

**State of California  
Department of Financial Institutions**



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

***As of June 30, 2011***

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

**BANK ASSET SIZE**  
(In millions)

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

Participating Banks	17	54	25	14	21
Average Assets (000)	\$77,610	\$157,726	\$373,553	\$753,206	\$5,793,878
Median Assets (000)	\$80,130	\$146,903	\$359,362	\$769,965	\$2,680,000
Number of Filled Positions	17	52	25	13	21
Average Base Salary	\$173,530	\$204,246	\$230,779	\$262,472	\$518,590
Percent Receiving a Bonus	23.53%	38.46%	56.00%	15.38%	52.38%
Average Bonus	\$21,018	\$68,954	\$92,404	\$161,250	\$663,087
Bonus*: Tied to Profits	5.88%	13.46%	36.00%	7.69%	33.33%
Tied to Salary		13.46%	24.00%	15.38%	28.57%
Tied to Risk Measures		3.85%	16.00%	15.38%	19.05%
Tied to Other	11.76%	28.85%	28.00%	15.38%	38.10%
Signing Bonus Paid	5.88%	3.85%	20.00%	7.69%	9.52%
Average Signing Bonus	\$35,000	\$100,000	\$39,500	\$6,800	\$100,000
Percent under Contract	58.82%	73.08%	44.00%	84.62%	52.38%
Stock Options as a % of Total Outstanding Shares:					
None	29.41%	28.85%	28.00%	23.08%	28.57%
To 2.49%	35.29%	26.92%	52.00%	61.54%	57.14%
2.50% to 4.99%	17.65%	23.08%	12.00%	15.38%	14.29%
5.00% to 7.49%	17.65%	15.38%			
7.50% to 9.99%		1.92%	4.00%		
10.00% and over		3.85%	4.00%		
Options qualified under IRC 422	52.94%	48.08%	48.00%		
<b>Benefits:</b>					
Auto*: Provided	11.76%	34.62%	52.00%	53.85%	47.62%
Monthly Allowance	64.71%	55.77%	36.00%	30.77%	33.33%
Mileage	11.76%	11.54%	20.00%	23.08%	19.05%
Other	11.76%	3.85%	28.00%	7.69%	23.81%
Country club dues paid	47.06%	48.08%	56.00%	46.15%	61.90%
Formal Profit Sharing		9.62%	12.00%	23.08%	33.33%
Qualified E.S.O.P.	41.18%	36.54%	44.00%	53.85%	33.33%
Non-qualified E.S.O.P.	5.88%	25.00%	20.00%	23.08%	47.62%
Pension/401K	76.47%	92.31%	100.00%	84.62%	95.24%
Non-qualified pension plan	11.76%	15.38%	28.00%	61.54%	47.62%
Severance package	35.29%	44.23%	24.00%	61.54%	52.38%
Restricted stock	5.88%	19.23%	32.00%	30.77%	57.14%
Restricted stock options		11.54%	12.00%	23.08%	9.52%
Phantom stock options		3.85%	4.00%		4.76%
Stock appreciation rights		3.85%	4.00%		
Other	5.88%	13.46%	12.00%		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	5.88%	21.15%	32.00%	30.77%	33.33%
Deferral of payments (clawback)	5.88%	13.46%	28.00%	23.08%	19.05%
Longer performance periods	17.65%	5.77%	16.00%	23.08%	23.81%
Reduced sensitivity to short term pe		11.54%	36.00%	15.38%	14.29%
Other		3.85%	4.00%	7.69%	9.52%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results					
Risk adjustment of awards	0.117647059	0.166666667	0.32	0.285714286	0.428571429
Deferral of payments (clawback)	5.88%	18.52%	28.00%	35.71%	28.57%
Longer performance periods	11.76%	7.41%	24.00%	28.57%	28.57%
Reduced sensitivity to short term pe		9.26%	44.00%	14.29%	19.05%
Other	5.88%	5.56%	4.00%	7.14%	14.29%

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

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)					TOTAL
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100		1.92%				0.78%
100 - 109				7.69%		0.78%
110 - 119						
120 - 129	11.76%	1.92%	4.00%			3.13%
130 - 139			4.00%			0.78%
140 - 149	5.88%	1.92%				1.56%
150 - 159	5.88%	1.92%				1.56%
160 - 169	5.88%	3.85%				2.34%
170 - 179	17.65%	1.92%	8.00%			4.69%
180 - 189	29.41%	17.31%				10.94%
190 - 199	5.88%	11.54%	4.00%			6.25%
200 - 209	11.76%	7.69%	4.00%			5.47%
210 - 219	5.88%	19.23%	8.00%			10.16%
220 - 229		9.62%	8.00%	7.69%		6.25%
230 - 239		1.92%	4.00%	7.69%		2.34%
240 - 249		3.85%	12.00%	15.38%		5.47%
250 - 259		11.54%	20.00%	15.38%	4.76%	10.94%
260 - 269		1.92%	8.00%			2.34%
270 - 279		1.92%	8.00%	15.38%		3.91%
280 - 289						
290 - 299				7.69%		0.78%
300 - 309			4.00%	15.38%	9.52%	3.91%
310 - 319			4.00%		4.76%	1.56%
320 - 329						
330 - 339					19.05%	3.13%
340 - 349						
350 - 359					4.76%	0.78%
360 - 369						
370 - 379					4.76%	0.78%
380 - 389					4.76%	0.78%
390 - 399						
400 - 499				7.69%	4.76%	1.56%
500 - 599					4.76%	0.78%
600 - 699					4.76%	0.78%
700 - 799					19.05%	3.13%
800 - 899					4.76%	0.78%
900 - 999					4.76%	0.78%
\$1 million and over					4.76%	0.78%
Total positions	17	52	25	13	21	128
Average base salary	173,530	204,246	230,779	262,472	518,590	
Median salary	180,000	205,000	241,250	254,960	385,000	
Salary Low Range:	\$120,000	\$97,680	\$128,900	\$106,747	\$250,000	
Salary High Range:	\$216,000	\$275,000	\$312,000	\$415,000	\$1,000,000	

**CHIEF EXECUTIVE OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	35	24	44	28
Average Assets (000)	\$390,792	\$2,301,144	\$1,503,435	\$583,407
Median Assets (000)	\$229,000	\$237,572	\$389,169	\$146,903
Number of Filled Positions	35	24	42	27
Average Base Salary	\$233,511	\$277,016	\$290,870	\$244,630
Median Salary	\$220,000	\$227,613	\$247,500	\$200,000
Percent Receiving a Bonus	51.43%	41.67%	33.33%	33.33%
Average Bonus	\$98,258	\$517,500	\$110,722	\$208,833
Bonus*: Tied to Profits	25.71%	8.33%	26.19%	11.11%
Tied to Salary	17.14%	16.67%	21.43%	7.41%
Tied to Risk Measures	11.43%	8.33%	9.52%	7.41%
Tied to Other	28.57%	29.17%	26.19%	22.22%
Signing Bonus Paid	14%	13%		11%
Average Signing Bonus	\$49,860	\$50,000		\$80,000
Percent under Contract	71.43%	62.50%	57.14%	62.96%
Stock Options as a % of Total Outstanding Shares:				
None	20.00%	29.17%	42.86%	14.81%
To 2.49%	54.29%	37.50%	33.33%	40.74%
2.50% to 4.99%	20.00%	25.00%	9.52%	22.22%
5.00% to 7.49%	5.71%	8.33%	9.52%	11.11%
7.50% to 9.99%				7.41%
10.00% and over			4.76%	3.70%
Options qualified under IRC 422	57.14%	45.83%	52.38%	40.74%
<b>Benefits:</b>				
Auto*: Provided	42.86%	12.50%	47.62%	44.44%
Monthly Allowance	45.71%	54.17%	45.24%	44.44%
Mileage	11.43%	33.33%	16.67%	3.70%
Other	2.86%	12.50%	23.81%	11.11%
Country club dues paid	57.14%	54.17%	45.24%	51.85%
Formal Profit Sharing	14.29%	29.17%	9.52%	7.41%
Qualified E.S.O.P.	48.57%	58.33%	26.19%	33.33%
Non-qualified E.S.O.P.	11.43%	25.00%	33.33%	29.63%
Pension/401K	88.57%	95.83%	90.48%	92.59%
Non-qualified pension plan	42.86%	33.33%	16.67%	18.52%
Severance package	34.29%	45.83%	40.48%	51.85%
Restricted stock	14.29%	29.17%	28.57%	40.74%
Restricted stock options	11.43%	12.50%	9.52%	11.11%
Phantom stock options	5.71%		2.38%	3.70%
Stock appreciation rights	2.86%		2.38%	3.70%
Other	11.43%	12.50%	11.90%	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	22.86%	25.00%	26.19%	22.22%
Deferral of payments (clawback)	28.57%	20.83%	14.29%	3.70%
Longer performance periods	14.29%	16.67%	14.29%	11.11%
Reduced sensitivity to short term performance	20.00%	20.83%	11.90%	11.11%
Other	5.71%	4.17%	7.14%	
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	20.00%	20.83%	30.95%	25.93%
Deferral of payments (clawback)	34.29%	25.00%	19.05%	11.11%
Longer performance periods	17.14%	20.83%	16.67%	14.81%
Reduced sensitivity to short term performance	17.14%	16.67%	21.43%	11.11%
Other	5.71%	4.17%	9.52%	7.41%

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

BANK ASSET SIZE  
(In millions)

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

Participating Banks	17	54	25	14	21
Average Assets (000)	\$77,610	\$157,726	\$373,553	\$753,206	\$5,793,878
Median Assets (000)	\$80,130	\$146,903	\$359,362	\$769,965	\$2,680,000
Number of Filled Positions	17	53	25	13	21
Average Base Salary	\$133,152	\$150,207	\$154,777	\$167,538	\$286,770
Percent Receiving a Bonus	23.53%	47.17%	76.00%	30.77%	52.38%
Average Bonus	\$7,138	\$24,082	\$29,548	\$22,314	\$225,016
Bonus*: Tied to Profits	5.88%	9.43%	44.00%	7.69%	33.33%
Tied to Salary		15.09%	28.00%	15.38%	38.10%
Tied to Risk Measures		3.77%	20.00%	15.38%	14.29%
Tied to Other	11.76%	33.96%	40.00%	38.46%	42.86%
Signing Bonus Paid		5.66%	20.00%	7.69%	28.57%
Average Signing Bonus		\$15,000	\$13,333	\$50,000	\$56,500
Percent under Contract	35.29%	54.72%	20.00%	46.15%	19.05%
Stock Options as a % of Total Outstanding Shares:					
None	23.53%	37.74%	36.00%	38.46%	33.33%
To 2.49%	70.59%	60.38%	56.00%	61.54%	57.14%
2.50% to 4.99%	5.88%	1.89%	4.00%		9.52%
5.00% to 7.49%					
7.50% to 9.99%					
10.00% and over			4.00%		
Options qualified under IRC 422	64.71%	43.40%	40.00%	38.46%	52.38%
<b>Benefits:</b>					
Auto*: Provided		9.43%	8.00%		14.29%
Monthly Allowance	64.71%	56.60%	44.00%	53.85%	57.14%
Mileage	11.76%	18.87%	16.00%	15.38%	14.29%
Other			12.00%		23.81%
Country club dues paid	11.76%	7.55%	12.00%	23.08%	9.52%
Formal Profit Sharing		7.55%	12.00%	23.08%	19.05%
Qualified E.S.O.P.	47.06%	35.85%	48.00%	53.85%	33.33%
Non-qualified E.S.O.P.	5.88%	16.98%	12.00%	7.69%	47.62%
Pension/401K	76.47%	90.57%	100.00%	84.62%	95.24%
Non-qualified pension plan		7.55%	20.00%	53.85%	47.62%
Severance package	17.65%	37.74%	12.00%	46.15%	33.33%
Restricted stock		18.87%	16.00%	15.38%	52.38%
Restricted stock options		9.43%	8.00%	7.69%	9.52%
Phantom stock options		3.77%	4.00%		4.76%
Stock appreciation rights		5.66%	4.00%		
Other	5.88%	9.43%	12.00%		19.05%
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%	20.75%	32.00%	30.77%	33.33%
Deferral of payments (clawback)	5.88%	13.21%	24.00%	23.08%	23.81%
Longer performance periods	11.76%	5.66%	16.00%	23.08%	23.81%
Reduced sensitivity to short term pe		11.32%	36.00%	15.38%	14.29%
Other		5.66%	4.00%	7.69%	9.52%

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

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

BASE ANNUAL SALARY (in Thousands)	BANK ASSET SIZE (Million Dollars)					TOTAL
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	
Under \$100	5.88%	1.89%		7.69%		2.33%
100 - 109	11.76%	1.89%	8.00%			3.88%
110 - 119	11.76%	5.66%	4.00%			4.65%
120 - 129	11.76%	3.77%	8.00%	7.69%		5.43%
130 - 139	17.65%	15.09%	4.00%	15.38%		10.85%
140 - 149	11.76%	20.75%	12.00%		4.76%	13.18%
150 - 159	11.76%	18.87%	12.00%	7.69%		12.40%
160 - 169	11.76%	13.21%	16.00%	7.69%	4.76%	11.63%
170 - 179		7.55%	20.00%			6.98%
180 - 189	5.88%	5.66%	12.00%	15.38%	4.76%	7.75%
190 - 199		3.77%	4.00%	23.08%		4.65%
200 - 209				7.69%		0.78%
210 - 219						
220 - 229		1.89%			4.76%	1.55%
230 - 239					9.52%	1.55%
240 - 249					4.76%	0.78%
250 - 259				7.69%	4.76%	1.55%
260 - 269					4.76%	0.78%
270 - 279					4.76%	0.78%
280 - 289					14.29%	2.33%
290 - 299						
300 - 309					4.76%	0.78%
310 - 319					9.52%	1.55%
320 - 329						
330 - 339					4.76%	0.78%
340 - 349						
350 - 359						
360 - 369						
370 - 379					9.52%	1.55%
380 - 389						
390 - 399						
400 - 409						
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459					4.76%	0.78%
460 - 469						
470 - 479						
480 - 489					4.76%	0.78%
490 - 499						
500 and over						
Total positions	17	53	25	13	21	129
Average base salary	\$133,152	\$150,207	\$154,777	\$167,538	\$286,770	
Median salary	\$135,000	\$150,000	\$162,000	\$180,000	\$280,000	
Salary Low Range:	\$72,450	\$75,000	\$100,000	\$74,982	\$149,000	
Salary High Range:	\$186,779	\$229,000	\$190,000	\$250,000	\$485,000	

**CHIEF FINANCIAL OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	35	24	44	28
Average Assets (000)	\$390,792	\$2,301,144	\$1,503,435	\$583,407
Median Assets (000)	\$229,000	\$237,572	\$389,169	\$146,903
Number of Filled Positions	34	24	43	28
Average Base Salary	\$155,152	\$181,854	\$188,386	\$162,640
Median Salary	\$153,500	\$163,673	\$165,000	\$148,100
Percent Receiving a Bonus	55.88%	45.83%	48.84%	42.86%
Average Bonus	\$34,906	\$158,854	\$44,244	\$34,726
Bonus*: Tied to Profits	29.41%		25.58%	14.29%
Tied to Salary	20.59%	16.67%	25.58%	10.71%
Tied to Risk Measures	14.71%	4.17%	9.30%	7.14%
Tied to Other	38.24%	33.33%	32.56%	32.14%
Signing Bonus Paid	6%	21%	12%	11%
Average Signing Bonus	\$30,000	\$36,250	\$46,800	\$17,500
Percent under Contract	47.06%	45.83%	27.91%	39.29%
Stock Options as a % of Total Outstanding Shares:				
None	26.47%	29.17%	51.16%	25.00%
To 2.49%	67.65%	66.67%	44.19%	71.43%
2.50% to 4.99%	5.88%	4.17%	2.33%	3.57%
5.00% to 7.49%				
7.50% to 9.99%				
10.00% and over			2.33%	
Options qualified under IRC 422	50.00%	45.83%	46.51%	42.86%
<b>Benefits:</b>				
Auto*: Provided	11.76%		9.30%	7.14%
Monthly Allowance	58.82%	50.00%	53.49%	57.14%
Mileage	17.65%	25.00%	11.63%	14.29%
Other		8.33%	13.95%	
Country club dues paid	23.53%	4.17%	9.30%	3.57%
Formal Profit Sharing	14.71%	29.17%	2.33%	3.57%
Qualified E.S.O.P.	47.06%	58.33%	30.23%	35.71%
Non-qualified E.S.O.P.	2.94%	20.83%	27.91%	21.43%
Pension/401K	88.24%	95.83%	90.70%	89.29%
Non-qualified pension plan	35.29%	29.17%	9.30%	10.71%
Severance package	26.47%	37.50%	23.26%	39.29%
Restricted stock	8.82%	25.00%	23.26%	28.57%
Restricted stock options	2.94%	12.50%	6.98%	10.71%
Phantom stock options	5.88%		2.33%	3.57%
Stock appreciation rights	2.94%		2.33%	7.14%
Other	8.82%	12.50%	9.30%	10.71%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results:				
Risk adjustment of awards	23.53%	25.00%	25.58%	21.43%
Deferral of payments (clawback)	29.41%	25.00%	11.63%	3.57%
Longer performance periods	14.71%	16.67%	13.95%	7.14%
Reduced sensitivity to short term performance	20.59%	20.83%	11.63%	10.71%
Other	5.88%	4.17%	9.30%	

**SENIOR LENDING OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

BANK ASSET SIZE  
(In millions)

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

Participating Banks	17	54	25	14	21
Average Assets (000)	\$77,610	\$157,726	\$373,553	\$753,206	\$5,793,878
Median Assets (000)	\$80,130	\$146,903	\$359,362	\$769,965	\$2,680,000
Number of Filled Positions	15	51	25	13	20
Average Base Salary	\$137,102	\$146,774	\$160,676	\$181,532	\$244,347
Percent Receiving a Bonus	20.00%	45.10%	68.00%	38.46%	55.00%
Average Bonus	\$12,351	\$25,735	\$24,022	\$27,044	\$173,311
Bonus*: Tied to Profits	6.67%	9.80%	48.00%	7.69%	30.00%
Tied to Salary		15.69%	32.00%	23.08%	40.00%
Tied to Risk Measures		5.88%	20.00%	15.38%	15.00%
Tied to Other	20.00%	33.33%	36.00%	38.46%	50.00%
Signing Bonus Paid		5.88%	28.00%	23.08%	25.00%
Average Signing Bonus		\$15,750	\$16,250	\$10,000	\$76,000
Percent under Contract	46.67%	52.94%	20.00%	61.54%	20.00%
Stock Options as a % of Total Outstanding Shares:					
None	33.33%	37.25%	32.00%	23.08%	30.00%
To 2.49%	60.00%	58.82%	60.00%	76.92%	60.00%
2.50% to 4.99%		1.96%	4.00%		10.00%
5.00% to 7.49%	6.67%				
7.50% to 9.99%					
10.00% and over		1.96%	4.00%		
Options qualified under IRC 422	53.33%	47.06%	44.00%	46.15%	50.00%
<b>Benefits:</b>					
Auto*: Provided		9.80%	20.00%	15.38%	15.38%
Monthly Allowance	73.33%	56.86%	48.00%	53.85%	53.85%
Mileage	13.33%	15.69%	28.00%	15.38%	15.38%
Other	13.33%	1.96%	20.00%		
Country club dues paid	13.33%	13.73%	20.00%	30.77%	30.77%
Formal Profit Sharing		3.92%	12.00%	23.08%	23.08%
Qualified E.S.O.P.	46.67%	31.37%	48.00%	53.85%	53.85%
Non-qualified E.S.O.P.	6.67%	17.65%	12.00%	7.69%	7.69%
Pension/401K	73.33%	88.24%	100.00%	92.31%	92.31%
Non-qualified pension plan		7.84%	16.00%	53.85%	53.85%
Severance package	20.00%	41.18%	16.00%	46.15%	46.15%
Restricted stock		19.61%	20.00%	15.38%	15.38%
Restricted stock options		11.76%	8.00%	7.69%	7.69%
Phantom stock options		3.92%	4.00%		
Stock appreciation rights		5.88%	4.00%		
Other	6.67%	7.84%	16.00%		
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results					
Risk adjustment of awards	6.67%	19.61%	32.00%	30.77%	35.00%
Deferral of payments (clawback)	6.67%	13.73%	28.00%	23.08%	25.00%
Longer performance periods	6.67%	5.88%	16.00%	23.08%	25.00%
Reduced sensitivity to short term pe		11.76%	36.00%	15.38%	15.00%
Other		5.88%	4.00%	7.69%	10.00%

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

**SENIOR LOAN OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

BASE ANNUAL SALARY  
(in Thousands)

BANK ASSET SIZE  
(Million Dollars)

	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000	TOTAL
Under \$100		5.88%	8.00%			4.03%
100 - 109	6.67%	5.88%				3.23%
110 - 119	13.33%	3.92%				3.23%
120 - 129	13.33%	5.88%			5.00%	4.84%
130 - 139	13.33%	19.61%	4.00%	7.69%		11.29%
140 - 149	13.33%	11.76%	20.00%			10.48%
150 - 159	33.33%	9.80%	20.00%	15.38%	5.00%	14.52%
160 - 169		15.69%	16.00%	15.38%	5.00%	12.10%
170 - 179	6.67%	7.84%	12.00%	7.69%		7.26%
180 - 189		9.80%	4.00%	15.38%	10.00%	8.06%
190 - 199				15.38%	5.00%	2.42%
200 - 209			8.00%	7.69%	10.00%	4.03%
210 - 219		1.96%	4.00%			1.61%
220 - 229		1.96%	4.00%	7.69%	10.00%	4.03%
230 - 239						
240 - 249				7.69%	10.00%	2.42%
250 - 259					10.00%	1.61%
260 - 269					5.00%	0.81%
270 - 279						
280 - 289						
290 - 299					5.00%	0.81%
300 - 309						
310 - 319					5.00%	0.81%
320 - 329						
330 - 339						
340 - 349						
350 - 359						
360 - 369						
370 - 379					10.00%	1.61%
380 - 389						
390 - 399						
400 - 409					5.00%	0.81%
410 - 419						
420 - 429						
430 - 439						
440 - 449						
450 - 459						
460 - 469						
470 - 479						
480 - 489						
490 - 499						
500 and over						
Total Positions	15	51	25	13	20	124
Average Salary	\$137,102	\$146,774	\$160,676	\$181,532	\$244,347	
Median salary	\$140,000	\$146,289	\$155,000	\$180,000	\$232,700	
Salary Low Range:	\$100,000	\$74,000	\$92,304	\$136,200	\$121,000	
Salary High Range:	\$170,000	\$225,000	\$223,300	\$243,000	\$400,000	

**SENIOR LENDING OFFICER**  
SUMMARY DATA AS OF JUNE 30, 2011

	Region I Northern California	Region II Bay Area	Region III LA/Orange	Region IV Southern California
Participating Banks	35	24	44	28
Average Assets (000)	\$390,792	\$2,301,144	\$1,503,435	\$583,407
Median Assets (000)	\$229,000	\$237,572	\$389,169	\$146,903
Number of Filled Positions	34	23	42	25
Average Base Salary	\$147,746	\$183,561	\$180,596	\$159,018
Median Salary	\$145,000	\$165,000	\$167,500	\$150,000
Percent Receiving a Bonus	52.94%	39.13%	47.62%	48.00%
Average Bonus	\$30,614	\$144,104	\$40,069	\$35,800
Bonus*: Tied to Profits	29.41%		26.19%	16.00%
Tied to Salary	20.59%	17.39%	30.95%	12.00%
Tied to Risk Measures	14.71%	4.35%	11.90%	8.00%
Tied to Other	38.24%	34.78%	33.33%	36.00%
Signing Bonus Paid	9%	22%	19%	8%
Average Signing Bonus	\$15,750	\$25,000	\$41,429	\$100,000
Percent under Contract	52.94%	47.83%	38.10%	24.00%
Stock Options as a % of Total Outstanding Shares:				
None	32.35%	30.43%	35.71%	32.00%
To 2.49%	64.71%	60.87%	57.14%	64.00%
2.50% to 4.99%	2.94%	8.70%	2.38%	
5.00% to 7.49%				4.00%
7.50% to 9.99%				
10.00% and over			4.76%	
Options qualified under IRC 422	44.12%	43.48%	57.14%	40.00%
<b>Benefits:</b>				
Auto*: Provided	14.71%		11.90%	12.00%
Monthly Allowance	64.71%	47.83%	57.14%	60.00%
Mileage	8.82%	34.78%	19.05%	12.00%
Other	5.88%	13.04%	14.29%	8.00%
Country club dues paid	35.29%	21.74%	14.29%	8.00%
Formal Profit Sharing	14.71%	21.74%	2.38%	4.00%
Qualified E.S.O.P.	44.12%	52.17%	33.33%	36.00%
Non-qualified E.S.O.P.	2.94%	21.74%	30.95%	24.00%
Pension/401K	85.29%	95.65%	95.24%	88.00%
Non-qualified pension plan	32.35%	26.09%	14.29%	12.00%
Severance package	32.35%	39.13%	28.57%	32.00%
Restricted stock	11.76%	26.09%	26.19%	32.00%
Restricted stock options	2.94%	13.04%	9.52%	12.00%
Phantom stock options	5.88%		2.38%	4.00%
Stock appreciation rights	2.94%		2.38%	8.00%
Other	8.82%	13.04%	9.52%	12.00%
If the officer receives incentive compensation, please indicate what measures the bank has taken to balance risk and financial results				
Risk adjustment of awards	23.53%	26.09%	26.19%	20.00%
Deferral of payments (clawback)	29.41%	26.09%	14.29%	4.00%
Longer performance periods	14.71%	17.39%	14.29%	4.00%
Reduced sensitivity to short term performance	20.59%	21.74%	11.90%	12.00%
Other	5.88%	4.35%	9.52%	

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
Participating Banks	17	54	25	14	21
Average Assets (000)	\$ 77,610	\$ 157,726	\$ 373,553	\$ 753,206	\$ 5,793,878
Median Assets (000)	\$ 80,130	\$ 146,903	\$ 359,362	\$ 769,965	\$ 2,680,000
Average Number of Directors	8.65	8.80	8.72	8.00	9.00
Average Number of Inside Directors	1.47	1.41	1.60	1.21	1.67
Fees Paid to Inside Directors	0.00%	14.81%	12.00%	21.43%	0.00%
Outside Directors Eligible for Bonus Plan	0.00%	1.85%	4.00%	7.14%	9.52%
Travel Expenses to Meetings Reimbursed	17.65%	35.19%	28.00%	42.86%	47.62%
Chairman of the Board Active Bank Officer	11.76%	25.93%	24.00%	7.14%	47.62%
CEO	5.88%	16.67%	16.00%	7.14%	38.10%
Full time salaried non-CEO	5.88%	9.26%	8.00%	0.00%	9.52%
Paid Medical Exam	0.00%	0.00%	0.00%	7.14%	19.05%
Outside Directors Eligible for Health Plan	0.00%	3.70%	24.00%	57.14%	19.05%
Life Insurance Policy on Chairman	0.00%	9.26%	28.00%	35.71%	33.33%
Life Insurance Policy on Inside Board	23.53%	31.48%	40.00%	64.29%	42.86%
Life Insurance Policy all Other Board	0.00%	0.00%	16.00%	42.86%	14.29%
Stock Options as a % of Total Outstanding Shares					
None	29.41%	25.93%	36.00%	35.71%	38.10%
To 2.49%	17.65%	24.07%	32.00%	50.00%	57.14%
2.50% to 4.99%	17.65%	18.52%	12.00%	14.29%	4.76%
5.00% to 7.49%	11.76%	14.81%	8.00%		
7.50% to 9.99%		5.56%	4.00%		
10.00% and over	23.53%	11.11%	8.00%		
Average stock options as a % of total outstanding shares--all officers and directors					
Directors sent to Conferences/Conventions	82.35%	74.07%	72.00%	85.71%	42.86%
Percent with Mandatory Retirement Age	17.65%	3.70%	12.00%	21.43%	19.05%
Average Age	70.7	75.0	74.0	70.7	75.0
Directors and Officers Liability Insurance	88.24%	88.89%	92.00%	92.86%	80.95%
Directors eligible for Deferred Comp	0.00%	1.85%	8.00%	42.86%	38.10%
Other Benefits	17.65%	7.41%	16.00%	0.00%	14.29%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
<b>Directors' Fees:</b>					
<b>Regular Board Meeting</b>					
Banks Paying No Fee	70.59%	38.89%	16.00%	7.14%	33.33%
Banks Paying a Fee	29.41%	61.11%	84.00%	92.86%	66.67%
<b>Chairman of the Board</b>					
Average Fee Paid	\$ 366.67	\$ 852.27	\$ 1,716.75	\$ 1,706.09	\$ 4,297.40
Median Fee Paid	\$ 300.00	\$ 600.00	\$ 1,175.00	\$ 2,000.00	\$ 3,479.00
Range - Low Fee	\$ 200.00	\$ 200.00	\$ 250.00	\$ 300.00	\$ 417.00
Range - High Fee	\$ 600.00	\$ 200.00	\$ 4,500.00	\$ 2,792.00	\$ 11,916.00
<b>Members</b>					
Average Fee Paid	\$ 320.00	\$ 696.18	\$ 1,530.48	\$ 1,290.38	\$ 2,347.00
Median Fee Paid	\$ 300.00	\$ 500.00	\$ 1,000.00	\$ 1,200.00	\$ 2,062.50
Range - Low Fee	\$ 100.00	\$ 200.00	\$ 250.00	\$ 200.00	\$ 900.00
Range - High Fee	\$ 600.00	\$ 200.00	\$ 10,000.00	\$ 2,500.00	\$ 5,000.00
Attendance required to claim	100.00%	96.97%	71.43%	69.23%	71.43%
<b>Audit Committee</b>					
Banks Paying No Fee	94.12%	48.15%	52.00%	28.57%	23.81%
Banks Paying a Fee	5.88%	51.85%	48.00%	71.43%	76.19%
<b>Committee Chairman</b>					
Average Fee Paid	\$ 25.00	\$ 414.21	\$ 812.50	\$ 578.30	\$ 2,119.25
Median Fee Paid	\$ 25.00	\$ 300.00	\$ 475.00	\$ 316.50	\$ 1,050.00
Range - Low Fee	\$ 25.00	\$ 50.00	\$ 250.00	\$ 100.00	\$ 250.00
Range - High Fee	\$ 25.00	\$ 50.00	\$ 3,000.00	\$ 2,500.00	\$ 12,000.00
<b>Members</b>					
Average Fee Paid	\$ 37.50	\$ 368.80	\$ 531.82	\$ 495.00	\$ 1,011.08
Median Fee Paid	\$ 37.50	\$ 250.00	\$ 400.00	\$ 225.00	\$ 650.00
Range - Low Fee	\$ 25.00	\$ 50.00	\$ 200.00	\$ 100.00	\$ 100.00
Range - High Fee	\$ 50.00	\$ 50.00	\$ 2,200.00	\$ 2,500.00	\$ 3,500.00
Attendance required to claim	100.00%	100.00%	100.00%	100.00%	100.00%
<b>Compensation Committee</b>					
Banks Paying No Fee	94.12%	61.11%	60.00%	35.71%	33.33%
Banks Paying a Fee	5.88%	38.89%	40.00%	64.29%	66.67%
<b>Committee Chairman</b>					
Average Fee Paid	\$ 25.00	\$ 386.86	\$ 542.50	\$ 324.00	\$ 1,360.64
Median Fee Paid	\$ 25.00	\$ 300.00	\$ 500.00	\$ 266.00	\$ 716.50
Range - Low Fee	\$ 25.00	\$ 50.00	\$ 250.00	\$ 100.00	\$ 250.00
Range - High Fee	\$ 25.00	\$ 50.00	\$ 1,500.00	\$ 750.00	\$ 6,000.00
<b>Members</b>					
Average Fee Paid	\$ 25.00	\$ 371.78	\$ 360.00	\$ 505.00	\$ 903.30
Median Fee Paid	\$ 25.00	\$ 250.00	\$ 375.00	\$ 225.00	\$ 591.50
Range - Low Fee	\$ 25.00	\$ 50.00	\$ 180.00	\$ 100.00	\$ 100.00
Range - High Fee	\$ 25.00	\$ 50.00	\$ 500.00	\$ 2,500.00	\$ 3,500.00
Attendance required to claim	100.00%	94.44%	87.50%	100.00%	100.00%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

	BANK ASSET SIZE (Million Dollars)				
	Under \$100	\$100 - \$249	\$250 - \$499	\$500 - \$999	Over \$1,000
<b>Directors' Fees:</b>					
<b>Credit Committee</b>					
Banks Paying No Fee	94.12%	64.81%	52.00%	35.71%	42.86%
Banks Paying a Fee	5.88%	35.19%	48.00%	64.29%	57.14%
Committee Chairman					
Average Fee Paid	\$ 100.00	\$ 465.53	\$ 764.58	\$ 366.67	\$ 1,180.58
Median Fee Paid	\$ 100.00	\$ 300.00	\$ 475.00	\$ 350.00	\$ 950.00
Range - Low Fee	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 250.00
Range - High Fee	\$ 100.00	\$ 100.00	\$ 3,000.00	\$ 750.00	\$ 4,500.00
Members					
Average Fee Paid	\$ 150.00	\$ 269.75	\$ 653.85	\$ 535.00	\$ 875.73
Median Fee Paid	\$ 100.00	\$ 235.00	\$ 350.00	\$ 325.00	\$ 600.00
Range - Low Fee	\$ 50.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
Range - High Fee	\$ 300.00	\$ 100.00	\$ 2,200.00	\$ 2,500.00	\$ 3,500.00
Attendance required to claim	100.00%	80.00%	69.23%	100.00%	90.91%
<b>Investment Committee</b>					
Banks Paying No Fee	94.12%	68.52%	72.00%	57.14%	61.90%
Banks Paying a Fee	5.88%	31.48%	28.00%	42.86%	38.10%
Committee Chairman					
Average Fee Paid	-	\$ 290.88	\$ 504.17	\$ 220.00	\$ 1,351.78
Median Fee Paid	-	\$ 300.00	\$ 325.00	\$ 200.00	\$ 900.00
Range - Low Fee	-	\$ 50.00	\$ 125.00	\$ 100.00	\$ 250.00
Range - High Fee	-	\$ 500.00	\$ 1,500.00	\$ 300.00	\$ 4,500.00
Members					
Average Fee Paid	\$ 50.00	\$ 237.47	\$ 560.71	\$ 558.33	\$ 908.25
Median Fee Paid	\$ 50.00	\$ 250.00	\$ 250.00	\$ 175.00	\$ 591.50
Range - Low Fee	\$ 50.00	\$ 50.00	\$ 125.00	\$ 100.00	\$ 300.00
Range - High Fee	\$ 50.00	\$ 50.00	\$ 2,200.00	\$ 2,500.00	\$ 3,500.00
Attendance required to claim	100.00%	94.12%	85.71%	100.00%	87.50%
<b>Annual Retainer</b>					
Banks Paying No Retainer	94.12%	75.93%	68.00%	64.29%	38.10%
Banks Paying a Retainer	5.88%	24.07%	32.00%	35.71%	61.90%
Average Retainer Paid	\$ 1,000	\$ 19,921.77	\$ 10,515.63	\$ 15,893.33	\$ 45,027.12
Median Retainer Paid	\$ 1,000	\$ 12,000.00	\$ 8,812.50	\$ 15,600.00	\$ 40,000.00
Range - Low Retainer	\$ 1,000	\$ 1,000.00	\$ 2,000.00	\$ 1,800.00	\$ 14,000.00
Range - High Retainer	\$ 1,000	\$ 64,800.00	\$ 26,000.00	\$ 24,000.00	\$ 99,624.00
<b>Total Annual Director Compensation</b>					
Banks that responded to this question	70.59%	37.04%	20.00%	7.14%	14.29%
Of those banks:					
Average Compensation	\$ 4,000.00	\$ 14,840.97	\$ 20,705.55	\$ 21,683.38	\$ 59,815.72
Median Compensation	\$ 4,800.00	\$ 12,400.00	\$ 18,681.50	\$ 23,067.00	\$ 53,416.50
Range - Minimum Compensation	\$ 1,000.00	\$ 1,000.00	\$ 1,145.00	\$ 8,456.00	\$ 3,000.00
Range - Maximum Compensation	\$ 6,500.00	\$ 51,598.00	\$ 45,600.00	\$ 30,000.00	\$ 172,556.00

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

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

**Directors' Fees:**  
as of JUNE 30, 2011

<b>Regular Board Meeting--Chairman</b>					
No Fee	82.35%	51.85%	36.00%	21.43%	52.38%
Under \$100					
100 - 199					
200 - 299	5.88%	5.56%	8.00%		
300 - 399	5.88%	1.85%		7.14%	
400 - 499				7.14%	4.76%
500 - 599		14.81%			
600 - 699	5.88%	3.70%			
700 - 799		5.56%			
800 - 899		1.85%	16.00%		
900 - 999					
\$1,000 and over		14.81%	40.00%	64.29%	42.86%

<b>Regular Board Meeting--Members</b>					
No Fee	70.59%	38.89%	16.00%	7.14%	33.33%
Under \$100					
100 - 199	5.88%				
200 - 299	5.88%	7.41%	8.00%	7.14%	
300 - 399	5.88%	1.85%			
400 - 499	5.88%	3.70%		7.14%	
500 - 599		24.07%	8.00%		
600 - 699	5.88%	3.70%	4.00%		
700 - 799		5.56%	4.00%	14.29%	
800 - 899		1.85%	8.00%		
900 - 999				7.14%	4.76%
\$1,000 and over		12.96%	52.00%	57.14%	61.90%

<b>Audit Committee--Chairman</b>					
No Committee or No Fee	94.12%	48.15%	52.00%	28.57%	23.81%
Under \$100					
100 - 199	5.88%	1.85%			
200 - 299		11.11%		14.29%	
300 - 399		7.41%	4.00%	7.14%	4.76%
400 - 499		11.11%	8.00%	21.43%	
500 - 599		5.56%	12.00%		
600 - 699		7.41%	8.00%	7.14%	4.76%
700 - 799		1.85%			4.76%
800 - 899		1.85%		14.29%	
900 - 999			4.00%		9.52%
\$1,000 and over		3.70%	12.00%	7.14%	52.38%

<b>Audit Committee--Members</b>					
No Committee or No Fee	88.24%	53.70%	56.00%	28.57%	42.86%
Under \$100					
100 - 199	11.76%	1.85%			
200 - 299		7.41%		28.57%	4.76%
300 - 399		18.52%	16.00%	14.29%	
400 - 499		5.56%	4.00%	7.14%	4.76%
500 - 599		3.70%	8.00%		
600 - 699		5.56%	12.00%	7.14%	9.52%
700 - 799					9.52%
800 - 899		1.85%		7.14%	9.52%
900 - 999					
\$1,000 and over		1.85%	4.00%	7.14%	19.05%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

BANK ASSET SIZE  
(Million Dollars)

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

**Directors' Fees:**

<b>Compensation Committee--Chairman</b>					
No Committee or No Fee	94.12%	61.11%	60.00%	35.71%	33.33%
Under \$100	5.88%	1.85%			
100 - 199		9.26%		14.29%	
200 - 299		5.56%	8.00%	21.43%	4.76%
300 - 399		11.11%		7.14%	9.52%
400 - 499		5.56%	8.00%	7.14%	
500 - 599		1.85%	20.00%		19.05%
600 - 699		1.85%		7.14%	
700 - 799				7.14%	
800 - 899					4.76%
900 - 999					4.76%
\$1,000 and over		1.85%	4.00%		23.81%

<b>Compensation Committee--Members</b>					
No Committee or No Fee	94.12%	66.67%	68.00%	28.57%	52.38%
Under \$100	5.88%	1.85%			
100 - 199		7.41%	4.00%	28.57%	4.76%
200 - 299		11.11%	8.00%	14.29%	
300 - 399		5.56%	4.00%		4.76%
400 - 499		1.85%	8.00%	7.14%	
500 - 599		3.70%	8.00%	7.14%	14.29%
600 - 699					4.76%
700 - 799				7.14%	9.52%
800 - 899					
900 - 999					
\$1,000 and over		1.85%		7.14%	9.52%

<b>Credit Committee--Chairman</b>					
No Committee or No Fee	94.12%	64.81%	52.00%	35.71%	42.86%
Under \$100					
100 - 199	5.88%	9.26%	8.00%	14.29%	4.76%
200 - 299		1.85%		21.43%	
300 - 399		9.26%	8.00%	7.14%	
400 - 499		7.41%	8.00%	7.14%	
500 - 599		3.70%	12.00%		9.52%
600 - 699				7.14%	4.76%
700 - 799				7.14%	
800 - 899					4.76%
900 - 999					4.76%
\$1,000 and over		3.70%	12.00%		28.57%

<b>Credit Committee--Members</b>					
No Committee or No Fee	82.35%	62.96%	48.00%	28.57%	47.62%
Under \$100	5.88%				
100 - 199	5.88%	9.26%	8.00%	28.57%	4.76%
200 - 299		14.81%	8.00%	14.29%	
300 - 399	5.88%	5.56%	12.00%		4.76%
400 - 499		3.70%	4.00%	7.14%	
500 - 599		1.85%	8.00%	7.14%	14.29%
600 - 699					9.52%
700 - 799				7.14%	9.52%
800 - 899		1.85%			
900 - 999					
\$1,000 and over			12.00%	7.14%	9.52%

**DIRECTORS' INFORMATION**  
SUMMARY DATA AS OF JUNE 30, 2011

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

**Directors' Fees:**

<b>Investment Committee--Chairman</b>					
No Committee or No Fee	100.00%	70.37%	76.00%	64.29%	57.14%
Under \$100		1.85%			
100 - 199		5.56%	4.00%	7.14%	
200 - 299		3.70%	8.00%	14.29%	4.76%
300 - 399		9.26%		14.29%	
400 - 499		5.56%	4.00%		
500 - 599		3.70%	4.00%		9.52%
600 - 699					
700 - 799					
800 - 899					4.76%
900 - 999					4.76%
\$1,000 and over			4.00%		19.05%

<b>Investment Committee--Members</b>					
No Committee or No Fee	94.12%	68.52%	72.00%	57.14%	61.90%
Under \$100	5.88%	1.85%			
100 - 199		7.41%	4.00%	21.43%	
200 - 299		11.11%	12.00%	7.14%	
300 - 399		5.56%	4.00%	7.14%	9.52%
400 - 499		3.70%			
500 - 599		1.85%	4.00%		9.52%
600 - 699					4.76%
700 - 799					9.52%
800 - 899					
900 - 999					
\$1,000 and over			4.00%	7.14%	4.76%

<b>Annual Fee/Retainer</b>					
No Fee/No response	94.12%	75.93%	68.00%	64.29%	38.10%
Under \$2,500	5.88%	1.85%	4.00%	7.14%	
2,500 - 4,999		3.70%	4.00%		
5,000 - 7,499			8.00%		
7,500 - 9,999					
10,000-12,499		11.11%	8.00%		
12,500-14,999			4.00%		4.76%
15,000-17,500				14.29%	4.76%
17,500-19,999					
20,000-22,499		1.85%			
22,500-24,999				14.29%	
\$25,000 and over		5.56%	4.00%		52.38%

<b>Average Annual Compensation per Director</b>					
No compensation or not reported	70.59%	37.04%	20.00%	7.14%	14.29%
Under \$2,500	11.76%	3.70%	4.00%		
2,500 - 4,999	17.65%	3.70%	4.00%		4.76%
5,000 - 7,499		11.11%	8.00%		
7,500 - 9,999		3.70%		7.14%	
10,000-12,499		9.26%	4.00%	7.14%	
12,500-14,999		7.41%			
15,000-17,500		5.56%	8.00%		
17,500-19,999		1.85%	16.00%	14.29%	
20,000-22,499		3.70%	8.00%	7.14%	4.76%
22,500-24,999		3.70%	4.00%	21.43%	
\$25,000 and over		9.26%	24.00%	35.71%	76.19%