



2024 Bank Incentive Pay

All Asset Sizes

Exempt

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Accounting Manager	12.58%	12.10%	10.99%	10.99%	9.48%	9.27%	8.07%	8.03%	8.24%	8.11%	7.65%	7.46%	6.85%	7.01%	9.06%
Branch Manager I	8.77%	8.23%	8.47%	8.68%	7.47%	7.69%	6.57%	6.65%	6.60%	6.74%	6.96%	7.11%	6.60%	6.84%	7.38%
Branch Manager II	10.67%	11.58%	10.04%	10.41%	8.67%	9.14%	8.30%	8.38%	8.88%	8.75%	9.01%	8.61%	7.24%	7.24%	9.07%
Call Center Manager	11.08%	10.60%	9.47%	9.15%	8.47%	8.11%	7.22%	7.40%	6.60%	6.91%	6.44%	6.46%	6.02%	6.24%	7.87%
Collections Manager	14.61%	14.35%	12.35%	12.33%	10.28%	10.44%	8.65%	8.77%	7.82%	7.91%	7.13%	7.01%	5.39%	5.32%	9.46%
Commercial Loan Manager	24.68%	25.07%	24.34%	25.46%	23.24%	24.20%	18.35%	18.08%	16.57%	15.94%	13.57%	13.32%	12.52%	12.65%	19.14%
Commercial Loan Officer I	18.19%	17.24%	14.37%	12.40%	12.25%	11.50%	10.54%	10.39%	9.50%	8.91%	8.71%	8.01%	7.98%	7.60%	11.26%
Commercial Loan Officer II	17.39%	17.46%	15.76%	15.59%	14.48%	14.39%	13.58%	13.37%	13.75%	12.81%	13.03%	12.43%	11.09%	11.05%	14.01%
Compliance Manager	12.70%	13.22%	11.23%	12.04%	9.85%	10.10%	9.72%	9.78%	9.43%	9.14%	9.12%	8.96%	7.70%	7.76%	10.05%
Compliance Officer	11.31%	11.29%	10.13%	9.89%	9.14%	8.99%	8.44%	8.18%	8.10%	7.87%	7.88%	7.68%	7.74%	7.95%	8.90%

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Consumer Loan Manager	21.41%	22.64%	17.31%	17.88%	13.12%	12.43%	11.02%	10.79%	10.18%	10.36%	9.72%	9.65%	8.30%	8.25%	13.08%
Controller	20.17%	20.22%	15.58%	15.74%	12.75%	12.53%	11.29%	11.03%	10.39%	10.35%	9.11%	8.56%	7.98%	7.50%	12.37%
Credit Analyst	7.90%	8.31%	6.53%	6.59%	6.65%	6.06%	5.49%	5.60%	5.47%	5.55%	5.60%	5.76%	5.42%	5.60%	6.18%
Credit Manager	15.92%	16.67%	13.60%	13.96%	11.36%	12.04%	9.60%	9.44%	8.90%	8.31%	7.17%	7.22%	6.52%	6.52%	10.52%
HR Manager	13.97%	13.54%	12.97%	13.04%	12.30%	11.60%	11.03%	10.49%	10.63%	10.41%	9.97%	9.23%	8.16%	8.06%	11.10%
Internal Audit Director	16.08%	14.50%	15.66%	14.89%	13.96%	13.55%	12.91%	13.50%	12.21%	12.71%	10.30%	10.19%	8.43%	8.76%	12.69%
Internal Auditor	9.09%	9.07%	7.85%	7.73%	7.01%	6.86%	6.29%	6.56%	6.23%	6.44%	6.30%	6.18%	5.69%	5.78%	6.93%
IT Director	14.79%	14.35%	13.10%	12.78%	11.68%	11.83%	11.00%	10.54%	10.88%	10.39%	9.77%	9.71%	8.06%	8.52%	11.24%
Marketing Manager	12.79%	12.38%	11.59%	11.34%	10.73%	10.72%	9.02%	8.94%	8.58%	8.55%	8.06%	8.11%	7.99%	8.11%	9.78%
Regional Branch Manager	15.50%	15.26%	12.56%	12.74%	10.86%	10.98%	9.56%	9.44%	8.74%	8.41%	8.07%	7.92%	7.18%	7.69%	10.35%
Training Manager	9.54%	9.29%	9.34%	9.09%	9.24%	9.09%	7.96%	8.07%	7.84%	7.64%	7.59%	7.44%	6.08%	6.00%	8.16%
Average Exempt	13.27%	13.20%	11.60%	11.63%	10.17%	10.08%	9.01%	8.98%	8.65%	8.59%	8.10%	7.96%	7.08%	7.18%	9.68%

Non-Exempt

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Assistant Branch Manager I	7.10%	7.27%	6.45%	6.85%	5.78%	5.54%	5.60%	5.39%	5.04%	4.94%	5.09%	5.16%	4.88%	5.16%	5.73%
Call Center Rep	6.07%	5.90%	6.04%	5.84%	5.95%	5.84%	5.30%	5.19%	5.24%	5.28%	5.18%	5.28%	5.26%	5.19%	5.54%
Collector	10.65%	9.90%	8.59%	8.66%	6.95%	6.53%	6.25%	6.43%	5.95%	6.13%	6.02%	5.83%	5.55%	5.17%	7.04%
Compliance Specialist	7.00%	7.31%	6.70%	6.81%	6.67%	6.65%	6.57%	6.54%	6.58%	6.60%	6.49%	6.40%	6.20%	6.16%	6.62%
Consumer Loan Officer	10.68%	10.59%	9.96%	10.24%	9.53%	9.73%	8.94%	8.36%	7.83%	8.17%	6.95%	7.32%	6.15%	6.80%	8.66%
Consumer Loan Processor	7.76%	7.79%	7.03%	7.64%	6.25%	6.37%	5.90%	6.37%	5.82%	6.27%	5.78%	6.22%	4.54%	4.80%	6.32%
CSR I/MSR I	5.55%	5.24%	5.64%	5.54%	5.23%	5.13%	5.01%	5.11%	5.30%	5.31%	5.32%	5.32%	4.90%	4.91%	5.25%
Executive Secretary	8.37%	7.98%	8.13%	7.99%	7.63%	7.70%	7.61%	7.67%	6.88%	6.81%	6.81%	6.75%	5.81%	5.70%	7.27%
Head Teller	6.13%	6.07%	6.07%	6.07%	5.79%	5.61%	5.30%	5.58%	5.54%	5.51%	5.65%	5.42%	5.57%	5.92%	5.73%
Help Desk Specialist	5.80%	5.55%	5.89%	5.81%	5.46%	5.38%	5.71%	5.43%	5.14%	5.21%	5.41%	5.35%	4.69%	4.69%	5.39%

Position	\$4B-\$8B		\$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.	Avg.	Med.	
HR Generalist	7.43%	7.23%	7.33%	7.27%	7.11%	7.12%	6.55%	6.44%	6.28%	6.43%	6.10%	6.04%	5.96%	5.61%	6.64%
Marketing Specialist	8.80%	8.84%	7.54%	7.99%	6.25%	6.65%	6.08%	6.17%	6.07%	6.11%	5.24%	5.15%	4.77%	4.78%	6.46%
Mortgage Loan Officer (Mostly Commissioned)	207.86%	226.45%	197.17%	203.87%	163.95%	166.42%	150.64%	171.47%	107.31%	106.25%	76.36%	77.29%	73.52%	76.19%	143.20%
Mortgage Loan Officer (Mostly Salary)	18.03%	16.53%	17.78%	16.41%	16.01%	16.18%	14.20%	14.96%	12.74%	13.88%	12.67%	12.44%	10.59%	10.06%	14.46%
Mortgage Loan Processor	6.72%	7.38%	6.59%	6.38%	6.17%	6.39%	6.40%	6.61%	6.47%	6.40%	6.90%	6.81%	6.02%	6.76%	6.57%
Mortgage Underwriter	8.18%	8.61%	7.27%	7.23%	7.01%	7.21%	6.65%	6.95%	6.53%	6.79%	6.86%	6.87%	6.02%	5.61%	6.98%
Network Administrator	6.78%	6.84%	6.28%	6.65%	6.25%	6.54%	6.00%	5.67%	5.73%	5.64%	5.30%	5.38%	5.12%	5.32%	5.96%
Recruiter	7.49%	7.62%	6.72%	6.99%	6.09%	6.99%	5.23%	4.67%	4.43%	4.43%	3.28%	3.30%	—	—	5.60%
Systems Administrator	7.60%	7.10%	7.41%	7.04%	6.51%	6.12%	6.17%	6.12%	6.53%	6.11%	6.27%	6.05%	—	—	6.59%
Teller	4.96%	4.93%	4.94%	4.91%	4.93%	4.85%	4.69%	4.85%	4.28%	4.59%	3.98%	4.13%	3.84%	4.07%	4.57%
Trainer	6.95%	7.44%	7.05%	7.44%	7.04%	6.98%	5.94%	5.75%	5.83%	5.16%	5.17%	4.72%	3.33%	3.18%	5.86%
Universal Banker	5.77%	5.61%	5.85%	6.47%	5.03%	4.76%	4.86%	4.77%	4.67%	4.87%	4.56%	4.64%	4.41%	4.47%	5.05%
Average Non-Exempt	7.29%	7.26%	6.87%	6.99%	6.38%	6.40%	6.04%	6.00%	5.81%	5.84%	5.62%	5.61%	5.17%	5.24%	6.19%

C-Suite Executive

Position	\$4B-\$8B		\$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.	Avg.	Med.	
CEO	79.76%	79.08%	61.01%	60.13%	43.23%	42.37%	34.49%	33.35%	29.55%	29.16%	25.43%	25.26%	20.13%	19.71%	41.62%
Chief Credit Officer	43.96%	44.98%	29.61%	29.51%	23.43%	22.26%	20.62%	19.87%	17.69%	18.16%	15.64%	15.00%	11.04%	11.57%	23.09%
Chief Financial Officer	53.54%	54.77%	40.14%	39.30%	28.59%	28.37%	23.36%	22.24%	20.99%	20.72%	16.82%	16.66%	15.70%	15.53%	28.34%
Chief Lending Officer	41.10%	41.61%	32.71%	33.27%	27.15%	26.81%	23.83%	23.24%	20.64%	20.26%	19.59%	19.84%	14.40%	14.90%	25.67%
Chief Operating Officer	60.68%	56.39%	41.54%	42.45%	28.69%	27.38%	23.76%	23.00%	20.22%	20.32%	17.15%	17.67%	16.02%	14.41%	29.26%
Average C-Suite Executive	49.82%	49.44%	36.00%	36.13%	26.96%	26.20%	22.89%	22.09%	19.89%	19.86%	17.30%	17.29%	14.29%	14.10%	26.59%

Executive

Position	\$4B-\$8B		\$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.	Avg.	Med.	
Head of HR	32.62%	32.90%	26.95%	25.74%	19.86%	19.81%	17.90%	18.55%	16.06%	16.65%	14.54%	14.59%	12.52%	12.20%	20.06%
Head of IT	34.88%	34.93%	25.38%	25.33%	19.75%	20.53%	17.85%	17.44%	15.28%	15.13%	13.08%	13.66%	9.75%	9.54%	19.47%
Head of Marketing	28.38%	28.36%	21.79%	21.66%	18.17%	18.54%	15.64%	15.84%	13.39%	13.50%	12.24%	12.24%	11.95%	11.95%	17.40%
Head of Retail	32.81%	31.99%	27.43%	28.20%	22.17%	21.36%	16.36%	16.48%	15.09%	14.52%	13.93%	13.78%	10.03%	10.52%	19.62%
Head of Risk	39.41%	40.31%	27.45%	28.06%	20.94%	20.98%	18.06%	18.44%	16.04%	15.38%	14.96%	15.38%	14.37%	14.41%	21.73%
Reg. Lending President (Market President)	26.15%	24.34%	22.87%	22.35%	19.49%	19.91%	19.15%	19.69%	16.61%	17.74%	13.78%	14.80%	13.25%	13.66%	18.84%
Average Executive	32.37%	32.14%	25.31%	25.22%	20.06%	20.19%	17.49%	17.74%	15.41%	15.48%	13.75%	14.07%	11.98%	12.05%	19.52%