

2009 Executive Compensation Survey

CU Name Charter Number

Address

City State Zip Code

Name of Person Completing Survey Title

Telephone Number () - E-mail Address

NOTE: On occasion it is necessary for us to contact survey respondents for clarification of information they have provided. Please assist us in ensuring the quality of our data by providing your contact information.

In order for your answers to scan properly, please fill in each response circle completely. Shade circles like this Not like this:

- | Asset Size | Membership | Employees |
|---|--|--|
| <input type="radio"/> Under \$50 million | <input type="radio"/> Under 5,000 | <input type="radio"/> Under 10 FTEs |
| <input type="radio"/> \$50-\$69.9 million | <input type="radio"/> 5,000 - 10,000 | <input type="radio"/> 10 - 19 FTEs |
| <input type="radio"/> \$70-\$99.9 million | <input type="radio"/> 10,001 - 20,000 | <input type="radio"/> 20 - 29 FTEs |
| <input type="radio"/> \$100-\$199.9 million | <input type="radio"/> 20,001 - 30,000 | <input type="radio"/> 30 - 49 FTEs |
| <input type="radio"/> \$200-\$399.9 million | <input type="radio"/> 30,001 - 50,000 | <input type="radio"/> 50 - 69 FTEs |
| <input type="radio"/> \$400-\$599.9 million | <input type="radio"/> 50,001 - 80,000 | <input type="radio"/> 70 - 99 FTEs |
| <input type="radio"/> \$600-\$999.9 million | <input type="radio"/> More than 80,000 | <input type="radio"/> 100 - 199 FTEs |
| <input type="radio"/> \$1 billion or more | | <input type="radio"/> 200 - 299 FTEs |
| | | <input type="radio"/> 300 or more FTEs |

Financial Data (cont'd)

	Top Lending Executive EXE009	Top Consumer Lending Executive EXE010	Top Mortgage Lending Executive EXE011	Top Business Lending Executive EXE012
Current Annual Base Salary	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]
Most Recent Bonus/Incentive Annual Paid	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %
2008 Bonus Target	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %
Variable Pay Program Structure	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary
Most Recent Merit Increase	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %
	Top Technology Executive EXE013	Top CUSO Executive EXE014	Top Internal Audit Executive EXE015	Top Business Development Executive EXE016
Current Annual Base Salary	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]	\$ [][] , [][] , [][] [][]
Most Recent Bonus/Incentive Annual Paid	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %
2008 Bonus Target	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %
Variable Pay Program Structure	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary	<input type="radio"/> Incentive <input type="radio"/> Discretionary
Most Recent Merit Increase	[][] . [][] %	[][] . [][] %	[][] . [][] %	[][] . [][] %

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- 1. Is the CEO currently under an employment contract? Yes No
- 2. What is the length of contract? (specify # years or evergreen)
- 3. If applicable, specify length of severance ? (XX Months) Not applicable

4. Indicate the amount of auto allowance offered to the executive per month.

		Not Offered	
CEO	\$ <input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/>	<input type="radio"/>	
Executives	\$ <input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/>	<input type="radio"/>	

5. Indicate the sticker price of a company-owned car provided to the executive for his or her use.

		Not Offered	
CEO	\$ <input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/>	<input type="radio"/>	
Executives	\$ <input type="text"/> <input type="text"/> , <input type="text"/> <input type="text"/>	<input type="radio"/>	

6. Does the credit union offer employer-paid car insurance?

	Offered 100% employer paid	Offered - portion employer paid	Not Offered
CEO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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7. Please indicate which of the following perquisites are offered to the Top Executives:

	Offered to CEO	Offered to Execs	Family Friend Benefits	Offered to CEO	Offered to Execs
Business Travel					
Compensatory time given for time spent on travel	<input type="radio"/>	<input type="radio"/>	Adoption assistance	<input type="radio"/>	<input type="radio"/>
First class travel	<input type="radio"/>	<input type="radio"/>	Dependent care flexible spending account	<input type="radio"/>	<input type="radio"/>
Paid long distance calls to home while on travel	<input type="radio"/>	<input type="radio"/>	Elder care leave above and beyond FMLA	<input type="radio"/>	<input type="radio"/>
Paid travel expenses for spouse (exec)	<input type="radio"/>	<input type="radio"/>	Elder care referral service	<input type="radio"/>	<input type="radio"/>
Per diem for meals	<input type="radio"/>	<input type="radio"/>	Parental leave above and beyond FMLA	<input type="radio"/>	<input type="radio"/>
Financial and Compensation Benefits			Personal Services		
Auto allowance/expense	<input type="radio"/>	<input type="radio"/>	Country Club	<input type="radio"/>	<input type="radio"/>
Cell phone for personal use	<input type="radio"/>	<input type="radio"/>	Full professional conference allowance	<input type="radio"/>	<input type="radio"/>
Credit card (business use)	<input type="radio"/>	<input type="radio"/>	Investment counseling	<input type="radio"/>	<input type="radio"/>
Free or discounted Internet service	<input type="radio"/>	<input type="radio"/>	Legal Assistance/services	<input type="radio"/>	<input type="radio"/>
General financial education	<input type="radio"/>	<input type="radio"/>	Professional development opportunities	<input type="radio"/>	<input type="radio"/>
Laptop for travel/business use	<input type="radio"/>	<input type="radio"/>	Professional memberships	<input type="radio"/>	<input type="radio"/>
Loans (low cost)	<input type="radio"/>	<input type="radio"/>	Relocation	<input type="radio"/>	<input type="radio"/>
Matching charitable contribution	<input type="radio"/>	<input type="radio"/>			
New hire referral bonus	<input type="radio"/>	<input type="radio"/>			
On-site parking	<input type="radio"/>	<input type="radio"/>			
Parking subsidy	<input type="radio"/>	<input type="radio"/>			
Sign-on bonus	<input type="radio"/>	<input type="radio"/>			
Tuition reimbursement	<input type="radio"/>	<input type="radio"/>			

8. How many Vacation or PTO days does the executive have?

	Days	Days
CEO	<input type="text"/>	<input type="text"/>
Executives	<input type="text"/>	<input type="text"/>

9. Is there a Time Bank for Unused Time?

	Paid out	Carry over all remaining	Carry over is capped	Lose it	All Options
CEO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Retirement

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10. Please indicate which retirement vehicle(s) the credit union provides? *select all that apply*

	457(b)	457(f)	401(k)	Profit Sharing	Money Purchase Plan	Defined Benefit Plan (e.g. Pension)	Not Offered
CEO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If Defined Benefit, specify % of salary at retirement if known?

CEO	<input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> .	<input style="width: 20px; height: 20px;" type="text"/> %
Executives	<input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> .	<input style="width: 20px; height: 20px;" type="text"/> %

12. 401(k) - What is the total employer match of your 401(k) retirement plan?

	Employer matches up to	No employer match	Not Offered	Other
CEO	<input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> . <input style="width: 20px; height: 20px;" type="text"/> %	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives	<input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/> . <input style="width: 20px; height: 20px;" type="text"/> %	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. How are the following healthcare benefits structured?

	Major Medical			Dental			Vision		
	CEO	Executives	Percentage Paid by Credit Union	CEO	Executives	Percentage Paid by Credit Union	CEO	Executives	Percentage Paid by Credit Union
Executive only; Credit Union paid	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>
Executive & Family; Credit Union paid	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/> % <input type="text"/> . <input type="text"/>
Not Offered	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	
Other	<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>		<input type="radio"/>	<input type="radio"/>	

14. Life Insurance - How much Life Insurance does the credit union offer at no cost to the executive?

	A. Based on Salary		B. Flat Amount		Life Insurance Not Offered	Other
	Offered	Not Offered	Offered	Not Offered		
CEO	<input type="text"/> . <input type="text"/>	<input checked="" type="radio"/>	\$ <input type="text"/> , <input type="text"/>	<input type="text"/> , <input type="text"/>	<input type="radio"/>	<input type="radio"/>
Executives	<input type="text"/> . <input type="text"/>	<input checked="" type="radio"/>	\$ <input type="text"/> , <input type="text"/>	<input type="text"/> , <input type="text"/>	<input type="radio"/>	<input type="radio"/>

15. Does the credit union offer retiree healthcare coverage?

	Offered	Not Offered
CEO	<input type="radio"/>	<input type="radio"/>
Executives	<input type="radio"/>	<input type="radio"/>

16. Does the credit union offer long-term healthcare coverage?

	Offered	Not Offered
CEO	<input type="radio"/>	<input type="radio"/>
Executives	<input type="radio"/>	<input type="radio"/>