

MBA Pulse Survey

Please select the region of your main Minnesota branch:

Answer Options	Response Percent	Response Count
Minneapolis/St. Paul Metro Area	23.9%	22
Northwest Region	16.3%	15
Northeast Region	4.3%	4
Central Region	20.7%	19
Southwest Region	17.4%	16
Southeast Region	17.4%	16
<i>answered question</i>		92
<i>skipped question</i>		0

Total number of employees (check one):

Answer Options	Response Percent	Response Count
Less than 25 Employees	37.0%	34
25 to 50 Employees	27.2%	25
51 to 75 Employees	14.1%	13
76 or More Employees	21.7%	20
<i>answered question</i>		92
<i>skipped question</i>		0

What salary actions did your bank undergo in the last six months? (Check all that apply)

Answer Options	Response Percent	Response Count
Salary Freeze	33.7%	31
Delayed Increases	4.3%	4
Smaller Increases	26.1%	24
Normal	35.9%	33
Other (please specify)	7.6%	7
<i>answered question</i>		92
<i>skipped question</i>		0

During the next six months, do you anticipate: (Check the appropriate box)

Answer Options	Response Percent	Response Count
Adding Staff	7.6%	7
Laying Off Staff	8.7%	8
Hiring Freeze	13.0%	12
Normal Staffing	70.7%	65
<i>answered question</i>		92
<i>skipped question</i>		0

Is your bank experiencing any difficulty in attracting or retaining employees in the following areas? (Check all that apply)

Answer Options	Response Percent	Response Count
Executives	11.1%	3
Lending	33.3%	9
Finance	0.0%	0
Retail	11.1%	3
Operations	14.8%	4
Other (please specify)	40.7%	11
<i>answered question</i>		27
<i>skipped question</i>		65

MBA Pulse Survey

How do you anticipate your 2010 planned budget to change compared to your actual 2009 budget increases? (Check the appropriate box)

Answer Options	Response Percent	Response Count
Higher	20.7%	19
Same	47.8%	44
Lower	31.5%	29
<i>answered question</i>		92
<i>skipped question</i>		0

If you have a formal salary structure (ranges, steps or rates in a written schedule), what percent did it move in 2009 for each employee group? (If your salary structure did not move, please enter 0.)

Answer Options	Response Average	Response Total	Response Count
CEO	1.97	116	59
Officer	1.05	63	60
Non-Officer Exempt	.78	46	59
Non-Officer Nonexempt	1.00	57	57
<i>answered question</i>			60
<i>skipped question</i>			32

If you have a formal salary structure, what is the projected 2010 structure adjustment for each employee group? (If you are not adjusting your structure, please enter 0.)

Answer Options	Response Average	Response Total	Response Count
CEO	.65	39	60
Officer	.87	53	61
Non-Officer Exempt	.72	43	60
Non-Officer Nonexempt	.85	50	59
<i>answered question</i>			61
<i>skipped question</i>			31

Please enter the percentage of your salary increase for 2009. Enter 0 if there was no increase. * Total actual increase includes merit increases, promotions, special adjustments, general increases

Answer Options	Response Average	Response Total	Response Count
CEO	2.63	210	80
Officer	2.27	188	83
Non-Officer Exempt	1.82	142	78
Non-Officer Nonexempt	2.07	168	81
<i>answered question</i>			83
<i>skipped question</i>			9

MBA Pulse Survey

What is your bank's 2010 planned salary budget increase for each employee group by type of increase?													
CEO													
Answer Options	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	>10%	Response Count
Merit (performance)	41	3	7	16	1	1	0	0	0	0	0	0	69
COLA/Across the Board	37	5	7	3	0	0	1	0	0	0	0	0	53
Other	33	0	2	0	0	1	0	0	1	0	0	2	39
Officer													
Answer Options	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	>10%	Response Count
Merit (performance)	29	4	15	20	0	1	0	0	0	0	0	0	69
COLA/Across the Board	34	5	7	6	1	0	0	0	0	0	0	0	53
Other	34	0	2	1	0	1	0	0	0	0	0	2	40
Non-Officer Exempt													
Answer Options	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	>10%	Response Count
Merit (performance)	26	6	17	16	0	0	0	0	0	0	0	0	65
COLA/Across the Board	35	4	10	4	0	0	0	0	0	0	0	0	53
Other	34	0	3	1	0	0	0	0	0	0	1	0	39
Non-Officer Non-Exempt													
Answer Options	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	>10%	Response Count
Merit (performance)	26	5	15	21	0	1	0	0	0	0	0	0	68
COLA/Across the Board	33	4	10	5	0	0	0	0	0	0	0	0	52
Other	34	0	3	1	0	1	0	0	0	0	0	0	39
													Question Totals
												<i>answered question</i>	83
												<i>skipped question</i>	9