# COMPENSATION

## TOP PAID LOCAL CEOs

| | PACKAGE | | CASH AND BENEFITS | | | ADDED BENEFITS | |
|---|---|---|---|---|---|---|---|
| | 2010 | 2009* | Salary | Bonus/ Benefits | Stock awards/ options | Stock gains and other compensation | Pension gains |
| **John Meier** Libbey Inc. | $2.7 mil. | $2.9 mil. | $720,198 | $791,426 | $1,107,403 | $26,301 | $72,923 |
| **Kurt Darrow**** La-Z-Boy Inc. | $2.5 mil. | $2.1 mil. | $725,000 | $959,175 | $818,118 | — | $8,556 |
| **Michael Anderson** The Andersons Inc. | $2.1 mil. | $1.2 mil. | $521,154 | $490,000 | $455,200 | $33,505 | $577,026 |
| **Timothy Kasmoch**** N-Viro International Corp. | $730,376 | $150,000 | $150,000 | — | $570,376 | $10,000 | — |
| **Kenneth A. Joyce***** Rurban Financial Corp. | $355,002 | $458,563 | $146,596 | — | — | $170,965 | $37,441 |
| **William Small** First Defiance Financial Corp. | $347,042 | $327,355 | $307,271 | $20,706 | — | $19,065 | — |
| **H. Douglas Chaffin** MBT Financial Corp. | $337,454 | $396,988 | $297,682 | — | $31,000 | — | $8,772 |
| **Steven Futrell** Croghan Bancshares Inc. | $325,133 | $240,704 | $182,260 | $72,000 | — | $70,873 | — |
| **Daniel Schutt** United Bancshares Inc. | $321,495 | $418,966 | $299,445 | — | — | $22,050 | — |
| **Mark A. Klein***** Rurban Financial Corp. | $318,669 | $297,400 | $218,852 | $8,069 | — | $17,368 | $74,380 |

NOTE: Bonus figures include long-term incentives. Stock award/options are for fair value as of day of grant. Package includes salary, bonus, performance-related bonuses, perks, above-market returns on deferred compensation and the estimated value of stock options and awards granted during the year.

*2009 totals are restated to reflect new filing guidelines this year by the Securities and Exchange Commission. **Based on figures for 2009 and 2008 because proxy statements have not been released this year. ***Mr. Joyce retired from Rurban on June 9, 2010 when Mr. Klein became CEO.

**SOURCE:** Proxy and other filings with the U.S. Securities and Exchange

THE BLADE