



# Bank Incentive Pay



2023 | All Asset Sizes

## Exempt

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Accounting Manager	10.90%	10.57%	9.07%	9.47%	8.49%	8.72%	8.27%	8.05%	7.96%	7.21%	6.75%	6.12%	8.46%
Branch Manager I	8.98%	8.24%	8.18%	7.85%	7.14%	6.55%	7.70%	7.09%	7.53%	7.65%	6.71%	7.14%	7.56%
Branch Manager II	10.69%	10.20%	9.29%	9.00%	8.44%	8.02%	8.75%	7.94%	8.77%	8.61%	7.44%	7.71%	8.74%
Call Center Manager	9.77%	8.70%	8.11%	7.30%	7.38%	7.14%	6.91%	6.53%	6.60%	6.68%	6.20%	6.28%	7.30%
Collections Manager	11.95%	11.38%	11.13%	10.54%	8.90%	8.65%	8.97%	8.51%	8.81%	8.88%	5.90%	5.58%	9.10%
Commercial Loan Manager	26.50%	24.19%	24.99%	24.20%	17.20%	16.14%	16.93%	16.31%	13.32%	13.02%	12.96%	12.36%	18.18%
Commercial Loan Officer I	12.67%	12.12%	11.69%	11.29%	10.59%	9.89%	8.74%	8.50%	8.01%	7.78%	6.97%	6.82%	9.59%
Commercial Loan Officer II	15.40%	14.63%	14.49%	14.79%	13.37%	12.90%	12.81%	12.69%	12.43%	12.86%	12.23%	12.05%	13.39%
Compliance Manager	12.38%	12.44%	10.15%	9.15%	9.87%	9.35%	9.00%	8.39%	7.45%	6.67%	7.07%	7.45%	9.11%
Compliance Officer	9.78%	9.32%	9.13%	8.58%	8.28%	8.09%	8.07%	8.39%	7.16%	6.97%	8.04%	7.88%	8.31%

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
Controller	16.04%	16.68%	12.99%	12.53%	10.41%	10.55%	10.07%	10.10%	9.92%	9.59%	9.86%	9.63%	11.53%
Credit Analyst	6.93%	6.23%	6.06%	5.79%	5.92%	5.59%	6.20%	6.02%	6.00%	6.56%	5.40%	5.96%	6.06%
Credit Manager	14.13%	14.13%	12.03%	11.78%	8.48%	8.39%	8.26%	8.36%	8.56%	8.67%	6.62%	6.43%	9.65%
HR Manager	10.93%	10.01%	10.46%	10.41%	10.23%	9.75%	10.25%	9.50%	9.24%	9.78%	8.79%	8.49%	9.82%
Internal Auditor	7.94%	7.52%	6.99%	6.73%	6.64%	6.50%	6.45%	6.25%	6.58%	6.18%	5.82%	5.46%	6.59%
IT Director	12.83%	11.89%	10.90%	10.36%	10.35%	10.49%	10.02%	10.24%	9.94%	9.47%	9.89%	9.59%	10.50%
Marketing Manager	11.39%	11.59%	10.90%	10.40%	8.43%	7.92%	8.55%	8.61%	9.05%	9.38%	8.93%	8.81%	9.50%
Regional Branch Manager	13.48%	13.42%	13.00%	12.91%	11.09%	10.61%	9.63%	8.45%	7.92%	7.78%	7.78%	7.69%	10.31%
Training Manager	8.98%	8.85%	8.98%	8.42%	8.15%	8.05%	7.63%	7.64%	6.89%	6.50%	6.00%	6.00%	7.67%
VP Consumer Lending	13.88%	13.81%	14.00%	14.19%	12.63%	12.34%	11.99%	11.60%	9.45%	9.08%	8.25%	8.15%	11.61%
<b>Average Exempt</b>	<b>11.23%</b>	<b>10.88%</b>	<b>10.08%</b>	<b>9.73%</b>	<b>8.87%</b>	<b>8.63%</b>	<b>8.63%</b>	<b>8.33%</b>	<b>8.11%</b>	<b>7.98%</b>	<b>7.38%</b>	<b>7.32%</b>	<b>8.93%</b>

## Non-Exempt

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Assistant Branch Manager I	6.95%	6.29%	6.03%	5.61%	5.56%	5.01%	4.94%	4.73%	5.47%	4.74%	5.66%	5.19%	5.52%
Call Center Rep	6.41%	6.45%	6.31%	6.45%	5.04%	4.93%	5.30%	4.98%	5.23%	5.49%	6.09%	6.21%	5.74%
Collector	8.27%	8.66%	7.23%	6.75%	6.60%	6.81%	6.09%	6.40%	5.74%	5.83%	5.17%	5.08%	6.55%
Compliance Specialist	6.95%	6.23%	6.63%	6.23%	6.24%	6.40%	6.25%	6.52%	6.10%	6.22%	5.60%	5.78%	6.26%
Consumer Loan Officer	10.60%	10.48%	10.39%	10.12%	9.22%	9.63%	9.32%	9.17%	8.90%	8.53%	8.58%	8.86%	9.49%
Consumer Loan Processor	8.16%	8.20%	7.89%	8.22%	6.71%	6.52%	6.41%	6.27%	6.44%	6.19%	5.04%	5.23%	6.77%
CSR	6.73%	6.71%	5.81%	5.24%	5.20%	5.24%	5.27%	5.36%	5.33%	5.30%	5.51%	5.78%	5.62%
Executive Secretary	9.43%	9.39%	7.70%	7.99%	7.89%	7.46%	6.40%	6.17%	6.50%	6.82%	6.25%	6.63%	7.39%
Head Teller	6.54%	6.72%	6.78%	6.98%	5.76%	5.79%	5.88%	5.86%	5.92%	5.93%	6.08%	6.13%	6.20%
Help Desk Specialist	7.19%	7.54%	7.07%	7.34%	6.66%	6.98%	5.85%	5.36%	5.31%	6.02%	4.64%	4.73%	6.22%
HR Generalist	7.73%	7.22%	7.10%	6.71%	6.66%	6.39%	6.80%	6.56%	7.00%	6.70%	5.27%	5.14%	6.60%

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
Marketing Specialist	7.39%	7.25%	7.11%	7.06%	6.50%	7.04%	6.39%	6.99%	6.30%	6.95%	5.74%	5.20%	6.66%
Mortgage Loan Officer (Mostly Commissioned)	267.34%	243.93%	166.42%	164.65%	185.79%	186.51%	125.33%	125.81%	77.29%	78.35%	101.17%	101.07%	151.97%
Mortgage Loan Officer (Mostly Salary)	16.65%	15.71%	15.75%	15.13%	15.17%	15.02%	14.15%	14.07%	13.35%	13.01%	11.19%	11.22%	14.20%
Mortgage Loan Processor	7.98%	7.09%	7.93%	7.09%	7.63%	7.21%	7.30%	7.19%	7.34%	7.49%	6.86%	6.83%	7.33%
Mortgage Underwriter	7.92%	7.76%	7.83%	7.61%	6.85%	7.11%	6.93%	6.65%	7.00%	6.60%	5.77%	5.46%	6.96%
Network Administrator	6.75%	6.58%	6.64%	6.43%	6.65%	6.18%	6.23%	6.38%	5.82%	5.49%	5.62%	5.52%	6.19%
Recruiter	7.18%	6.90%	7.20%	6.99%	4.60%	4.67%	4.51%	4.43%	3.30%	3.16%	—	—	5.29%
Systems Administrator	8.32%	8.29%	7.43%	7.26%	6.92%	6.16%	6.15%	5.58%	5.58%	5.01%	—	—	6.67%
Teller	4.93%	4.78%	4.81%	4.78%	4.81%	4.31%	4.80%	4.81%	4.14%	4.13%	4.13%	4.07%	4.54%
Trainer	7.42%	7.47%	7.04%	6.92%	5.75%	4.98%	4.90%	4.72%	5.04%	4.37%	1.98%	1.75%	5.19%
Universal Banker	6.35%	6.59%	5.95%	5.97%	5.51%	5.35%	5.02%	4.87%	5.21%	4.82%	5.33%	4.68%	5.47%
<b>Average Non-Exempt</b>	<b>7.46%</b>	<b>7.33%</b>	<b>7.04%</b>	<b>6.89%</b>	<b>6.34%</b>	<b>6.21%</b>	<b>6.04%</b>	<b>5.95%</b>	<b>5.88%</b>	<b>5.79%</b>	<b>5.52%</b>	<b>5.46%</b>	<b>6.33%</b>

## C-Suite Executive

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
<b>CEO</b>	61.14%	61.23%	42.37%	39.20%	32.78%	31.52%	29.18%	28.08%	24.89%	24.21%	20.51%	18.90%	34.50%
<b>Chief Financial Officer</b>	39.39%	37.39%	28.91%	28.06%	22.47%	22.00%	19.73%	19.92%	17.08%	17.41%	15.88%	16.19%	23.70%
<b>Chief Operating Officer</b>	44.42%	42.93%	28.69%	26.96%	23.00%	21.62%	20.93%	20.50%	18.69%	18.24%	15.91%	15.24%	24.76%
<b>Head of Credit</b>	29.43%	28.62%	22.69%	20.17%	19.20%	19.11%	16.45%	14.71%	14.34%	12.97%	13.63%	12.90%	18.68%
<b>Head of Lending</b>	29.27%	26.20%	26.81%	25.20%	23.46%	21.47%	20.63%	19.89%	19.00%	20.32%	14.86%	14.05%	21.76%
<b>Average C-Suite Executive</b>	<b>35.63%</b>	<b>33.78%</b>	<b>26.77%</b>	<b>25.10%</b>	<b>22.03%</b>	<b>21.05%</b>	<b>19.43%</b>	<b>18.76%</b>	<b>17.28%</b>	<b>17.23%</b>	<b>15.07%</b>	<b>14.60%</b>	<b>22.23%</b>

## Executive

Position	\$2B-\$4B		\$1B-\$2B		\$600M-\$1B		\$400M-\$600M		\$200M-\$400M		\$100M-\$200M		Avg. All Peers
	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	Avg.	Med.	
Head of HR	25.30%	24.87%	20.64%	19.51%	18.69%	18.55%	17.94%	17.20%	16.47%	13.82%	13.60%	11.53%	18.17%
Head of IT	22.36%	22.18%	20.64%	18.86%	18.54%	17.35%	16.15%	15.47%	14.52%	13.66%	12.03%	10.56%	16.86%
Head of Risk	20.94%	20.98%	18.81%	18.92%	18.95%	18.49%	14.84%	14.74%	13.92%	13.90%	13.97%	13.75%	16.85%
Top Marketing Officer	21.66%	21.50%	17.94%	17.47%	15.84%	15.63%	13.54%	12.68%	12.62%	11.85%	12.25%	11.65%	15.39%
Head of Retail	22.69%	22.53%	17.67%	17.44%	17.63%	17.81%	14.66%	14.52%	11.05%	11.59%	9.36%	8.96%	15.49%
Reg. Lending President (Market President)	28.94%	22.82%	22.34%	20.30%	19.99%	18.92%	18.92%	18.31%	15.81%	15.89%	13.70%	13.61%	19.13%
<b>Average Executive</b>	<b>23.65%</b>	<b>22.48%</b>	<b>19.67%</b>	<b>18.75%</b>	<b>18.27%</b>	<b>17.79%</b>	<b>16.01%</b>	<b>15.49%</b>	<b>14.06%</b>	<b>13.45%</b>	<b>12.48%</b>	<b>11.68%</b>	<b>16.98%</b>