(三) 99年度支付董事(含獨立董事)、監察
 人、總經理及副總經理之酬金
 1.董事(含獨立董事)之酬金

The Aggregate Compensation Paid and Benefits in Kind Granted in 2010

Remunerations of Directors(Independent Directors)

單位:新台幣元; Unit:NT\$ in 2010.01.01-2010.12.31

			董事酬金 Remunerations of Directors								
		報西	州(A)	退職退	休金(B)		之酬勞(C)	業務執	行費用(D)		C及D等四
用物 手冠	姓 名										占稅後純益 比例
職稱	灶 石	Remuner	ations Paid	Retireme	Retirement Pension		ions Paid on		or Execution of		
Title	Name		合併報表內		合併報表內	Earnings I 本行	Distribution 合併報表內	Bi 本行	usiness 合併報表內	□ In 本行	come 合併報表內
		·++1]	所有公司	11	所有公司	114	所有公司	41	所有公司	11	所有公司
		BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	ВОК	All companies in the consolidated statement
常務董事代理	雷仲達		Statement		Statement		statement		statement		statement
董事長	Chung-Dar Lei										
Managing Director and Acting Chairman	(高雄市政府代表) (Representative of Kaohsiung City Government)										
常務董事暨	林文淵										
獨立董事											
Independent Director & Managing Director	Wen-Yuan Lin										
常務董事	郝建生										
Managing Director	Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事兼總經理	(Representative of Kaohsung City Government) 重武湖										
Director and President	Charles W. Chung										
冲去去主	(高雄市政府代表) (Representative of Kaohsiung City Government)										
獨立董事 Independent Director	何美玥 Mei-Yueh Ho										
獨立董事	林向愷	6,195,183	6,195,183	0	0	1,613,907	1,613,907	588 500	588,500	6.61	6.61
Independent Director	Kenneth S. Lin	0,170,100	0,170,100	, i i i i i i i i i i i i i i i i i i i	Ŭ	1,010,007	1,010,007	200,200	200,200	0.01	0.01
董事 Director	王再福 Tsai- Fu Wang										
Director	(高雄市政府代表) (Representative of Kaohsiung City Government)										
董事	周元培										
Director	Yuan-Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事	(Representative of Kaohsiung City Government) 陳瑞芳										
Director	Jueifang P. Chen										
茎面	(高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	許立明 Li- Ming Hsu										
	(高雄市政府代表) (Representative of Kaohsiung City Government)										
董事 Director	趙健在 Chien-Tsai Chao										
Director	Chien-Isai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)										
董事長	低epresentative of Kaonsung City Government) 黃望修										
Chairman	W. H. Huang (高雄市政府代表)										
	(Representative of Kaohsiung City Government)	マジョン	マロシマケナー	(人) (日 1166)	NI-4-	1 Or bal	an short row		including dire	ators'	lony analisi

註:1. 表列報酬,包括99年度之董事薪資、職務加給、退職 退休金、離職金、各種獎金、獎勵金等等。

 表列盈餘分配之酬勞,指99年度盈餘分配議案股東會 前經董事會通過擬議配發之董事酬勞金額。

 表列業務執行費用,指99年度車馬費、特支費、各種 津貼等等。另本行提供董事長宿舍乙間,99年房租 240,000元;提供董事長座車1部,採租賃方式,99年 租金417,360元,99年度油資65,180元;配有司機乙 名,99年報酬1,036,472元。

- 董事長黃望修先生於99年8月3日辭職解任,由常務董 事雷仲達先生代理。
- 獨立董事林向愷曾於88.12.7~96.7.6由法人股東高雄市 政府派任本行常務董事;99.6.23改任獨立董事。
- 6. 99年度實際給付退職退休金金額為零。

Note: 1. On-balance sheet remuneration, including directors' salary, special responsibility allowance, retirement pension, severance pay, prize and incentives, etc. in 2010.

- On-balance sheet remuneration from distribution of earnings, i.e. directors' remuneration to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.
- the shareholders' meeting for proposal of distribution of earnings for 2010.
 3. On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances etc. in 2010. The Bank offers one dormitory for the Chairman of the Board, and the rent in 2010 was NT\$240,000. The Bank offers one vehicle for the Chairman of the Board, and the rent in 2010 was NT\$417,360. The fuel allowances were NT\$65,180 in 2010. One driver was offered, whose remuneration was NT\$1,036,472 in 2010.
- Chairman W. H. Huang resigned on Aug. 3, 2010, and Managing Director Chung-Dar Lei was appointed to be Acting Chairman.
 Independent Director Kenneth S. Lin was appointed to be Managing
- Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999–July. 6, 2007, and elected as Independent Director on Jun. 23, 2010.

6. No actual retirement pension was given in 2010.

單位:新台幣元; Unit:NT\$ in2010.01.01-2010.12.31

		兼任員工領取相關 Remunerations of Direct										
		薪資、獎	金及特支費	退職	退休金(F)		盈餘分配之」	員工紅利 (G)		股權憑證得	
職稱	姓名	Salaries, Bonus and Special Expenditure		Retirement Pension Employees' Bonus on I			Earnings Distrib	oution		構股數 (H) es Shares Options		
Title	Name	本行	合併報表內 所有公司	本行	合併報表內 所有公司	本	行	合併報表	为所有公司	本行	合併報表內 所有公司	
		BOK	All companies in the consolidated	BOK	All companies in the consolidated	В	oĸ	All companies in the consolidated statement		BOK	All companies in the consolidated	
			statement		statement	現金紅利 金額	股票紅利 金額	現金紅利 金額	股票紅利 金額		statement	
常務董事代	雷仲達					Cash dividends	Stock dividends	Cash dividends	Stock dividends			
理董事長 Managing Director	Chung-Dar Lei											
and Acting Chairman	(高雄市政府代表) (Representative of Kaohsiung City Government)											
常務董事暨 獨立董事	林文淵											
Independent Director & Managing Director	Wen-Yuan Lin											
常務董事 Managing Director	郝建生 Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City											
董事兼 總經理	Government) 鍾武湖 Charles W. Chung											
祁忍和空卫生 Director and President	(高雄市政府代表) (Representative of Kaohsiung City Government)											
獨立董事 Independent Director	何美玥 Mei-Yueh Ho											
獨立董事 Independent Director	林向愷 Kenneth S. Lin	7,385,918	7,385,918	208,272	208,272	0	35,682	0	35,682	0	0	
董事 Director	王再福 Tsai-Fu Wang (高雄市政府代表) (Representative of Kaohsiung City Government)											
董事 Director	周元培 Yuan-Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)											
董事 Director	陳瑞芳 Jueifang P. Chen (高雄市政府代表) (Representative of Kaohsiung City Government)											
董事 Director	許立明 Li-Ming Hsu (高雄市政府代表) (Representative of Kaohsiung City Government)											
董事 Director	趙健在 Chien-Tsai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)											
董事長 Chairman	黄望修 W. H. Huang (高雄市政府代表) (Representative of Kaohsiung City Government)											

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- 註:1.表列薪資、獎金及特支費等,係指99度董事兼任 員工所領取包括薪資、職務加給、退職退休金、 離職金、各種獎金、獎勵金、車馬費、特支費、 各種津貼等等。另本行提供總經理座車1部, 採租賃方式,99年租金371,760元,99年度油資 38,210元;配有司機乙名,99年報酬1,074,265 元。
 - 表列盈餘分配之員工紅利,係指99度董事兼任員 工取得員工紅利者,係99年度盈餘分配議案股東 會前經董事會通過擬議配發之員工紅利金額。
 - 董事長黃望修先生於99年8月3日辭職解任,由常務董事雷仲達先生代理。
 - 4.獨立董事林向愷曾於88.12.7~96.7.6由法人股東高 雄市政府派任本行常務董事;99.6.23改任獨立董 事。
 - 5.99年度實際給付退職退休金金額為零。

- Note: 1.On-balance sheet salary, bonus and special allowance, etc., i.e.
 - salary, special responsibility allowance, retirement pension, severance pay, prize, incentive, transportation allowance, special allowance, other allowances by directors who are also employees in 2010. The Bank offers one vehicle for the President, and the rent in 2010 was NT\$371,760. The fuel allowances were NT\$38,210 in 2010. One driver was offered, whose remuneration was NT\$1,074,265 in 2010.
 - 2. On-balance sheet employees' bonus from distribution of earnings, i.e. the employees' bonus received by the directors who are also employees in 2010 which is the employees' bonus to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.
 - 3. Chairman W. H. Huang resigned on Aug. 3, 2010, and Managing Director Chung-Dar Lei was appointed to be Acting Chairman.
 - 4.Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999–July. 6, 2007, and elected as Independent Director on Jun. 23, 2010
 - 5. No actual retirement pension was given in 2010.

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

職稱	姓名		5等七項總額占稅後純益之比例 P+E+F+G to Net Income	投資事業酬金		
Title	Name	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	Whether compensation from reinvested companies other than subsidiaries is received?		
常務董事代理董 事長 Managing Director and Acting Chairman	雷仲達 Chung-Dar Lei (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
常務董事暨 獨立董事 Independent Director & Managing Director	林文淵 Wen-Yuan Lin			無 None		
常務董事 Managing Director	郝建生 Chien-Sheng Hao (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事兼 總經理 Director and President	鍾武湖 Charles W. Chung (高雄市政府代表) (Representative of Kaohsiung City Government)			有 138,000		
獨立董事 Independent Director	何美玥 Mei-Yueh Ho			無 None		
獨立董事 Independent Director	林向愷 Kenneth S. Lin	12.61	12.61	無 None		
董事 Director	王再福 Tsai -Fu Wang (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事 Director	周元培 Yuan-Pei Chou (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事 Director	陳瑞芳 Jueifang P. Chen (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事 Director	許立明 Li- Ming Hsu (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事 Director	趙健在 Chien-Tsai Chao (高雄市政府代表) (Representative of Kaohsiung City Government)			無 None		
董事長	黃望修 W. H. Huang			有		
Chairman	(高雄市政府代表) (Representative of Kaohsiung City Government)			110,000		

- 註:1.表列子公司以外轉投資事業酬金,係指本銀行董事 擔任子公司以外轉投資事業之董事、監察人或經理 人等身分所領取之報酬、酬勞、員工紅利及業務執 行費用等相關酬金。 2. 董事長黃望修先生於99年8月3日辭職解任,由常務
 - 董事雷仲達先生代理。
 - 3. 獨立董事林向愷曾於88.12.7~96.7.6由法人股東高 雄市政府派任本行常務董事;99.6.23改任獨立董 事。
- Note: 1.On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries.
 - 2. Chairman W. H. Huang resigned on Aug. 3, 2010, by the Managing Director Chung-Dar Lei act his duty.
 - 3. Independent Director Kenneth S. Lin was appointed to be Managing Director by the juridical person shareholder, Kaohsiung City Government, on Dec. 7, 1999–July. 6, 2007, and elected as Independent Director on Jun. 23, 2010

酬金級距表

Range of Remunerations

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

		董事姓名	Name of Directors	
給付本行各個董事酬金級距		額 (A+B+C+D) A+B+C+D		A+B+C+D+E+F+G) -C+D+E+F+G
Range of Remunerations	本行 BOK	合併報表內所有公司 All companies in the consolidated statement	本行 BOK	合併報表內所有公司 及所有轉投資事業(J) All companies in the consolidated statement and all investees
	黃望修、郝建生、 雷仲達、 4 4 建武湖、 何美玥、林向愷、 王再福、周元培、 陳瑞芳、許立明、 趙健在	黃望修、郝建生、 雷仲達、 4 4 4 3 4 3 4 4 4 4 4 4 4 4 4 4 4 4 4	郝建生、雷仲達、 何美玥、林向愷、 王再福、周元培、 許立明、趙健在	郝建生、雷仲達、 何美玥、林向愷、 王再福、周元培、 許立明、趙健在
低於2,000,000元 under 2 million	W. H. Huang, Chien-Sheng Hao, Chung-Dar Lei, Charles W. Chung, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan- Pei Chou, Jueifang P. Chen, Li- Ming Hsu Chien-Tsai Chao	iten-Sheng Hao, nung-Dar Lei,Chien-Sheng Hao, Chung-Dar Lei,Chung-Dar Mei-Yueh H Mei-Yueh Ho,karles W. Chung, ci-Yueh Ho,Charles W. Chung, Charles W. Chung, Mei-Yueh Ho,Kenneth S. Tsai-Fu Wa menth S. Lin,Kenneth S. Yuan-Pei C Li- Ming H an-Pei Chou, yuan-Pei Chou,an- Pei Chou, eifang P. Chen, Ming Hsu Chien-TsaiYuan-Pei Chou, Li- Ming Hsu Chien-TsaiChao		Chien-Sheng Hao, Chung-Dar Lei, Mei-Yueh Ho, Kenneth S. Lin, Tsai-Fu Wang, Yuan- Pei Chou, Jueifang P. Chen, Li- Ming Hsu Chien-Tsai Chao
2,000,000元(含)~ 5,000,000元(不含) 2 million(included)~ 5 million(uncluded)	林文淵 Wen-Yuan Lin.	林文淵 Wen-Yuan Lin.	黃望修、林文淵、 鍾武湖、陳瑞芳 W. H. Huang, Wen-Yuan Lin, Charles W. Chung, Jueifang P. Chen.	黃望修、林文淵、 鍾武湖、陳瑞芳 W. H. Huang, Wen-Yuan Lin, Charles W. Chung Jueifang P. Chen.
5,000,000元(含)~ 10,000,000元(不含) 5 million(included)~ 10 million(uncluded)	無 None	無 None	無 None	無 None
10,000,000元(含)~15,000,000元(不含) 10 million(included)~15 million(uncluded)	無 None	無 None	無 None	無 None
15,000,000元(含)~ 30,000,000元(不含) 15 million(included)~ 30 million(uncluded)	無 None	無 None	無 None	無 None
30,000,000元(含)~ 50,000,000元(不含) 30 million(included)~ 50 million(uncluded)	無 None	無 None	無 None	無 None
50,000,000元(含)~100,000,000元(不含) 50 million(included)~100 million(uncluded)	無 None	無 None	無 None	無 None
100,000,000元以上 over 100 million	無 None	無 None	無 None	無 None
總計 Total	8,397,590	8,397,590	16,027,462	16,275,462

 $2010.01.01 - \ 2010.12.31$

項目 Item	支付董事酬金總額占稅後 純益之比例 % of Remunerations of Directors to Net Income after Tax		說明 Remarks
年度 FY	本行 BOK	合併報表內所 有公司 All companies in the consolidated statement	 1.本行給付酬金之政策: 秉公司治理,依公司法規定,並經本行股東會及董事會之決議辦理。 2.本行給付酬金之標準與組合: (1)本行董事、監察人每月報酬:依股東會決議合計最高限額NT\$2,400,000元,至於其每人每月報酬支給標準,授權董事會決定。 (2)盈餘分配:依本行「公司章程」辦理。
2010	12.61	12.61	 (3)董事兼員工之員工分紅依本行「從業人員紅利分配辦法」辦理。 3.本行訂定酬金之程序:經股東會及董事會審議通過後實施。 4.本行給付酬金與經營績效之關聯性:有關董事及監察人盈餘分配、董事兼員工之員工分紅 與本行經營績效具有關聯性。 5.本年度支付董事酬金總額占稅後純益比例為12.61%,與98年度相較減少6.38%,係因99年 度稅後盈餘較98年度成長所致。 1.The Bank's policy for payment of compensation: pursuant to the company's management policy and Company
2009	18.99	18.99	 Act, and subject to the resolution of the Bank's shareholders' meeting and board of directors. 2. The Bank's standard and portfolio for payment of compensation : monthly compensation to the Bank's directors/supervisors: the maximum limit to be NT\$2,400,000 subject to the resolution of the shareholders' meeting. The standard governing monthly compensation per person shall be subject to the decision of the board of directors; distribution of earnings: subject to "the Bank's Articles of Incorporation"; Bonus to directors who are also employees shall be subject to the "Rules Governing Distribution of Bonus to the Bank's Staff"
增減比率 Comparison	(6.38) (說明5) Explanation 5	(6.38) (說明5) Explanation 5	 3. The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors. 4. Correlation of the Bank's payment of compensation and business performance: There is some correlation among the distribution of earnings to directors and supervisors, bonus distributed to directors who are also employees, and the Bank's business performance. 5. Percentage of remunerations of directors to net income after tax was 12.61% in FY 2010, decrease by 6.38% compared to FY 2009, resulting from the net income after tax in FY 2010 more than in FY 2009.

2.監察人之酬金

2. Remunerations of Supervisors

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

		ž	彩 画州	退職								有無領取來自
			(A)		(B)	((C)		(D)	額占稅後純益之比例		子公司以外轉
職稱	姓名	Remune	erations Paid	Retirement Pension			Remunerations Paid on Earnings Distribution		Expenses for Execution of Business		B+C+D to Net ncome	
响 1 円 Title	Name	本行	合併報表內 所有公司	本行	合併報表內 所有公司	本行	合併報表內 所有公司	本行	合併報表內 所有公司	本行	合併報表內 所有公司	Whether compensation from reinvested
		BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	BOK	All ompanies in the consolidated statement	BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	companies other than subsidiaries is received?
	張識興 Shih-Shin Chang	240,000	240,000	0	0	124,147	124,147	72,000	72,000	0.34	0.34	無 None
監察人 Supervisor	蘇裕惠 Yu-Hui Su	240,000	240,000	0	0	124,147	124,147	45,000	45,000	0.32	0.32	無 None
	張山輝 Shan-Hui Chang	240,000	240,000	0	0	124,147	124,147	72,000	72,000	0.34	0.34	無 None

註:1表列報酬,包括99年度之監察人薪資、職務加給、 退職退休金、離職金、各種獎金、獎勵金等等。

2.表列盈餘分配之酬勞,指99年度盈餘分配議案股東 會前經董事會通過擬議配發之監察人酬勞金額。

3.表列業務執行費用,指99年度車馬費、特支費、各 種津貼等等。

4.表列子公司以外轉投資事業酬金,係指本銀行董事 擔任子公司以外轉投資事業之董事、監察人或經理 人等身分所領取之報酬、酬勞、員工紅利及業務執 行費用等相關酬金。 Note : 1. On-balance sheet remuneration, including supervisors' salary, special responsibility allowance, retirement pension, severance pay, prize and incentives, etc. in 2010.

2. On-balance sheet remuneration from distribution of earnings, i.e. Supervisors' remuneration to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.

 On-balance sheet expenses for execution of business, i.e. transportation allowance, special allowance, other allowances etc. in 2010.

4. On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries. 酬金級距表

Range of Remunerations

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

	監察人姓名	Name of Supervisor
給付本行各個監察人酬金級距 Range of Remunerations	前四項酬会 Tota	を總額(A+B+C+D) l of A+B+C+D
, , , , , , , , , , , , , , , , , , ,	本行 BOK	合併報表內所有公司及所有轉投資事業(E) All companies in the consolidated statement and all investees
低於2,000,000元	張識興、蘇裕惠、張山輝	張識興、蘇裕惠、張山輝
under 2 million	Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang.	Shih-Shin Chang, Yu-Hui Su, Shan-Hui Chang.
2,000,000元(含)~5,000,000元(不含)	無	無
2 million (included) ~ 5 million (uncluded)	None	None
5,000,000元(含)~10,000,000元(不含)	無	無
5 million (included) ~ 10 million (uncluded)	None	None
10,000,000元(含)~15,000,000元(不含)	無	無
10 million (included) ~ 15 million (uncluded)	None	None
15,000,000元(含)~30,000,000元(不含)	無	無
15 million (included) ~ 30 million (uncluded)	None	None
30,000,000元(含)~50,000,000元(不含)	無	無
30 million (included) ~ 50 million (uncluded)	None	None
50,000,000元(含)~100,000,000元(不含)	無	無
50 million (included) ~ 100 million (uncluded)	None	None
100,000,000元以上	無	無
over 100 million	None	None
總計 Total	1,281,441	1,281,441

項目 Item	支付監察人酬金總額占 稅後純益之比例 % of Remunerations of Supervisors to Net Income after Tax		說明 Remarks			
年度 FY	本行 BOK	合併報表內 所有公司 All companies in the consolidated statement	 本行給付酬金之政策:秉公司治理,依公司法規定,並經本行股東會及董事會之決議 辦理。 本行給付酬金之標準與組合: 本行董事、監察人每月報酬:依股東會決議合計最高限額NT\$2,400,000元,至於 其每人每月報酬支給標準,授權董事會決定。 盈餘分配:依本行「公司章程」辦理。 			
2010	1.01	1.01	 (3)董事兼員工之員工分紅依本行「從業人員紅利分配辦法」辦理。 3.本行訂定酬金之程序:經股東會及董事會審議通過後實施。 4.本行給付酬金與經營續效之關聯性:有關董事及監察人盈餘分配、董事兼員工之員工分紅與本行經營續效具有關聯性。 5.本年度支付監察人酬金總額占稅後純益比例為1.01%,與98年相較減少0.19%,係因99年度稅後盈餘較98年度成長所致。 1.The Bank's policy for payment of compensation: pursuant to the company's management 			
2009	1.20	1.20	 and board of directors. 2. The Bank's standard and portfolio for payment of compensation : (1) monthly compensation to the Bank's directors/supervisors: the maximum limit to be NT\$2,400,000 subject to the resolution of the shareholders' meeting. The standard governing monthly compensation per person shall be subject to the decision of the board of 			
增減比率 Comparison	(0.19) (說明5) Explanation 5	(0.19) (說明5) Explanation 5	 directors; (2) distribution of earnings: subject to "the Bank's Articles of Incorporation"; (3) Bonus to directors who are also employees shall be subject to the "Rules Governing Distribution of Bonus to the Bank's Staff". 3. The Bank's procedure for fixing compensation: to be enforced upon approval of the shareholders' meeting and board of directors. 4. Correlation of the Bank's payment of compensation and business performance: There is some correlation among the distribution of earnings to directors and supervisors, bonus distributed to directors who are also employees, and the Bank's business performance. 5. Percentage of remunerations of supervisors to net income after tax was 1.20% in FY 2010, decrease by 0.19% compared to FY 2009, resulting from the net income after tax in FY 2010 more than in FY 2009. 			

3.總經理及副總經理之酬金

Remunerations of President & Exec. Vice President

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

		()	育資 A) aries	Reti	k休金(B) rement	等年 Bonus a	と特支費 等(C) nd Special nditure	盈餘分配之員工紅利金額 (D) Employees' Bonus on Earnings Distribution			
職稱	姓名	本行 BOK	合併報表內 所有公司 All	本行 BOK	nsion 合併報表内 所有公司 All	 本行 BOK	hditure 合併報表内 所有公司 All	本 BC		所有	祛 内 公司
Title	Name	BOK	All companies in the consolidated statement	BOK	companies in the consolidated statement	BOK	companies in the consolidated statement	BC 現金紅利 金額 Cash	R 股票紅利 金額 Stock		mies in the ed statement 股票紅利 金額 Stock
								dividends	dividends	dividends	dividends
總經理 President 副總經理 Exec.Vice President 副總經理 Exec.Vice President 副總經理 Exec.Vice President 副總經理 Exec.Vice President	鍾武湖 Charles W. Chung 柯俊清 Chun-Ching Ko 劉宜鐘 Yi-Jong Liou 劉興地 Shing-Dieh Liu 賴光二 Kuang-Erh Lai 劉芳男 Fang-Nan Liou	9,327,389	9,327,389	597,456	597,456	2,385,195	2,385,195	0	68,606	0	68,606

註:1.表列薪資,係99年度總經理及副總經理薪資、職務 加給、退職退休金、離職金。

 表列獎金及特支費,係99年度總經理及副總經理薪 資各種獎金、獎勵金、車馬費、特支費及各種津貼 等。另本行提供總經理座車1部,採租賃方式,99 年租金371,760元,99年度油資 38,210元;配有司機 乙名,99年報酬1,074,265元。

- 表列盈餘分配之員工紅利金額,係99年度盈餘分配 議案股東會前經董事會通過擬議配發總經理及副總 經理之員工紅利金額。
- 4.99年度實際給付退職退休金金額為5,359,138元。

Note : 1.On-balance sheet salaries, including president' and vice presidents' salary, special responsibility allowance, retirement pension, severance pay in 2010.

2.On-balance sheet bonus and special allowance, including president and vice presidents' prize, incentive, transportation allowance, special allowance, and other allowances etc. in 2010. The Bank offers one vehicle for the President, and the rent in 2010 was NT\$371,760. The fuel allowances were NT\$38,210 in 2010. One driver was offered, whose remuneration was NT\$1,074,265 in 2010.

3.On-balance sheet employees' bonus from distribution of earnings, which is the employees' bonus to be distributed as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

職稱	姓名		項總額占稅後純益之比例 C+D to Net Income 合併報表內所有公司		認股權憑證數額 es Shares Options 合併報表內所有公司	有無領取來自子公司以 外轉投資事業酬金 Whether compensation from
Title	Name	BOK	All companies in the consolidated statement	BOK	All companies in the consolidated statement	reinvested companies other than subsidiaries is received?
總經理 President	鍾武湖 Charles W. Chung					有 138,000
副總經理 Exec.Vice President	柯俊清 Chun-Ching Ko	9.74	9.74	0	0	有 132,000
副總經理 Exec.Vice President	劉宜鐘 Yi-Jong Liou	9.74	9.74	0	0	無 None
總稽核 Chief Auditor	劉興地 Shing-Dieh Liu					無 None
副總經理 Exec.Vice President	賴光二 Kuang-Erh Lai					無 None
副總經理 Exec.Vice President	劉芳男 Fang-Nan Liou					無 None

註:1.表列子公司以外轉投資事業酬金,係指本銀行董 事擔任子公司以外轉投資事業之董事、監察人或經 理人等身分所領取之報酬、酬勞、員工紅利及業務 執行費用等相關酬金。

總稽核劉興地於99.10.1退休,於100.1.18改派林仲貞接任。

Note : 1.On-balance sheet compensation to reinvested companies other than subsidiaries, i.e. such compensation as reward, remuneration, employees' bonus and expenses for execution of business received by the Bank's directors in the capacity of directors, supervisors or managers in any reinvested companies other than subsidiaries.

2.Chief Auditor Shing-Dieh Liu retired on Oct.1, 2010, and Chung-Chen Lin was appointed to be Chief Auditor on Jan.18, 2011.

^{4.}The Bank pensioned NT\$5,359,138 for employees in 2010.

BANK OF KAOHSIUNG ANNUAL REPOR

酬金級距表

Range of Remunerations

單位:新台幣元; Unit: NT\$ in 2010.01.01-2010.12.31

給付本行各個總經理及副總經理酬金級距	總經理及副總經理姓名	Name of President and Vice Presidents		
和日本日在回标型生汉的标型生产的显成中	本行	合併報表內所有公司及所有轉投資事業(E)		
Range of Remunerations	BOK	All companies in the consolidated statement and all investees		
低於2,000,000元	賴光二、劉芳男	賴光二、劉芳男		
under 2 million	Kuang-Erh Lai, Fang-Nan Liou.	Kuang-Erh Lai, Fang-Nan Liou.		
2,000,000元(含)~5,000,000元(不含) 2 million (included)~5 million (uncluded)	uang-Ein Lai, rang-Ivan Liou. 鍾武湖、柯俊清、劉宜鐘、劉興地 Charles W. Chung, Chun-Ching Ko, Yi-Jong Liou, Shing-Dieh Liu.	Mullig-Effi Lai, Failg-Ivan Liou. 鍾武湖、柯俊清、劉宜鐘、劉興地 Charles W. Chung, Chun-Ching Ko, Yi-Jong Liou, Shing-Dieh Liu.		
5,000,000元(含)~10,000,000元(不含)	無	無		
5 million (included)~10 million (uncluded)	None	None		
10,000,000元(含)~15,000,000元(不含)	無	無		
10 million (included)~15 million (uncluded)	None	None		
15,000,000元(含)~30,000,000元(不含)	無	無		
15 million (included)~30 million (uncluded)	None	None		
30,000,000元(含)~50,000,000元(不含)	無	無		
30 million (included)~50 million (uncluded)	None	None		
50,000,000元(含)~100,000,000元(不含)	無	無		
50 million (included)~100 million (uncluded)	None	None		
100,000,000元以上	無	無		
over 100 million	None	None		
總計 Total	12,378,646	12,648,646		

2010.01.01 - 2010.12.31

	項目 Item	稅後 %of Remuneration	副總經理酬金總額占 純益之比例 ns of President & Exec. Vice et Income after Tex	說 明 Remarks					
名 F	F度 Y	President 18 N 本行 BOK		 本行給付酬金之政策:本行總經理秉承董事長之命及董事會決議綜理行務,副編經理輔佐總經理辦理行務,有關給付其酬金均依本行相關規章辦理。 本行給付酬金之標準與組合: (1)薪資:總經理支付標準,依本行第6屆董事會第8次臨時會議決議辦理。副編 					
	2010	9.74	9.74	 (1)新員·總經理文付標準/最本行,第0周重事會第3次碼時會藏次藏辦理。副總經經費的,依本行,從業人員職等職級核敘及薪給支給要點」及本行「主管職務加給支給表」辦理。 (2)獎金:依本行「核發經營獎金實施要點」辦理。 (3)員工紅利:依本行「從業人員紅利分配辦法」辦理。 3.本行訂定酬金之程序:經提本行董事會審議通過後實施。 4.本行給付酬金與經營績效之關聯性:獎金及員工紅利與經營績效具有關聯性。 5.本年度支付總經理及副總經理酬金總額占稅後純益比例為9.74%,與98年相較減少9.44%,係因99年度稅後盈餘較98年度成長所致。 					
	2009	19.18	19.18	 The Bank's policy for payment of compensation: the President is responsible for handling the Bank's general affairs pursuant to the orders of the Chairman and subject to the resolution of the board of directors. The exec. vice president is responsible for assisting the President to handle the Bank's general affairs. The payment of compensation to them shall be subject to the Bank's relevant rules. The Bank's standard and portfolio for payment of compensation: (1) Salary: The standard for payment of salary to the president shall be subject to the 					
	增減比率 Comparison	(9.44) (說明5) Explanation 5	(9.44) (說明5) Explanation 5	 resolution of 8th special meeting of the board of directors of 6th term. The payment of salary to the exec. vice president shall be subject to the "Guidelines Governing Job Rank and Level of the Bank's Staff and Payment of Salary to the Staff" and "Table of Additional Payment to the Bank's Supervisors"; (2) Reward: subject to the "Implementation Points Governing the Bank's Payment of Reward"; (3) Employees' bonus: subject to the "Rules Governing Distribution of Bonus to the Bank's Staff". 3. The Bank's procedure for fixing compensation: to be enforced upon approval of the Bank's board of directors. 4. Correlation of the Bank's payment of compensation and business performance: There is some correlation between reward/employees' bonus and business performance. 5. Percentage of remunerations of president & exec. vice president to net income after tax was 9.74% in FY 2010, decrease by 9.44% compared to FY 2009, resulting from the net income after tax in FY 2010 more than in FY 2009. 					

公司治理報告



4. 配發員工紅利之經理人姓名及配發情形

Employees' bonuses to managers

單位:新台幣元;Unit:NT\$

Trite Name Amount of Stock Amount of Cash Bonus Total *** Transite Income 2021.4 (metal Manager) 時政法治 (Date W. Chang (Date State State) (Date State State) (Date State) (Date State) (Date State) (Date St	職稱		姓名	股票紅利金額	現金紅利金額	總計	總額占稅後純 益之比例
響理人 離康県 Manageri 描述研算 Fixee Vice President General 描述研算 Fixee Vice President General 描述研算 Fixee Vice President General Research Kart Vief Resi Research Kart Vief Res Exee. Chief Auditor acting Chief Lin Vang Lu Auditor Tais-Mel Hsu Basiness Management Dept. Vice President and General Manageri Research & Dovelopment Dept	Title		Name			Total	% of Total to Net
General Manager Manag	紅田人	网络羽田	铺武湖	Donus	Donus		meome
Managers 研設第四 可設示 Issee Vice President Chun-Ching Ko 副線標環 留行環 留修環境 留行環境 副線標示 到現地 Chof Audior Shing-Dich Lin 副線標示 副線線 Audior 全球 The Shing-Dich Lin 国線線 Audior 金球 Exec. Chief Audior acting Chief Tau-Ming Lu Audior 午前 The Shing-Dick Lin Basiness Management Dept., Vice President and General Manager 夏奈驿 Research & Docklopment Dept., Vice President and General Johnson Huang Vice President and General Jun-Ann Wang Manager Ež微安 A/力電波線線長 陳大市 Human Resources Dept., Vice President and General Mei-Ling Chen Administration Dept., Vice President and General Mei-Ling Chen Manager Ež微安 A/力電波線處長 陳大市 Administration Dept., Vice President and General Mei-Ling Chen Manager In-Ann Chen Vice President and General Mei-Ling Chen Administration Dept., Vice President and General Manager Human Resources Dept., Vice President and General Mei-Ling Manager Idefw Line-Nan Chen <							
Exace Vice President Chao-Ching Ko Rice Vice President 第宣鐘 Pice Vice President Yi-Jong Liou 解释性 劉興地 Chief Audior Shing-Dich Liu 副原香燈 東行通常標準 海臺灣 Pice Chief Audior acting Chief Tar-Yang Lu Audior 基在指揮 Pice Chief Audior acting Chief Tar-Yang Lu Audior 「Tar-Yang Lu Audior Kag Mag Pice State Mather acting Chief Tar-Yang Lu Audior 「Tar-Yang Lu Audior Kag Mag Business Management Dept, Ming-Ling Wu Vice President and General Ting-Lion Lin Manager Ting-Lion Lin Vice President and General Min-Ann Wang Vice President and General Minager Aufrig@Bububle ##XP# Human Resources Dept, Min-Ann Chen Vice President and General Minager Administration Dept, Trey-Shin Lee Vice President and General Minager Rafsegu Bububle <			-				
Pice Vice President and General Warfield Chef Acuitor Shing-Dieh Liu apple Chef Acuitor Shing-Dieh Liu Shing-Dieh Shing-Dieh Liu Shing-Dieh Liu Shing-Dieh Liu Shing-Dieh Liu Shing-Dieh Shing-Dieh Liu Shing-Dieh Shing-Dieh Liu Shing-Dieh Liu Shing-Dieh Shing-Dieh Liu Shing-Dieh Liu Shing-Dieh Shing-Dieh Shing-Dieh Liu Shing-Dieh Shing-Dieh Shing-Dieh Liu Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shing-Dieh Shin	Ŭ						
Exec. Vice President and General 細鏡積後(第四積) 二在接著) 在bif Auditor Yi-Jong Liu 編素積後(第1/磁積) 篇素積) Exec. Chif Auditor acting Chiel Tait-Kiañ 在 Auditor Siling-Dieh Liu 編素積 Kas Exec. Chif Auditor acting Chiel Tait-Kiañ 在 Auditor Image Chiel Tait-Kiañ Auditor acting Chiel Tait-Kiañ Auditor Image Chiel Tait-Kiañ Kas Rasking Ming-Hung Wu Image Chiel Tait-Kiañ Kas Ming-Hung Wu Image Chiel Tait-Kiañ Kas Ming-Hung Wu Image Chiel Tait-Kiañ Kas Minger Ming							
藤保裕 Chief Audior Shing-Dich Liu 副總督核米代總稽核 Evec. Chief Audior acting Chief Tai-Yang Lu Audior 上任秘書 Chief Scortary Tsui-Mei Hau 案符管理族成員 和男児 Bosiness Management Dept, Vice President and General Manager 研究発展成長長 Kreen the Specific Strategy Wing-Hung Wu Vice President and General Manager 現房管理族成長 Credit Management Dept, Vice President and General Manager 人力質源忠處長 Human Resources Dept, Vice President and General Manager 人力質源忠處長 Human Resources Dept, Vice President and General Manager 石力質源忠處長 Human Resources Dept, Vice President and General Manager 石力質源忠處長 Human Resources Dept, Vice President and General Manager 石力質源忠處長 本型受 石成管理協成長 Trey-Shin Lee Vice President and General Manager 石力質源忠處長 本型受 石成管理協成長 Trey-Shin Lee Vice President and General Manager 石質理協成長 Trey-Shin Lee Vice President and General Manager 石質理協成長 Trey-Shin Lee Vice President and General Manager 石質理協成長 Trey-Shin Lee Vice President and General Manager 石積勝等 Ligal Affair Dept, Vice President and General Manager Administration Dept, Chon-Shen Tsai Vice President and General Manager Administration Dept, Chon-Shen Tsai Vice President and Ceneral Manager Administration Dept, Chon-Shen Tsai Vice President Adminer Ad							
Chirf Auditor Shing-Dich Liu 副總稽核兼代總稽核 重歩指 Exc. Chirf Auditor acting Chirf la ³ Yang Lu Auditor 在is Yang Lu Auditor Kw零將 Chirf Scretary Tsu-Mei Hsu 東奈希室想感長 Burjics Business Management Dept, Vice President and General Manager Ming-Hung Wu Vice President and General Manager 第示券 Research & Development Dept, Vice President and General Manager Ming-Hung Wu Vice President and General Manager Ming-Hung Wu Vice President and General Manager Ming-Hung Wu Vice President and General Manager Ming-File 人力寶源/ligk長長 王進安 Credit Management Dept, Vice President and General Manager Ming-File 人力寶源/ligk長長 離六常 Administration Dept, Vice President and General Manager Min-Ling Chen Vice President and General Manager Trey-Shin Lee Vice President and General Manager Trey-Shin Lee Vice President and General Manager Trey-Shin Lee Vice President and General Manager JC. Shou-Jen Chen and General Manager Ufför@Buskgk #W?E Treasary Dept, Vice President and General Manager JC. Shou-Jen Chen and General Manager Ufför@Buskgk& DBUB### IffCC Chin Chou Vice President and General Manager							
副鍵管核亦不使應積核 産業場 Exec. Chief Auditor acting Chief Tai-Yang Lu Auditor 五日和書 徐季樹 Chief Scretary Tui-Mei Hsu 英務管理處違長 現成管管理處違長 前穴環裏處是 定escient a General Manager 現成管理處最長 Credit Management Dept., Vice President and General Manager 現成管理處最長 Credit Management Dept., Vice President and General Manager 夏信管理處最長 Credit Management Dept., Vice President and General Manager 人力實獨處最長 Luana Resources Dept., Vice President and General Manager 人力質獨處最長 LuaNan Resources Dept., Vice President and General Manager 石力質獨處最長 正U-Nan Chen Vice President and General Manager 石力質獨處最長 正u-Nan Chen Vice President and General Manager 石力質獨處處長 Trey-Shin Lee Vice President and General Manager 石術管理處最長 石市 Chief Lugal Affar Dept., Vice President and General Manager 石術電燈處長 石母Eneral Manager 石術管理處最長 Trey-Shin Lee Vice President and General Manager 石術管理處最長 Trey-Shin Lee Vice President and General Manager 石術館等理處最長 Trey-Shin Lee Vice President and General Manager 石術館等理處最長 Trey-Shin Lee Vice President and General Manager Chao-Shept., Liu-Nan Chen Vice President and General Manager Administration Dept., Vice President and General Manager Chao-Shept.,							
Exec. Chief Auditor acting Chief 主任秘書 指:Yang Lu Auditor 主任秘書 徐翠梅 Chief Secretary Tau: Mei Hsu 聚卷管理處處長 Business Management Dept, Vice President and General Manager Ming-Hung Wu Wu Wu Wu Yice President and General Manager 風險管理處處長 林丁進 Tig: Lien Lin 夏倍管理處處長 王進安 Jin-Ann Wang Wie: President and General Manager 人力資齋處處長 正法安 Jin-Ann Wang Wie: President and General Manager 人力資齋處處長 陳美伶 Mei-Ling Chen Yice President and General Manager 人力資齋處處長 陳大檜 Liu-Nan Chen Vice President and General Manager Refer Wei-Ling Chen Yice President and General Manager 人力資齋處處長 陳大檜 Chen Shaten and General Manager 人力資齋處處長 丁rey-Shin Lee Yice President and General Manager 「我你管理處處長 李翠寧 Te-Chin Chou Yice President and General Manager 「我衛寶處長長 慶奈ぞ Te-Chin Chou Yice President and General Manager 「教育管理處處長和 Liggal Affair Dept, Yice President and General Manager 「都管理處處長和 Chen-Sheet Te-Chin Chou Yice President and General Manager 「新香管理處處長長和 Chao-Sheet Tsai Yice President and General Manager							
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Manager法務處處長 Legal Affair Dept., Vice President and General Manager周德琴 Te-Chin ChouThe Chin ChouTe-Chin Chou財務管理處處長兼OBU經理 Treasury Dept., Vice President and General Manager陳守仁 J.C. Shou-Jen Chen J.C. Shou-Jen Chen Anager資訊處處長 Information Technology Dept., Vice President and General蔡肇燊 Chao-Shen Tsai		Administration Dept., Vice President and General					
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Legal Affair Dept., Vice President and General ManagerTe-Chin Chou財務管理處處長兼OBU經理 Treasury Dept., Vice President and General Manager and OBU, General Manager陳守仁 J.C. Shou-Jen Chen and General Manager資訊處處長 Information Technology Dept., Vice President and General蔡肇燊 Chao-Shen Tsai			国编辑				
Vice President and General Manager 陳守仁 財務管理處處長兼OBU經理 Treasury Dept., Vice President and General Manager and OBU, General Manager 陳守仁 資訊處處長 蔡肇燊 Information Technology Dept., Vice President and General Chao-Shen Tsai							
Manager Image: Manager 財務管理處處長兼OBU經理 陳守仁 Treasury Dept., Vice President and General Manager and OBU, General Manager J.C. Shou-Jen Chen J.C. Shou-Jen Chen and General Manager 資訊處處長 蔡肇燊 Information Technology Dept., Vice President and General Chao-Shen Tsai			Te-Chin Chou				
財務管理處處長兼OBU經理 陳守仁 Treasury Dept., Vice President and General Manager and OBU, General Manager J.C. Shou-Jen Chen 資訊處處長 蔡肇燊 Information Technology Dept., Vice President and General Chao-Shen Tsai							
Treasury Dept., Vice President and General Manager and OBU, General Manager J.C. Shou-Jen Chen 資訊處處長 蔡肇燊 Information Technology Dept., Vice President and General Chao-Shen Tsai							
and General Manager and OBU, General Manager 資訊處處長 茶肇燊 Information Technology Dept., Vice President and General							
General Manager 資訊處處長 蔡肇燊 Information Technology Dept., Vice President and General Chao-Shen Tsai		Treasury Dept., Vice President	J.C. Shou-Jen Chen				
資訊處處長蔡肇燊Information Technology Dept., Vice President and GeneralChao-Shen Tsai							
Information Technology Dept., Chao-Shen Tsai Vice President and General		-					
Vice President and General							
			Chao-Shen Tsai				
Manager							
		Manager					

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	職稱	姓名	股票紅利金額	現金紅利金額	總計	總額占稅後純 益之比例
Title		Name	Amount of Stock Bonus	Amount of Cash Bonus	Total	mi 之 丘 彻 % of Total to Net Income
	資訊處副處長兼代處長	 陳苡芬	Donus	Donus		meome
General	Information Technology Dept.,	I-Fen Chen				
lanagers	Exec.Vice President and General					
lunugers						
	Manager and Acting Vice					
	President and General Manager					
	公庫部經理	柯碧蓉				
	Municipal Treasury Dept.,	Pi-Jung Ko				
	General Manager					
	營業部經理	許月雲				
	Business Dept.,	Anna Hsu				
	General Manager					
	國外部經理	蘇明宗				
	International Banking Dept.,	Ming-Jong Su				
	General Manager					
	信託部經理	 向元慶				
	Trust Dept.,	Yuan-Chin Shiang				
	General Manager		-			
	財富管理部經理	張榮泰				
	Wealth Management Dept.,	Jung-Tai Chang				
	General Manager					
	七賢分行經理	顏景瑞				
	Chi Hsien Branch,	Chin-Tzay Yan				
	General Manager					
	鳳山分行經理	王忠輝				
	Feng Shan Branch,	Chung-Hui Wang				
	General Manager					
	前金分行經理	尤宜珍				
	Chien Chin Branch,	Yi-Chen Yu				
	General Manager					
	三民分行經理	謝燕卿				
	San Min Branch,	Yen-Ching Hsien				
	General Manager					
	左營分行經理	陳麗華				
		Li-Hwa Chen				
	Tso Ying Branch,	LI-Hwa Chen				
	General Manager		-			
	小港分行經理	蔡金錶				
	Hsiao Kang Branch,	Jin-Biau Tsai				
	General Manager					
	桃園分行經理	高全斌				
	Tao Yuan Branch,	Chuan- Pin Kao				
		Chuan- r in Kao				
	General Manager	LUCL .				
	前鎮分行經理	林啟仁				
	Chien Chen Branch,	Chi-Jen Lin				
	General Manager					
	右昌分行經理	劉秀慧				
	Yu Chang Branch,	Shiu-Hui Liu				
	General Manager					
		杜莱中	-			
	灣內分行經理	林英忠				
	Wan Nei Branch,	Ying-Chung Lin				
	General Manager					
	屏東分行經理	李文昌				
	Pin Tung Branch,	Wen-Chang Lee				
	General Manager	0				
	桂林分行經理	陳啟昌	1			
	Kwei Lin Branch,	Chi-chang Chen				
	General Manager		-			
	六合分行經理	盧如珍				
	Liu Ho Branch,	Ju-Chen Lu				
	General Manager					
	楠梓分行經理	黄世宏	-			
	11111111111111111111111111111111111111					
	Nan Tze Branch,	Shih-Hung Huang				
	Nan Tze Branch, General Manager		-			
	Nan Tze Branch,	Shih-Hung Huang 巫加成 Cia-Cheng Wu	-			

公司治理報告



司	治理報告	Corporate Governance Repor	t

	職稱	姓名	股票紅利金額	現金紅利金額	總計	總額占稅後約 益之比例
	Title	Name	Amount of Stock Bonus	Amount of Cash Bonus	Total	% of Total to Ne Income
經理人	建國分行經理	劉安和				
General	Chien Kuo Branch,	An-Ho Liu				
Managers	General Manager					
	九如分行經理	林仲貞	1			
	Chiu Ju Branch,	Chung-Chen Lin				
	General Manager					
	鹽埕簡易型分行經理	 陳慶讚	-			
	Yen Cheng Mini Branch,	Ching-Tsan Chen				
	General Manager	Ching-Isan Chen				
			-			
	草衙分行經理					
	Tsao Ya Branch,	Min-Cheng Wu				
	General Manager		-			
	板橋分行經理	吳維民				
	Banciao Branch,	Wei-Min Wu				
	General Manager					
	台南分行經理	徐連德]			
	Tai Nan Branch,	Lien-Te Hsu				
	General Manager					
	三多分行經理	嚴惠芬	1			
	San To Branch,	Hueng-Fen Yen				
	General Manager					
	大發分行經理	蘇文略	-			
	Da Fa Branch,	Wen-Lueh Su				
	General Manager	well-Luch Su				
			-			
	大直分行經理	丁文龍				
	Ta Chih Branch,	Aaron Ting				
	General Manager		-			
	台中分行經理	蔡登崑				
	Tai Chung Branch,	Duncan Tsai				
	General Manager					
	旗津簡易型分行經理	黃獻正				
	Chi Chin Mini Branch,	Hsien-Cheng Huang				
	General Manager					
	南高雄分行經理					
	Nan Kaohsiung Branch,	Shen-Wen Guo				
	General Manager					
	大昌分行經理	佘文豪	-			
	Ta Chang Branch,	示文家 Wen-Hau Sher				
	General Manager	wen-mau Shei				
		房生出	-			
	新竹分行經理	廖憲崇				
	Hsin Chu Branch,	Hsien- Chung Liao				
	General Manager		-			
	市府分行經理	黃秋琴				
	Shih Fu Branch,	Chiu-Chin Huang				
	General Manager					
	中和分行經理	黃慶堯				
	Chung Ho Branch,	Don Huang				
	General Manager					
	台北分行經理	陳威綸	1			
	Taipei Branch	Chuck Chen				
	General Manager.					
	明誠分行經理	張美珠	1			
	Min Cheng Branch,	Mei-Chu Chang				
	General Manager	inter enu enung				
	北高雄分行經理		-			
	Pei Kaohsiung Branch,	Hwa-Jen Lee				
	General Manager		-			
	博愛分行經理	王業興				
	Po Ai Branch,	Yeh-Shing Wang				
	General Manager					

註:表列員工紅利金額,係99年度盈餘分配議案股 東會前經董事會通過擬議配發經理人之員工紅 利金額。

On-balance sheet employees' bonus, i.e. the employees' bonus to be distributed to the officers as approved by the Board of Directors before the shareholders' meeting for proposal of distribution of earnings for 2010.