

CEO, CFO and COO Compensation for banks in the Midwest

Chief Executive Officer Compensation at Banks in the Midwest

<u>Asset Size</u>	<u>Base</u>	<u>Bonus</u>	<u>Non-equity</u>	<u>Cash Comp</u>	<u>Stock & Option</u>	<u>Perks&other</u>	<u>Total Comp</u>	<u>Change</u>	
0-500M	172,530	14,799	6,576	192,295	0	15,928	242,844	12	%
500-1B	282,471	30,986	39,515	351,984	11,714	38,136	511,495	41	%
1B-5B	443,933	58,453	158,322	662,295	129,734	41,592	1,016,224	30	%
5B-25B	962,191	100,818	1,168,893	2,173,457	2,460,931	175,362	5,417,198	12	%
25B+	NA	NA	NA	NA	NA	NA	NA	NA	%

Chief Financial Officer Compensation at Banks in the Midwest

<u>Asset Size</u>	<u>Base</u>	<u>Bonus</u>	<u>Non-equity</u>	<u>Cash Comp</u>	<u>Stock & Option</u>	<u>Perks&other</u>	<u>Total Comp</u>	<u>Change</u>	
0-500M	124,698	6,422	6,997	133,241	0	10,734	157,747	19	%
500-1B	161,071	16,126	19,567	203,304	5,759	22,813	293,106	59	%
1B-5B	231,390	19,914	67,230	322,995	51,137	22,524	447,347	45	%
5B-25B	399,342	58,800	321,122	779,264	568,858	42,725	1,470,748	7	%
25B+	NA	NA	NA	NA	NA	NA	NA	NA	%

Chief Operating Officer Compensation at Banks in the Midwest

<u>Asset Size</u>	<u>Base</u>	<u>Bonus</u>	<u>Non-equity</u>	<u>Cash Comp</u>	<u>Stock & Option</u>	<u>Perks&other</u>	<u>Total Comp</u>	<u>Change</u>	
0-500M	142,091	7,549	2,840	148,337	0	10,716	179,807	25	%
500-1B	202,446	24,685	11,335	238,466	6,113	25,893	361,442	44	%
1B-5B	263,024	30,309	48,840	342,173	53,003	28,818	482,686	29	%
5B-25B	658,550	60,502	489,750	1,208,802	1,215,339	83,671	2,821,801	8	%
25B+	NA	NA	NA	NA	NA	NA	NA	NA	%



Midwest: Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin