

2017 Independent Bank Compensation Survey

Sample Data Input Form

A) Bank Information

State in which your main office is located _____

Total Assets of your Bank \$ _____ Million **(required for accurate results)**

Type of Community (check one):

- | | |
|--------|---------------------------|
| Rural | Urban/Suburban (<500,000) |
| Resort | Urban/Suburban (>500,000) |

Bonus Type (if applicable) _____ *Discretionary*, or _____ *Performance-based (formalized plan based on quantifiable goals)*
 No bonuses

Health Insurance (percent of single coverage paid by employer) _____ %

Other Compensation (check all that apply)
 Pension or Profit Sharing
 Supplemental Life Insurance/ Deferred Compensation
 Stock Options or Phantom Stock

B) Compensation of Key Bank Personnel

Monetary Compensation

	Current Annual Salary	Estimated Bonus or Incentive Pay for 2017	Increase in base salary over 2016
	\$ _____	\$ _____	_____ %
President/CEO	\$ _____	\$ _____	_____ %
Senior Lending Officer	\$ _____	\$ _____	_____ %
Chief Financial Officer	\$ _____	\$ _____	_____ %
Chief Operating Officer	\$ _____	\$ _____	_____ %
Chief Technology Officer	\$ _____	\$ _____	_____ %
Chief Information Officer	\$ _____	\$ _____	_____ %
Operations Manager (if not COO)	\$ _____	\$ _____	_____ %
IT Manager (if not CTO)	\$ _____	\$ _____	_____ %
Cashier (if not CFO)	\$ _____	\$ _____	_____ %
Compliance Officer	\$ _____	\$ _____	_____ %
Average Branch Manager	\$ _____	\$ _____	_____ %
Average Loan Officer	\$ _____	\$ _____	_____ %
Average Trust Officer	\$ _____	\$ _____	_____ %
Average Teller	\$ _____	\$ _____	_____ %
Average Customer Service/ New Accounts Rep	\$ _____	\$ _____	_____ %

Note: If a bank employee fulfills more than one of these positions, please only enter the compensation information for one job title.

C) Compensation of Directors

Average Annual Fee per Director for Service on:

	<u>Board of Directors</u>	<u>Board Committees</u>
Inside Director (annually)	\$ _____	\$ _____
Outside Director (annually)	\$ _____	\$ _____

Optional Information:

Note: All of the information we received is strictly confidential.
 At the end of the survey input forms, you will have the opportunity to request our survey report as well as customized survey results. We will need certain basic information from you based on the types of reports you would like to receive.