

*10<sup>TH</sup> Annual*

# Total Rewards Symposium 2024



d. hilton associates inc.

# Welcome!

## D. Hilton's 10<sup>th</sup> Annual Total Rewards Symposium



d. hilton associates inc.



A full-page photograph of a rodeo event. In the center, a cowboy wearing a black hat, a pink long-sleeved shirt, and blue jeans is riding a white horse with brown patches. The horse is bucking, and the cowboy has a pained or shouting expression on his face. The background shows a green metal fence, spectators, and trees under a blue sky with clouds. A semi-transparent blue box with the word 'HOWDY!' in white text is in the upper right corner.

# HOWDY!

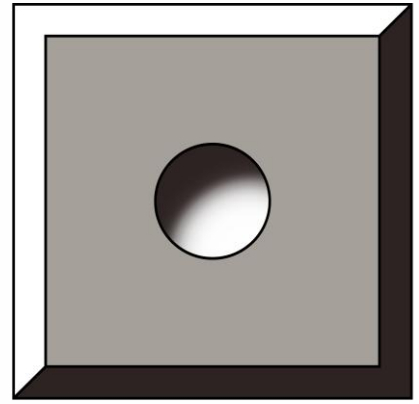




I DIDN'T REALIZE I  
WAS SUPPOSED TO  
KNOW HOW TO DO  
**EVERYTHING**  
BY MY SECOND  
RODEO. THAT'S  
STILL A VERY LOW  
NUMBER OF  
**RODEOS.**



# CLASSES ★ ★ OF ★ ★ 1985



P · I · X · A · R



FIRST REPUBLIC BANK  
It's a privilege to serve you<sup>SM</sup>



**MCI**



**COMPAQ**

**DISCOVER**







**Founded:** 1985

**IPO:** Goes public in 1989

**Peak Value:** Billions (early 2000s)

**Downfall:** Market shifts to digital distribution

**Acquisition:** Dish Network acquires (2011)

**Hypothetical Return...** If you had invested \$10,000 in 1985, your investment today would be worth.....







**Founded:** 1985

**IPO:** Goes public in 1991

**Hypothetical Return...** If you had invested \$10,000 in 1985, your investment today would be worth.....

A large blue sign with the Qualcomm logo in white, set against a background of green trees and a blue sky. The sign is partially obscured by dark green bushes in the foreground.

Qualcomm







The background of the slide features a sepia-toned photograph of classical architectural columns. On the right side, a prominent column with a fluted shaft and a capital is visible. To the left, another column is partially obscured by a blue text box. The overall texture is grainy and aged.

**Founded: 1985**

**Hypothetical Return...** If  
you had invested \$10,000 in  
1985, your investment today  
would be worth.....



NUNYA



IT'S NOT BRAGGIN'  
IF IT'S TRUE



# Industry Recognition



# The D. Hilton Difference



# The D. Hilton Difference: Our Commitment to You

Have access to the best data from which to make decisions

Make strategic business decisions, not compensation decisions

Not allowing compensation to become an emotional decision



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**Talent strategy is as  
integral to your credit  
union's success as the  
business strategy**



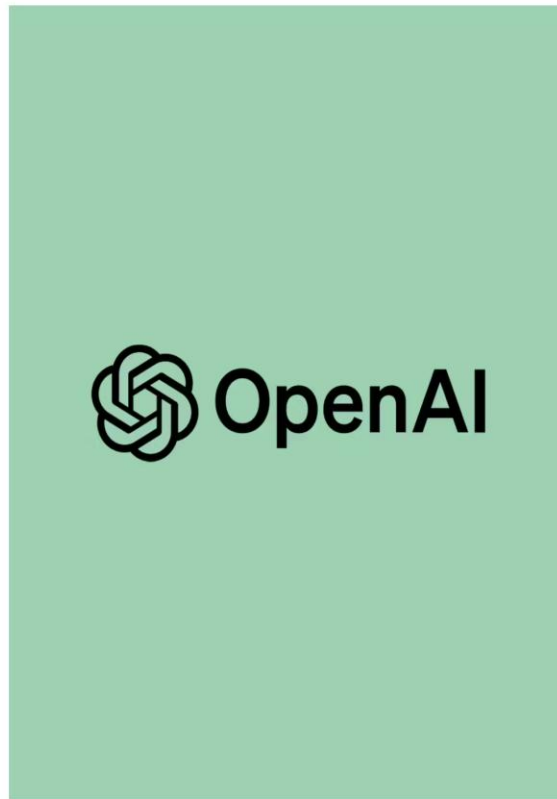
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Is OpenAI worth  
anywhere near  
\$150 billion  
without the  
employees who  
actually built it?

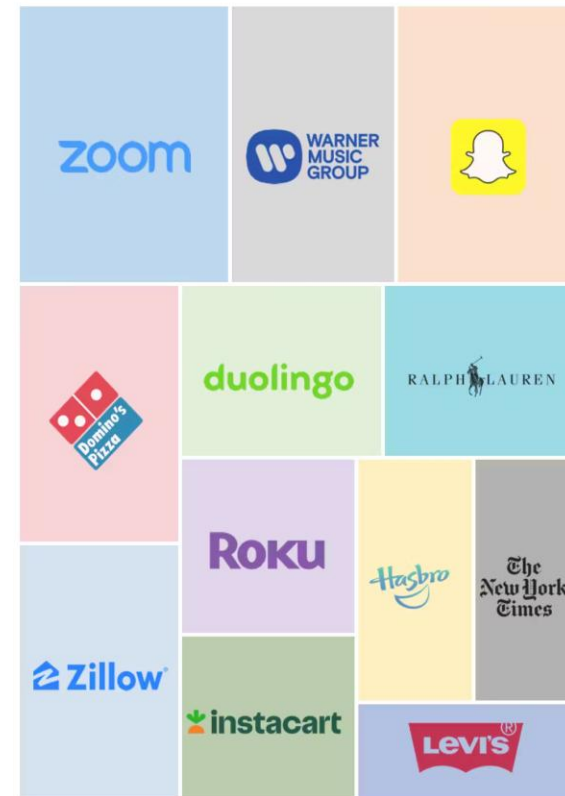


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OpenAI Latest Valuation:  
\$157 billion



12 Selected Companies Valuation:  
~\$156 billion





# The Leader in Credit Union Advisory

Experienced

Results Driven

Thought Leaders

Collaborators

Agile

Independent



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WHAT  
EXPECT?





# KNOWLEDGE SHARING

















