

**BBCN Bancorp, Inc.****BBCN NASDAQ****Banks**

Market Capitalization USD:

**\$231.25 mm****CONCERN LEVEL: LOW**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated.
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: Alvin D. Kang****Age: 67****CEO Since: 2010**

	2009	2010	2011
<b>Base Salary</b>	\$350,000	\$302,037	\$375,712
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$21,121	\$14,781	\$29,150
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$371,121</b>	<b>\$316,818</b>	<b>\$404,862</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$0	\$0	\$0
<b>Stock Awards</b>	\$184,630	\$0	\$0
<b>TOTAL COMPENSATION</b>	<b>\$555,751</b>	<b>\$316,818</b>	<b>\$404,862</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$214,380	\$214,084	\$258,732
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$0	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$0	\$0
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Proxy Date: 12 Apr 2012

Annual Meeting Date: 31 May 2012

Equity Reserves: 5.08%

Stock Option Run Rate: 0.02%

# BBCN Bancorp, Inc.

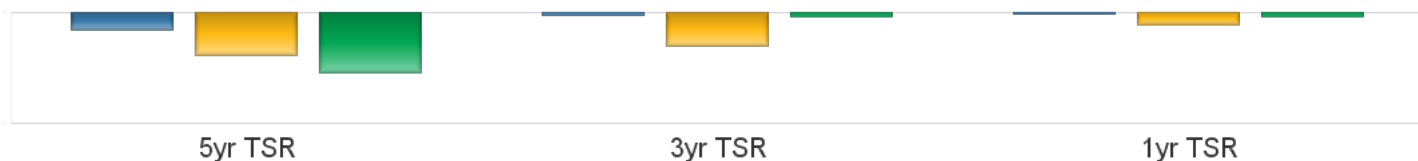
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## Performance Comparison

■ S&P500 ■ Industry ■ BBCN



## Peer Comparisons (TRBC) =Banks

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>BBCN</b>	<b>BBCN Bancorp, Inc.</b>	<b>\$555,751</b>	<b>\$316,818</b>	<b>\$404,862</b>	<b>\$231,254,313</b>
GBCI	Glacier Bancorp, Inc.	\$411,411	\$376,210	\$360,817	\$673,844,234
ORIT	Oritani Financial Corp.	\$3,455,504			\$656,952,829
PFS	Provident Financial Services, Inc.	\$1,549,766	\$1,230,272	\$1,621,602	\$649,943,032
NBTB	NBT Bancorp Inc.	\$2,299,459	\$2,990,727	\$4,509,376	\$625,525,586
HOMB	Home BancShares, Inc.	\$1,025,614	\$905,789	\$866,825	\$604,856,768
BNCL	Beneficial Mutual Bancorp, Inc.	\$955,088	\$744,482	\$1,138,115	\$601,345,769

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

Banner Corporation, Columbia Banking System, Inc., CVB Financial Corp., Farmers & Merchants Bank of Long Beach, First Interstate BancSystem, Inc., Glacier Bancorp, Inc., Westamerica Bancorporation and Western Alliance Bancorporation.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Chang Hwi Kim	Chairman	69	Male	1	Outside
John H. Park	Member	64	Male	10	Outside Related
Kevin Suna Kim	Member	54	Male	1	Outside
Louis M. Cosso	Member	70	Male	2	Outside
Sana Hoon Kim	Member	71	Male	1	Outside
Steven D. Broidv	Member	74	Male	2	Outside

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