



2025 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	12.14%	12.13%	10.77%	10.99%	10.17%	9.92%	8.56%	8.36%	8.47%	8.21%	6.78%	7.44%	6.14%	6.93%	9.07%
Branch Manager I	9.70%	8.84%	8.78%	8.68%	7.87%	7.90%	6.61%	6.56%	6.45%	6.45%	6.61%	6.82%	6.57%	6.72%	7.47%
Branch Manager II	10.81%	11.06%	9.90%	10.25%	9.07%	9.15%	8.78%	8.38%	8.91%	8.53%	8.98%	8.61%	6.79%	6.99%	9.01%
Call Center Manager	10.12%	10.03%	9.12%	8.79%	8.24%	8.19%	6.90%	7.22%	6.26%	6.32%	6.39%	6.38%	5.96%	6.13%	7.57%
Controller	19.35%	20.20%	15.37%	15.58%	12.84%	12.81%	11.68%	11.54%	10.93%	10.40%	9.81%	8.63%	7.77%	7.49%	12.46%
Credit Analyst	7.20%	7.19%	6.13%	6.15%	6.22%	5.90%	5.46%	5.42%	5.39%	5.38%	5.15%	5.22%	5.12%	5.22%	5.80%
Credit Manager	15.57%	15.79%	13.67%	13.57%	11.32%	11.59%	9.69%	9.48%	9.21%	8.86%	7.32%	7.17%	5.81%	5.81%	10.35%
Collections Manager	13.90%	14.17%	11.98%	12.12%	10.36%	10.15%	9.17%	9.13%	8.09%	7.91%	7.35%	7.01%	5.20%	5.19%	9.41%
Compliance Manager	12.66%	13.37%	10.84%	11.61%	9.23%	9.04%	9.68%	9.78%	9.59%	9.20%	9.62%	9.02%	7.86%	7.92%	9.96%
Compliance Officer	10.55%	10.37%	9.83%	10.03%	9.28%	9.26%	8.77%	8.39%	8.22%	7.99%	8.17%	7.96%	8.02%	8.21%	8.93%

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 Manager	13.57%	13.65%	12.59%	13.04%	12.09%	11.84%	10.97%	10.65%	10.70%	10.64%	9.97%	9.28%	8.71%	8.39%	11.15%
IT Director	14.30%	13.74%	13.30%	12.90%	11.81%	11.83%	10.88%	10.80%	10.37%	10.46%	9.50%	9.71%	8.01%	8.32%	11.14%
Internal Auditor	8.85%	8.46%	7.61%	8.08%	7.08%	7.04%	6.53%	6.56%	6.47%	6.44%	6.28%	6.18%	5.51%	5.69%	6.91%
Internal Audit Director	16.09%	14.92%	14.55%	14.28%	12.87%	12.73%	12.23%	12.81%	11.84%	12.14%	10.46%	10.25%	8.00%	8.43%	12.26%
Marketing Manager	10.91%	12.15%	10.26%	11.13%	9.81%	10.61%	8.60%	8.94%	8.26%	8.55%	7.74%	7.71%	7.52%	7.37%	9.25%
Regional Branch Manager	15.98%	15.26%	14.11%	12.74%	12.10%	11.42%	10.85%	9.50%	10.27%	8.41%	7.92%	7.92%	6.70%	6.32%	10.68%
Training Manager	9.26%	9.32%	9.15%	9.10 %	8.99%	9.10%	7.72%	8.01%	7.72%	7.80%	7.58%	7.52%	6.09%	6.00%	8.10%
Consumer Loan Manager	19.71%	20.39%	15.92%	16.46%	12.15%	12.20%	10.75%	10.74%	10.13%	10.20%	9.88%	9.79%	8.32%	8.28%	12.49%
Commercial Loan Officer I	16.39%	16.05%	13.44%	12.03%	12.11%	11.40%	10.65%	10.48%	9.40%	9.15%	8.22%	7.68%	7.70%	7.73%	10.89%
Commercial Loan Officer II	17.45%	17.42%	16.24%	15.77%	14.93%	14.39%	13.95%	13.58%	12.87%	12.58%	11.90%	11.48%	9.89%	10.54%	13.79%
Commercial Loan Manager	24.43%	25.07%	23.00%	24.71%	22.06%	22.37%	18.17%	18.35%	16.18%	15.94%	13.44%	13.44%	12.50%	12.58%	18.73%
Average Exempt	12.82%	12.84%	11.33%	11.42%	10.08%	10.04%	9.10%	9.01%	8.74%	8.55%	8.08%	7.92%	6.89%	6.97%	9.56%

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	6.91%	6.79%	6.07%	6.06%	5.63%	5.41%	5.42%	5.30%	5.05%	5.04%	5.08%	5.16%	4.90%	5.01%	5.56%
Call Center Rep	5.69%	5.84%	5.56%	5.62%	5.22%	5.22%	4.86%	5.11%	4.80%	5.11%	4.74%	5.11%	4.38%	4.21%	5.10%
Collector	9.77%	9.37%	8.59%	8.63%	7.54%	6.74%	6.34%	6.34%	6.05%	6.15%	6.21%	6.51%	5.86%	6.20%	7.16%
CSR i / MSR I	5.37%	5.31%	5.33%	5.36%	5.10%	5.14%	5.09%	5.12%	5.09%	5.13%	5.06%	5.13%	4.78%	4.90%	5.14%
Consumer Loan Officer	10.86%	10.70%	10.24%	9.99%	9.70%	9.54%	9.26%	8.78%	8.31%	8.38%	7.42%	7.51%	6.09%	6.29%	8.79%
Consumer Loan Processor	7.62%	7.49%	6.97%	6.85%	5.83%	6.22%	5.75%	6.10%	5.66%	6.10%	5.58%	6.10%	4.70%	4.76%	6.12%
Compliance Specialist	7.01%	7.10%	6.74%	6.71%	6.72%	6.68%	6.60%	6.62%	6.59%	6.64%	6.53%	6.54%	6.26%	6.19%	6.64%
Executive Secretary	8.18%	7.39%	7.96%	7.42%	7.71%	7.39%	7.71%	7.61%	7.34%	6.86%	7.24%	6.81%	6.06%	5.81%	7.25%
Head Teller	6.30%	6.34%	6.21%	6.22%	5.84%	5.82%	5.62%	5.79%	5.75%	5.64%	5.65%	5.48%	5.24%	5.47%	5.81%
Help Desk Specialist	5.78%	5.67%	5.61%	5.77%	5.17%	5.37%	5.25%	5.38%	4.92%	4.97%	5.20%	5.37%	4.53%	4.44%	5.24%

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	7.17%	7.11%	7.04%	7.12%	6.82%	6.78%	6.52%	6.43%	6.32%	6.31%	5.68%	5.72%	5.73%	5.63%	6.46%
Marketing Specialist	8.83%	8.62%	7.17%	7.32%	6.19%	6.12%	5.99%	5.91%	5.99%	5.91%	4.77%	5.00%	4.82%	4.73%	6.24%
Mortgage Loan Processor	7.14%	6.73%	6.81%	6.42%	6.41%	6.34%	6.57%	6.51%	6.65%	6.44%	6.87%	6.73%	6.14%	6.63%	6.60%
Mortgage Underwriter	8.19%	8.05%	6.99%	6.83%	6.50%	6.39%	6.24%	6.18%	6.21%	6.17%	6.26%	6.29%	5.80%	5.55%	6.55%
Network Administrator	6.84%	6.81%	6.45%	6.55%	6.39%	6.40%	6.14%	5.82%	5.77%	5.52%	5.32%	5.29%	5.19%	5.27%	5.98%
Recruiter	6.67%	6.75%	6.25%	6.33%	5.79%	5.64%	5.24%	5.06%	4.72%	4.61%	3.32%	3.30%	—	—	5.31%
Systems Administrator	7.06%	6.84%	6.96%	6.84%	6.23%	6.10%	6.09%	6.05%	6.37%	6.09%	6.29%	6.07%	—	—	6.42%
Teller	4.60%	4.82%	4.58%	4.74%	4.41%	4.54%	4.27%	4.27%	3.97%	4.09%	3.81%	3.90%	3.70%	3.56%	4.23%
Trainer	6.41%	6.70%	6.27%	6.06%	6.22%	6.06%	5.72%	5.65%	5.69%	5.53%	5.06%	4.64%	4.30%	4.42%	5.62%
Universal Banker	5.87%	5.69%	5.61%	5.35%	4.67%	4.60%	4.55%	4.57%	4.45%	4.36%	4.32%	4.29%	4.17%	4.20%	4.76%
Mortgage Loan Officer (Mostly Salary)	19.07%	16.84%	18.12%	16.84%	16.10%	16.18%	12.79%	13.02%	11.44%	11.69%	11.25%	11.63%	9.61%	9.57%	13.87%
Mortgage Loan Officer (Mostly Commissioned)	199.87%	207.86%	188.79%	199.41%	181.15%	175.69%	147.89%	159.21%	105.94%	106.78%	80.20%	80.16%	65.35%	65.78%	140.29%
Average Non-Exempt	7.11%	7.01%	6.67%	6.61%	6.20%	6.12%	5.96%	5.93%	5.78%	5.75%	5.52%	5.55%	5.15%	5.18%	6.05%

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	75.42%	79.08%	58.21%	58.03%	45.06%	43.23%	33.25%	33.26%	29.05%	29.36%	25.27%	25.26%	19.10%	18.96%	40.90%
Chief Credit Officer	40.39%	42.79%	28.55%	29.51%	23.85%	22.04%	21.23%	20.25%	17.88%	17.92%	15.41%	15.65%	11.20%	11.04%	22.69%
Chief Financial Officer	46.63%	47.03%	36.30%	38.50%	27.07%	25.79%	23.64%	23.36%	21.70%	21.69%	17.94%	17.54%	15.49%	15.53%	27.01%
Chief Lending Officer	40.57%	41.61%	32.57%	36.13%	26.57%	27.38%	24.02%	23.51%	20.08%	19.73%	18.94%	19.48%	13.05%	13.64%	25.39%
Chief Operating Officer	58.97%	56.39%	42.12%	42.43%	29.85%	28.52%	23.13%	23.00%	19.22%	19.06%	16.86%	17.37%	14.52%	12.71%	28.85%
Average C-Suite Executive	46.64%	46.95%	34.88%	36.13%	26.83%	25.93%	23.00%	22.53%	19.72%	19.60%	17.29%	17.51%	13.56%	13.23%	25.99%

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	30.62%	29.43%	26.68%	25.74%	20.64%	20.49%	18.08%	17.88%	15.77%	15.90%	14.07%	13.59%	12.18%	12.20%	19.52%
Head of IT	32.72%	32.08%	24.69%	24.63%	18.69%	18.30%	16.79%	15.88%	14.66%	14.48%	12.89%	12.28%	9.44%	9.54%	18.36%
Head of Marketing	36.68%	38.93%	26.82%	27.16%	20.59%	20.95%	17.26%	17.77%	15.71%	15.28%	14.91%	15.18%	12.86%	14.41%	21.04%
Head of Retail	25.68%	28.35%	20.80%	21.66%	18.20%	18.54%	15.34%	15.29%	13.43%	13.46%	12.69%	12.34%	10.73%	11.05%	16.97%
Head of Risk	33.20%	32.23%	28.25%	28.20%	21.14%	21.36%	16.14%	16.48%	14.88%	15.09%	13.95%	13.99%	9.70%	10.28%	19.63%
Reg. Lending President (Market President)	23.10%	21.48%	21.00%	21.34%	19.08%	19.77%	19.23%	19.40%	17.83%	16.59%	15.39%	15.62%	13.15%	13.45%	18.32%
Average Executive	30.33%	30.42%	24.71%	24.79%	19.72%	19.90%	17.14%	17.12%	15.38%	15.13%	13.98%	13.83%	11.34%	11.82%	18.97%