

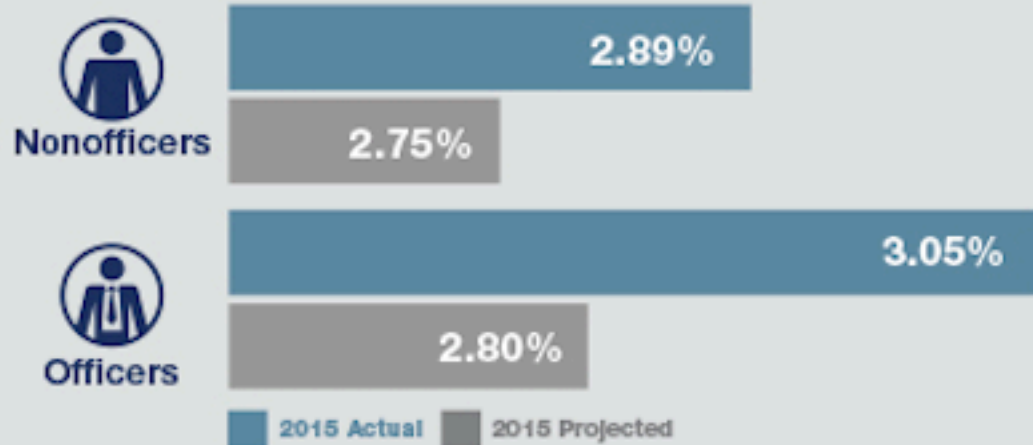
3 Trends in Bank Compensation

Crowe Horwath LLP 2015 Financial Institutions Compensation Survey

1 Higher-Than-Expected Bank Salaries Might Indicate Stronger Economy

Actual salary increases for 2015 were higher than projected in last year's survey. An economy that grew more than expected might have countered the low projections made last year, as both officers and nonofficers received larger-than-projected salary increases.

Salary Increases vs. Projections

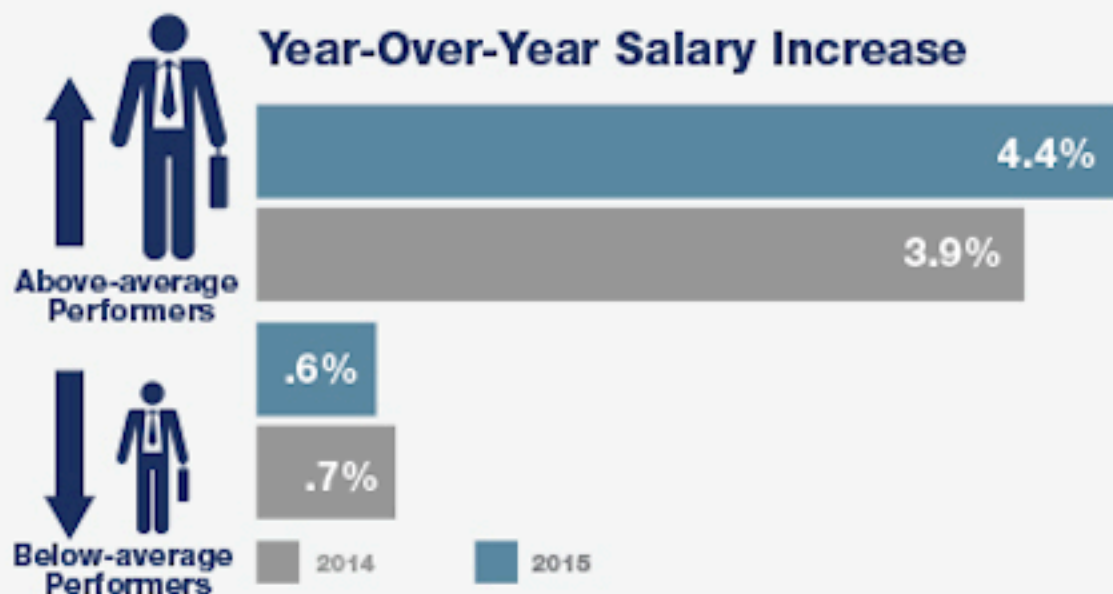


2015
Salary Increases
Higher
Than Expected

2 Large Banks Continue to Reward Strong Performers

In 2015, above-average performers saw a 4.4% increase in salary versus 3.9% in 2014. Conversely, below-average performers saw an average salary increase of .6%, which was down from .7% in 2014.

Salary increases grow for above-average performers



3 Incentive Compensation Jumps Significantly as Percentage of Base Pay

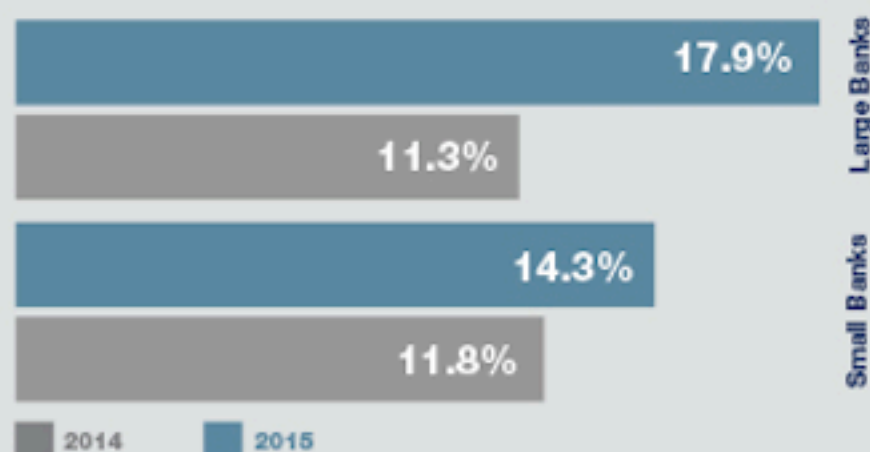
In 2015, large banks reported a 6.6 percent increase in the ratio of incentives to base salary, going from 11.3 percent in 2014 to 17.9 percent in 2015. Small banks reported only a 2.5 percent increase in the ratio of incentive compensation to base salary, from 11.8 percent in 2014 to 14.3 in 2015. This translates to a 58 percent increase for large banks versus a 21 percent increase for small banks.



Change in incentive compensation to base ratio

58%
Large Banks

21%
Small Banks



For more information, please visit www.crowehorwath.com/compsurvey.

Source: 2015 Crowe Horwath LLP Financial Institutions Survey.

Note: Large banks are those with \$1 billion or greater in assets; Small banks are those with less than \$1 billion in assets.

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