



## RBB Bancorp

Ticker : RBB.US

Country of Operation : UNITED STATES

Industry Sector : Regional Banks

Meeting Date : 5/13/2020

Meeting Type : Annual

Item #	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Rationale
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Management	For	Against	While Company's performance seems to be mixed and CEO's total pay decreased by 33%, overall magnitude still remains 2X peer median. Bonus is entirely under board's discretion according to RBB's Proxy statement (pg21), which exacerbates the concern. Company also has not disclosed the peer group it utilized in benchmarking its executive pay, which makes it even more difficult for shareholders to assess structural alignment between pay and performance.