

SEACOAST BANKING CORP OF FLORIDA
Form DEF 14A
April 07, 2016

UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

SCHEDULE 14A

**Proxy Statement Pursuant to Section 14(a) of the
Securities Exchange Act of 1934**

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

Preliminary Proxy Statement

Confidential, for Use of the Commission Only (as permitted by Rule 14(a)-6(e)(2))

Definitive Proxy Statement

Definitive Additional Materials

Soliciting Material Pursuant to Section 240.14a-11(c) or Section 240.14a-12

SEACOAST BANKING CORPORATION OF FLORIDA

(Name of Registrant as Specified in its Charter)

(Name of Person(s) Filing Proxy Statement, if other than Registrant)

Payment of Filing Fee (Check the appropriate box):

No fee required

..

Fee computed on table below per Exchange Act Rules 14a-6(i)(4) and 0-11

(1) Title of each class of securities to which transaction applies:

(2) Aggregate number of securities to which transaction applies:

(3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (Set forth the amount on which the filing fee is calculated and state how it was determined.):

(4) Proposed maximum aggregate value of transaction:

(5) Total fee paid:

..

Fee paid previously with preliminary materials.

Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.

(1) Amount Previously Paid:

(2) Form, Schedule, or Registration Statement No.:

(3) Filing Party:

(4)

Date Filed:

2016

Proxy Statement

815 Colorado Avenue
Stuart, Florida 34994

NOTICE OF ANNUAL MEETING OF SHAREHOLDERS

Tuesday, May 24, 2016

3:00 p.m. Eastern Time

Seacoast Banking Corporation of Florida (“Seacoast”) will hold its 2016 Annual Meeting of Shareholders at Vista Room, Hawthorn Suites, 301 Lambertson Drive, West Palm Beach, Florida, on Tuesday, May 24, 2016 at 3:00 p.m. Local Time.

ITEMS OF BUSINESS

To vote on the following proposals:

1. *Election of Directors.* To re-elect five Class II directors (“Proposal 1”);
2. *Ratification of Appointment of Independent Auditor.* To ratify the appointment of Crowe Horwath LLP as independent auditors for Seacoast for the fiscal year ending December 31, 2016 (“Proposal 2”);
3. *Advisory (Non-binding) Vote on Compensation of Named Executive Officers.* To allow shareholders to endorse or not endorse the compensation of the Company’s named executive officers as disclosed in this Proxy Statement (“Proposal 3”);
4. To transact such other business as may properly come before the Annual Meeting and any adjournment or postponement thereof.

RECORD DATE

Close of business on March 23, 2016

Dennis S. Hudson, III
Chairman & Chief Executive Officer

April 7, 2016

Table of Contents

<u>GENERAL INFORMATON</u>	1
<u>Annual Meeting Information</u>	1
<u>How to Cast Your Vote</u>	1
<u>PROXY SUMMARY</u>	3
<u>Introduction</u>	3
<u>2015 Performance Highlights</u>	3
<u>Executive Compensation Program Highlights</u>	8
<u>Potential Program Changes for 2016</u>	9
<u>Summary of Voting Matters and Board Recommendations</u>	10
<u>Our Director Nominees</u>	10
<u>Board and Governance Highlights</u>	11
<u>Board Composition</u>	12
<u>CORPORATE GOVERNANCE AT SEACOAST</u>	14
<u>Our Corporate Governance Framework</u>	14
<u>Corporate Governance Principles and Practices</u>	15
<u>Governance Policies</u>	15
<u>Board Independence</u>	15
<u>Board Leadership Structure</u>	16
<u>Non-Management Executive Sessions</u>	19
<u>Committee Structure and Other Matters</u>	20
<u>Shareholder Engagement</u>	20
<u>Shareholder Feedback/Results of Shareholder Advisory Vote on Executive Compensation</u>	20
<u>Management Succession Planning and Development</u>	21
<u>Executive Officers</u>	22
<u>Management Stock Ownership</u>	22
<u>Director Nomination Process</u>	22
<u>Board Evaluation Process</u>	25
<u>Board Meeting and Board Committees</u>	26
<u>Board Meeting Attendance</u>	26
<u>Annual Meeting Attendance</u>	26
<u>Board Committees</u>	26
<u>The Board's Role in Strategy and Risk Oversight</u>	30

<u>Audit Committee Report</u>	32
<u>OWNERSHIP OF OUR COMMON SHARES</u>	34
<u>Principal Shareholders</u>	34
<u>Ownership of Directors and Executive Officers</u>	37
<u>EXECUTIVE COMPENSATION</u>	41
<u>COMPENSATION DISCUSSION & ANALYSIS</u>	41
<u>Executive Summary</u>	41
<u>2015 Performance Considerations</u>	41
<u>2015 Results versus Expectations</u>	42
<u>Our 2015 Named Executive Officers</u>	43
<u>Our Executive Compensation Design Priorities and Prohibitions</u>	48
<u>Summary of Compensation in 2015</u>	50
<u>Design Highlights of Equity Awards Issued in FY15</u>	51
<u>Overview of Executive Compensation</u>	54
<u>Compensation Philosophy and Objectives</u>	54
<u>Determining Executive Compensation</u>	56
<u>2015 Executive Compensation Actions</u>	62
<u>2015 Company Business Objectives and Performance</u>	62
<u>Compensation Paid to Our CEO</u>	63
<u>Compensation Paid to Other Named Executive Officers</u>	64
<u>Other Elements of the 2015 Compensation Program for Executive Officers</u>	67
<u>Risk Analysis of Executive Compensation</u>	68
<u>Clawback Policy</u>	69
<u>Hedging & Pledging Policy</u>	69
<u>Stock Ownership Guidelines</u>	70
<u>Impact of Deduction Limit</u>	70
<u>COMPENSATION AND GOVERNANCE COMMITTEE REPORT</u>	71
<u>EXECUTIVE COMPENSATION TABLES</u>	72
<u>2015 Summary Compensation Table</u>	72
<u>2015 Components of All Other Compensation Table</u>	74
<u>2015 Grants of Plan-Based Awards</u>	75
<u>Employment and Change in Control Agreements</u>	76
<u>Outstanding Equity Awards at Fiscal Year-End 2015</u>	80
<u>2015 Options Exercises and Stock Vested</u>	83

<u>2015 Nonqualified Deferred Compensation</u>	83
<u>Executive Deferred Compensation Plan</u>	84
<u>2015 Other Potential Post-Employment Payments</u>	86
<u>PROPOSAL 1: ELECTION OF DIRECTORS</u>	88
<u>General</u>	88
<u>Manner for Voting Proxies</u>	89
<u>Nominees to be Re-Elected at the Annual Meeting</u>	90
<u>Directors Whose Terms Extend Beyond the Annual Meeting</u>	95
<u>Candidates Selected for Future Appointment as Directors</u>	102
<u>DIRECTOR COMPENSATION</u>	103
<u>Non-Employee Director Compensation Structure</u>	103
<u>Lead Director Compensation and Agreement</u>	104
<u>Director Stock Ownership Policy</u>	105
<u>2015 Director Compensation Table</u>	105
<u>Stock Awards and Options Granted to Directors in 2015</u>	109
<u>Directors' Deferred Compensation Plan</u>	110
<u>PROPOSAL 2: RATIFICATION OF APPOINTMENT OF INDEPENDENT AUDITOR</u>	111
<u>Relationship with Independent Registered Public Accounting Firm</u>	112
<u>Independent Registered Public Accounting Firm's Fees</u>	112
<u>Pre-Approval Policy</u>	113
<u>PROPOSAL 3: ADVISORY (NON-BINDING) VOTE ON COMPENSATION OF NAMED EXECUTIVE OFFICERS (SAY-ON-PAY)</u>	114
<u>OTHER INFORMATION</u>	115
<u>Certain Transactions and Business Relationships</u>	115
<u>Related Party Transactions</u>	115
<u>Certain Family Relationships</u>	117
<u>Section 16(a) Beneficial Ownership Reporting Compliance</u>	117
<u>Other Matters</u>	118
<u>Shareholder Proposals for 2017</u>	119
<u>ADDITIONAL VOTING INFORMATION</u>	120
<u>APPENDIX A – INFORMATION REGARDING NON-GAAP FINANCIAL MEASURES</u>	A-1
<u>LOCATION OF THE 2016 ANNUAL MEETING</u> Inside Back Cover	

general information

Annual Meeting Information

Date, Time and Place: Tuesday, May 24, 2016, at 3:00 P.M. Eastern Time at Vista Room, Hawthorn Suites, 301 Lambert Drive, West Palm Beach, Florida

Street Name Holders: If your shares are held in a bank, brokerage or other institutional account, you are a beneficial owner of these shares (which is commonly referred to as “street name”). However, you are not the record holder. If your shares are held in street name, you are invited to attend the Annual Meeting; however, to vote your shares in person at meeting, you must request and obtain a power of attorney or other authority from the bank, broker or other nominee who holds your shares and bring it with you to submit with your ballot at the meeting.

How to View Proxy Materials Online:

Important Notice Regarding the Availability of Proxy Materials for the 2016 Shareholder Meeting

Our 2016 Proxy Statement and the Annual Report on Form 10-K for the year ended December 31, 2015 (referred to collectively herein as the “proxy materials”) are available online at: www.proxyvote.com or at www.seacoastbanking.com/GenPage.aspx?IID=100425&GKP=325642.

We have mailed to certain shareholders a notice of internet availability of proxy materials on or about April 7, 2016. This notice contains instructions on how to access and review the proxy materials on the internet. The notice also contains instructions on how to submit your proxy on the internet or by phone, or, if you prefer, to obtain a paper or email copy of the proxy materials.

HOW TO CAST YOUR VOTE

You may vote common shares that you owned as of the close of business on March 23, 2016, which is the record date for the meeting.

Your vote is important. Whether or not you plan to attend the meeting, we hope you will vote as soon as possible. Please review the instructions on each of your voting options described in this proxy statement, as well as in the notice you received in the mail. By voting prior to the meeting, you will help ensure that we have a quorum and that your preferences will be expressed on the matters that are being considered. If you are able to attend the meeting, you may vote your shares in person, even if you have previously voted by another means by revoking your proxy vote at any time prior to its exercise.

You may vote by any of the following methods:

BY TELEPHONE:

You can vote by calling the number on your proxy card or voting instruction form, or provided on the website listed on your notice.

BY INTERNET:

You can vote online at www.proxyvote.com.

BY MAIL:

You also may vote your shares by requesting a paper proxy card and completing, signing and returning it by mail in the envelope provided.

IN PERSON:

You can vote in person at the annual meeting. If you hold your shares in street name, you must obtain a proxy form the record holder to vote in person.

For telephone and internet voting, you will need the 16-digit control number included in your notice, on your proxy card or in the voting instructions that accompanied your proxy materials.

For shares held in employee plans, we must receive your voting instructions no later than 11:59 p.m. Eastern Time on May 17, 2016 (the “cut-off date”) to be counted. Otherwise, you may vote up until 11:59 P.M. Eastern Time the day before the meeting date.

PROXY SUMMARY

Readers of previous Seacoast proxy statements will notice significant enhancements to this year's proxy statement. Our objectives are to provide our existing and prospective shareholders, employees, customers, and other constituents with deeper insights into the transformation of our business, our near-term performance expectations, and how innovative approaches and perspectives on board and executive talent and the alignment between pay and performance are supporting our efforts to build a truly great company.

Introduction

The Board of Directors and management view 2015 as an inflection point in the implementation of our strategic vision for Seacoast. We delivered our best performance since the financial crisis of 2008 while continuing to invest in the future of the franchise, driving significant progress in the transformation of our company. Our success in executing on our strategy was buoyed by the tailwind of a strong Florida economy that added to our growth in customer households and across our products and services. These indicators suggest we are well-positioned for future success.

In this section, we summarize 2015 performance highlights and other information discussed later in this proxy statement. Please carefully review the information included throughout this proxy statement and as provided in the 2015 Annual Report on Form 10-K before you vote.

2015 Performance Highlights

Value Creation for our Shareholders

Seacoast continued its momentum in driving performance upward, through accelerated execution of our strategy. This momentum has delivered outsized results for shareholders.

Revenue grew a strong 42 percent to \$142 million.

Net income increased 288 percent to \$22.1 million from \$5.7 million, while fully diluted earnings per share tripled to 66 cents from 21 cents.

Our team is working hard for our shareholders with a short-term goal of \$1.00 adjusted earnings per share (“EPS”) for 2016, representing approximately 33% growth from our 2015 results, on the way to stronger sustainable performance.

Our balanced growth strategy combines outsized organic growth and select strategic M&A with prudent risk management to deliver consistent results.

A strong reputation in our legacy markets is augmented by our Accelerate commercial banking model, and industry-leading analytics and digital delivery, has helped us deliver:

- o An 18% increase in loans, 12% excluding acquired loans.
- o 21% growth in core deposits, 12% adjusting for acquisitions. Demand deposits represent 56% of our deposit base.
- o Households increased at a solid 8% growth rate, and by 5 percent excluding 2015 acquisitions.

We further drove results through the successful acquisition of Grand Bankshares, Inc. in Palm Beach County and accelerated growth in the attractive Orlando market where we acquired the BANKshares, Inc. in late 2014.

Through disciplined execution, our acquisitions are providing impressive internal returns for our franchise, with internal rates of return ranging from near 20% to well above that level.

¹ Non-GAAP measure; refer to Appendix A – Information Regarding Non-GAAP Financial Measures

Both acquisitions grew households-served in the first quarter following their close, significantly exceeding expectations in both markets. Seven percent household growth in our Orlando franchise beat already-impressive household growth rates attained in our legacy markets.

o Cross-sell in both Orlando and Palm Beach County outpaced already-strong cross-sell results in our overall franchise, further building value from our acquisitions.

o Looking ahead, we anticipate further gains upon the successful integration of Floridian Financial Group, Inc. and BMO Harris' Bank's Orlando banking operations during the first half of 2016.

At the same time, we've maintained prudent concentration limits and granularity in our loan portfolio. Our top ten loan relationships represent 31% of total risk-based capital, down by over 40% since 2011; average commercial loan size decreased 43% since 2011.

Our methodical transformation continues with clear evidence of success and significant implications.

Digital connectivity and big data are disrupting all industries, including community banking, ushering in the age of the consumer. Consumers are better informed and expect companies to revolve around them, not the other way around. Thus, convenience has been fundamentally redefined, to the benefit of banks that take advantage of transformational opportunities.

We recognized the implications early and, through efforts aimed at providing digital/electronic delivery to customers and through development of industry-leading technology and analytics, we have begun to drive growth and reduce costs.

o Today more than 70% of everything being done at a Seacoast branch can be accomplished by mobile phone or ATM. We have invested in our 24/7 call center, ATMs, ATM capabilities and use of mobile, while consolidating our high fixed-cost branch network.

o Over 26% of consumer accounts are using Seacoast's mobile app, following its launch only two years ago.

o More than 30% of all physical checks are deposited outside the branch as of February 2016, up from 22 percent in February 2015, driven by steady adoption of mobile check deposit along with our ATM network.

o Digitally-enabled, data-driven cross-sell has propelled consumer loan growth up nearly 50%, with approximately one-quarter of all consumer sales now taking place outside of the branch.

o Cross-sell of new deposit accounts to existing customers is up 27%, with over 15% of these sales taking place outside of the branch.

o Cross-selling of small business loans is up nearly 190 percent year over year, reflecting our focus on growing our small business portfolio.

o Since 2012, our deposits have increased 62 percent while our branch network has grown by less than 20 percent.

67% of our customers with online access use their mobile devices to access their Seacoast accounts, up from 49 percent in the first quarter of 2014. This compares to only 44 percent for peer community banks and 48 percent for big banks.

The Florida Economy continues to provide tailwinds for our franchise.

ADP's Employment Report indicated that Florida accounted for 9.4% of job growth nationally in February 2016 with just 6.3% of the nation's population, outperforming the rest of the country by 49%.

Orlando led the nation in job growth in 2015.

Comerica Bank's Comerica Economic Insights report dated January 5, 2016 stated, "Our Florida Economic Activity Index increased again in October, for the 19th consecutive month. Most components of the index were positive in October. ... The Florida economy is firmly re-established as a growth leader for the U.S."

Our engaged employee base is a tremendous asset.

In our most recent engagement survey, 80 percent of employees said they are extremely satisfied to work for Seacoast. This compares to a global average of 72 percent, according to IBM research.

We were honored that our employees voted us a "2015 Best Places to Work in Central Florida" through the *Orlando Business Journal* survey.

Numerous studies link employee engagement to positive outcomes in service, sales, quality, retention, profit and total shareholder returns.²

And our focus on customers is what makes us special.

90 years of experience has firmly established our brand and allowed us to hone our convenience service model.

Our customer satisfaction scores remain high, with 70 percent of our customers rating us a 9 or 10. Further, more than three-fourths of customers say they have recommended Seacoast to a friend.

² Forbes, September 4, 2012

Gallup indicates that “a customer who is fully engaged represents an average 23% *premium* in terms of share of wallet, profitability, revenue, and relationship growth compared with the average customer. In stark contrast, an actively disengaged customer represents a 13% *discount* in those same measures.”³

We are equipped with a unique business model that combines engaged employees and customers, a brand built through years of service to our customers and constituents, and technology that allows us to understand our customers and meet their wants and needs through the delivery channel *they* choose. We have begun to grow revenues and bring down costs as a result, while continuing to invest in those areas that will transform our company, positioning us to meet the needs of not only today’s, but tomorrow’s, customers.

We recognize that we are early in this investment and transformation, and we have started to see the success this transformation can bring to our top and bottom line results. Shareholder return figures lead us to believe that you, our shareholders, also recognize our performance trends and the opportunity our strategic direction can provide. We look forward to continuing to serve our shareholders, customers and communities in 2016 and beyond.

³ Gallup Business Journal, July 22, 2014

Executive Compensation Program Highlights

The Compensation and Governance Committee (“CGC”) took a number of actions in 2015 to better align our compensation strategies with the needs of our evolving business strategy, our commitment to good governance and effective risk management practices, and our efforts to generate superior returns for our long-term shareholders. These actions enhanced and increased the pay-for-performance emphasis of our executive compensation programs and, ultimately, the alignment of management with shareholder interests. Significant value only will be realized if we exceed our long-term performance expectations and deliver meaningful value creation for our shareholders.

Seacoast CEO FY15 Total Direct Compensation vs. Core Bank Peer Composite CEOs

Our executive compensation strategy strongly aligns our CEO and other executives with long-term shareholder interests.

Base salary is the sole form of fixed compensation. For our CEO, base salary represents less than one-half (47%) of pay.

Variable or “at risk” pay approximates or exceeds greater than one-half of the pay for our named executive officers. For our CEO, short-term incentive cash represented less than 10% of his total direct compensation for FY15.

The majority of our variable pay opportunity is delivered as performance-based stock that only can be earned if we attain or exceed minimal levels of acceptable financial or market-based goals, as approved by the CGC.

Performance-based stock is our primary form of incentive compensation, ensuring that pay outcomes closely align with shareholder returns.

Seacoast issues two types of performance-based stock awards:

Performance Share Units (PSUs) settled in shares and earned for four-year Cumulative Net Operating Income and four-year average Return on Average Tangible Common Equity, rewarding management for quality earnings growth.

Performance Stock Options that require the price per share of Seacoast's common stock to attain 120% of the exercise price before options begin to vest at a rate of 1/48 per month.

o Each type of award is subject to a risk-based vesting condition and an additional 12-month holding requirement.

Potential Program Changes for 2016

Introduction of individual performance scorecards for all of our executives, which among other things will include an EPS performance goal of \$1.00. Failure to attain this goal could result in a material reduction in the incentive cash bonus to be paid and the target value of equity to be granted in early 2017 for FY16 performance.

Replacement of Cumulative Net Operating Income in our PSU program with a multi-year EPS goal. The CGC is considering this change given investor preferences and the clarity EPS provides in evaluating our financial performance and how it is attained.

Please refer to the *Compensation Discussion and Analysis* and *The Executive Compensation Tables* in this proxy statement for additional details.

Summary of Voting Matters and Board Recommendations

Item	Proposal	Board Voting Recommendation	Vote Required
1	Re-Election of Five Class II Directors	FOR ALL	Plurality vote*
2	Ratification of Appointment of Crowe Horwath LLP as Independent Auditor for 2016	FOR	Affirmative vote of a majority of votes cast
3	Advisory (Non-binding) Vote on Executive Compensation (Say on Pay)	FOR	Affirmative vote of a majority of votes cast

* More fully described in *Proposal 1 - Election of Directors, Manner of Voting Proxies*

Our Director Nominees

You are being asked to, among other things, re-elect five Class II directors of Seacoast. All of the nominees are presently directors of Seacoast and also serve as members of the board of directors of Seacoast's principal banking subsidiary, Seacoast National Bank (the "Bank"). If elected, each director nominee will serve a three year term expiring at the 2019 Annual Meeting and until their successors have been elected and qualified. Detailed information about each nominee's background, skills and expertise can be found in *Proposal 1 – Election of Directors*.

Name	Age	Director Since	Current Occupation	Independent	No. of Other Public Boards
Dennis J. Arczynski	64	2013	Risk management, corporate governance, regulatory affairs and banking consultant		0
Maryann Goebel	65	2014	Independent IT management consultant Lead director, American Express Bank FSB;		0
Roger O. Goldman	71	2012	President & managing partner, Berkshire Opportunity Fund		0
Dennis S. Hudson, Jr.	88	1983	Retired Chairman of Company and Bank		0
Thomas E. Rossin	82	2004	Practicing attorney and management chairman, St. John, Rossin & Burr, PLLC		0

Board and Governance Highlights**INFORMATION ABOUT OUR CURRENT BOARD COMMITTEE MEMBERSHIP AND 2015 COMMITTEE MEETINGS**

Director Name	Compensation		Enterprise	
	Audit & Governance		Risk Management	
Dennis J. Arczynski ⁽¹⁾	X		X	⁽²⁾
Stephen Bohner ⁽¹⁾			X	
Jacqueline L. Bradley ⁽¹⁾				
T. Michael Crook			X	
H. Gilbert Culbreth, Jr. ⁽¹⁾	X	⁽²⁾		
Julie H. Daum ⁽¹⁾	X			
Christopher E. Fogal ⁽¹⁾	X	⁽²⁾		
Maryann Goebel ⁽¹⁾	X	X	⁽³⁾	X
Roger O. Goldman ⁽¹⁾ ⁽⁴⁾				
Dennis S. Hudson, Jr.			X	
Dennis S. Hudson, III				
Thomas E. Rossin ⁽¹⁾			X	
TOTAL MEETINGS HELD	8	10	7	

(1)

Independent Director

(2)

Committee Chairman

(3)

Effective March 22, 2016

(4) Independent Lead Director who serves as an ex-officio (non-voting) member of all committees

Director Attendance: All directors attended over 75 percent or more of the meetings of the board and board committees on which they served in 2015.

Board Composition

Over the past three years, we have recruited new talent to our board to increase diversity of thought and experience and better align overall board capability with our strategic focus. Our Chairman/CEO and our Lead Director have focused considerable attention on board development over the past four years, during which time we have added five new directors with skill sets needed to help navigate the changing environment impacting our business. As a result, our overall board composition has been significantly altered across a number of important aspects creating a vibrant board culture and unrelenting focus on creating shareholder value over the long term.

In addition, on March 23, 2016, we announced the selection of two new highly qualified individuals who we intend to appoint to our Board in 2016:

Herbert Lurie, Senior Advisor, Guggenheim Securities

Timothy Huval, Senior Vice President, Chief Human Resources Officer, Humana

We expect to appoint Mr. Lurie as a director at our April 2016 board meeting, and expect to appoint Mr. Huval as a director at a board meeting to be held after mid-year.

Below is a graphic illustration of the changes in our Board over the past three years and additions in 2016:

Currently, our board has the following characteristics:

Seacoast Policy: Ensure a balanced mix of directors with deep knowledge of Seacoast and its markets, as well as new members with fresh perspectives

Seacoast Policy: Build a diverse board with experience aligned with our strategic mission

Since 2013, we have managed the Board talent pipeline and:

added three women to our Board,
added expertise in the areas of regulatory matters, risk management, talent acquisition, corporate governance and technology, and
transitioned three retiring long-tenured directors.

As a result, we have reduced the average tenure of our non-executive directors from 13.7 years to 10.1 years and decreased the average age by nearly 4 years.

Upon appointment of the two new Board members in 2016, we will:

have additional expertise in the areas of talent acquisition, credit management, strategic planning and investment banking, and
further lower the average tenure of our non-executive directors to 8.5 years.

Our Board is committed to identifying, appointing and developing directors who reflect the diverse profiles of our existing and prospective customers and who can add significant value to its efforts to oversee Seacoast on behalf of our shareholders. Constructing an effective Board and positioning it for success are key objectives for Seacoast. Under Mr. Goldman's guidance, we have made significant progress in expanding the experience of the Board. These outcomes have increased overall Board effectiveness while increasing its agility and the velocity of decision making, which are critical inputs in the governance process given the need to outpace our competitors. Under Mr. Goldman's leadership, the Board is well-positioned to fulfill its duties to our shareholders and meet the evolving needs of Seacoast.

corporate governance at seacoast

Our Corporate Governance Framework

Board Independence

- 9 of our 12 directors are independent.
- Our CEO is the only member of management who serves as a director.
- We seek a board that, considered as a group, will possess a diversity of experience, which may, at any one or more times, include differences with respect to personal, educational or professional experience, gender, ethnicity, national origin, geographic representation, community involvement and age.

Board Refreshment & Diversity

- We have a mix of new and longer tenured directors to help ensure fresh perspectives as well as continuity and experience. The average tenure of our non-management directors is 10.1 years.

- We added five new directors to our board since 2012, including three women.
- We have three standing board committees—Audit; Compensation and Governance (“CGC”); and Enterprise Risk Management.

Board Committees

- The Audit Committee and CGC consist entirely of independent, non-management directors.
- Chairs of the committees shape the agenda and information presented to their committees.
- Our independent directors elect an independent lead director.

Strong Independent Lead Director

- Our independent lead director chairs regularly scheduled executive sessions, without management present, at which directors can discuss management performance, succession planning, board information needs, board effectiveness or any other matter.

Board Oversight of Strategy & Risk

- Our lead independent director strongly influences our strategy and direction, and facilitates our annual strategic planning sessions.
- Our Board has ultimate oversight responsibility for strategy and risk management.
- Our Board directly advises management on development and execution of the company’s strategy through an annual two-day off-site meeting and provides oversight through regular updates
- Through an integrated enterprise risk management process, key risks are reviewed and evaluated by the Enterprise Risk Management Committee (“ERMC”) before they are reviewed by the Board.
- The ERMC oversees the integration of risk management at Seacoast, monitors the risk framework, and makes recommendations to the Board regarding the Company’s risk appetite.

- The Audit Committee oversees the Company's financial risk management process.
- The CGC oversees risks and exposures related to the Company's corporate governance, director succession planning, and compensation practices to ensure that they do not encourage imprudent or excessive risk-taking.
- The CGC assists the Board with its leadership assessment and succession planning with respect to the position of CEO.
- We have a plurality vote standard for the election of directors, with a director resignation policy for uncontested elections.

Accountability

- Each common share is entitled to one vote.

Director Stock Ownership

- We have a process by which all shareholders may communicate with our Board, a Board committee or non-management directors as a group, or other individual directors.
- A personal holding of three times the annual retainer is recommended for each director, to be acquired within five years of joining the Board.

Succession Planning

- CEO and management succession planning is one of the Board's highest priorities. Our Board ensures that appropriate attention is given to identifying and developing talented leaders.
- Our board strives to continually improve its effectiveness.

Board Effectiveness

- The board meets in a director-only session prior to each regular meeting to discuss the company's business condition. Each regular meeting is followed by an executive session of non-management directors led by the lead independent director.
- The board and its independent committees annually evaluate their performance.
- Our board receives regular updates from line of business leaders regarding their area of expertise.

Open Communication

- Our directors have access to all management and employees on a confidential basis.
- Our board and its committees are authorized to hire outside consultants at their discretion and at the company's expense.

Our goal is to maintain a corporate governance framework that supports an engaged, independent board with diverse perspectives and judgment that is committed to representing the long-term interests of our shareholders. We believe our directors should possess the highest personal and professional standards for ethics, integrity and values, as well as practical wisdom and mature judgment. Therefore, our Board, with the assistance of management and the CGC, regularly reviews our corporate governance principles and practices.

Corporate Governance Principles and Practices

Governance Policies

Important elements of our corporate governance framework are our governance policies, which include:

- our Corporate Governance Guidelines

- our Code of Conduct (applicable to all directors, officers and employees)

- our Code of Ethics for Financial Professionals (applicable to the Company's chief executive officer and its chief financial officer)

- charters for each of our Board Committees

You may view these and other corporate governance documents at our investor relations website located at www.seacoastbanking.com, or request a copy, without charge, upon written request to Seacoast Banking Corporation of Florida, c/o Corporate Secretary, 815 Colorado Avenue, P. O. Box 9012, Stuart, Florida 34995.

Board Independence

Our governance principles provide that a substantial majority of our directors will meet the criteria for independence required by Nasdaq. Currently, 75 percent of our board meets our criteria for independence.

The Company's Common Stock is listed on the Nasdaq Global Select Market ("Nasdaq"). Nasdaq requires that a majority of the Company's directors be "independent," as defined by the Nasdaq's rules. Generally, a director does not qualify as an independent director if the director (or, in some cases, a member of the director's immediate family) has, or in the past three years had, certain relationships or affiliations with the Company, its external or internal auditors, or other companies that do business with the Company. The Board of Directors has determined that a majority of the Company's directors are independent directors under the Nasdaq rules. The Company's current independent directors are: Dennis J. Arczynski, Stephen E. Bohner, Jacqueline L. Bradley, H. Gilbert Culbreth, Jr., Julie H. Daum, Christopher E. Fogal, Maryann Goebel, Roger O. Goldman and Thomas E. Rossin.

Board Leadership Structure

Board leadership is provided through: 1) a combined Chairman and CEO role, 2) a clearly defined and substantial lead independent director role, 3) active committees and committee chairs, and 4) talented directors who are committed and independent-minded. At this time, the Board believes this governance structure is appropriate and best serves the interests of our shareholders.

Chairman and CEO Roles

The Board of Directors periodically assesses who should serve as Chairman and as Chief Executive Officer, and whether the offices should be combined or separate, with appropriate consideration of current facts and circumstances.

The Company's current Chief Executive Officer, Dennis S. Hudson, III, also serves as the Chairman of the Board of Directors. He has held the post of Chief Executive Officer for the past 18 years, Chairman for the past 11 years, President for the eight years prior to being named Chairman, and has also served as Chief Executive Officer of the Bank for the past 23 years. During this time, Mr. Hudson has led the Company through its growth from a local community bank to an institution with nearly \$4 billion in assets and 53 full-service branches and five commercial banking centers in 15 counties today. In light of Mr. Hudson's significant leadership tenure with the organization, his breadth of knowledge of the Company and his relationship with the institutional investor community, as well as the efficiencies, accountability, unified leadership and cohesive corporate culture that this structure provides, the Board of Directors believes it is appropriate that he serve as both Chief Executive Officer and Chairman.

Independent Lead Director

To further strengthen our corporate governance environment, our independent directors select a lead director from the independent directors if the positions of Chairman and Chief Executive Officer are held by the same person or if the Chairman of the Board is not an independent director. The role of our Lead Independent Director is described in our Corporate Governance Guidelines and in the table at the end of this section.

Our current Lead Director is Mr. Roger Goldman. He has served in this capacity since 2012. Mr. Goldman's experience includes a number of high profile leadership assignments at or on behalf of shareholders or other constituent groups at organizations significantly larger than Seacoast. The depth and breadth of his experience and his willingness and capacity to dedicate a significant portion of his time on behalf of the Board and our shareholders are key inputs in our transformative efforts. We aspire to be a significantly larger organization. Our ability to attain our

aspirations depends heavily on our success in developing and implementing innovative products and services that are easily accessible, secure, and that make a meaningful difference to our customers. His vision for our future and his “operator” level understanding of the required strategies, investments, talent needs, capabilities, infrastructure and the associated risks provide our Board with an independent and objective perspective on management’s ability to succeed. Mr. Goldman’s services are in demand by companies or opportunities that are beyond Seacoast’s traditional competitive frame for director talent. The Board hopes our shareholders share our view that we are fortunate to have him serving in the capacity of our Lead Director.

Mr. Goldman's affiliation with Seacoast enhances our reputation within the industry, improves the performance and effectiveness of the Board, and enhances our exposure with the investment community. He is uniquely suited to lead the Board during the normal course of business and in its day-to-day interactions with and oversight of management.

In addition to Mr. Goldman's efforts to ensure an effective and results-oriented Board, he engages on the Board's behalf with management and employees across the Company. Frequent active, independent, and effective engagement provides the credible challenge necessary for the Board of Directors to make informed decisions on our business and risk strategies. He also is well-positioned to assess our executive and managerial talent, succession readiness plans, and leadership development efforts, which are key to our success. Finally, his accessibility and high level of visibility within the Company provides employees with ongoing opportunities to raise issues or concerns free from management's direct influence. Mr. Goldman provides a wide array of highly valuable services to Seacoast. We believe the associated replacement costs if he were to step down from the Lead Director role are significantly greater than what we would incur to engage the skill levels and experience necessary to replicate the services he provides to the Board and our shareholders.

Mr. Goldman devotes significant time to serving as our Lead Director. While the structure of his role and scope of responsibilities are significantly greater than most other US companies, we view his contributions and level of commitment as material to the Company's success and its ongoing safety and soundness. In order to induce Mr. Goldman to accept the role of Lead Director and ensure that he is paid appropriately for his contributions and time and aligned with shareholder interests, the Board of Directors approved a compensation package that is discussed below in the "Director Compensation" section under "Lead Director Compensation and Agreement".

BOARD LEADERSHIP STRUCTURE - DEFINITION OF ROLES

Lead Independent Director Role

Full Board Meetings

- Participates in Board meetings like every other Director
- Acts as Chairperson of the Board in situations where the Chairperson/ CEO is unable to serve in that capacity, including chairing meetings of the Board in the absence of the Chairperson/CEO

Executive Session Responsibilities

- Has the authority to call meetings of the independent Directors
- Chairs executive sessions of the non-management directors
- Sets the agenda for executive sessions
- Meets separately with the Chair/CEO after executive sessions to review the matters discussed during the executive sessions

Board Communications Responsibilities

- Facilitates communication among the non-management Directors on key issues and concerns outside of board meetings
- Serves as the principal, but non-exclusive, liaison and intermediary between the CEO and the Independent Directors regarding views, concerns, and issues of the Independent Directors
- Functions as a resource to the CEO on board issues and other matters affecting the Company

Board Agenda and Information Responsibilities

- Collaborates with the Chair/CEO to set the board agenda and communicate board information
- Seeks agenda input from other Directors

External Stakeholder Responsibilities

- Reviews responses to direct shareholder communications with the Board
- If requested by major shareholder or the CEO, is available for consultation and direct communication

Chair/CEO Role

- Has the authority to request meetings of the Board of Directors and drafts the agenda for each meeting
- Chairs board meetings and annual meeting of shareholders

- Receives full feedback from Lead Independent Director on the matters discussed in executive sessions and required follow-up

- Communicates with all Directors on key issues and concerns outside of board meetings
- Expected to inform the Lead Independent Director of all significant issues facing the Company

- Drafts the Board agenda and works with Lead Independent Director to ensure that Board agendas and information is provided to the Board so it can fulfill its duties

- Represents the organization and interacts with external stakeholders and employees

**Lead Independent Director Role
Strategy and Execution Responsibilities**

- Collaborates with the Board and the CEO to establish and support appropriate short term and long term strategies, objectives, goals, and programs that support sustainable growth and profitability.

Company Operations Responsibilities

- Has no role in managing Company operations
- Officers and employees report to the CEO, not to the Lead Independent Director

Non-Management Executive Sessions

In order to give a significant voice to our non-management directors, our corporate governance guidelines provide for executive sessions of our non-management and independent directors. Our board believes this is an important governance practice that enables the board to discuss matters (such as strategy, CEO and management performance, succession planning and board effectiveness) without management present.

Our non-management directors generally meet in executive session following each regularly scheduled board meeting. Our independent directors meet separately from the other directors in regularly scheduled executive sessions at least twice annually, and at such other times as may be deemed appropriate by the Company's independent directors. Our Lead Independent Director presides at all executive sessions of the independent directors and non-management directors, and sets the agenda for such executive sessions. Any independent director may call an executive session of independent directors at any time. The independent directors met seven times in executive session in 2015. Interested parties, including the Company's shareholders, may communicate directly with non-management directors by sending written communications to Non-Management Directors, c/o Corporate Secretary, Seacoast Banking Corporation of Florida, 815 Colorado Avenue, P. O. Box 9012, Stuart, Florida 34995.

Chair/CEO Role

- Leads the management team to establish and support the development of appropriate short term and long term strategies.
- Leads the development of overall corporate and business unit objectives and goals.
- Develops and implements programs, and drives overall execution to achieve desired objectives and goals.
- Leads Company operations
- Officers and employees report to the CEO

Committee Structure & Other Matters

Oversight is also provided through the extensive work of the Board's committees – Audit; Compensation and Governance (“CGC”); and Enterprise Risk Management Committee – in key areas such as financial reporting, internal controls, compliance, corporate governance, succession planning, compensation programs and risk management. The Audit Committee and the CGC consist entirely of independent, non-management directors.

In addition, at the end of each year, the Board and each of its committees review a schedule of agenda topics to be considered in the coming year. Each Board and committee member may raise subjects that are not on the agenda at any meeting and suggest items for inclusion in future agendas.

The Company believes that the foregoing structure, policies, and practices, when combined with the Company's other governance policies and procedures, provide appropriate opportunities for oversight, discussion, evaluation of decisions and direction from the Board of Directors.

Shareholder Engagement

We engage with our shareholders to ensure that the Board and management are aware of and address issues of importance to our investors. We regularly meet with various institutional shareholders and welcome feedback from other shareholders which is considered by the Board or appropriate Board committee.

The Company's Corporate Governance Guidelines provide for a process by which shareholders may communicate with the Board, a Board committee or the non-management directors as a group, or other individual directors. Shareholders who wish to communicate with the Board of Directors, a Board committee, the Lead Director or any other directors or an individual director may do so by sending written communications addressed to the Board of Directors of Seacoast Banking Corporation of Florida, a Board committee or such group of directors or individual director, *c/o* Corporate Secretary, Seacoast Banking Corporation of Florida, 815 Colorado Avenue, P.O. Box, 9012, Stuart, Florida 34995. All communications will be compiled by the Company's Secretary and submitted to the Board of Directors, a committee of the Board of Directors or the appropriate group of directors or individual director, as appropriate, at the next regular meeting of the Board.

Shareholder Feedback/Results of Shareholder Advisory Vote on Executive Compensation

Since 2009 the Company has annually included in its proxy a separate advisory vote on the compensation paid to its executives, as disclosed in the Compensation Discussion and Analysis, the compensation tables and related proxy disclosure, commonly known as a “say-on-pay” proposal. Our say-on-pay proposals have received a high level of support from shareholders every year since 2009. At the 2015 Annual Meeting, 94.8 percent of shareholder votes cast on the say-on-pay proposal were in favor of our executive compensation program.

The Company and the CGC considered the results of the say-on-pay vote, feedback from large shareholders, and other factors in assessing Seacoast's executive compensation programs. As further discussed in this proxy statement, these other factors include: 1) the alignment of our compensation program with the long-term interests of our shareholders, 2) the evolution of our business strategy with emerging opportunities and in fulfilling customer demand for innovative products and services, and 3) the relationship between risk-taking and the incentive compensation provided to our executives. After considering these factors, the CGC restructured our executive compensation plan to place greater emphasis on long-term performance and profitability based on emerging opportunities.

The Committee will continue to monitor best practices, future advisory votes on executive compensation and other shareholder feedback to guide it in evaluating the alignment of the Company's executive compensation program with the interests of the Company and its shareholders.

Management Succession Planning and Development

Our Board understands that a strong succession framework reduces risk to the organization and therefore ensures that appropriate attention is given to identifying and developing talented leaders. Therefore, we have robust management succession and development plan which is reviewed and updated annually.

The Board maintains oversight responsibility for planning for succession with respect to the position of CEO and monitoring and advising on management's succession planning for other executive officers. The Board's goal is to have a long-term and continuing program for effective senior leadership development and succession. The Board also has short-term contingency plans in place for emergency and unexpected occurrences, such as the sudden departure, death, or disability of the CEO or other executive officers.

The CGC, working with the CEO, annually evaluates succession planning at the senior levels of management and reports the results of such evaluation to the Board, along with recommendations on management development and succession planning. The updated succession plan is reviewed and approved by the Board to ensure that competencies are in alignment with the strategic plan. The annual review of the CEO succession planning process includes a review of specific individuals identified as active CEO succession candidates, and each of those individuals is reviewed with respect to progress in his or her current job position and progress toward meeting his or her defined leadership development plan. The Company's CEO and senior management are similarly responsible for supporting "next generation" leadership development by: identifying core talent, skills and capabilities of future leaders within the Company; assessing the individuals against leadership capabilities; identifying talent and skill gaps and development needs; assisting with internal candidate development; and identifying significant external hire needs.

The Board and individual Board members may meet with, advise and assist CEO succession candidates and become familiar with other senior and future leaders in the Company. Directors are encouraged to become sufficiently familiar with the Company's executive officers to be able to provide perspective on the experience, capabilities and performance of potential CEO candidates. The Board urges senior management, as well as other members of management who have future leadership potential within the Company, to attend and present at Board meetings so that each can be given appropriate exposure to the Board. The Board may contact and meet with any employee of the Company at any time, and are encouraged to make site visits, to meet with management, and to attend Company, industry and other events.

Executive Officers

Executive officers are appointed annually at the organizational meeting of the respective Boards of Directors of Seacoast and the Bank following the annual meeting of Company shareholders, to serve until the next annual meeting and until successors are chosen and qualified.

Management Stock Ownership

As of the Record Date, based on available information, all directors, director nominees and executive officers of Seacoast as a group (17 persons) beneficially owned approximately 1,066,731 outstanding shares of Common Stock, constituting 2.8 percent of the total number of shares of Common Stock outstanding at that date. In addition, as of the Record Date, various subsidiaries of Seacoast, as fiduciaries, custodians, and agents, had sole or shared voting power over 47,326 outstanding shares, or 0.1 percent of the outstanding shares, of Seacoast Common Stock, including shares held as trustee or agent of various Seacoast employee benefit and stock purchase plans.

Director Nomination Process

The CGC serves as the nominating committee of the Company. The Committee annually reviews and makes recommendations to the full Board of Directors regarding the composition and size of the Board of Directors and its committees, and if determined necessary, recommends potential candidates to the Board for nomination for election to the Board. The goal is to ensure that the Board of Directors consists of a diverse group of members with the proper expertise, skills, personal attributes and professional backgrounds who, individually and collectively, are appropriate to achieve the Company's strategic vision and business objectives, and best serve the Company's and shareholders' long-term interests.

As part of the assessment process, the CGC evaluates whether the addition of a director or directors with particular attributes, experience, or skill sets could enhance the Board's effectiveness. The Committee identifies director candidates through business, civic and legal contacts, and may consult with other directors and senior officers. The Committee may also hire a search firm to assist it to identify, evaluate and conduct due diligence on potential director candidates. Once a candidate has been identified, the Committee confirms that the candidate meets the minimum qualifications for director nominees, and gathers information about the candidate through interviews, questionnaires, background checks, or any other means that the Committee deems to be helpful in the evaluation process. Director candidates are interviewed by the Chairman of the CGC and at least one other member of the committee. Each member of the committee participates in the review and discussion of director candidates. Where appropriate, directors who are not on the Committee are encouraged to meet with and evaluate the suitability of potential candidates. The Committee then evaluates the qualities and skills of each candidate, both on an individual basis and taking into account the overall composition and needs of the Board, and recommends nominees to the Board. The full Board formally nominates candidates for director to be included in the slate of directors presented for shareholder vote based upon the recommendations of the CGC following this process.

Given the evolving needs and business strategy of the Company, the CGC believes that the Board of Directors as a whole should have diversity of thought and experience, which may, at any one or more times, include differences with respect to personal, educational or professional experience, gender, ethnicity, national origin, geographic representation, community involvement and age. However, the CGC does not assign specific weights to any particular criteria. Its goal is to identify nominees that, considered as a group, will possess the talents and characteristics necessary for the Board of Directors to fulfill its responsibilities. In addition, each director must have the qualifications, if any, set forth in the Company's Bylaws, as well as the personal characteristics and core competencies described below as our Director Eligibility Guidelines:

Director Eligibility Guidelines

Personal Characteristics

- the highest ethical character
- a personal and professional reputation consistent with the values of the Company as reflected in its Code of Conduct
- the ability to exercise sound business judgment
- a willingness to listen to differing points of view and work in a mutually respectful manner
- the absence of any real or perceived conflict of interest that would impair the director's ability to act in the interest of shareholders

Core Competencies

- substantial business or professional experience and be able to offer meaningful advice and guidance to the Company's management based on that experience
- professional achievement through service as a principal executive of a major company, partner in a law or accounting firm, successful entrepreneur, a prominent academic or similar position of significant responsibility

The Committee also considers numerous other qualities, skills and characteristics when evaluating director nominees, such as:

· an understanding of and experience in the financial services industry, as well as accounting, finance, legal, real estate, corporate governance and technology expertise;

· leadership experience with public companies or other major organizations, as well as civic and community relationships;

· availability and commitment to carry out the responsibilities as a director;

· knowledge, experience and skills that enhance the mix of the Board's core competencies and provide a different perspective; and

· qualification as an independent director.

In addition to nominations by the Committee, any Company shareholder entitled to vote generally on the election of directors may recommend a candidate for nomination as a director by providing advance notice of such proposed nomination to the Corporate Secretary at the Company's principal offices. The written submission must comply with the applicable provision in the Company's Articles of Incorporation. To be considered, recommendations with respect to an election of directors to be held at an annual meeting must be received not less than 60 days nor more than 90

days prior to the anniversary of the Company's last annual meeting of shareholders (or, if the date of the annual meeting is changed by more than 20 days from such anniversary date, within 10 days after the date that the Company mails or otherwise gives notice of the date of the annual meeting to shareholders), and recommendations with respect to an election of directors to be held at a special meeting called for that purpose must be received by the 10th day following the date on which notice of the special meeting was first mailed to shareholders. Recommendations meeting these requirements will be brought to the attention of the Company's CGC. Candidates for director recommended by shareholders in compliance with these provisions and who satisfy the Director Eligibility Guidelines will be afforded the same consideration as candidates for director identified by Company directors, executive officers or search firms, if any, employed by the Company. In 2015, there were no shareholder nominee recommendations received.

Board Evaluation Process

Annually, our board and each committee evaluate their performance, along with processes and structure, to identify areas for enhancement. The process is described below.

Element	Description
Corporate Governance Review	The Compensation & Governance Committee reviews corporate governance principles with consideration given to generally accepted practices and feedback from investor advocacy groups and make recommendations for board changes. This Committee also oversees the process for annual board evaluations.
Annual Board & Committee Self-Evaluations	The Board and committee evaluations for 2015 were conducted through a questionnaire completed by each director or committee member.
Summary and Review	The Chief Human Resources Officer compiled and summarized the responses, including comments, which are then reviewed by Lead Director Goldman or the committee chairs, as applicable. The Lead Director discussed the individual results of the Board evaluation with each director, and presented summary results to the Board. The committee chairs discussed the results with their respective committees and the full Board.
Actions	As a result of the Board evaluation process, the Board conducted a rigorous search and assessment of potential new director candidates with experience determined during this process as important to achieving our strategic mission, resulting in the selection of Timothy Huval and Herbert Lurie as future new additions to the Company's Board.

Board Meetings and Board Committees

Board Meeting Attendance

The Board of Directors held five regular meetings, two special meetings, and one joint strategic planning meeting with the Bank's board of directors during 2015. All of the directors attended at least 75 percent of the total number of meetings of the Board of Directors and committees on which they served.

Annual Meeting Attendance

Nine of the 14 then-incumbent Directors attended the Company's 2015 annual shareholders' meeting. The Company encourages all of its directors to attend its shareholders' meetings but understands that situations may arise that prevent such attendance.

Board Committees

The Company's Board of Directors has three standing permanent committees: the Audit Committee, the CGC, and the Enterprise Risk Management Committee. These committees serve the same functions for the Company and the Bank. The current composition of each Company committee is set forth in the table under *Proxy Summary - Board and Governance Highlights*.

Each committee has a charter specifying such committee's responsibilities and duties. The Company hereby certifies that the CGC charter, which also details the Company's nomination process, is reviewed annually. The Company also certifies that the Audit Committee charter is reviewed annually. These charters are available on the Company's website at www.seacoastbanking.com or upon written request to c/o Corporate Secretary, Seacoast Banking Corporation of Florida, 815 Colorado Avenue, P. O. Box 9012, Stuart, Florida 34995.

Audit Committee

Members: Christopher E. Fogal (Chair), Dennis J. Arczynski and Maryann Goebel

Responsibilities: As set forth in the Audit Committee charter, as adopted by the full Board of Directors, this committee:

- Oversees the audit function and appraises the effectiveness of internal and external audit efforts;
- Reviews the procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters, and changes to the Company's Code of Conduct, and approves related party transactions;
- Periodically reports its findings to the Board of Directors; and
- Is comprised of members who have not participated in the preparation of the financial statements of the Company or any current subsidiary at any time during the last three fiscal years.
- Reviews Seacoast's and its subsidiaries' financial statements and internal accounting controls, and reviews reports of regulatory authorities and determining that all audits and examinations required by law are performed;
- Appoints the independent auditors, reviews their audit plan, and reviews with the independent auditors the results of the audit and management's response thereto;
- Reviews the adequacy of the internal audit budget and personnel, the internal audit plan and schedule, and results of audits performed by the internal audit staff and those outsourced to a third party;

of Meetings: This committee held eight meetings in 2015. Following these meetings, the Audit Committee met three times in private session with our independent auditor, and three times in private session without members of management present, but with a third party accounting firm who co-sources a portion of the Company's internal audit function.

Independence: Our Board has determined that each member of the committee is independent under Nasdaq and SEC rules. Our Board has also determined that Mr. Fogal is an "audit committee financial expert" as defined by Item 407 of Regulation S-K.

Compensation and Governance Committee (“CGC”)

Currently: H. Gilbert Culbreth, Jr. (Chair), Julie H. Daum and Maryann Goebel.

Members: In 2015: H. Gilbert Culbreth, Jr. (Chair), Stephen E. Bohner, Julie H. Daum and Edwin E. Walpole, III, as well as Robert B. Goldstein until his separation from service in September 2015. Mr. Walpole retired from the Board in January 2016.

Responsibilities: As set forth in its charter, and approved by the Board of Directors, this committee, among other things:

- determines the compensation of the Company’s and the Bank’s key executive officers;
- oversees the preparation of a “compensation discussion and analysis” on executive compensation and an annual compensation committee report which is included herein under “Compensation and Governance Committee Report”;
- administers the provisions of the Company’s incentive compensation plans and other employee benefits plans;
- identifies qualified individuals to serve as members of the boards of directors of the Company and/or the Bank;
- recommends to the boards of directors of the Company and the Bank the director nominees for the next annual meeting of shareholders;
- takes a leadership role in shaping corporate governance policies and practices, including recommending to the Board of Directors the corporate governance guidelines applicable to Seacoast and monitoring Seacoast’s compliance with these policies and guidelines; and
- makes recommendations to the Board of Directors concerning management development and succession planning activities at the senior levels of management, including an appropriate successor in the event of the unexpected death, incapacity or resignation of the CEO.

The CGC has the resources and authority to discharge its responsibilities, including authority to retain and terminate any compensation consulting firms, director search firms, independent legal counsel and other compensation advisers used to assist in carrying out its responsibilities. The CGC may delegate to a subcommittee consisting of two or more members, to the extent permitted by applicable law, such of its duties and responsibilities as it deems appropriate and advisable.

of Meetings: This committee held ten meetings in 2015.

Independence: Our Board of Directors has determined that each member of the committee is independent under Nasdaq and SEC rules.

CGC Interlocks and Insider Participation: None of the current or former members of the committee is a former or current officer or employee of the company or any of its subsidiaries. None of them has any relationship with the Company requiring disclosure under this caption under the rules of the SEC.

Enterprise Risk Management Committee (“ERMC”)

Members: Dennis J. Arczynski (Chair), Stephen E. Bohner, T. Michael Crook, Maryann Goebel, Dennis S. Hudson, Jr. and Thomas E. Rossin

Responsibilities: As set forth in its charter, and approved by the Board of Directors, this committee, among other things:

- monitors the risk framework to assist the full Board of Directors in identifying, considering, and overseeing critical issues and opportunities;
- evaluates strategic opportunities being considered by Seacoast from a risk perspective, highlights key risk considerations embedded in such strategic opportunities for the full Board, and makes recommendations on courses of action to the Board based on the ERMC’s evaluation;
- provides oversight of the risk management monitoring and reporting functions at Seacoast to help ensure these functions are independent of business line or risk-taking processes;
- reviews key management, systems, processes and decisions, and assesses the integrity and adequacy of the risk management function of Seacoast to help build risk assessment data into critical business systems, and reports any significant issues to the Board;
- makes recommendations to the Board regarding the Company’s risk appetite, limits and policies and reviewing the strategic plan to help ensure it aligns with the Board-approved risk appetite; and
- recommends to the Board the capital policy consistent with the Company’s risk appetite and reviewing the adequacy of Seacoast’s capital and its allocation to each line of business.

of Meetings: This committee held seven meetings in 2015.

The Board's Role in Strategy and Risk Oversight

The Board of Directors actively reviews our long term strategy and the plans and programs that management develops to implement our strategy. While the Board meets formally at least once every year to consider overall long term strategy, it generally reviews various elements of strategy, and our progress towards implementation, at every regular meeting. Under the leadership of Lead Director Goldman, our directors are active in our strategic planning process and exercise robust oversight and challenge to both strategy and implementation.

The Board believes that strategic risk is an exceptionally important risk element among a number of risks that the Company faces and works to ensure that this risk is appropriately managed in the context of the rapidly changing environment in which the Company and its customers operate. The Board does not believe this risk can be delegated and the Board as a whole regularly spends a significant amount of its time engaged with management and in executive session discussing our long term strategy, the effectiveness of our plans to implement and our progress against those plans.

The Board's committees also work to ensure that we have the right alignment to support our long-term strategic direction including: (i) an active board recruitment process focused on developing or acquiring the skill, experience and attributes of both individuals and the board as a whole needed to support our strategy, (ii) ensuring an appropriate link is established between our compensation design and our long-term strategy to encourage and reward the achievement of our long-term goals and protect shareholder value by discouraging excessive risk, and (iii) ensuring that our risk management structure can effectively manage the inherent risks that underlie our strategy.

Moreover, the Board has decided that an integral part of managing strategic risk is the appointment of a strong lead director to: i) regularly engage with the CEO on an ongoing basis, ii) interact from time to time with other key members of the management and other leaders throughout the Company to examine alignment around our chosen long-term strategy, and iii) ensure that the Board's views are considered as our strategy is further evolved through time. The Board strongly believes having an active and engaged lead director better ensures that the Board as a whole can serve as a credible challenge to management's plans and programs and increases transparency into the fast-paced changes management is implementing.

Other types of risks that the Company faces include:

- macro-economic risks, such as inflation, reductions in economic growth, or recession;

- political or regulatory risks, such as restriction on access to markets;

- event risks, such as natural disasters; and

business specific risks related to financial reporting, credit, asset/liability management, market, operational execution (corporate governance, legal and regulatory compliance), and reputation.

Our Enterprise Risk Management Committee regularly accesses our overall risk profile and oversees our risk management programs which are implemented by our chief risk officer.

Audit Committee Report

The Audit Committee is currently comprised of three directors, Christopher E. Fogal (Chair), Dennis J. Arczynski and Maryann Goebel.

The purpose of the Audit Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of Seacoast Banking Corporation of Florida (the “Company”) in its general oversight of the Company’s accounting, auditing and financial reporting practices. Management is primarily responsible for the Company’s financial statements, systems of internal controls and compliance with applicable legal and regulatory requirements. The Company’s independent registered public accounting firm, Crowe Horwath LLP, for the year ended December 31, 2015 is responsible for performing an independent audit of the consolidated financial statements and expressing an opinion on the conformity of those financial statements with accounting principles generally accepted in the United States, as well as expressing an opinion (pursuant to Section 404 of the Sarbanes-Oxley Act of 2002) on the effectiveness of internal control over financial reporting.

The members of the Committee are not professional auditors, and their functions are not intended to duplicate or to certify the activities of management and the independent registered public accounting firm, nor can the Committee certify that the Company’s registered public accounting firm is “independent” under applicable rules. The Committee serves a board-level oversight role, in which it provides advice, counsel and direction to management and the independent registered public accounting firm on the basis of the information it receives, discussions with management and the independent registered public accounting firm, and the experience of the Committee’s members in business, financial and accounting matters. To carry out its responsibilities, the Committee held eight meetings in 2015.

In the performance of its oversight responsibilities, the Committee has reviewed and discussed with management and Crowe Horwath LLP the audited financial statements of the Company for the year ended December 31, 2015. Management represented to the Committee that all financial statements were prepared in accordance with accounting principles generally accepted in the United States and that these statements fairly present the financial condition and results of operations of the Company at the dates and for the periods described. The Committee has relied upon this representation without any independent verification, except for the work of Crowe Horwath LLP. The Committee also discussed these statements with Crowe Horwath LLP, both with and without management present, and has relied upon their reported opinion on these financial statements. The Committee’s review included discussion with Crowe Horwath LLP of the matters required to be discussed under Public Company Accounting Oversight Board standards.

With respect to the Company's independent registered public accounting firm, the Committee, among other things, discussed with Crowe Horwath LLP matters relating to its independence and received from Crowe Horwath LLP the written disclosures and the letter required by applicable requirements of the Public Company Accounting Oversight Board regarding the independent accountant's communications with the Committee concerning independence.

On the basis of these reviews and discussions, and subject to the limitations of its role, the Committee recommended that the Board approve the inclusion of the Company's audited financial statements in the Company's Annual Report on Form 10-K for the year ended December 31, 2015, for filing with the Securities and Exchange Commission.

The Audit Committee:

Christopher E. Fogal, Chairman
Dennis J. Arczynski

Maryann Goebel

March 22, 2016

OWNERSHIP OF OUR COMMON SHARES

The tables below provide information regarding the beneficial ownership of our Common Stock as of March 23, 2016 (the Record Date) by:

- each of the Company's directors;
- each of the executive officers named in the Summary Compensation Table;
- all current directors and executive officers as a group; and
- each beneficial owner of more than 5%.

As of March 23, 2016, 37,916,985 shares of Common Stock were outstanding. Beneficial ownership is determined in accordance with SEC rules and regulations. Unless otherwise indicated, and subject to community property laws where applicable, the Company believes that each of the shareholders named in the tables below has sole voting and investment power with respect to the shares indicated as beneficially owned. Some of the information in the tables is based on information included in filings made by the beneficial owners with the SEC.

Principal Shareholders (5% Owners Exclusive of Directors and Officers)

The following table sets forth information regarding the number and percentage of shares of Common Stock held by all persons and entities known by the Company to beneficially own 5% or more of the Company's outstanding Common Stock. The information regarding beneficial ownership of Common Stock by the entity identified below is included in reliance on a report filed by the entity with the SEC, except that the percentage is based upon the Company's calculations made in reliance upon the number of shares reported to be beneficially owned by the entity in such report and the number of shares of common stock outstanding on March 23, 2016.

Name of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percentage of Outstanding Shares
Basswood Capital Management, LLC		
645 Madison Avenue, 10 th Floor New York, NY 10022 BlackRock, Inc.	2,385,972 ⁽¹⁾	6.3%
55 East 52 nd Street New York, NY 10055 CapGen Capital Group III LP	2,434,886 ⁽²⁾	6.4%
120 West 45 th Street, Suite 1010 New York, NY 10036 Wellington Management Group LLP	7,463,141 ⁽³⁾	19.7%
280 Congress Street Boston, MA 02210	2,645,772 ⁽⁴⁾	7.0%

According to a Schedule 13D/A filed jointly by Basswood Capital Management, LLC, Matthew Lindenbaum, Bennett Lindenbaum, and their affiliates on March 24, 2016 with the SEC with respect to Seacoast Common Stock (1) beneficially owned as of March 23, 2015, each reporting person has shared voting and dispositive powers with respect to the following number of shares of Seacoast Common Stock:

Reporting Person	# of Shares
Basswood Capital Management, LLC	2,385,972
Basswood Partners, LLC	345,038
Basswood Enhanced Long Short GP, LLC	1,132,342
Basswood Financial Fund, LP	94,299
Basswood Financial Fund, Inc.	33,044
Basswood Financial Long Only Fund, LP	26,271
Basswood Enhanced Long Short Fund, LP	1,132,342
Basswood Opportunity Partners, LP	224,468
Basswood Opportunity Fund, Inc.	162,564
Boulevard Direct Master, Ltd.	344,240
BCM Select Equity I Master, Ltd.	71,525
Matthew Lindenbaum	2,385,972

Bennett Lindenbaum

2,385,972

(2) According to a Schedule 13G filed by BlackRock, Inc. (“BlackRock”) on January 22, 2016 with the SEC with respect to Seacoast Common Stock beneficially owned as of December 31, 2015, BlackRock, Inc. has sole voting power with respect to 2,359,258 shares of Seacoast Common Stock and sole dispositive power with respect to 2,434,886 shares of Seacoast Common Stock. The Schedule 13G provides that BlackRock is a parent holding company and that the shares of Common Stock listed on the Schedule 13 are owned by various subsidiaries of BlackRock. In addition, BlackRock reported that various persons have the right to receive, or the power to direct the receipt of, dividends from, or the proceeds from the sale of, these shares of Common Stock, and that no one person is known to have more than 5% of Seacoast Common Stock.

(3) According to a Schedule 13D/A filed jointly by CapGen Capital Group III LP, (“CapGen LP”) CapGen Capital Group III LLC (“CapGen LLC”), Eugene A. Ludwig, Robert Goldstein, John W. Rose and John P. Sullivan on November 16, 2015 with the SEC with respect to Seacoast Common Stock beneficially owned by each. CapGen LLC is the sole general partner of CapGen LP, and both entities have the sole voting and dispositive power with respect to all 7,463,141 shares of Common Stock. Eugene Ludwig is the managing member of CapGen LLC and in such capacity has shared voting and dispositive power over all 7,463,141 shares of Common Stock. Messrs. Goldstein, Rose and Sullivan, along with Mr. Ludwig, are the principal members of CapGen LLC and in such capacity have shared voting and dispositive power over all 7,463,141 shares of Common Stock. According to the Schedule 13D/A, Messrs. Goldstein, Rose and Sullivan are also beneficial owners of 65,422 shares, 49,373 shares, and 9,950 shares of Seacoast Common Stock, respectively, and have sole voting and dispositive power over these shares of Common Stock.

(4) According to a Schedule 13G/A filed jointly by Wellington Management Group LLP, Wellington Group Holdings LLP, Wellington Investment Advisors Holdings LLP, Wellington Management Company LLP on February 16, 2016 with the SEC with respect to Seacoast Common Stock beneficially owned by each. Wellington Management Group LLP, Wellington Group Holdings LLP and Wellington Investment Advisors Holdings LLP, each reported to be a parent holding company, have shared voting power with respect to 2,305,043 shares of Seacoast Common Stock and dispositive power with respect to 2,645,772 shares of Seacoast Common Stock. Wellington Management Company LLP, an investment adviser, has shared voting power with respect to 2,305,043 shares of Seacoast Common Stock and dispositive power with respect to 2,589,892 shares of Seacoast Common Stock. The Schedule 13G/A provides that the shares of Common Stock listed on the Schedule 13G/A are owned of record by clients of investment advisors owned by Wellington Management Group LLP, that these clients have the right to receive, or the power to direct the receipt of, dividends from, or the proceeds from the sale of, these shares of Common Stock, and that none of these clients is known to have these rights or powers with respect to more than 5% of Seacoast Common Stock.

Ownership of Directors and Executive Officers

Name of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percentage
Dennis J. Arczynski	39,327 ⁽¹⁾	*
Stephen E. Bohner	48,965 ⁽²⁾	*
Jacqueline L. Bradley	6,463 ⁽³⁾	*
T. Michael Crook	71,800 ⁽⁴⁾	*
H. Gilbert Culbreth, Jr.	63,149 ⁽⁵⁾	*
Julie H. Daum	27,344 ⁽⁶⁾	*
Christopher E. Fogal	26,584 ⁽⁷⁾	*
Maryann Goebel	9,222 ⁽⁸⁾	*
Roger O. Goldman	193,292 ⁽⁹⁾	*
Dennis S. Hudson, Jr.	321,206 ⁽¹⁰⁾	*
Dennis S. Hudson, III	391,991 ⁽¹¹⁾	1.0%
Thomas E. Rossin	15,888 ⁽¹²⁾	*
Charles K. Cross, Jr.	22,885 ⁽¹³⁾	*
Stephen A. Fowle	16,855 ⁽¹⁴⁾	*
William R. Hahl	25,905 ⁽¹⁵⁾	*
David D. Houdeshell	26,415 ⁽¹⁶⁾	*
Charles M. Shaffer	23,123 ⁽¹⁷⁾	*
All directors and executive officers as a group (20 persons)	1,066,731	2.8%

* Less than 1%

(1) Includes 1,672 shares held in a limited liability company, as to which shares Mr. Arczynski has sole voting and investment power. Also includes 9,110 shares held jointly with his wife, as to which shares Mr. Arczynski may be deemed to share both voting and investment power. Also includes 22,126 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Arczynski has no voting or dispositive power. Also includes 3,419 shares that Mr. Arczynski has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(2) Includes 13,353 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Bohner has no voting or dispositive power. Also includes 3,419 shares that Mr. Bohner has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(3) Includes 3,184 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Ms. Bradley has no voting or dispositive power. Also includes 2,279 shares that Ms. Bradley has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(4) Includes 17,800 shares held jointly with Mr. Crook's wife and 2,800 shares held by Mr. Crook's wife, as to which shares Mr. Crook may be deemed to share both voting and investment power. Also includes 38,408 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Crook has no voting or dispositive power. Also includes 3,419 shares that Mr. Crook has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(5) Includes 10,000 shares held in an IRA, 26,000 shares held in a family limited liability company, and 8,200 shares held in a family sub-S corporation, as to which shares Mr. Culbreth has sole voting and investment power. Also includes 1,000 shares held jointly with Mr. Culbreth's children and 10,328 shares held jointly with his wife, as to which shares Mr. Culbreth may be deemed to share both voting and investment power. Also includes 5,949 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Culbreth has no voting or dispositive power.

(6) Includes 9,006 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Ms. Daum has no voting or dispositive power. Also includes 3,419 shares that Ms. Daum has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(7) Includes 4,490 shares held jointly with Mr. Fogal's wife and 738 shares held by Mr. Fogal's wife, as to which shares Mr. Fogal may be deemed to share both voting and investment power. Also includes 6,576 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Fogal has no voting or dispositive power. Also includes 3,419 shares that Mr. Fogal has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(8) Includes 5,653 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Ms. Goebel has no voting or dispositive power. Also includes 3,419 shares that Ms. Goebel has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

Includes 11,860 shares held in IRAs, as to which shares Mr. Goldman shares both voting and investment power with his wife. Also includes 1,200 shares held in a special needs trust of which Mr. Goldman's wife is trustee, as to which shares Mr. Goldman may be deemed to share voting and investment power and as to which Mr. Goldman (9) disclaims beneficial ownership. Also includes 35,908 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Goldman has no voting or dispositive power. Also includes 136,752 shares that Mr. Goldman has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

Includes 224,356 shares held by Sherwood Partners, Ltd., a family limited partnership ("Sherwood Partners"), of which Mr. Hudson and his son, Dennis S. Hudson, III, are general partners, and Mr. Hudson and his children are limited partners. Mr. Hudson may be deemed to share voting and investment power with respect to such shares, (10) but disclaims beneficial ownership, except to the extent of his 1.0% interest in Sherwood Partners. Also includes 5,949 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Hudson has no voting or dispositive power. Mr. Hudson resigned from Seacoast's Board on May 26, 2015.

Includes 224,356 shares held by Sherwood Partners, of which Mr. Hudson and his father, Dennis S. Hudson, Jr., are general partners. Mr. Hudson may be deemed to share voting and investment power with respect to such shares with the other general partners, but disclaims beneficial ownership, except to the extent of his 35.0 percent interest in Sherwood Partners and his beneficial interest in trusts having a 53.2 percent interest in Sherwood (11) Partners. Also includes 49,386 shares held jointly with Mr. Hudson's wife which were pledged as security for a margin loan, as to which shares Mr. Hudson may be deemed to share voting and investment power. Also includes 30,934 shares held in the Company's Retirement Savings Plan, and 45,212 shares that Mr. Hudson has the right to acquire by exercising options that are exercisable within 60 days after the Record Date. Also includes 280 shares held by Mr. Hudson's wife as custodian and 20 shares held by his son, as to which shares Mr. Hudson may be deemed to share both voting and investment power and as to which Mr. Hudson disclaims beneficial ownership.

Includes 200 shares held by Mr. Rossin's wife, as to which shares Mr. Rossin may be deemed to share both voting (12) and investment power and as to which Mr. Rossin disclaims beneficial ownership. Also includes 5,949 shares held in the Bank's Directors' Deferred Compensation Plan for which receipt of such shares has been deferred, and as to which shares Mr. Rossin has no voting or dispositive power.

(13) Includes 19,889 shares that Mr. Cross has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(14) All shares held jointly with Mr. Fowle's wife, as to which shares Mr. Fowle may be deemed to share both voting and investment power.

(15) Includes 10,839 shares held jointly with Mr. Hahl's wife and 78 shares held by Mr. Hahl as custodian for his granddaughters, as to which shares Mr. Hahl may be deemed to share both voting and investment power. Also includes 2,000 shares that Mr. Hahl has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(15) Includes 19,830 shares that Mr. Houdeshell has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

(16) Includes 705 shares held in the Company's Retirement Savings Plan and 778 shares held in the Company's Employee Stock Purchase Plan. Also includes 19,483 shares that Mr. Shaffer has the right to acquire by exercising options that are exercisable within 60 days after the Record Date.

EXECUTIVE COMPENSATION

COMPENSATION DISCUSSION & ANALYSIS

Executive Summary

2015 Performance Considerations

- 1. Strong total return performance over three-year and five-year periods.**

Seacoast continued its momentum in driving performance upward, through accelerated execution of our strategy. This momentum has delivered outsized results for shareholders.

- 2. Strong underlying fundamentals with plenty of room for improvement.**

Revenue grew a strong 42 percent to \$142 million.

Net income increased 288 percent to \$22.1 million from \$5.7 million, while fully diluted earnings per share tripled to 66 cents from 21 cents.

- 3. Our balanced growth strategy combines outsized organic growth and select strategic M&A with prudent risk management to deliver sustainable results.**

- 4. Our methodical transformation continues with clear evidence of success.**

- 5. Our people are highly engaged and committed to making Seacoast the premier community bank in the United States.**

- 6. The Florida Economy, recognized as a growth leader for the entire country, continues to provide tailwinds for our franchise.**

41

We have never lost sight of the importance of our customers and our role in improving the quality and financial security of their lives through innovative and value-added services that are easily accessible, secure, and difficult to replicate.

8. We see significant opportunities to grow the value of our franchise.

2015 Results vs. Expectations

Each year the CGC assesses management's performance across a variety of financial and non-financial measures. In addition to financial measures, the CGC assesses our performance in terms of the safety and soundness of the Bank using risk metrics that are important to our regulators and the investment community, the development and execution of our strategic plan, progress against long-term goals, and the capabilities and contributions of our management and other key employees. Based on the CGC's performance assessment, FY15 is viewed as a year in which the Bank exceeded expectations. This "exceeds" rating is the primary influencing factor in the CGC's pay decisions described herein for our named executive officers.

Starting with the FY16, performance will be assessed using a new scorecard process. Financial performance will be assessed in terms of our actual earnings per share ("EPS") as compared to our \$1.00 EPS goal. This EPS component is weighted 80%. The remaining 20% is based on individual goals tied to non-financial metrics that are important to our ability to drive earnings growth and margin expansion.

Our 2015 Named Executive Officers

Our named executive officers represent one-half of Seacoast's Executive Management Group ("EMG"). The EMG serves as our senior leadership team. In general, the pay considerations and decisions described for our named executive officers are applicable to the all the EMG. For 2015, our named executive officers are as follows:

Dennis S. Hudson, III CURRENT ROLE:

Chairman and CEO of Seacoast and Bank

SELECT PRIOR EXPERIENCE:

- Chairman of Seacoast since July 2005
- CEO of Seacoast since June 1998
- Chairman and CEO of the Bank since 1992
- Director of Seacoast since 1984
- 39 years of banking experience with Seacoast

OTHER AFFILIATIONS/CERTIFICATIONS:

Age: 60

Education: MBA,
Florida State University

Tenure with Seacoast:

39 years

- Member of board of directors and audit committee of Chesapeake Utilities Corporation, Dover, DE
- Board member, Miami Branch of Federal Reserve Bank of Atlanta from 2005 to 2010
- Served on boards of Martin County YMCA Foundation, Council on Aging, American Heart Association, and as Chairman of the Economic Council of Martin County

**Stephen A.
Fowle**

CURRENT ROLE:

EVP and CFO of Seacoast and Bank since April 2015

SELECT PRIOR EXPERIENCE:

- CFO of WSFS Financial Corporation, a \$4.9 billion publicly-traded financial institution in Wilmington, Delaware, from 2005 to March 2015
- CFO at Third Federal Savings and Loan Association of Cleveland, MHC, an \$8+ billion multibank holding company of 15+ subsidiaries, from 2000 to 2004

Age: 50

Education:

MBA,
Northwestern
University

OTHER AFFILIATIONS/CERTIFICATIONS:

- Member, Financial Executives International

Tenure with
Seacoast:

1 year

44

*Charles K. Cross,
Jr.*

CURRENT ROLE:

EVP of Commercial Banking of Bank since July 2013

SELECT PRIOR EXPERIENCE:

- Seacoast's SVP & Commercial Market Executive for Palm Beach County from March 2012 to July 2013
- 30 years of banking experience and thorough knowledge of Palm Beach and Broward County markets
- Market leader for EverBank in Palm Beach County, FL from August 2010 to March 2012

Age: 58

OTHER AFFILIATIONS/CERTIFICATIONS:

Education: BSBA,
University of
Florida

- Vice Chairman, District Board of Trustees of Palm Beach State College
- Member of the board of the Economic Council of Palm Beach County

Tenure with
Seacoast:

- Past board member of Florida Atlantic University College of Business Dean's Council, Boca Raton Chamber of Commerce, West Palm Beach Chamber of Commerce, Business Development Board of Palm Beach County and Black Business Investment Corporation.

4 years

45

David D. Houdeshell CURRENT ROLE:

EVP and Chief Risk Officer of Seacoast and Bank since May 2015

SELECT PRIOR EXPERIENCE:

- EVP and Chief Credit Officer of Seacoast and the Bank since June 2010
- EVP and Credit Administrative Executive for The South Financial Group in Greenville, SC for 3 years
- Chief Credit Officer of Bombardier Capital, a financial services entity of a global transportation manufacturer, for 5 years

Age: 55

Education:

MBA, The

Stonier OTHER AFFILIATIONS/CERTIFICATIONS:

Graduate

School of · Member of audit & compliance committee of Martin Health System, Stuart, FL

Banking

Tenure

with

Seacoast:

6 years

Charles M. Shaffer

CURRENT ROLE:

EVP and Community Banking Group of the Bank since 2013

SELECT PRIOR EXPERIENCE:

- Diverse experience from multiple roles including strategy, corporate finance, traditional sales, and alternative sales platforms
- SVP and Controller of Bank from 2005 to 2013

Age: 42

OTHER AFFILIATIONS/CERTIFICATIONS:

Education:

- CPA licensed in Florida

MBA, University of
Central Florida

- Chartered Global Management Accountant

- Board member, United Way of Martin County

Tenure with Seacoast:

- Board member, Girl Scouts of Southeast Florida

18 years

46

William R. Hahl

CURRENT ROLE:

EVP and Investment Officer since April 2015

SELECT PRIOR EXPERIENCE:

- Former EVP and CFO of Seacoast and the Bank from 1990 through March 2015
- 13 years with Ernst and Young

Age: 67

OTHER AFFILIATIONS/CERTIFICATIONS:

Education: MBA,
Kent State University

· CPA licensed in Florida and Ohio

Tenure with Seacoast:

· Member of the American Institute of Certified Public Accountants, Florida Institute of Certified Public Accountants and the Ohio Society of Certified Public Accountants.

26 years

47

Our Executive Compensation Design Priorities and Prohibitions

Good governance of Seacoast's executive compensation program is of paramount importance to the CGC. Over the past few years, the CGC has modified our programs to better align with business needs, emerging governance practices, shareholder expectations, and risk considerations. Highlights of these efforts are summarized in the following table, which identifies our design priorities and prohibitions.

Design Priorities (what we do)

- ü Manage our executive compensation programs to have a strong pay-for-performance orientation, as reflected in our incentive strategies, the underlying processes, and our views on the timing and appropriateness of base salary adjustments.
- ü Increase base salaries only in response to expansion of an individual's role or responsibilities or in the event of a material increase in the size or complexity of Seacoast.
- ü Fully link participation in and settlement of performance-based incentive awards to the attainment of enterprise-wide and individual performance goals.
- ü Emphasize long-term stock-based awards in our executive compensation and total incentive strategies, typically representing 65% of the total incentive value we provide to our executives.
- ü Set meaningful performance goals that align management with shareholder interests and that reflect the evolving needs of our customers.
- ü Require that risk considerations are reflected in our incentive and long-term stock-based award strategies.
- ü Provide minimal executive benefits and perquisites.
- ü Maintain executive stock ownership requirements and post-settlement holding periods for performance-based long-term stock-based awards for executives.
- ü Prohibit hedging and limit pledging of our common shares by our directors and executive officers
- ü Provide reasonable executive post-employment and change-in-control protections.
- ü The CGC discusses our CEO's performance, compensation, and future goals, in executive session in which our CEO does not participate.
- ü Our CEO's employment contract does not automatically renew.
- ü Operate with a compensation committee of independent and qualified non-employee directors.

- ü Consult with an independent consultant whose firm limits its services to only those involving our compensation and benefits programs and strategies.
- ü Require “clawback” of certain incentive-based compensation paid to current or former executive officers in the event of an accounting restatement.

Design Prohibitions (what we don’t do)

- ü No consideration of the competitiveness of individual pay elements; we manage pay competitiveness based on the all-in value of pay represented by total direct compensation.
- ü No issuance of time-based restricted stock to executives except in connection with offers of employment or individual retention or recognition programs.
- ü No repricing of underwater stock options without shareholder approval.
- ü No incentives that encourage improper risk taking.
- ü Starting with awards granted on January 29, 2015, no single trigger accelerated lapse of restrictions on unvested equity in connection with a change in control if the acquiring company assumes our awards.

Summary of Compensation in 2015

Total Direct Compensation” or “TDC” means the sum of base salary, non-equity cash bonus (except the value of cash bonuses not linked to performance), and the target value of stock awards granted during FY15, as disclosed in the Summary Compensation Table. TDC excludes “All Other Compensation”. Mr. Fowle’s TDC includes the value of his sign-on equity award. The value of this award reflects the “buy-out” value of unvested equity awards Mr. Fowle forfeited upon leaving his prior employer to join Seacoast. Mr. Hahl was paid under a transition agreement and as such his pay data are not identified in the chart.

FY15 Total Direct Compensation for Seacoast’s Named Executive Officers

Base Salary. All of our named-executive officers receive a base salary that appropriately reflects the CGC’s assessment of the individual’s skills and value to Seacoast, which positions pay within a competitive range of market practices. The CGC reviews base salaries annually. In general, we only increase base salaries to reflect an increase in the size, scope or complexity of an executive’s job.

Total Incentive. All executives are eligible to receive an award for their contributions to our success. The CGC assesses each executive’s performance at the end of each year. The performance assessment process includes the CGC’s assessment of the performance of our CEO and the CEO’s assessment of our other named executive officers. Based on this process and the CGC’s independently formed views of enterprise and individual performance, the CGC approves the total award for each executive. The total award is delivered in two parts. The first part is a cash bonus that is paid as soon as administratively feasible. The second part is delivered as performance-based stock, representing a target opportunity to earn shares of our common stock for future performance. Given our strong pay-for-performance philosophy, we deliver a significant portion of pay as performance-based stock awards. These awards typically are earned over four or more years based on predefined performance and services considerations.

Seacoast's FY15 Incentive Pay for its CEO vs. Peer Composite Practices

Performance-based stock consists of PSUs and Performance Options. The CGC, at a minimum, approves cash and performance-based stock awards that represent 35% and 65% of the total incentive award value (greater emphasis on stock for our CEO). While the mix of our incentive compensation is atypical for our industry, the CGC believes it is in the best interests of shareholders.

Design Highlights of Equity Awards Issued in FY15

Performance Share Unit ("PSU") Awards

Stock-settled Award – The award will be settled in shares of Seacoast common stock. Stock settlement ensures that investor returns will be reflected in the value of the award ultimately received.

Performance Metrics – Cumulative four-year earnings and four-year average return on average common tangible equity. Threshold, target and maximum performance levels reflect increasing percentages of double digit earnings growth. The performance range for average return on average common tangible equity reflects a range around our cost of capital.

Payout range – Threshold, Target, and maximum performance equates to an award equal to 50%, 100% and 150% of the target number of shares granted. The range of potential award outcomes reflects the CGC's views on the reasonableness of the opportunity in relation to the associated performance and risk levels. The maximum payout opportunity of 150%, along with other design features discussed below, ensure our executives are not motivated to take excessive risks.

Four-year Performance Period – A widely accepted risk reduction strategy involves extending the period over which incentive awards are earned. Extending the performance period allows additional time for adverse risk outcomes to be identified prior to the settlement of incentive awards. Extending the performance period demonstrates the CGC's commitment to effective risk management principles, while supporting our objectives to retain talent and ensure that award values reflect long-term shareholder objectives.

Catch-up Provision – The catch-up provision applies if our performance is below threshold at the end of four years. If the four-year target performance level is attained under the catch-up provision, then recipients will receive a reduced award (not to exceed 50% of target). The catch-up provision reduces the motivation for our executives to take excessive or inappropriate risks by allowing an additional year of performance. This feature also extends the holding power of our stock incentive strategy during slower economic periods that could adversely affect our growth expectations.

Tier 1 Regulatory Capital Vesting Requirement – We include Tier 1 regulatory capital compliance as an additional performance dimension to ensure that award outcomes reflect risk considerations. In the event that at the time the awards are settled our Tier 1 Capital is less than 6%, then settlement of earned shares will be delayed until Tier 1 Capital equals or exceeds 6%. Recipients must be an employee of Seacoast to receive any shares where vesting is delayed. Otherwise the award will be forfeited.

Retention of Shares – Seacoast utilizes executive stock ownership guidelines as part of our governance and risk management efforts. Starting with performance awards granted in January 2015, we also require that our executives retain 50% of the after-tax shares they receive for an additional twelve months following settlement of their awards. The retention requirement provides an additional economic incentive for management to maintain risk within acceptable limits during and after the performance period for which the award is earned.

Performance Stock Options (“Performance Options”)

Stock-settled Award – Vested options may be exercised for shares of Seacoast common stock. Stock settlement ensures that investor returns will be reflected in the value of the award ultimately received.

Performance Metric – Performance Options are issued with a stock price performance hurdle set at 120% of the exercise price of the underlying award. The use of stock price as a vesting “trigger” ensures that a satisfactory level of performance is attained before any portion of the award starts to vest.

Monthly Vesting – Extended monthly vesting addresses concerns that participants might take excessive risk to receive their awards.

Tier 1 Regulatory Capital vesting Requirement – Similar to PSUs except that vesting of options can be delayed at any point in time during the four-year vesting period. Options not exercised at the end of eight years for any reason, including delayed vesting due to non-compliance with the Tier 1 Capital Vesting Requirement, will be cancelled.

Retention of Shares – Like PSUs, 50% of the net shares received from the exercise of performance options must be retained for 12 months before they are sold.

Time-Based Restricted Stock Units

Given our strong pay-for-performance orientation, we no longer grant time-based restricted stock awards to our top executives as part of our regular performance-based stock incentive strategy. However, the CGC will consider these types of awards in connection with offers of employment or to enhance holding power (retention) of our stock incentive strategy, as was the case with Mr. Fowle.

Overview of Executive Compensation

Compensation Philosophy and Objectives

We consider a number of factors in developing Seacoast's executive compensation program. These factors include: 1) the alignment of our compensation program with the long-term interests of our shareholders, 2) the desire to pay for performance that promotes the evolution of our business strategy in light of emerging opportunities and in fulfillment of customer demand for innovative products and services, and 3) the relationship between risk-taking and incentive compensation provided to our executives.

Specifically, we have identified the following key objectives for Seacoast's executive compensation program:

Attract and Retain Talented Executives. The compensation program should provide each executive officer with a total compensation opportunity that is market competitive and provide performance-based opportunities for wealth creation. This objective is intended to ensure that there are highly competent leaders in the organization, while maintaining an appropriate cost structure for the Company.

Establish clear and enterprise-wide expectations for growth, return and risk management. The compensation program should establish a common definition of success that rewards growth and high performance, encourages long-term thinking, promotes an enterprise-wide focus and effectively manages risk.

Alignment with Shareholders. The compensation program should align executives' interests with those of the Company's shareholders, promoting actions that will have a long-term positive impact on total shareholder return.

Recognize Individual Contributions. The compensation program should reward executive officers for individual contributions to the success of the Company's operating performance. The CGC believes that over time the achievement of the Company's performance objectives is the primary determinant of share price.

Encourage Entrepreneurial Thinking. The compensation program should cultivate, encourage and sustain an entrepreneurial mentality, reward those who recognize and capitalize on market opportunities, and promote an ownership perspective.

Discourage Taking Excessive Risk. The compensation program should limit any features that could lead to a senior executive officer taking unnecessary, imprudent or excessive risks that could threaten the value of the Company.

Our business and talent strategies dictate that we seek to hire and retain entrepreneurial-minded executives who are focused on value creation, share our values and commitment to effective risk management, and possess the skills required to support our business strategies and to attain our goals and objectives.

Moreover, we have designed our compensation programs with the intent to align pay with performance. Our goals are to motivate and reward high performance levels, enhancing morale and associate engagement in order to drive superior customer service.

We view internal equity, performance and value considerations as key inputs to managing executive pay. We also consider job-based considerations, including the potential sources of executive talent, business disruption costs that could result from undesired turnover, and talent replacement costs to hire or promote individuals into vacated roles. Individual considerations include performance assessments guided by corporate and individual scorecards, the potential of each executive to move into expanded roles or take on additional leadership responsibilities, and commitment to our values, policies and procedures.

We view market pay data as an additional input in the executive compensation oversight and planning processes. Peer group selection is an important element in this process. We believe that Seacoast's complex business model requires us to identify, attract and retain talent outside of our traditional markets and industry. We view compensation as an important tool in our efforts to attain our business and talent objectives and, ultimately, to create wealth for shareholders.

In early 2015, the CGC changed the compensation program for Seacoast's executive officers. The changes resulted in a pay program that emphasizes the Company's long-term performance and profitability, promotes entrepreneurial thinking and aligns management with shareholder interests. To accomplish these objectives, in January 2015, the CGC engaged Grant Thornton, a nationally known independent consulting firm, to assist in refining its executive compensation program and in the construction of a new peer group. Details are described below under "Role of the Compensation Consultant" and "Benchmarking and Comparator Group".

The design of our executive compensation program supports our business objectives and aligns closely with shareholder interests. We also are cognizant of risk considerations, balancing significant upside earnings potential with measures of safety and soundness. The program serves the best interests of our shareholders by providing the management team with a strong performance-based incentive to grow our earnings and deliver returns that equal or exceed our cost of capital. The program helps the Bank attract and retain talented executives who are critical to our

ability to create value for our shareholders.

Determining Executive Compensation

Role of the CGC

The CGC is responsible for establishing our compensation philosophy and for overseeing our executive compensation policies and programs generally. As part of this responsibility, the CGC:

regularly meets with our executives in order to make individual assessments of their skills, capabilities and value to Seacoast

approves our executive compensation programs, including construction of our peer group, issuance of equity awards, and certification of results;

evaluates the performance of the CEO and determines the CEO's compensation;

reviews the performance of other members of executive management and approves their compensation based on recommendations made by the CEO; and

assesses our incentive strategies from a risk perspective, ensuring that earnings opportunities strike the right balance between risk and reward and that our executives are not motivated to take excessive risks.

The CGC reviews executive officer compensation to ensure that such compensation supports the business and talent needs of our business and is fully aligned with our compensation philosophies, Company and personal performance, changes in market practices and changes in individual responsibilities.

Role of the Compensation Consultant

From time to time, the CGC has engaged independent compensation consultants and advisors. In general, these consultants and advisors have provided compensation benchmarking and analytical data and have rendered advice to the CGC regarding all aspects of the committee's compensation decisions. The CGC has direct access to consultants and control over their engagement.

In January 2015, the CGC engaged Grant Thornton to conduct a review of the compensation of the Company's executive officers and assist in the construction of a more appropriate peer group in light of Seacoast's evolving business strategy. At the direction of the CGC, Grant Thornton worked with management to develop pay data reflective of the CGC's views of the types of organizations and industries from which we can reasonably expect to compete for talent. Grant Thornton also provided insight with respect to the methodology used by proxy advisory firms, performance and other characteristics of the companies considered.

In addition, Grant Thornton was engaged to provide assistance with development of a long-term equity-based incentive program for executive officers and key managers. After numerous discussions with the CGC, Grant Thornton recommended the structure of the FY15 LTE Program, which was approved by the CGC in January 2015.

In March 2015 and again in March 2016, the CGC evaluated the independence of Grant Thornton in light of SEC rules and Nasdaq listing standards, which require consideration of the following factors:

- whether any other services are provided to the Company by the consultant;
- the fees paid by the Company as a percentage of the consulting firm's total revenue;
- the policies or procedures maintained by the consulting firm that are designed to prevent a conflict of interest;

any business or personal relationships between the individual consultants involved in the engagement and a member of the CGC;

- any company stock owned by the individual consultants involved in the engagement; and

any business or personal relationships between our executive officers and the consulting firm or the individual consultants involved in the engagement.

The CGC discussed these considerations and concluded that the engagement of Grant Thornton and the services provided to the CGC by Grant Thornton did not raise any conflict of interest.

Benchmarking and Comparator Group

We last updated our executive compensation peer group in 2012. In light of significant changes in the Company and the banking industry since 2012, the CGC decided a fresh look at our compensation peer group was necessary. In considering the new peer group construction, the CGC recognized that for Seacoast to attract and retain the appropriate executive talent needed to achieve its business and talent objectives, its competitors for executive talent would extend beyond the traditional core bank compensation peer group. To develop appropriate levels of market intelligence on both the value of pay opportunities and how executives are paid ("pay practices"), the CGC directed Grant Thornton to work with management to develop pay data reflective of the CGC's views of the types of

organizations and industries from which we could reasonably expect to compete for talent.

In May 2015, the CGC determined that the bank's competitive frame for talent consists of high performing banks of similar size (generally from one-half to two and a half times Seacoast's asset base), highly regarded regional banks previously identified by the Board, and for fiscal 2015 the J.D Powers Report on the Best Regional Banks.

The CGC concluded that in addition to high performing banks of similar size, it should also consider, as a secondary market reference, the pay practices at high performing companies (financial and general industry) employing similar types of talent. The CGC does not specially consider these companies as a source of information on the value of executive compensation opportunities. Instead, the CGC focuses on pay practices, as traditional pay philosophies employed by community banks and peers do not fully align with our needs or performance expectations.

Consequently, in July 2015, with assistance from Grant Thornton, the CGC selected two distinct comparator groups for informing the CGC's judgement for executive compensation matters:

- 1) banking peer group of similar sized high performing banks (referred to here as "Core Bank Peer Group" or "Peers");
- 2) other most admired or innovative financial services companies and high-performing customer service and technology companies.

In its consideration of market data, the CGC gives primary weight to the Core Bank Peer Group, which was selected from 140 publicly traded U.S. banks of similar size (based on revenue, assets and market cap), arrayed from high to low on the basis of 3-year and 10-year total shareholder return, with further consideration given to their previous inclusion in the Company's or ISS' peer group for Seacoast, the McLagan Regional Bank Survey ("McLagan Survey"), their pay philosophy and previous participation in the U.S. Department of the Treasury's Capital Purchase Program. Our Core Bank Peer Group is now comprised of:

- | | |
|-----------------------------|-----------------------------|
| 1. Ameris Bancorp | 11. Great Southern Bancorp |
| 2. BNC Bancorp | 12. Horizon Bancorp |
| 3. Bridge Capital Holdings | 13. Lakeland Financial |
| 4. Cardinal Financial | 14. Mainsource Financial |
| 5. City Holdings | 15. Pacific Premier Bancorp |
| 6. Eagle Bancorp | 16. Renasant Corp. |
| 7. Enterprise Financial | 17. Sterling Bancorp |
| 8. Fidelity Southern | 18. Stock Yards Bancorp |
| 9. First Long Island Corp. | 19. Tompkins Financial |
| 10. German American Bancorp | 20. Washington TR Bancorp |

The comparator group we use to develop additional insights on pay practices that might be helpful to Seacoast includes: i) most admired banks regardless of size that produce the results Seacoast's expects in the future, ii) companies from perimeter industries providing credit cards, data mining services, alternative payment processing, and other specialty services that might reflect our current or future business needs and for which banking industry compensation surveys might not necessarily include, and iii) high-performing customer service and technology companies providing innovative customer service experiences or differentiating, value-adding products and services that drive significant growth in competitive markets. The CGC takes the position that no one industry or company has developed a perfect executive compensation program. For this reason, it assesses pay practices among a diverse group of companies and industries, identifying pay practices or innovative concepts that should be considered given the ongoing evolution of our business and talent needs.

The CGC does not identify a specific target level or percentile of base salary, incentive cash, or the target value of stock-based awards for our named executive officers. Instead, pay outcomes, which include the target value of stock awards to be earned for future performance, primarily are determined by internal performance considerations. The CGC's process considers the performance of the Bank, each line of business or function, and the contributions and leadership of each executive. The CGC then considers prior performance and the associated payout outcomes as part of the decision making process. At the end of the process, the CGC validates its thinking by comparing planned TDC against market pay levels. In years that our performance exceeds expectations, the CGC expects to set TDC for our named executive officers at or above the median of our Core Bank Peers. In years that our performance is below expectations, the CGC expects to set TDC set below the median of Core Bank Peers. For FY15, TDC for our CEO approximated the market 50th percentile. For our other named executive officers, exclusive of Fowle and Hahl, TDC positions pay within the market 50th and 75th percentiles. For FY16, TDC will be significantly less than FY15 if we do not attain our EPS performance goal. As a result, the competitiveness of FY16 TDC could be significantly less than the target positioning attained for FY15 performance.

The CGC believes that its approach to setting the value of pay opportunities for our named executive officers and other members of management is in the best interests of our shareholders. Our decision to include a wide array of data points and benchmarks provides a more accurate representation of potential sources and destinations of talent given the dynamic nature of business. If the CGC limited its view of market pay practices to similarly sized banks, then our ability to attract high performing executives with the skills in demand by much larger organizations would be impaired. This is evident given our recent success in hiring and retaining high performing executives who have worked for larger companies such as Bank of America Corporation, Citrix Systems, Inc., GE Capital and VISA Inc. In addition, the CGC's ability to "right size" pay based on performance, talent, and risk considerations is key to our talent management strategies and our pay-for-performance philosophy, which we view as innovative and effective in aligning our executives with long-term shareholder interests. The strong pay-for-performance orientation of our executive compensation program and the CGC's involvement and oversight of the process ensure that the value of pay realized by our executives is appropriate in relation to the overall value realized by our shareholders. Starting in fiscal 2015, the CGC assesses the realizable value of pay in relation to shareholder gains using various stock prices to ensure our strategies and programs work as intended and that shareholders are the primary beneficiaries of management's success.

Past Structure	Current Structure	Reason(s) for Change
<p>PEER GROUP:</p> <p>Peer group of publicly-held regional banks of similar size, business model and financial performance</p>	<p>An expanded group financial services companies consisting of core bank peers and most admired banks, and to a lesser extent, size-adjusted pay levels for select companies beyond the banking industry.</p>	<p>Our business model requires us to compete with these groups for executive talent in order to achieve our business objectives related to growth, innovation and profitability.</p>
<p>BASE SALARY, total incentive & TDC:</p> <p>Generally targeted at or around the 50th percentile of comparable positions</p>	<ul style="list-style-type: none"> · No specific target level or percentile of pay relative to comparable positions · Pay decisions reflect the performance of the Company and each executive in relation to prior year pay and performance, planning considerations, and pay relationship to market pay levels and pay practices of peer group · Competitiveness will vary based on performance in terms of the calibration of total incentive awards and amounts ultimately earned from our long-term stock incentive program 	<ul style="list-style-type: none"> · Improve pay for performance linkage · Align pay with overall value of each individual to Seacoast
<p>CASH BONUS:</p> <p>Cash bonuses at the discretion of the CGC</p>	<p>Performance scorecards serve as the basis for cash bonuses and the target value of performance-based long-term incentive/equity awards granted since January 2015</p>	<p>Establish clear expectations for individual goals as well as link with enterprise-wide growth, return and risk management objectives</p>
<p>EQUITY:</p> <p>Designed with 3 equity components (PSUs, RSAs and stock options) each with a different time horizon and performance measure (although plan was never fully implemented)</p>	<p>Simplified structure with 2 components, PSUs and stock options, both with a long-term emphasis, but weighted more heavily with PSUs</p>	<ul style="list-style-type: none"> · Performance-based, shareholder-friendly award structures · PSUs allow for upside in underlying shares, providing direct linkage between potential award payouts and management's success at driving earnings growth and improving returns without inappropriate risk taking · Performance Options first require that shareholders receive a meaningful return before option begins to vest

Past Structure	Current Structure	Reason(s) for Change
Greater percentage of TDC in base salary and cash compensation	<ul style="list-style-type: none"> · Meaningful stock-based award opportunities "right-sized" for company and individual performance considerations and needs · Approximately 50% or more of TDC for our named executive officers was delivered as performance-based pay. 	<ul style="list-style-type: none"> · Provide more compensation contingent upon achievement of performance goals or our stock's performance · Aligns more closely with the shareholder interests · Continuously recalibrate performance expectations and promote consistent improvement
Occasional grants	Annual award cycles	<ul style="list-style-type: none"> · Enhance retention of management team · Enhance long-term performance accountability
Performance period for PSUs of 3 years or less	Extended PSU performance period to 4 years, with an opportunity for reduced awards after five years	<ul style="list-style-type: none"> · Improves retention · Augment alignment with shareholder interests
Risk considerations addressed indirectly through stock ownership requirements	Risk considerations serve as an additional vesting requirement on both PSUs and Performance Options	Provide executives with an economic incentive to deliver sustainable results within a risk appropriate framework

2015 Executive Compensation Actions

2015 Company Business Objectives and Performance

Seacoast's strategic architecture in 2015 focused on three core principles of: 1) control through effective risk management and regulatory compliance, 2) profit through expense management, revenue enhancement and balance sheet management, and 3) growth through new customer acquisition and engagement, innovation, and market expansion.

To gauge our success over time, we used the following financial measurements, which we believe are important factors to improving shareholder value:

.	Adjusted Earnings per Share ("EPS" ⁴)
.	Adjusted Net Income ⁴
.	Return on Tangible Common Equity

By executing our strategic initiatives that support our core principles, Seacoast made significant progress in the following areas in 2015:

Our other achievements in 2015 include:

The successful acquisition and integration of Grand Bankshares, Inc., which expanded our presence in northern Palm Beach County, Florida;

⁴ Non-GAAP measure; refer to Appendix A – Information Regarding Non-GAAP Financial Measures

· The acquisition of a factoring portfolio, personnel and infrastructure in Boynton Beach, Florida;

Signed agreements to acquire Floridian Financial Group, Inc. and BMO Harris Bank's Orlando branch network, which have received regulatory approvals and are expected to close in early 2016. Combined, these acquisitions will expand our presence in Orlando and Daytona Beach markets to nearly \$1B in total deposits, rivaling the size of our legacy South Florida franchise.

Compensation Paid to Our CEO

Dennis. S. Hudson, III, Chairman of the Board and Chief Executive Officer

Key Influences in the CGC's Decision Process

- Asset base has increased by 63% since 2012
- Significant talent upgrades within executive management during the previous three years
- Strong credit quality and appropriate risk management
- Net income of \$16.4 million for 2015
- Attainment of growth and strategic initiatives measured by household growth, accretive acquisitions, increased percentages of new accounts and loans originated through alternative channels, and a lower fixed cost structure
- Solutions for several executive officer positions
- Associate engagement and enterprise-wide alignment with the business strategy
- Community outreach and increased ownership by customers and local investors in Seacoast stock

FY15 Pay Outcomes

- Annualized Base Salary Increase to \$550,000 effective on April 1, 2015 (Mr. Hudson had not received a base salary increase since 2006.)
- Cash Bonus of \$100,000
- Performance-based Stock Award of \$454,049
- Performance Option of \$39,773
- All Other Compensation of \$42,434

Compensation Paid to Other Named Executive Officers

Charles K. Cross, Jr., Executive Vice President, Commercial Banking Group

Key Influences in the CGC's Decision Process

- Exceeded goals for growing commercial banking loans and loans outstanding
- Increased efficiency and staffing capabilities, resulting in unit profitability that exceeded FY15 plan
- Retained and integrated loan portfolio clients from acquired banks into Seacoast's portfolio
- Led integration of acquired factoring business and development of strategy to optimize operations and increase profitability, both of which are running ahead of plan
- Identified and implemented development plans for key staff within the Commercial Banking line of business
- Actively supported our strategic collaboration efforts and acceleration of the integration and transformation of our business

FY15 Pay Outcomes

- Annualized Base Salary set at \$275,000 effective on March 1, 2015
- Cash Bonus of \$125,000
- Performance-based Stock Award of \$249,443
- Performance Option of \$21,850
- All Other Compensation of \$29,285

David D. Houdeshell, Chief Risk Officer

Key Influences in the CGC's Decision Process

- Took on the role of Chief Risk Officer, while retaining the responsibilities of Chief Credit Officer
- Strengthened and maintained credit quality despite a significant increase in organic loan growth and acquired loan growth
- Improved processes across Commercial, Consumer, Small Business Solutions and Alternative Channel platform
- Improved process supporting portfolio monitoring, driving gains in efficiency without degrading quality via rules-based decision making for 15-20% of applicant flow
- Delivered meaningful improvement in the transformation of our Loan Operations unit
- Enhanced Seacoast's enterprise risk management capabilities, processes and procedures
- Improved efficiency and effectiveness of the Enterprise Risk Management Committee (ERMC) by improving its agenda and quality of materials
- Identified and implemented development plans for key staff within credit and risk functions
- Actively supported our strategic collaboration efforts and acceleration of the integration and transformation of our business

FY15 Pay Outcomes

- Annualized Base Salary set at \$265,000 effective on March 1, 2015
- Cash Bonus of \$75,000
- Performance-based Stock Award of \$163,559
- Performance Option of \$14,327
- All Other Compensation of \$17,911

Charles M. Shaffer, Executive Vice President, Community Banking Group

Key Influences in the CGC's Decision Process (these need additional work!) FY15 Pay Outcomes

- Exceeded goals for growing households, deposits, loans outstanding, and consumer and small business commitments
 - Led transformation in sales and service activities by driving growth through alternate channels, optimization of our footprint, and making continuous improvements in our ATM strategy and capabilities
 - Upgraded staff capabilities in key areas
 - Delivered double digit revenue increases in brokerage and trust units
 - Identified and implemented development plans for all key staff within the Community Banking line of business
 - Actively supported our strategic collaboration efforts and acceleration of the integration and transformation of our business
- Annualized Base Salary set at \$250,000 effective on March 1, 2015
 - Cash Bonus of \$100,000
 - Performance-based Stock Award of \$204,606
 - Performance Option of \$17,923
 - All Other Compensation of \$22,218

The Company did not set individual goals for fiscal year 2015 for either William R. Hahl or Stephen A. Fowle. Mr. Hahl was replaced by Mr. Fowle as Executive Vice President and Chief Financial Officer on April 3, 2015. Because Mr. Fowle joined the Company after the completion of the Company's goal-setting process, his performance was based on his achievement of the following:

· Coordinated successful acquisition efforts, including acquisition of Floridian Financial Group, Inc. and purchase of BMO Harris Bank's Orlando banking operations;

· Reorganized Seacoast's investor relations efforts, and communicated Seacoast's strategies and outlook to key investors; and

· Updated our Financial Department's orga