



**Bridge Capital Holdings****BBNK NASDAQ****Banks**

Market Capitalization USD:

\$151.37 mm**CONCERN LEVEL: AVERAGE**

- 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: Daniel P. Myers**Age: 52****CEO Since: 2004**

	2009	2010	2011
Base Salary		\$450,000	\$400,000
Discretionary Bonus		\$0	\$227,750
Annual Cash Incentive		\$0	\$0
Benefits and Perquisites		\$15,232	\$15,276
TOTAL ANNUAL COMPENSATION		\$465,232	\$643,026
Increase in Post-Retirement Benefits		\$154,584	\$197,421
Stock Option Awards		\$0	\$0
Stock Awards		\$0	\$224,999
TOTAL COMPENSATION		\$619,816	\$1,065,446
Median of Other Named Executive Officers Total Compensation		\$334,078	\$552,924
Value Realized on Exercise of Stock Option		\$279,000	\$149,200
Value Realized on Vesting of Stock		\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION		\$279,000	\$149,200

Proxy Date: 2 Apr 2012

Annual Meeting Date: 4 May 2012

Equity Reserves: 13.14%

Stock Option Run Rate: 1.08%

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Performance Comparison

■ S&P500 ■ Industry ■ BBNK



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BBNK	Bridge Capital Holdings		\$619,816	\$1,065,446	\$151,371,957
STBA	S&T Bancorp, Inc.	\$585,517	\$809,379	\$1,085,639	\$453,790,430
WAL	Western Alliance Bancorporation	\$1,042,669	\$1,523,660	\$1,835,360	\$450,801,240
CPF	Central Pacific Financial Corp.	\$743,332	\$407,032	\$870,183	\$430,744,725
OFG	Oriental Financial Group Inc.	\$1,154,187	\$2,502,329	\$1,332,010	\$425,587,404
CHFC	Chemical Financial Corporation	\$679,184	\$1,282,498	\$1,564,364	\$420,365,246
TRST	TrustCo Bank Corp NY	\$1,268,812	\$1,264,124	\$1,762,930	\$415,464,989

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

West Coast Peer Group: Westamerica Bancorp, Banner Corp., Columbia Banking System Inc., West Coast Bancorp, TriCo Bancshares, Farmers and Merchants Bancorp, First California Financial Group, Washington Banking Co., Cascade Bancorp, Heritage Financial Corp., Sierra Bancorp, Bank of Marin Bancorp, Heritage Commerce Corp., Pacific Continental Corp., Pacific Mercantile Bancorp, Heritage Oaks Bancorp, Pacific Premier Bancorp, Bank of Commerce Holdings, North Valley Bancorp, Central Valley Community Bancorp, and California United Bank.

Business Model Peer Group: Westamerica Bancorp, Columbia Banking System Inc., First Merchants Corp., Lakeland Financial Corp., CoBiz Financial Inc., Sterling Bancorp, German American Bancorp Inc., Horizon Bancorp, Heritage Financial Corp., Heritage Commerce Corp., First Business Financial Services Inc., Northrim Bancorp Inc., and Mid South

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Robert P. Latta	Chairman	58	Male	8	Outside
Francis Harvev	Member	68	Male	2	Outside
Howard N. Gould	Member	62	Male	3	Outside Related
Thomas M. Quiqa	Member	67	Male	8	Outside