

2019 Independent Bank Compensation Survey

Sample Survey Card

A) Bank Information

State in which your main office is located (important) _____

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 2019	Increase in base salary over 2018
President/CEO	\$ _____	\$ _____	_____ %
Senior Lending Officer	\$ _____	\$ _____	_____ %
Chief Financial Officer	\$ _____	\$ _____	_____ %
Chief Operating Officer	\$ _____	\$ _____	_____ %
Operations Manager (if not COO)	\$ _____	\$ _____	_____ %
IT Manager	\$ _____	\$ _____	_____ %
Cashier (if not CFO)	\$ _____	\$ _____	_____ %
Compliance Officer	\$ _____	\$ _____	_____ %
Credit Administrator	\$ _____	\$ _____	_____ %
H/R Officer	\$ _____	\$ _____	_____ %
Average Branch Manager	\$ _____	\$ _____	_____ %
Average Loan Officer	\$ _____	\$ _____	_____ %
Average Loan Processor	\$ _____	\$ _____	_____ %
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:

	Board of Directors	Board Committees
Inside Director (annually)	\$ _____	\$ _____
Outside Director (annually)	\$ _____	\$ _____

Your Bank's Information:

By completing the information below you will enable us to provide you with our survey report plus customized survey results including your bank and peer groups. All information will be treated confidentially.

Bank's name _____ Mailing address _____

Your name _____ Your email address _____

Thank you very much for your participation.