

## Executive Officer Compensation at Banks in the West

Chief Executive Officer Compensation at Banks in the West								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	230,196	15,053	10,274	247,472	0	22,779	297,886	12 %
500-1B	266,923	36,563	46,331	353,325	22,079	38,312	499,891	61 %
1B-5B	457,295	197,475	106,549	762,282	389,467	103,964	1,429,454	20 %
5B-25B	665,203	112,292	556,757	1,334,252	1,807,966	78,086	3,490,107	63 %
25B+	1,294,833	0	2,444,504	3,739,337	4,248,490	44,225	8,461,769	8 %

Chief Financial Officer Compensation at Banks in the West								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	161,710	10,153	4,782	171,636	0	12,489	211,140	22 %
500-1B	176,935	21,425	14,574	228,142	3,953	19,457	296,759	17 %
1B-5B	223,004	62,026	20,051	312,407	101,909	46,656	566,395	20 %
5B-25B	332,713	112,476	139,285	584,474	360,954	35,680	1,023,477	33 %
25B+	621,130	150	832,500	1,453,780	1,747,040	22,146	3,222,966	-2 %

Chief Operating Officer Compensation at Banks in the West								
Asset Size	Base	Bonus	Non-equity	Cash Comp	Stock & Option	Perks&other	Total Comp	Change
0-500M	156,910	15,550	0	147,259	0	26,156	199,344	-3 %
500-1B	202,982	24,024	24,056	249,344	7,768	24,294	320,251	8 %
1B-5B	343,799	106,599	68,871	521,314	135,961	108,005	830,624	14 %
5B-25B	268,329	142,498	61,630	472,457	180,157	40,626	692,737	1 %
25B+	589,918	0	959,964	1,549,883	926,246	21,047	2,497,176	3 %

