

CEO Compensation at TARP Participants

In light of today's announcement to limit compensation at some companies participating in the TARP plan to \$500,000, Equilar generated the following analysis of CEO pay levels at public banks receiving TARP funds:

Companies with total assets over \$10 Billion

In fiscal year 2007, chief executives at TARP participants with assets over \$10 billion received the following amounts in compensation:

- Average Base Salary: \$ 844,229
- Average Cash Bonus: \$ 2,529,229
- Average Benefits & Perquisites: \$ 292,238
- Average Equity Awards: \$ 7,407,394
- Average Total Pay: \$ 11,073,090

Companies with total assets between \$1 Billion and \$9.9 Billion

In fiscal year 2007, chief executives at TARP participants with assets between \$1 billion and \$9.9 billion received the following amounts in compensation:

- Average Base Salary: \$ 397,162
- Average Cash Bonus: \$ 134,717
- Average Benefits & Perquisites: \$ 115,201
- Average Equity Awards: \$ 211,674
- Average Total Pay: \$ 858,754

Companies with total assets under \$1 Billion

In fiscal year 2007, chief executives at TARP participants with assets under \$1 billion received the following amounts in compensation:

- Average Base Salary: \$ 247,135
- Average Cash Bonus: \$ 76,339
- Average Benefits & Perquisites: \$ 38,514
- Average Equity Awards: \$ 22,023
- Average Total Pay: \$ 384,011



For each asset group, total compensation is calculated as the sum of base salary, cash bonus payouts, the grant-date value of stock awards, the grant-date value of option awards and other compensation. Other compensation typically includes benefits and perquisites.

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