

Salary Survey Worksheet Instructions:

On the following survey sheet, please list the average salary as of 12/31/23 by job position for all full-time employees. Brief job descriptions are provided in the Position Definition section in the attached PDF. As a reminder do not report employees more than once. If one person serves in more than one area of the institution, report them in the job that accounts for most of his or her time. If you should have any questions in filling out the survey, please call Selina Parrish at (502) 736-1282.

1. Pay for all jobs should be reported in ACTUAL ANNUAL dollars. It should be the employee's base pay before bonuses and commissions. If the incumbent employee is actually paid at an hourly rate, convert to annual by multiplying the hourly rate times 2080 hours (52 weeks times 40 hours) (regardless of the number of hours the employee actually works). If you have more than one employee in the same position, report the average compensation of those employees.
2. Report only employees you consider to be full-time. If your institution does not have a consistent definition of full-time, then include employees only if their regularly scheduled work week exceeds 32 hours.
3. For all full-time employees, please include average years of banking experience. For example, if you have 5 tellers and one has 5 years total experience, 2 have 2 years total experience, and 2 have 12 years total experience, the average would be 7 years $(5+2+2+12+12=33; 33/5 = 6.60)$.
4. Other compensation includes any direct cash payments made to the employee over the past twelve months including bonuses and commissions. Do not include payments made to deferred compensation plans, 401K, profit sharing or similar plans. Do not include Board fees. Do not include health insurance benefits.
5. Use the most specific, appropriate description available. For example, if a lending officer concentrates on commercial loans, report in that category rather than the more general lending category.

2024 KBA Personnel Survey - Part 3 Holding Company

Holding Company Primary Compensation by Position

This section includes positions for Top Management, Audit & Compliance, and Trust/Investment/Private Banking.

Please refer to the Position Descriptions for additional information and enter information for the positions that apply to your institution.

Please provide average wage or salary per position. Commissions should be included. DO NOT include commas in your numbers.

*** 1. Please enter the assigned bank number issued by the KBA.**

Bank #

The total asset size should be entered as MILLIONS without commas or dollar sign. (ex. \$239,750,242 should be entered as 240 or \$4,321,987,654 should be entered as 4322)

*** 2. Total Assets as of December 31, 2023**

\$

TOP MANAGEMENT (Section 3)

1. Holding Company CEO

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

2. Head of Operations

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

3. Chief Financial Officer

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

4. Head of Internal Audit

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

5. Head of Human Resources

# of Employees Reported	<input type="text"/>
Average # Years of Banking Experience	<input type="text"/>
Average Annualized Pay Per Employee	<input type="text"/>
Average Other Compensation	<input type="text"/>

6. Head of Marketing

of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

AUDIT & COMPLIANCE (Section 4)

1. Compliance/Security Officer

of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

TRUST / INVESTMENT / PRIVATE BANKING (Section 5)

1. Investment Officer

of Employees Reported

Average # Years of Banking Experience

Average Annualized Pay Per Employee

Average Other Compensation

* 1. Completed by:

This survey has been brought to you by
the



AND

King + Company

Certified Public Accountants



king + company

CERTIFIED PUBLIC ACCOUNTANTS