



Oregon State Credit Union
Notice of Officials Compensation
(March 2019)

Oregon State Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors and Supervisory Committee (Officials) as allowed by Oregon law and the Credit Union's Bylaws.

Responsibilities of Officials. The Board of Directors is responsible for the general direction and control of the Credit Union. The Directors serve on multiple committees and meet regularly to establish the strategic plan, annual budget and policies, and review the Credit Union's financial performance.

Oregon State Credit Union Financial Performance. Oregon State Credit Union has consistently achieved strong financial performance that supports reasonable compensation. Oregon State Credit Union delivers competitive financial services to our members while ensuring the safety and soundness of the Credit Union.

Due Diligence. The Oregon State Credit Union Board has conducted due diligence research on compensation structures and compensation levels of credit unions, other financial institutions and non-profit organizations of proportional size, complexity, mission and financial performance as Oregon State Credit Union.

Compensation Schedule for 2019. The Credit Union provides reasonable compensation in the form of an annual stipend, paid monthly on the last day of the month, based on the leadership and position held.

Table with 2 columns: Position and Compensation Amount. Rows include Board Chair (\$20,000), Director (\$14,000), Board Governance & Nominating Committee Chairs (additional) (\$ 2,000), Supervisory Committee Chair (\$10,000), and Supervisory Committee Member (\$ 7,000).

Compensation Paid in 2018

The Board Directors and Supervisory Committee members were paid the following amounts in 2018.



<u>Name</u>	<u>Compensation Received</u>
Shannon Cruz, Board Chair .....	\$ 15,000
Jay Conroy, Director & Board Governance Committee Chair .....	\$ 12,000
Tim Rocak, Director & Nominating Committee Chair .....	\$ 12,000
Nadine Davidson, Director.....	\$ 10,500
Thomas Elzinga, Director .....	\$ 10,500
Ana Lu Fonseca Tapia, Director .....	\$ 2,333
Michael Green, Director.....	\$ 10,500
Kelley Kaiser, Director .....	\$ 10,500
Jim Patterson, Director .....	\$ 10,000
Elizabeth Bell, Supervisory Committee Member .....	\$ 5,250
Jamie Hughes, Supervisory Committee Member .....	\$ 5,250

For additional information, please contact the Board at [Board@oregonstatecu.com](mailto:Board@oregonstatecu.com).