



Oregon State Credit Union®

Notice of Officials Compensation

February 2026

Oregon State Credit Union has adopted a Compensation Policy, consistent with Oregon law and the Credit Union's Bylaws, to provide reasonable compensation for its Board of Directors, Supervisory Committee, and Associate Director (Officials). The Board believes that offering an annual stipend, determined by each Official's leadership role and position, not only acknowledges the varying time commitments of these positions but also enhances the Credit Union's ability to attract and retain qualified individuals to represent its membership. The Credit Union structure consists of nine Board members, three Supervisory Committee members, and one Associate Director.

Responsibilities of Officials. The Board of Directors guides the Credit Union's strategy, serves on committees, and oversees planning, budgeting, policy, and financial reviews. The Supervisory Committee ensures accurate financial statements and member accounts. The Associate Director position is a bench-building role that prepares future leaders through structured governance experience. Oregon State Credit Union's size and complexity require Officials with financial knowledge, diverse skills and dedication to meet the management demands of a competitive and highly regulated financial services industry. The time and effort required of Officials for meeting preparation and attendance, regulatory training, and ongoing education justify fair and reasonable compensation.

Oregon State Credit Union Financial Performance. Oregon State Credit Union's strong financial performance enables reasonable compensation and ensures member services remain competitive and secure. The Credit Union maintains net worth above regulatory requirements and manages operational risk effectively.

Due Diligence. The Oregon State Credit Union Board reviewed compensation data from similar credit unions, banks, and nonprofits to ensure its Officials' compensation is reasonable and aligns with industry standards. Given the Credit Union's strong financial position and mission, the Board set a compensation schedule consistent with its peers.

Compensation Schedule for 2026. The following compensation was approved for the Board of Directors, Supervisory Committee members, and Associate Director for the period April 2026 through March 2027:

Board Chair	\$27,000
Director	\$18,000
Board Governance & Nominating Committee Chairs (additional)	\$4,000
Supervisory Committee Chair	\$14,000
Supervisory Committee Member	\$9,500
Associate Director	\$7,000

Compensation Paid in 2025

The Board Directors, Supervisory Committee and Associate Director members were paid the following amounts in 2025.

<u>Name</u>	<u>Compensation received</u>
Rebecca Badger, Director.....	\$23,857.02
Served as Nominating Committee Chair January through April 2025 and Board Chair April through December 2025	
Jay Conroy, Director.....	\$16,000.08
Nadine Davidson, Director.....	\$16,000.08
Ana Lu Fonseca, Director.....	\$16,000.08
Michael Green, Director.....	\$17,200.08
Served as Board Governance Committee Chair January through April 2025	
Kelley Kaiser, Director	\$18,218.82
Served as Board Chair January to April 2025	
Tim Rocak, Director	\$18,400.08
Served as Board Governance Committee Chair May through December 2025	
Mary Beth Altmann Hughes, Director.....	\$18,400.08
Served as Board Nominating Committee Chair May through December 2025	
Jamie Hughes, Director	\$16,000.08
Jon Sassaman, Supervisory Committee Member	\$12,500.04
Served as Supervisory Committee Chair	
Carl Britsch, Supervisory Committee Member	\$8,500.08
Ken Provencher, Supervisory Committee Member	\$8,500.08
Colin Campi, Associate Director	\$4,500.00
Served as Associate Director April through December 2025	

For additional information, please contact the Board at Board@oregonstatecu.com.