



LouisianaBankers
ASSOCIATION

2010 Salary & Benefits Survey

The Salary and Benefits Survey is a listing of common positions within a financial institution. Each position lists an average bonus, average salary, median salary, minimum salary and maximum salary. Additionally, each listing categorizes these salaries by asset size, metropolitan area, return on assets and return on equity. Banks that participate in the survey receive the results for free. If you did not participate, you can purchase your survey results today.

Order Your 2010 Salary & Benefits Survey Today!

\$275 members (add \$100 for each additional copy)

\$375 nonmembers (add \$150 for each additional copy)

Name _____

Bank _____

Address _____

City / State / Zip _____

Email Address _____

Payment Options: Check (payable to LBA)

Visa Mastercard

Card# _____ Exp. Date _____

Name on Card (print) _____

Signature _____

Amount charged to card _____

Credit Card Billing Address _____

Return to:

Louisiana Bankers Association

Fax: 225/343-3159

Special Thanks To:

Wayne Vicknair, CCP, President

Creative Compensation Solutions, Inc.

901 Colony Road, Metairie, LA 70003

(504) 455-6843 or wvicknair3@cox.net

Clusters

Each survey recipient has the option to order custom reports or clusters. Clusters are a comparison of salary and benefits for a peer group that you select. You may choose between six and 15 institutions for each cluster. Each cluster report is only \$150. Contact LBA to order or order online at www.creativecompsolutions.com.

◆ **What is a cluster?**

In order to obtain more competitive and specific information, banks often want to compare their salaries to a select group of banks. The grouping of these banks is known as a cluster. As a member of the LBA, you are eligible to purchase a cluster from our annual salary survey. You may select between six and fifteen banks for which you will receive average salary information.*

*To protect confidentiality, no salaries will be reported for which there are less than three incumbents.

◆ **How do I select the banks in my cluster?**

There are numerous ways in which to determine the make up of a cluster. The question you are trying to answer is: "How much do I have to pay to attract, retain, and motivate competent personnel?" With that in mind, your cluster should include those banks with which you are in direct competition for personnel. Some banks also use geographical region, asset size, performance, or organizational structure or any combination thereof.

◆ For more information please contact:

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