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2021 Top Credit Unions CEO and Senior Executive Total Compensation Survey

The Top Credit Unions CEO and Senior Executive Total Compensation Survey can help you attract and retain top talent.

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Top Credit Unions CEO and Senior Executive Total Compensation Survey

Pearl Meyer's Top Credit Union CEO and Senior Executive Total Compensation Survey provides you the depth of data you need to evaluate your top executive compensation practices for 27 top positions at large credit unions.

COMPREHENSIVE

- 879 Employees
- **Exclusive Insight** into Peer Policies & Practices

CREDIBLE

- 74 Institutions
- $1B – $111B+ in assets
- Rigorous quality assurance process

CUSTOMIZED

- Dedicated account manager
- Online tools for easy data submission and analysis

Survey results validate your compensation strategy and enable you to:

- Analyze compensation trends by asset size.
- Understand what incentives are becoming more wide-spread.
- Isolate key pieces of data based on your unique needs.

The Top Credit Unions CEO and Senior Executive Total Compensation Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

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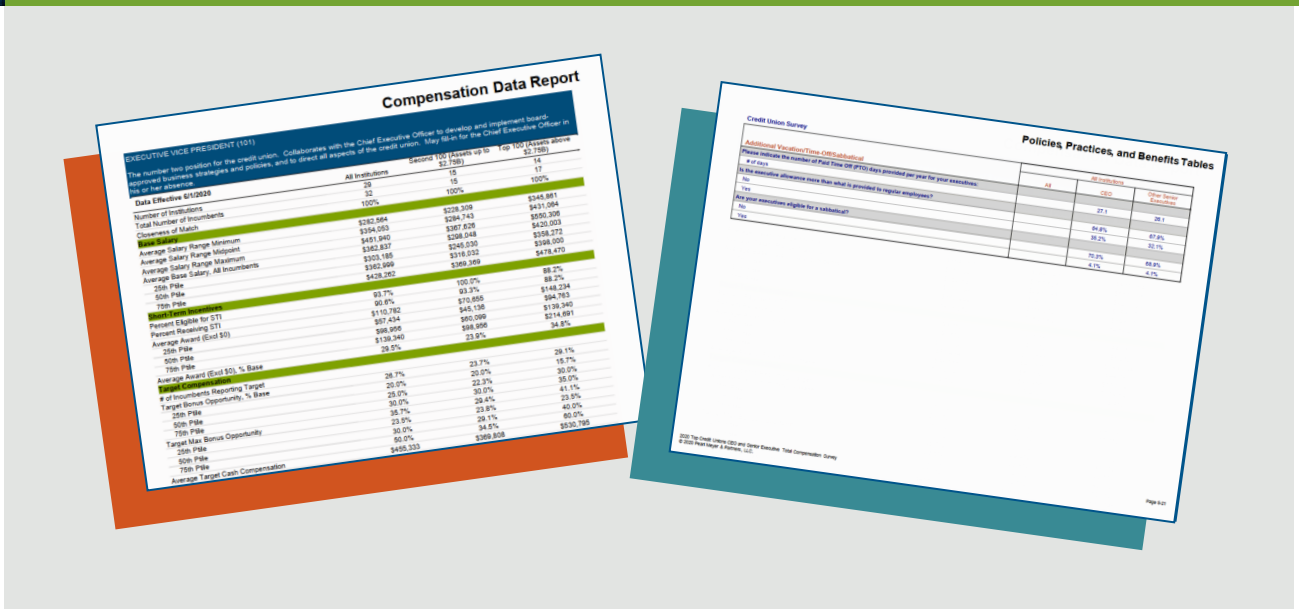
COMPREHENSIVE

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- Short-and long-term incentives
- Retirement plans
- Pay practices for credit union executives
- Total compensation philosophies
- Severance provisions
- Employment agreement practices
- Executive perquisites
- Total compensation competitiveness

Policies and Practices



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Access to Detailed Data

74
Participating Institutions

27
Positions

879
Employees

Key Data Reported:

- Base Salary
- Short-Term Incentives
- Long-Term Incentives
- Total Cash/Target/ Direct Compensation

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Who Participates?

Join 74 institutions who rely on our in-depth data to make critical compensation decisions.

2020 List of Participants

Abound Credit Union
Advantis Credit Union
Advia Credit Union
Affinity Federal Credit Union
Affinity Plus Credit Union
Allegacy Federal Credit Union
Alliant Credit Union
American Airlines Federal Credit Union
Ascend Credit Union
Baxter Credit Union
BECU
BellCo Credit Union
Canvas Credit Union
Columbia Credit Union (WA)
Commonwealth Credit Union
Corning Federal Credit Union
Credit Union of Texas
Delta Community Credit Union
Desert Financial
Digital Federal Credit Union
Dupaco Community Credit Union
Eastman Credit Union
Elements Financial Federal Credit Union
Elevations Credit Union
Ent Credit Union
F&A Federal Credit Union
First Community Credit Union (MO)
First Technology Federal Credit Union
GECU
Genisys Credit Union
Georgia's Own Credit Union
Greylock Federal Credit Union
Harborstone Credit Union
Hudson Valley Credit Union
Jeanne D'Arc Credit Union
KeyPoint Credit Union
Local Government Federal Credit Union
Logix Federal Credit Union
Meriwest Credit Union
MIDFLORIDA Credit Union
NASA Federal Credit Union
Navigant Credit Union
Navy Federal Credit Union
Northwest Community Credit Union
Numerica Credit Union
Nusenda Credit Union
NuVision Federal Credit Union
OneAZ Credit Union
OnPoint Community Credit Union
Oregon Community Credit Union
Partners Federal Credit Union
Pawtucket Credit Union
Pennsylvania State Employees Credit Union
Premier America Credit Union
Provident Credit Union
Redwood Credit Union
Sandia Laboratory Federal Credit Union
SchoolsFirst Federal Credit Union
Stanford Federal Credit Union
Star One Credit Union
State Employees' Credit Union
Tower Federal Credit Union
Travis Credit Union
Truliant Federal Credit Union
United Nations Federal Credit Union
Unitus Community Credit Union
University Federal Credit Union
University of Wisconsin Credit Union
Vantage West Credit Union
Virginia Credit Union, Inc.
Visions Federal Credit Union
VyStar Credit Union
Washington State Employees Credit Union
Westerra Credit Union

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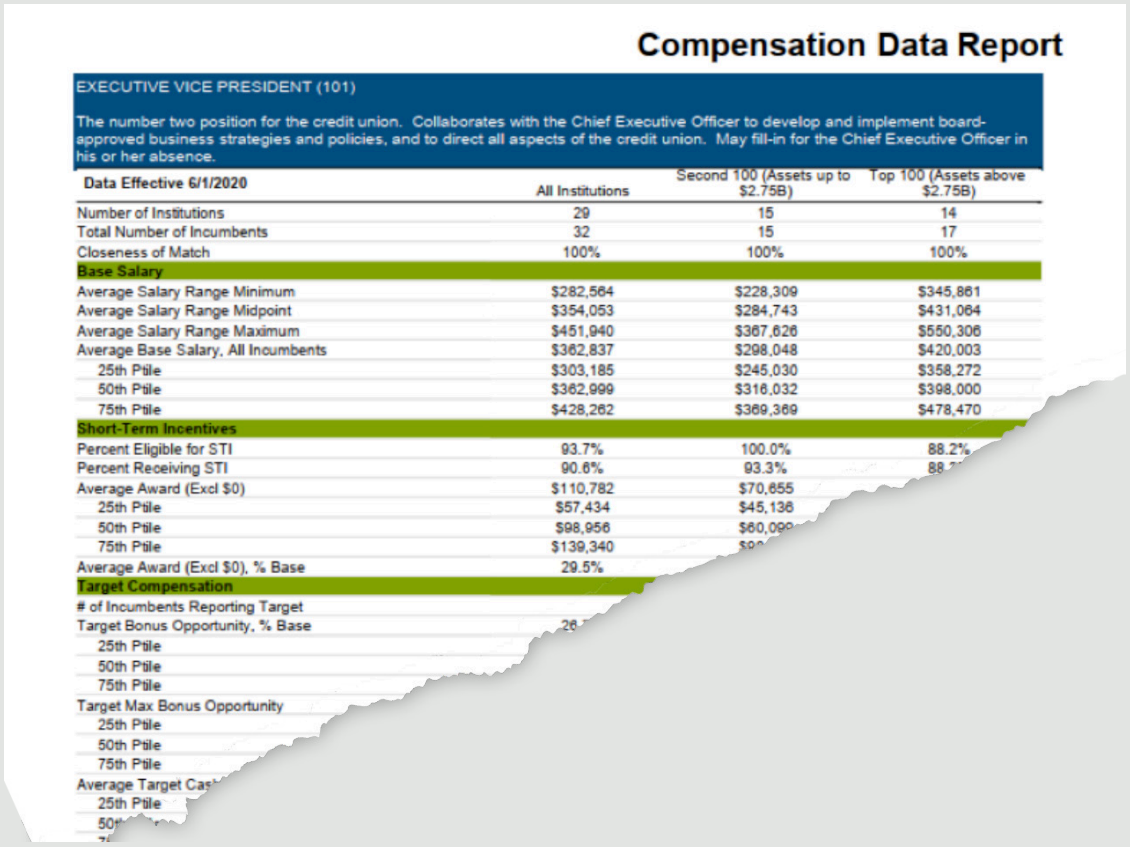
CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.



Compensation Data Report

EXECUTIVE VICE PRESIDENT (101)

The number two position for the credit union. Collaborates with the Chief Executive Officer to develop and implement board-approved business strategies and policies, and to direct all aspects of the credit union. May fill-in for the Chief Executive Officer in his or her absence.

Data Effective 6/1/2020	All Institutions	Second 100 (Assets up to $2.75B)	Top 100 (Assets above $2.75B)
Number of Institutions	29	15	14
Total Number of Incumbents	32	15	17
Closeness of Match	100%	100%	100%
Base Salary			
Average Salary Range Minimum	$282,564	$228,309	$345,861
Average Salary Range Midpoint	$354,053	$284,743	$431,064
Average Salary Range Maximum	$451,940	$367,626	$550,306
Average Base Salary, All Incumbents	$362,837	$298,048	$420,003
25th Ptile	$303,185	$245,030	$358,272
50th Ptile	$362,999	$316,032	$398,000
75th Ptile	$428,262	$369,369	$478,470
Short-Term Incentives			
Percent Eligible for STI	93.7%	100.0%	88.2%
Percent Receiving STI	90.6%	93.3%	88.2%
Average Award (Excl $0)	$110,782	$70,655	
25th Ptile	$57,434	$45,136	
50th Ptile	$98,956	$60,099	
75th Ptile	$139,340	$90,000	
Average Award (Excl $0), % Base	29.5%		
Target Compensation			
# of Incumbents Reporting Target			
Target Bonus Opportunity, % Base	26.7%		
25th Ptile			
50th Ptile			
75th Ptile			
Target Max Bonus Opportunity			
25th Ptile			
50th Ptile			
75th Ptile			
Average Target Cash			
25th Ptile			
50th Ptile			

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

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COST-EFFECTIVE

We offer an affordable solution to your compensation data needs for a competitive price of just **$1,995**.

Top Credit Unions CEO and Senior Executive Total Compensation Survey Pricing

No Cost	Survey Submission
$1,995	Participating Institutions - Survey Report
$3,750	Participating Institutions - Survey Report and Special Analysis

Survey Dates

Data Effective Date: 6/1/2021

Submission Due Date: 7/1/2021

Survey Results Published: week of 8/23/2021

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Contact Us

To learn more about our Top Credit Unions CEO and Senior Executive Total Compensation Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email: survey@pearlmeyer.com
By phone: 508-460-9600

Or contact Alexis Griswold;
alexis.griswold@pearlmeyer.com; 508-630-1495

Dedicated Team of Account Managers

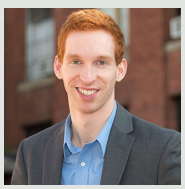
Rebecca Toman
Vice President, Survey Business Unit

Rhonda Snyder
Executive Assistant/ Account Manager

Jordan Gagnon
Senior Survey Account Manager

Andrew Guigno
Survey Project Manager

Precious Wolo
Senior Survey Account Manager



Dan Besser
Survey Account Manager

Alexis Griswold
Associate Account Manager

Todd Carter
Associate Account Manager

Matt Dunbar
Associate Account Manager

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Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- Review of quality assurance reports to help clarify input and identify discrepancies.
- Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all banks, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- All data is reported in summary form only.
- No data is reported for any job at any level where there are less than four institutions matching.
- No institution's data will represent more than a 25% weighting for any job.

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About Pearl Meyer
(www.pearlmeyer.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Raleigh, and San Jose.

About Pearl Meyer's Credit Union Compensation Consulting
(www.pearlmeyer.com/specialized-expertise/credit-unions)

The credit union (CU) industry has undergone rapid growth as many institutions are effectively competing with traditional commercial banks by providing similar, lower-cost, member-focused services. Extensive M&A activity is also impacting industry expansion. With this growth comes added complexity as CUs become full service financial institutions operating in broader geographies and serving more diverse populations.

Pearl Meyer's experience as trusted compensation advisors to boards and management in both the credit union and banking industries brings the in-depth knowledge and expertise necessary to help you achieve your long-term goals. We partner with you to build strong leadership teams and create pay-for-performance alignment to deliver value to all stakeholders.

Locations

ATLANTA
(770) 261-4080
atlanta@pearlmeyer.com

BALTIMORE
(410) 494-4100
baltimore@pearlmeyer.com

BOSTON
(508) 460-9600
boston@pearlmeyer.com

CHARLOTTE
(704) 844-6626
charlotte@pearlmeyer.com

CHICAGO
(312) 242-3050
chicago@pearlmeyer.com

HOUSTON
(713) 568-2200
houston@pearlmeyer.com

LONDON
+44 (0)20 3384 6711
london@pearlmeyer.com

LOS ANGELES
(213) 438-6500
losangeles@pearlmeyer.com

NEW YORK
(212) 644-2300
newyork@pearlmeyer.com

RALEIGH
(919) 644-6962
raleigh@pearlmeyer.com

SAN JOSE
(669) 800-5074
sanjose@pearlmeyer.com

For more information on Pearl Meyer, visit us at www.pearlmeyer.com or contact us at (212) 644-2300.

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