



SELCO Credit Union
Notice of Officials Compensation
(November 21, 2023)

SELCO Community Credit Union (SELCO) has established a Compensation Policy to provide reasonable compensation for its Board of Directors, Supervisory Committee members and members of Board committees (Officials) as allowed by Oregon law and the Credit Union's Bylaws. The SELCO 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 Supervisory Committee is responsible for overseeing internal controls, conducting an annual Supervisory Audit of the financial statements, and verifying the accuracy of members' accounts. The size and complexity of SELCO 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.

SELCO's Financial Performance. SELCO has consistently achieved strong financial performance that supports reasonable compensation. SELCO delivers competitive financial services to our members while ensuring safety and soundness of SELCO. To ensure a sound future, SELCO 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 SELCO's financial performance, please visit our web site at <https://www.selco.org>.

Due Diligence. The SELCO Board has conducted due diligence research on compensation structures and compensation levels of credit unions of proportional size, complexity, mission and financial performance as SELCO. The Board reviewed the peer group compensation data and market information of peer credit unions for a comparative analysis of reasonable compensation in SELCO's regional and national market. Based on SELCO's strong financial condition and progressive mission the Board has established a compensation schedule for the SELCO Officials that is reasonable and compared to peer credit unions.

Compensation Schedule. The Credit Union provides reasonable compensation in the form of an annual stipend, paid monthly, based on the leadership and position held. This structure provides compensation commensurate with the respective time demands of the different positions. The following compensation was approved for the following Officials for 2024:

Board Chair	\$30,000
Director	\$25,000
Supervisory Committee Chair.....	\$10,000
Supervisory Committee Member	\$6,000
Other Committee Members	\$3,000

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