

Advantis Credit Union Annual Notice of Officials' Compensation

February 21, 2024

Notice of Officials' Compensation

Advantis Credit Union (ACU) has established a Compensation Policy to provide reasonable compensation for its Board of Directors, Associate Directors and Audit Committee (Officials) for their time, service and contributions to ACU as allowed by Oregon law and the Credit Union's Bylaws. Improving the financial lives of our members and the communities we serve is our guiding mission. The ACU Board of Directors (Board) believes the payment of compensation to Officials will enhance the Credit Union's ability to attract and retain qualified Officials to represent the members.

Responsibilities of Officials

The Board of Directors is responsible for the general direction and control of the Credit Union. The Directors and Associate Directors serve on multiple committees and generally meet monthly. The Board establishes the strategic plan, annual budget and policies, and reviews the Credit Union's financial performance. The Audit Committee is responsible for overseeing internal controls, conducting an annual audit of the financial statements, and verifying the accuracy of members' accounts. The size and complexity of ACU requires Officials with financial knowledge, diverse skills and dedication to meet the management demands of a competitive and highly regulated financial services industry. The time demands of Officials' meetings, meeting preparation, regulatory training and continuing education warrants fair and reasonable compensation.

ACU Financial Performance

ACU delivers competitive financial services to our members while ensuring the safety and soundness of ACU. To ensure a sound future, ACU has built net worth that exceeds the levels required by its regulators to be classified as well capitalized and achieved strong net income to maintain or grow net worth, and manage the risks within its operations. ACU has consistently achieved strong financial performance that warrants fair and reasonable compensation. For more information about ACU's financial performance, please visit our website at <https://www.advantiscu.org/about/annual-reports>.

Due Diligence

The ACU 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 ACU. The Board reviewed the peer group compensation data and market information of peer credit unions, banks and non-profit organizations for a comparative analysis of reasonable compensation in ACU's regional market. Based on ACU's strong financial condition and progressive mission, the Board established a reasonable compensation schedule for ACU Officials consistent among peer credit unions and other organizations.

2024 -2025 Compensation Schedule

The Credit Union provides reasonable compensation in the form of an annual stipend paid quarterly, and based upon the position held and leadership responsibilities. This structure provides compensation commensurate with the respective time demands of the different positions. The following annual compensation schedule was approved for the Board of Directors and Audit Committee members, and will take effect May 1, 2024.

(continued on following page)

2024 - 2025 Compensation Schedule

Position	Annual Stipend
Board Chair	\$21,500
Director*	\$16,000
Associate Director	\$8,000
Audit Committee Chair	\$14,000
Audit Committee Member	\$14,000
Committee Chair**	\$2,000
Discretionary Award for Additional Service***	\$4,000

*A Director may simultaneously serve on the Audit Committee, but will not be paid any additional compensation for such service.

**This additional stipend is applicable for standing Committee Chairs (including Audit Committee Chair). An Official may serve as Chair of more than one Committee, however they will not be paid any additional compensation for such service. This stipend is not applicable for Ad-Hoc Committee Chairs.

***The Board Executive Committee has the ability to award Officials with a discretionary amount for additional service (i.e. large strategic projects). The amount will be capped at no greater than 25% of the current Director annual compensation amount. In the event a discretionary award is for a member of the Executive Committee, the Audit Committee Chair will have final approval.

The Board elects the Board officers following the Annual Meeting held each April.

2023 - Advantis Officials' Compensation

Official	Total Stipend Paid in 2023 ¹
Tarun Gudz	\$18,954.18
Amanda Owings	\$18,537.43
Bryan Sims	\$17,735.67
Frederic Dupeyroux	\$15,416.67
Patrick Hager	\$0
Renee Halpern	\$17,416.67
Jake Jensen	\$15,416.67
Traci Rossi	\$15,044.92
Tammy Teske	\$15,982.42
Nathan Morales	\$7,708.33
Monique Claiborne	\$3,579.91
Kellan Davis	\$15,416.67
Brandon Lepley	\$14,215.17
William Knuths	\$13,925.36
Liz Speer	\$14,254.67
Ross Wescott	\$13,416.67

¹ The total stipend paid in 2023 does not include the payout of the stipend earned in 4Q 2023 which is paid in January 2024.