

# The Top Management Group Report

Our TMG Report provides competitive information on your senior executives' compensation packages. Based on an executive's area of responsibility, position function, and reporting relationship to the CEO, our triple-matrix approach is designed to recognize that positions vary from organization to organization.

Along with compensation, our senior consultants review your organizational structure, and reporting relationships. Their recommendations are designed to assist you in ensuring that not only are your executives' compensated competitively, but that their awards reflect company performance.

## About Executive Studies

Cole Financial's Research Group is a pioneer in the use of competitive quantitative analysis.

Using its extensive database and its vast experience, Cole Financial produces four detailed reports we call the Cole Executive Studies.

Customized for each client, these reports are important tools for determining the most complete and most competitive compensation structure for your organization.

**PERFORMANCE AND COMPENSATION, CEO = LINK**  
Peer Group 1: 39 Financial Institutions

8/14/00  
03-Jan-03

**YEAR-END 2002 SIZE AND PERFORMANCE**

	Assets (\$ Millions)	Net Income (\$ Millions)	ROA	ROE
Blue Sands National Bancorp, Inc.	**	**	1.14%	17.19%
Peer Group 1	**	**	1.07%	13.67%
% of Peer	100%	104%	107%	126%

\*\* Size and Performance numbers have been provided as an indicator in Asset size.

**COMPENSATION**

Executive ID #	Executive Name and Title	Comparison Group (CEO)
ID# 1	President & CEO	Comparison Group (CEO)

Summary: Executive Levels 1

AVGS	Executive Level B+ (2) Comparison Group
AVGS	Executive Level C+ (3) Comparison Group

Summary: 5 Top Management

AVGS	Blue Sands National Bancorp Comparison Group
AVGS	Blue Sands National Bancorp Comparison Group

**SAMPLE 2003 INDIVIDUAL REPORT—TOP MANAGEMENT GROUP**

Blue Sands National Bancorp, Inc., Springfield, USA

**EXECUTIVE COMPARISON SUMMARY**

Executive — *SVP, Commercial Lending*

**Organizational Status**

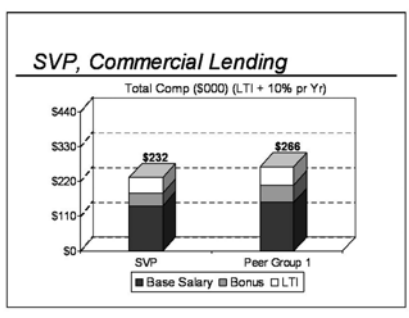
Reports to: President & CEO  
Executive Level \* C+ (Policy and Decision-Making in Own Responsibility Area)  
Key Function \* Corporate Banking (CB)

\* See Appendix for definitions of Executive Levels and Key Functions

**Executive Compensation Comparisons**

**SVP, Commercial Lending**

Total Comp (\$000) (LTI + 10% pr Yr)



Executive	Total Comp (\$000)
SVP	\$232
Peer Group 1	\$266

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**Call 617-350-9900 for more information regarding *The Top Management Group Report*, or any of Cole's other Executive Studies.**