

CEOs with highest compensation growth for the last 3 years

Ranked by the percentage change in total compensation for the period 2012 to 2014

CEO name	Company name (ticker)	2014 total compe- nsation expensed (\$)	2012 total compe- nsation expensed (\$)	Change in total compe- nsation 2012-2014 (%)	Asset size (\$M)	Change in asset size 2012- 2014 (%)	Total return 2012- 2014 (%) [^]	ROAA (2014Y)	ROAE (2014Y)
Stephen Gordon	Opus Bank (OPB)	4,815,801	725,977	563.35	5,088.31	77.89	12.20	1.00	5.81
Douglas Glenn	Hampton Roads Bankshares Inc. (HMPR)	3,946,361	832,582	373.99	1,988.61	-3.19	40.11	0.50	5.05
John Alexander	Northfield Bancorp Inc. (NFBK)	4,842,325	1,088,978	344.67	3,020.87	7.38	116.70	0.73	3.07
Christopher Myers	CVB Financial Corp. (CVBF)	7,056,139	1,591,857	343.26	7,377.92	15.94	61.45	1.45	12.50
Matthew Wagner	PacWest Bancorp (PACW)	7,941,156	1,869,097	324.87	16,234.61	197.14	74.46	1.27	6.11
Raymond Lipman	Westbury Bancorp Inc. (WBB) ¹	1,125,083	284,917	294.88	568.70	8.02	66.67	-0.26	-1.59
Robert Johnson	Charter Financial Corp. (CHFN) ¹	2,367,137	665,335	255.78	1,010.36	-2.12	85.76	0.56	2.28
Aaron Graft	Triumph Bancorp Inc. (TBK)	1,073,744	334,561	220.94	1,447.90	380.29	110.00	1.46	10.87
David Warnemunde	Madison County Financial Inc. (MCBK)	1,248,627	414,613	201.15	314.31	17.61	144.96	1.01	4.82
Joseph Adams	FS Bancorp Inc. (FSBW)	1,175,718	405,423	190.00	509.75	41.98	74.36	1.00	7.19
Douglas Kennedy	Peapack-Gladstone Financial Corp. (PGC)	1,442,049	514,999	180.01	2,702.40	62.03	23.74	0.63	7.96
Simone Lagomarsino	Heritage Oaks Bancorp (HEOP)	1,288,622	464,248	177.57	1,710.13	55.82	46.63	0.56	4.92
Gregory Garrabrants	BofI Holding Inc. (BOFI) ²	6,310,485	2,367,765	166.52	4,403.00	84.47	68.83	1.59	17.71
James Rickard	Your Community Bankshares Inc. (YCB)	1,554,200	589,600	163.60	888.75	8.45	46.07	1.04	9.54
Jeremy Ford	Hilltop Holdings Inc. (HTH)	1,760,541	700,000	151.51	9,242.42	26.84	59.16	1.26	8.07
Larry Mazza	MVB Financial Corp. (MVBF)	1,059,946	432,703	144.96	1,110.46	52.79	104.57	0.20	2.01
Matthew Forrester	River Valley Bancorp (RIVR)	610,574	251,604	142.67	509.48	7.74	91.11	0.96	10.30
Paul Taylor	Guaranty Bancorp (GBNK)	1,938,169	828,477	133.94	2,124.78	12.60	48.24	0.68	6.72
Jack Zoeller	Cordia Bancorp Inc. (BVA)	820,905	351,504	133.54	318.60	78.29	71.11	-0.14	-1.77
Jack Kopnisky	Sterling Bancorp (STL) ³	2,136,333	1,004,468	112.68	7,424.82	84.56	154.11	0.81	6.13
Lee Brady	La Porte Bancorp Inc. (LPSB)	760,003	360,740	110.68	518.62	5.25	39.20	0.86	5.38
Richard Rexach	Popular Inc. (BPOP)	5,650,479	2,685,472	110.41	33,096.70	-9.34	47.10	-0.89	-6.88
Ernest Pinner	CenterState Banks Inc. (CSFL)	1,986,677	958,027	107.37	3,776.87	59.82	78.43	0.38	3.31
Ronald Paul	Eagle Bancorp Inc. (EGBN)	4,010,358	1,938,262	106.90	5,247.88	53.92	32.51	1.31	11.88
William Cooper	TCF Financial Corp. (TCB)	12,965,331	6,267,149	106.88	19,394.61	6.41	418.71	0.96	8.82
William Calderara	Naugatuck Valley Financial Corp. (NVSL)	607,839	294,710	106.25	495.09	-6.02	99.31	0.20	1.70
Chris Bauer	Anchor BanCorp Wisconsin Inc. (ABCW)	1,567,804	779,008	101.26	2,082.38	-25.35	72.60	0.69	6.89
Rex Smith III	Community Bankers Trust Corp. (ESXB)	497,329	247,499	100.94	1,155.73	0.21	75.65	0.67	7.09

Data compiled Dec. 4, 2015.

Includes CEOs and executives that SNL Financial determines to be "principal executive officers" who held the position as of the end of the company's fiscal year.

Ranking limited to U.S.-based companies classified by SNL Financial as banks and thrifts that publicly filed proxy statements for the period 2012 - 2014.

Compensation expensed includes basic salary, bonus, non-equity incentives, stock awards, option awards and other compensation.

ROAA = Return on average assets

ROAE = Return on average equity

[^] Total return has been calculated for a period of 3 years based on the company's fiscal year.

¹ The fiscal year ends Sept. 30. The data represents the period between Sept. 30, 2012, to Sept. 30, 2014.

² The fiscal year ends June 30. The data represents the period between June 30, 2013, to June 30, 2015.

³ The fiscal year of the company was changed from Sep. 30 to Dec. 31. The officer's base salary has been annualized based on this change.

Source: SNL Financial

