

BIOGRAPHY



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Clark W. Struve first joined Clark Consulting in 1991, working as a consultant specializing in helping banks provide the right mix of executive compensation, benefits and improved benefit-financing using bank-owned life insurance (BOLI) as a critical element. After leaving the company in 1998, he rejoined Clark Consulting in 2004. Mr. Struve's experience encompasses more than 13 years of working with bank executives. He possesses an in-depth understanding of both the technical and financial aspects of nonqualified benefit plans and BOLI design. He began his career after serving as a U.S. Army officer in Vietnam, by applying life insurance as a key element in financial, retirement, and estate planning.

Mr. Struve leads a team of consultants in the western United States in the design and implementation of compensation and nonqualified benefit plans for officers and directors of financial institutions. He works with banks to develop an understanding of current and long-term needs; provides an analysis of existing compensation and benefit practices; and then prepares recommendations that address impact on cash flows, earnings, shareholder value and other bank objectives to facilitate board approval. Mr. Struve also works with bank accountants, attorneys and consultants to provide a coordinated financial strategy utilizing BOLI to minimize the impact of plan costs on earnings. Moreover, he serves as a primary liaison between bankers and industry trade organizations in the western United States.

Mr. Struve earned a bachelor's degree in risk management and insurance from San Jose State University in California. He holds a Series 7 securities license and a designation as a Chartered Life Underwriter (CLU). He is an Associate Member of the Community Banker's Association of California and the Society of Financial Service Professionals.