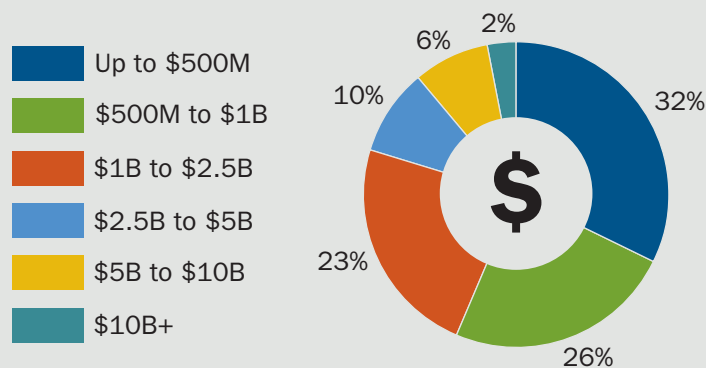




CREDIBLE



Participant Demographics by Asset Size



Who Participates?

Join 330 institutions who rely on our in-depth data to make critical compensation decisions. Our participants represent a broad spectrum of financial institutions, including regional and community banks and credit unions across the U.S.

2017 List of Participants (alphabetical order)

- | | | |
|---------------------------|----------------------------------|-----------------------------------|
| 1st Capital Bank | BAC Community Bank | BayCoast Bank |
| 1st Century Bank, N.A. | Balboa Thrift & Loan Association | Beneficial State Bank |
| 1st Constitution Bancorp | Bangor Savings Bank | Berkshire Bank |
| 1st Source Bank | Bank of Akron | Beverly Bank |
| Abington Bank | Bank of Guam | Blue Hills Bank |
| Adams Community Bank | Bank of Marin | Braintree Cooperative Bank |
| AgFirst Farm Credit Bank | Bank of Napa | Bridgewater Savings Bank |
| Alden State Bank | Bank of New Hampshire | Bristol County Savings Bank |
| Amalgamated Bank | Bank of Richmondville | Business First Bank |
| American Business Bank | Bank of Southern California | C&F Financial Corporation |
| American River Bank | Bank of Stockton | California Bank of Commerce |
| American Riviera Bank | Bank of the Pacific | Cambridge Savings Bank |
| American Savings Bank | Bank of the Sierra, Inc. | Camden National Corporation |
| Androscoggin Savings Bank | BankFive | Canandaigua National Bank & Trust |
| Asheville Savings Bank | BankNewport | Cape Ann Savings Bank |
| Athol Savings Bank | Bankwell Bank | Capital Bank |
| Avidia Bank | Banner Bank | Capital Farm Credit |



2017 List of Participants (continued)

Carver Federal Savings Bank	Dime Bank	First Federal, Port Angeles
Central Valley Community Bank	Eagle Bank	First Interstate Bank
Century Bancorp, Inc.	East Boston Savings Bank	First National Bank of Long Island
Charles River Bank	East Cambridge Savings Bank	First National Bank of Northern CA
Chelsea Groton Bank	Eastern Bank	First Northern Bank of Dixon
Chino Commercial Bank, NA	Easthampton Savings Bank	First United Bank & Trust Company
Citizens & Northern Bank	EH National Bank	First United Corporation
Citizens Business Bank	El Dorado Savings Bank, F.S.B.	FirstBank
City National Bank of Florida	Empire State Bank	Five Star Bank (CA)
Claremont Savings Bank	ESL Federal Credit Union	Florence Savings Bank
Clinton Savings Bank	ESSA Bank & Trust	Floridian Community Bank
Coastway Community Bank	Essex Savings Bank	Flushing Savings Bank
CoBank	Evans National Bank	Freedom National Bank
CoBiz Financial	EverTrust Bank	Fresno First Bank
Collinsville Savings Society	Exchange Bank	Friendly Hills Bank
Colonial Federal Savings Bank	F&M Bank	Fulton Financial Corporation
Columbia Bank	Fairfield County Bank	Fulton Savings Bank
Columbia Bank (WA)	Fairport Savings Bank	GBC International Bank
Commerce Bank	Farm Bureau Bank	Genesee Regional Bank
Commonwealth Business Bank	Farm Credit West	GFA Federal Credit Union
Community Bank	Farmers & Merchants Bank of Long Beach	Goal Structured Solutions
Community Bank of Santa Maria	Farmington Bank	Golden Valley Bank
Community Bank of the Bay	Fidelity Bank (MA)	Grandpoint Bank
Community Bank, N.A. (NY)	Fieldpoint Private Bank and Trust	Granite Bank
Community West Bank, NA	First Bank (NJ)	Greater Hudson Bank
Connecticut Community Bank, N.A.	First Banks, Inc.	Greenfield Cooperative Bank
Connecticut Mutual Holding Company	First Business Financial Services, Inc.	Greenfield Savings Bank
Country Bank (MA)	First Choice Bank	Greylock Federal Credit Union
Country Bank NY	First Commercial Bank	Hampton Roads Bankshares, Inc.
D.L. Evans Bank	First Community Bank (CA)	Hanover Community Bank
Darien Rowayton Bank	First Community Bank (SC)	HarborOne Bank
Dean Bank	First County Bank	Haverhill Bank
Dedham Institution for Savings	First Federal Savings & Loan Association of San Rafael	Heritage Bank
Dickinson Financial Corporation		



2017 List of Participants (continued)

Heritage Bank of Commerce	Mission National Bank	Pacific Premier Bank
Homestreet Bank	Mission Valley Bank	Pacific Valley Bank
HomeTrust Banking Partnership	Monson Savings Bank	Paragon Bank
Iberiabank Corp	Montecito Bank & Trust	Passumpsic Savings Bank
Institution for Savings in Newburyport	Mountain America Credit Union	Pathfinder Bank
International City Bank, NA	Mutual Bank	Patriot Bank, N.A.
Ion Bank	Mutual of Omaha Bank	Pentucket Bank
Jeff Bank	MVB Financial Corp.	People's Bank of Commerce
Jewett City Savings Bank	National Grand Bank of Marblehead	Peoples State Bank
Kearny Bank	National Iron Bank	PeoplesBank
Kitsap Bank	Naveo Credit Union	Pinnacle Bank
Ledyard National Bank	Navy Federal Credit Union	Pioneer Savings Bank
Lee Bank	Neighborhood National Bank	Piscataqua Savings Bank
Leominster Credit Union	New England Federal Credit Union	PlainsCapital Bank
Lewis & Clark Bank	New Hampshire Mutual Bancorp	Plumas Bank
Liberty Bank	New Resource Bank	PriorityOne Bank
Liberty Bank (CA)	New York Business Development Corporation	Provident Savings Bank FSB
Litchfield Bancorp	Newtown Savings Bank	Quontic Bank
Logix Federal Credit Union	North Community Bank	Radius Bank
Lowell Five	North Easton Savings Bank	Randolph Savings Bank
MainSource Financial Group Inc.	North Shore Bank	Reading Co-operative Bank
Malaga Bank FSB	Northern Bank	Redding Bank of Commerce
Mansfield Bank	Northern California National Bank	Redwood Capital Bank
Marblehead Bank	Northfield Bank	Rhinebeck Bank
Martha's Vineyard Savings Bank	Northfield Savings Bank	Riverview Community Bank
Mascoma Savings Bank	Northwest Community Bank	Rollstone Bank & Trust
Mechanics Cooperative Bank (MA)	Norwood Bank	Royal Business Bank
Merrimack Valley Federal Credit Union	Oak Valley Community Bank	RTN Federal Credit Union
Metropolitan Commercial Bank	Optima Bank and Trust	Sage Bank
Middlesex Savings Bank	Orange County Trust Company	Salem Co-operative Bank
Milford Federal Savings & Loan Association	Oriental Bank	Salem Five
Millbury Federal Credit Union	Oritani Financial Corporation	Salisbury Bank and Trust Company
Mission Bank	Pacific Mercantile Bank	San Diego Private Bank
		Savers Bank



2017 List of Participants (continued)

Savings Bank of Danbury	The Bank of Greene County	Tri Counties Bank, Inc.
Savings Bank of Mendocino County	The Cape Cod Five Cents Savings Bank	Trustmark National Bank
Savings Bank of Walpole	The Cooperative Bank	Ulster Savings Bank
Savings Institute Bank & Trust	The Cooperative Bank of Cape Cod	Union Bank
Scott Valley Bank	The Delaware National Bank of Delhi	Union Savings Bank
Seacoast Commerce Bank	The Farmers National Bank of Canfield	United Business Bank
Seamen's Bank	The First Bank of Greenwich	United Overseas Bank
Sharon Credit Union	The First National Bank of Suffield	United Security Bank
Simsbury Bank	The First, N.A.	Unity Bank
Skagit Bank	The Guilford Savings Bank	USNY Bank
Solvay Bank	The Lyons National Bank	Valley Republic Bank
South Shore Bank	The Merchants National Bank of Sacramento	Walpole Co-operative Bank
Southbridge Savings Bank	The Milford Bank	Washington Savings Bank
St. Mary's Credit Union	The Milford National Bank and Trust Company	Watertown Savings Bank
Stafford Savings Bank	The Pittsfield Cooperative Bank	Webster First Federal Credit Union
Standard Bank	The Savings Bank	Webster Five Cents Savings Bank
State Bank Northwest	The Village Bank	Westerly Community Credit Union
StonehamBank – A Co-operative Bank	The Washington Trust Company	Westfield Bank (MA)
Sugar River Bank	The Westchester Bank	Westfield Group
Summit Bank	Thomaston Savings Bank	Willamette Valley Bank
Summit State Bank	Timberland Bank	Winchester Co-operative Bank
Sun National Bank	Tioga State Bank	Winchester Savings Bank
The Adirondack Trust Company	Tompkins Trust Company	Winter Hill Bank
The Bancorp Inc	Torrington Savings Bank	Woodsville Guaranty Savings Bank
The Bank of Bennington	Transpacific National Bank	Workers' Credit Union
The Bank of Canton		