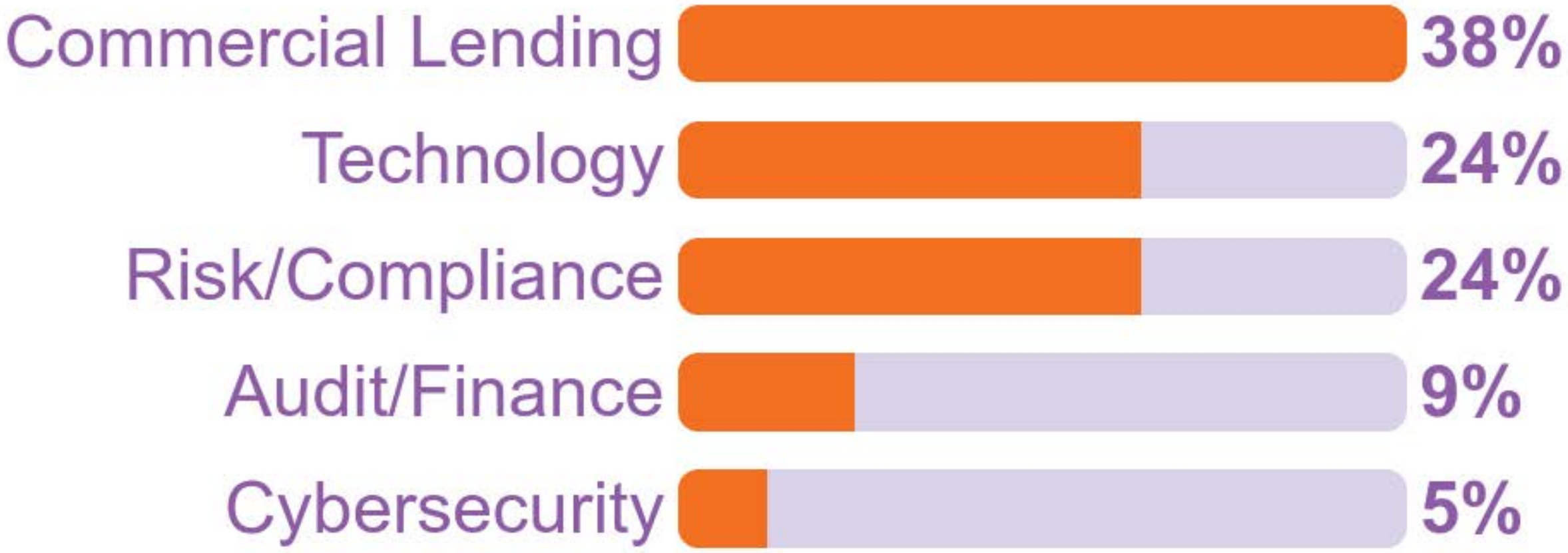
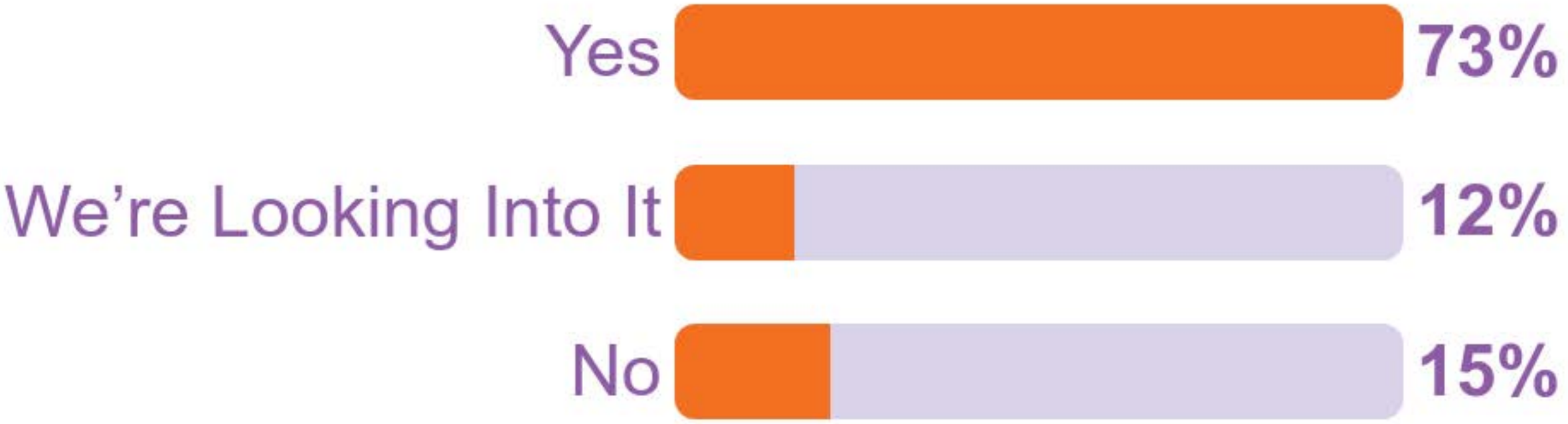
As your bank budgets for 2025, do you expect compensation expense to:

What is your top compensation challenge?

Your most important near-term hire will be in which area of the bank?



Does your bank's incentive structure reward commercial bankers who attract/retain deposit relationships?



Do you believe your bank's CEO will retire or resign in the next five years?

Is the talent level of your executive team strong enough to achieve your bank's strategic goals over the next 5 years?

How do you view artificial intelligence when it comes to your bank's long-term talent strategy?

What is the most vital skill gap in your bank's boardroom?