



Unitus Community Credit Union
Notice of Officials Compensation
(December 31, 2019)

Unitus Community Credit Union (Unitus) has established a Compensation Policy to provide reasonable compensation for its Board of Directors and Audit Committee (Officials) as allowed by Oregon law and the Credit Union's Bylaws. The Unitus 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 serve on multiple committees and 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 Unitus 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.

Unitus' Financial Performance. Unitus has consistently achieved strong financial performance that supports reasonable compensation. Unitus delivers competitive financial services to our members while ensuring safety and soundness of Unitus. To ensure a sound future, Unitus 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. For more information about Unitus' financial performance, please visit our web site at <https://www.unitusccu.com/annual-reports/>.

Due Diligence. The Unitus Board has conducted annual 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 Unitus. 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 Unitus' regional and national market. Based on Unitus' strong financial condition and progressive mission, the Board established a compensation schedule for the Unitus Officials that is reasonable and consistent among peer credit unions and other organizations.

Compensation Schedule. The Credit Union provides reasonable compensation in the form of an annual stipend, paid quarterly, based on the leadership and position held. This structure provides compensation commensurate with the respective time demands of the different positions.

Compensation Schedule for 2020. The following annual compensation was approved for the Board of Directors and Audit Committee members for 2020, following the date of this Notice:

Board Chair	\$20,000
Director (6).....	\$15,000
Audit Committee Chair	\$12,000
Audit Committee Member (4)	\$ 7,500

Compensation Paid in 2019. The Board Directors and Audit Committee members were paid the following amounts in 2019.

<u>Name</u>	<u>Compensation Received</u>
Frank Chinn, Board Chair	\$20,000.00
Somnath Banerjee, Director	\$15,000.00
Will Rader, Director	\$ 6,994.38
Susan Iggulden, Director	\$15,000.00
Rhonda Cramer, Director	\$15,000.00
Mathew Micetic, Director	\$15,000.00
Tiffini Mueller, Director	\$15,000.00
Mary Nolan, Director	\$ 8,005.62



<u>Name</u>	<u>Compensation Received</u>
Luke Watson, Audit Committee Chair	\$12,000.00
Jason Beane, Audit Committee Member	\$ 6,000.00
Sarah Bang, Audit Committee Member	\$ 6,000.00
Mary Nolan, Audit Committee Member	\$ 2,797.75
John Pierce, Audit Committee Member	\$ 6,000.00
Kenny Sallee, Audit Committee Member	\$ 3,202.25