

Executive Officer Compensation at Banks in the Southwest

Chief Executive Officer Compensation at Banks in the Southwest								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	152,577	45,139	0	212,634	0	41,240	263,176	-6 %
500-1B	284,041	61,980	18,081	364,102	0	41,392	638,307	57 %
1B-5B	426,249	46,526	180,909	639,768	315,000	119,575	1,117,415	33 %
5B-25B	658,793	149,300	581,270	1,389,363	483,652	107,004	1,995,227	11 %
25B+	857,189	266,667	2,276,085	3,399,940	2,292,930	123,045	6,043,830	252 %

Chief Financial Officer Compensation at Banks in the Southwest								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	82,394	18,515	31	112,003	0	18,755	132,424	-1 %
500-1B	170,442	47,979	2,002	220,423	0	11,006	259,192	16 %
1B-5B	254,036	25,903	86,912	359,609	69,223	26,301	594,951	36 %
5B-25B	370,072	19,823	380,766	770,662	176,107	38,347	990,379	1 %
25B+	457,850	200,000	2,409,450	3,067,300	1,577,708	24,073	4,717,738	279 %

Chief Operating Officer Compensation at Banks in the Southwest								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	144,411	58,713	0	203,124	0	31,242	246,420	8 %
500-1B	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0! %
1B-5B	324,072	28,559	116,426	469,057	98,767	52,327	893,890	29 %
5B-25B	482,479	15,033	524,116	1,021,628	241,949	52,437	1,316,014	-8 %
25B+	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0! %

