				
Average Fee Paid	\$ 794.27	\$ 548.08	\$ 867.86	\$ 1,404.76
Median Fee Paid	\$ 500.00	\$ 400.00	\$ 375.00	\$ 550.00
Range - Low Fee	\$ 100.00	\$ 300.00	\$ 300.00	\$ 291.67
Range - High Fee	\$ 3,300.00	\$ 1,250.00	\$ 3,000.00	\$ 10,000.00
Members				
Average Fee Paid	\$ 418.89	\$ 418.17	\$ 721.88	\$ 507.14
Median Fee Paid	\$ 220.00	\$ 300.00	\$ 400.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 168.00	\$ 225.00	\$ 200.00
Range - High Fee	\$ 1,500.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	92.31%	71.43%	57.14%

**Investment Committee**

Banks Paying No Fee	65.00%	46.67%	53.85%	57.14%
Banks Paying a Fee	35.00%	53.33%	46.15%	42.86%
Committee Chairman				
Average Fee Paid	\$ 674.29	\$ 556.25	\$ 850.00	\$ 713.89
Median Fee Paid	\$ 500.00	\$ 400.00	\$ 337.50	\$ 600.00
Range - Low Fee	\$ 100.00	\$ 250.00	\$ 175.00	\$ 333.00
Range - High Fee	\$ 2,600.00	\$ 1,250.00	\$ 3,000.00	\$ 2,000.00
Members				
Average Fee Paid	\$ 302.86	\$ 348.11	\$ 714.29	\$ 507.14
Median Fee Paid	\$ 220.00	\$ 300.00	\$ 300.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	100.00%	83.33%	88.89%

**Annual Retainer**

Banks Paying No Retainer	85.00%	60.00%	76.92%	42.86%
Banks Paying a Retainer	15.00%	40.00%	23.08%	57.14%
Average Retainer Paid	\$ 27,333	\$ 53,629	\$ 88,400	\$ 41,308
Median Retainer Paid	\$ 10,000	\$ 13,500	\$ 36,000	\$ 47,500
Range - Low Retainer	\$ 6,000	\$ 1,200	\$ 18,000	\$ 3,000
Range - High Retainer	\$ 66,000	\$ 162,450	\$ 211,200	\$ 72,000

**Total Annual Director Compensation**

Banks that responded to this question	80.00%	93.33%	69.23%	95.24%
Of those banks:				
Average Compensation	\$14,181.31	\$21,120.79	\$26,524.89	\$ 54,538.24
Median Compensation	\$12,500.00	\$17,587.50	\$25,200.00	\$ 45,093.00
Range - Minimum Compensation	\$ 3,120.00	\$ 8,300.00	\$12,450.00	\$ 6,389.00
Range - Maximum Compensation	\$38,942.00	\$53,000.00	\$42,650.00	\$175,833.33

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Regular Board Meeting--Chairman</b>				
No Fee	5.00%	26.67%	23.08%	28.57%
Under \$100				
100 - 199	5.00%			
200 - 299			7.69%	4.76%
300 - 399	5.00%		7.69%	
400 - 499	5.00%			
500 - 599	20.00%			4.76%
600 - 699	5.00%	13.33%	7.69%	
700 - 799	5.00%	6.67%		
800 - 899		6.67%		
900 - 999	5.00%	6.67%		
\$1,000 and over	45.00%	40.00%	53.85%	61.90%

<b>Regular Board Meeting--Members</b>				
No Fee	15.00%	13.33%	15.38%	28.57%
Under \$100				
100 - 199				
200 - 299	5.00%	6.67%	15.38%	
300 - 399	10.00%	13.33%		4.76%
400 - 499		33.33%		
500 - 599	15.00%	6.67%		
600 - 699	5.00%		7.69%	
700 - 799	10.00%	6.67%		
800 - 899				4.76%
900 - 999		6.67%		
\$1,000 and over	40.00%	13.33%	61.54%	61.90%

<b>Audit Committee--Chairman</b>				
No Committee or No Fee	45.00%	13.33%	38.46%	23.81%
Under \$100				
100 - 199	20.00%		7.69%	
200 - 299	5.00%	6.67%		4.76%
300 - 399		13.33%	23.08%	4.76%
400 - 499		33.33%		4.76%
500 - 599	10.00%			14.29%
600 - 699	5.00%	6.67%		9.52%
700 - 799	5.00%	6.67%	15.38%	4.76%
800 - 899				4.76%
900 - 999		6.67%		
\$1,000 and over	10.00%	13.33%	15.38%	28.57%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Audit Committee--Members</b>				
No Committee or No Fee	55.00%	13.33%	30.77%	61.90%
Under \$100		6.67%		
100 - 199	25.00%		7.69%	
200 - 299	5.00%	13.33%	7.69%	5.00%
300 - 399		33.33%	15.38%	4.76%
400 - 499		13.33%	7.69%	9.52%
500 - 599	10.00%	6.67%	7.69%	4.76%
600 - 699	5.00%		7.69%	4.76%
700 - 799		6.67%	7.69%	
800 - 899				
900 - 999				
\$1,000 and over		6.67%	7.69%	9.52%

<b>Compensation Committee--Chairman</b>				
No Committee or No Fee	65.00%	33.33%	46.15%	33.33%
Under \$100				
100 - 199	10.00%		7.69%	4.76%
200 - 299		6.67%	7.69%	
300 - 399		6.67%	15.38%	4.76%
400 - 499		33.33%		14.29%
500 - 599	10.00%			9.52%
600 - 699	5.00%	6.67%		9.52%
700 - 799	5.00%		7.69%	9.52%
800 - 899				
900 - 999				
\$1,000 and over	5.00%	13.33%	15.38%	14.29%

<b>Compensation Committee--Members</b>				
No Committee or No Fee	75.00%	33.33%	38.46%	66.67%
Under \$100		6.67%		
100 - 199	10.00%	6.67%	7.69%	
200 - 299		6.67%	7.69%	4.76%
300 - 399		20.00%	15.38%	4.76%
400 - 499		13.33%	7.69%	9.52%
500 - 599	5.00%	6.67%	7.69%	4.76%
600 - 699	10.00%		7.69%	4.76%
700 - 799				
800 - 899				
900 - 999				4.76%
\$1,000 and over		6.67%	7.69%	

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Credit Committee--Chairman</b>				
No Committee or No Fee	45.00%	13.33%	46.15%	33.33%
Under \$100				
100 - 199	20.00%			
200 - 299	5.00%			4.76%
300 - 399		26.67%	30.77%	4.76%
400 - 499		33.33%		9.52%
500 - 599	10.00%			14.29%
600 - 699	10.00%	6.67%		9.52%
700 - 799			7.69%	9.52%
800 - 899				
900 - 999		6.67%		
\$1,000 and over	10.00%	13.33%	15.38%	14.29%

<b>Credit Committee--Members</b>				
No Committee or No Fee	55.00%	20.00%	38.46%	66.67%
Under \$100				
100 - 199	20.00%	6.67%		
200 - 299	5.00%	13.33%	15.38%	4.76%
300 - 399		26.67%	15.38%	4.76%
400 - 499		13.33%		9.52%
500 - 599	10.00%	6.67%	7.69%	4.76%
600 - 699	5.00%		15.38%	4.76%
700 - 799				
800 - 899				
900 - 999		6.67%		
\$1,000 and over	5.00%	6.67%	7.69%	4.76%

<b>Investment Committee--Chairman</b>				
No Committee or No Fee	65.00%	46.67%	53.85%	57.14%
Under \$100				
100 - 199	10.00%		7.69%	
200 - 299	5.00%	6.67%	7.69%	
300 - 399		6.67%	15.38%	4.76%
400 - 499		26.67%		9.52%
500 - 599	5.00%			4.76%
600 - 699	10.00%			9.52%
700 - 799				9.52%
800 - 899				
900 - 999				
\$1,000 and over	5.00%	13.33%	15.38%	4.76%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Investment Committee--Members</b>				
No Committee or No Fee	65.00%	40.00%	46.15%	66.67%
Under \$100		6.67%		
100 - 199	15.00%	6.67%	7.69%	
200 - 299	5.00%	13.33%	7.69%	4.76%
300 - 399		13.33%	15.38%	4.76%
400 - 499		6.67%	7.69%	9.52%
500 - 599	10.00%	6.67%		4.76%
600 - 699	5.00%		7.69%	4.76%
700 - 799				
800 - 899				
900 - 999				
\$1,000 and over		6.67%	7.69%	4.76%

<b>Annual Fee/Retainer</b>				
No Fee/No response	85.00%	60.00%	76.92%	42.86%
Under \$2,500		6.67%		
2,500 - 4,999				4.76%
5,000 - 7,499	5.00%			
7,500 - 9,999				4.76%
10,000-12,499	5.00%	13.33%		
12,500-14,999				
15,000-17,499		6.67%		
17,500-19,999			7.69%	
20,000-22,499				4.76%
22,500-24,999				
\$25,000 and over	5.00%	13.33%	15.38%	42.86%

<b>Average Annual Compensation per Director</b>				
No compensation or not reported	20.00%	6.67%	30.77%	4.76%
Under \$2,500				
2,500 - 4,999	10.00%			
5,000 - 7,499	20.00%	6.67%		4.76%
7,500 - 9,999				
10,000-12,499	10.00%	13.33%		
12,500-14,999	15.00%		7.69%	
15,000-17,499	5.00%	26.67%		
17,500-19,999	5.00%	6.67%	15.38%	
20,000-22,499		13.33%		4.76%
22,500-24,999			7.69%	
\$25,000 and over	15.00%	26.67%	38.46%	85.71%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

**Directors' Fees:**

**Regular Board Meeting**

Banks Paying No Fee	5.00%	26.67%	23.08%	28.57%
Banks Paying a Fee	95.00%	73.33%	76.92%	71.43%
Chairman of the Board				
Average Fee Paid	\$ 1,195.63	\$ 1,172.73	\$ 1,677.50	\$ 16,908.58
Median Fee Paid	\$ 900.00	\$ 1,000.00	\$ 1,425.00	\$ 2,000.00
Range - Low Fee	\$ 167.00	\$ 600.00	\$ 275.00	\$ 291.67
Range - High Fee	\$ 3,500.00	\$ 3,000.00	\$ 3,600.00	\$ 186,000.00
Members				
Average Fee Paid	\$ 882.35	\$ 882.71	\$ 1,320.45	\$ 8,478.60
Median Fee Paid	\$ 750.00	\$ 750.00	\$ 1,000.00	\$ 1,666.00
Range - Low Fee	\$ 250.00	\$ 458.00	\$ 250.00	\$ 313.00
Range - High Fee	\$ 3,500.00	\$ 2,500.00	\$ 3,000.00	\$ 72,000.00
Attendance required to claim	84.21%	92.86%	70.00%	66.67%

**Audit Committee**

Banks Paying No Fee	45.00%	13.33%	38.46%	23.81%
Banks Paying a Fee	55.00%	86.67%	61.54%	76.19%
Committee Chairman				
Average Fee Paid	\$ 626.09	\$ 574.38	\$ 837.50	\$ 1,438.52
Median Fee Paid	\$ 500.00	\$ 450.00	\$ 562.50	\$ 683.50
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 175.00	\$ 291.67
Range - High Fee	\$ 2,900.00	\$ 1,250.00	\$ 3,000.00	\$ 10,000.00
Members				
Average Fee Paid	\$ 257.78	\$ 391.00	\$ 694.44	\$ 1,300.00
Median Fee Paid	\$ 100.00	\$ 300.00	\$ 400.00	\$ 475.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 6,850.00
Attendance required to claim	100.00%	92.31%	62.50%	50.00%

**Compensation Committee**

Banks Paying No Fee	65.00%	33.33%	46.15%	33.33%
Banks Paying a Fee	35.00%	66.67%	53.85%	66.67%
Committee Chairman				
Average Fee Paid	\$ 728.57	\$ 551.70	\$ 835.71	\$ 1,011.33
Median Fee Paid	\$ 500.00	\$ 433.50	\$ 375.00	\$ 550.00
Range - Low Fee	\$ 100.00	\$ 250.00	\$ 175.00	\$ 150.00
Range - High Fee	\$ 2,600.00	\$ 1,250.00	\$ 3,000.00	\$ 5,000.00
Members				
Average Fee Paid	\$ 380.00	\$ 368.30	\$ 687.50	\$ 507.14
Median Fee Paid	\$ 500.00	\$ 300.00	\$ 350.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	100.00%	85.71%	57.14%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

	Under \$250	\$250 - \$499	\$500 - \$999	Over \$1,000
<b>Credit Committee</b>				
Banks Paying No Fee	45.00%	13.33%	46.15%	33.33%
Banks Paying a Fee	55.00%	86.67%	53.85%	66.67%
Committee Chairman				
Average Fee Paid	\$ 794.27	\$ 548.08	\$ 867.86	\$ 1,404.76
Median Fee Paid	\$ 500.00	\$ 400.00	\$ 375.00	\$ 550.00
Range - Low Fee	\$ 100.00	\$ 300.00	\$ 300.00	\$ 291.67
Range - High Fee	\$ 3,300.00	\$ 1,250.00	\$ 3,000.00	\$ 10,000.00
Members				
Average Fee Paid	\$ 418.89	\$ 418.17	\$ 721.88	\$ 507.14
Median Fee Paid	\$ 220.00	\$ 300.00	\$ 400.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 168.00	\$ 225.00	\$ 200.00
Range - High Fee	\$ 1,500.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	92.31%	71.43%	57.14%
<b>Investment Committee</b>				
Banks Paying No Fee	65.00%	46.67%	53.85%	57.14%
Banks Paying a Fee	35.00%	53.33%	46.15%	42.86%
Committee Chairman				
Average Fee Paid	\$ 674.29	\$ 556.25	\$ 850.00	\$ 713.89
Median Fee Paid	\$ 500.00	\$ 400.00	\$ 337.50	\$ 600.00
Range - Low Fee	\$ 100.00	\$ 250.00	\$ 175.00	\$ 333.00
Range - High Fee	\$ 2,600.00	\$ 1,250.00	\$ 3,000.00	\$ 2,000.00
Members				
Average Fee Paid	\$ 302.86	\$ 348.11	\$ 714.29	\$ 507.14
Median Fee Paid	\$ 220.00	\$ 300.00	\$ 300.00	\$ 450.00
Range - Low Fee	\$ 100.00	\$ 83.00	\$ 150.00	\$ 200.00
Range - High Fee	\$ 600.00	\$ 1,000.00	\$ 3,000.00	\$ 1,100.00
Attendance required to claim	100.00%	100.00%	83.33%	88.89%
<b>Annual Retainer</b>				
Banks Paying No Retainer	85.00%	60.00%	76.92%	42.86%
Banks Paying a Retainer	15.00%	40.00%	23.08%	57.14%
Average Retainer Paid	\$ 27,333	\$ 53,629	\$ 88,400	\$ 41,308
Median Retainer Paid	\$ 10,000	\$ 13,500	\$ 36,000	\$ 47,500
Range - Low Retainer	\$ 6,000	\$ 1,200	\$ 18,000	\$ 3,000
Range - High Retainer	\$ 66,000	\$ 162,450	\$ 211,200	\$ 72,000
<b>Total Annual Director Compensation</b>				
Banks that responded to this question	80.00%	93.33%	69.23%	95.24%
Of those banks:				
Average Compensation	\$14,181.31	\$21,120.79	\$26,524.89	\$ 54,538.24
Median Compensation	\$12,500.00	\$17,587.50	\$25,200.00	\$ 45,093.00
Range - Minimum Compensation	\$ 3,120.00	\$ 8,300.00	\$12,450.00	\$ 6,389.00
Range - Maximum Compensation	\$38,942.00	\$53,000.00	\$42,650.00	\$175,833.33

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Regular Board Meeting--Chairman</b>				
No Fee	5.00%	26.67%	23.08%	28.57%
Under \$100				
100 - 199	5.00%			
200 - 299			7.69%	4.76%
300 - 399	5.00%		7.69%	
400 - 499	5.00%			
500 - 599	20.00%			4.76%
600 - 699	5.00%	13.33%	7.69%	
700 - 799	5.00%	6.67%		
800 - 899		6.67%		
900 - 999	5.00%	6.67%		
\$1,000 and over	45.00%	40.00%	53.85%	61.90%

<b>Regular Board Meeting--Members</b>				
No Fee	15.00%	13.33%	15.38%	28.57%
Under \$100				
100 - 199				
200 - 299	5.00%	6.67%	15.38%	
300 - 399	10.00%	13.33%		4.76%
400 - 499		33.33%		
500 - 599	15.00%	6.67%		
600 - 699	5.00%		7.69%	
700 - 799	10.00%	6.67%		
800 - 899				4.76%
900 - 999		6.67%		
\$1,000 and over	40.00%	13.33%	61.54%	61.90%

<b>Audit Committee--Chairman</b>				
No Committee or No Fee	45.00%	13.33%	38.46%	23.81%
Under \$100				
100 - 199	20.00%		7.69%	
200 - 299	5.00%	6.67%		4.76%
300 - 399		13.33%	23.08%	4.76%
400 - 499		33.33%		4.76%
500 - 599	10.00%			14.29%
600 - 699	5.00%	6.67%		9.52%
700 - 799	5.00%	6.67%	15.38%	4.76%
800 - 899				4.76%
900 - 999		6.67%		
\$1,000 and over	10.00%	13.33%	15.38%	28.57%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Audit Committee--Members</b>				
No Committee or No Fee	55.00%	13.33%	30.77%	61.90%
Under \$100		6.67%		
100 - 199	25.00%		7.69%	
200 - 299	5.00%	13.33%	7.69%	5.00%
300 - 399		33.33%	15.38%	4.76%
400 - 499		13.33%	7.69%	9.52%
500 - 599	10.00%	6.67%	7.69%	4.76%
600 - 699	5.00%		7.69%	4.76%
700 - 799		6.67%	7.69%	
800 - 899				
900 - 999				
\$1,000 and over		6.67%	7.69%	9.52%

<b>Compensation Committee--Chairman</b>				
No Committee or No Fee	65.00%	33.33%	46.15%	33.33%
Under \$100				
100 - 199	10.00%		7.69%	4.76%
200 - 299		6.67%	7.69%	
300 - 399		6.67%	15.38%	4.76%
400 - 499		33.33%		14.29%
500 - 599	10.00%			9.52%
600 - 699	5.00%	6.67%		9.52%
700 - 799	5.00%		7.69%	9.52%
800 - 899				
900 - 999				
\$1,000 and over	5.00%	13.33%	15.38%	14.29%

<b>Compensation Committee--Members</b>				
No Committee or No Fee	75.00%	33.33%	38.46%	66.67%
Under \$100		6.67%		
100 - 199	10.00%	6.67%	7.69%	
200 - 299		6.67%	7.69%	4.76%
300 - 399		20.00%	15.38%	4.76%
400 - 499		13.33%	7.69%	9.52%
500 - 599	5.00%	6.67%	7.69%	4.76%
600 - 699	10.00%		7.69%	4.76%
700 - 799				
800 - 899				
900 - 999				4.76%
\$1,000 and over		6.67%	7.69%	

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Credit Committee--Chairman</b>				
No Committee or No Fee	45.00%	13.33%	46.15%	33.33%
Under \$100				
100 - 199	20.00%			
200 - 299	5.00%			4.76%
300 - 399		26.67%	30.77%	4.76%
400 - 499		33.33%		9.52%
500 - 599	10.00%			14.29%
600 - 699	10.00%	6.67%		9.52%
700 - 799			7.69%	9.52%
800 - 899				
900 - 999		6.67%		
\$1,000 and over	10.00%	13.33%	15.38%	14.29%

<b>Credit Committee--Members</b>				
No Committee or No Fee	55.00%	20.00%	38.46%	66.67%
Under \$100				
100 - 199	20.00%	6.67%		
200 - 299	5.00%	13.33%	15.38%	4.76%
300 - 399		26.67%	15.38%	4.76%
400 - 499		13.33%		9.52%
500 - 599	10.00%	6.67%	7.69%	4.76%
600 - 699	5.00%		15.38%	4.76%
700 - 799				
800 - 899				
900 - 999		6.67%		
\$1,000 and over	5.00%	6.67%	7.69%	4.76%

<b>Investment Committee--Chairman</b>				
No Committee or No Fee	65.00%	46.67%	53.85%	57.14%
Under \$100				
100 - 199	10.00%		7.69%	
200 - 299	5.00%	6.67%	7.69%	
300 - 399		6.67%	15.38%	4.76%
400 - 499		26.67%		9.52%
500 - 599	5.00%			4.76%
600 - 699	10.00%			9.52%
700 - 799				9.52%
800 - 899				
900 - 999				
\$1,000 and over	5.00%	13.33%	15.38%	4.76%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2016

BANK ASSET SIZE

(Million Dollars)

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

<b>Investment Committee--Members</b>				
No Committee or No Fee	65.00%	40.00%	46.15%	66.67%
Under \$100		6.67%		
100 - 199	15.00%	6.67%	7.69%	
200 - 299	5.00%	13.33%	7.69%	4.76%
300 - 399		13.33%	15.38%	4.76%
400 - 499		6.67%	7.69%	9.52%
500 - 599	10.00%	6.67%		4.76%
600 - 699	5.00%		7.69%	4.76%
700 - 799				
800 - 899				
900 - 999				
\$1,000 and over		6.67%	7.69%	4.76%

<b>Annual Fee/Retainer</b>				
No Fee/No response	85.00%	60.00%	76.92%	42.86%
Under \$2,500		6.67%		
2,500 - 4,999				4.76%
5,000 - 7,499	5.00%			
7,500 - 9,999				4.76%
10,000-12,499	5.00%	13.33%		
12,500-14,999				
15,000-17,499		6.67%		
17,500-19,999			7.69%	
20,000-22,499				4.76%
22,500-24,999				
\$25,000 and over	5.00%	13.33%	15.38%	42.86%

<b>Average Annual Compensation per Director</b>				
No compensation or not reported	20.00%	6.67%	30.77%	4.76%
Under \$2,500				
2,500 - 4,999	10.00%			
5,000 - 7,499	20.00%	6.67%		4.76%
7,500 - 9,999				
10,000-12,499	10.00%	13.33%		
12,500-14,999	15.00%		7.69%	
15,000-17,499	5.00%	26.67%		
17,500-19,999	5.00%	6.67%	15.38%	
20,000-22,499		13.33%		4.76%
22,500-24,999			7.69%	
\$25,000 and over	15.00%	26.67%	38.46%	85.71%