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Total Compensation Report

CEO

CREDIT UNIONS WITH $100 MILLION+ IN ASSETS

2013-2014

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CEO

2013-2014

The 2013-2014 CUNA CEO Total Compensation Report (Stock No. 32337) is produced by CUNA Research.

Written by:

- Beth Soltis, senior research analyst

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Survey Methods

This report summarizes the results of an online survey conducted by CUNA Research in Madison, Wis., between January and May 2013. Enetrix, a recognized leader in the field of Web-based compensation surveys, hosted the survey. Its state-of-the-art technology and advanced security measures ensure the safety of the compensation data.

In January, CUNA Research sent invitations to participate in the survey to 1,292 affiliated credit unions with $100 million or more in assets. A human resource (HR) professional or the CEO/manager at each credit union in the sample received a letter and an email with instructions for completing the survey online.

As an incentive, credit unions were offered a discount on the final report if a representative responded to the survey.

CUNA Research monitored responses and, after three weeks, sent another letter and printed survey to credit unions that didn't respond to the initial mailing. About three weeks later, a follow-up postcard and email went to sampled credit unions that had not yet participated in the survey.

By May 2013, the cutoff for inclusion in the report, CUNA Research received 223 usable surveys, a 17% response rate.

The data was stratified by assets and weighted to adjust for the over- or under-representation of credit unions in any strata. Weighting is a standard survey analysis procedure designed to increase the reliability of the survey results. It ensures that the results aren't biased by a specific group of credit unions.

Because the sample was limited to credit unions with assets of $100 million or more, all references to "credit unions" in the following summaries refer to that universe of credit unions.

Based on a sample of 223 respondents, the maximum sampling error for the overall percentages is ± 5.97% at a 95% confidence level. That is, in 95 of 100 similar samples, the overall percentages would fall within 5.97 percentage points of those observed in the data tables.

ABOUT THE REGIONS

REGIONS

Northeast = **New England (ME, NH, VT, MA, RI, CT); Middle Atlantic (NY, NJ, PA)**

Midwest = **East North Central (OH, IN, IL, MI, WI); West North Central (MN, IA, MO, ND, SD, NE, KS)**

South = **South Atlantic (DE, MD, DC, VA, WV, NC, SC, GA, FL); East South Central (KY, TN, AL, MS); West South Central (AR, LA, OK, TX)**

West = **Mountain (MT, ID, WY, CO, NM, AZ, UT, NV); Pacific (WA, OR, CA, AK, HI)**

List of Participating CUs

Alabama
Acipco FCU
Alabama CU
Tuscaloosa Teachers CU

Arizona
Altier CU
Canyon State CU
First CU
TruWest Credit Union
Vantage West CU

California
California Coast CU
Camino FCU
Christian Community CU
Kern Schools FCU
Meriwest CU
Orange County's CU
Point Loma Credit Union
Provident CU
Redwood CU
San Francisco FCU
SESLOC FCU
Star One Credit Union
The Golden 1 Credit Union
Travis CU
Ventura County CU
Xceed Financial FCU

Colorado
Community Financial CU

Connecticut
Charter Oak FCU
Connecticut State ECU, Inc.

Delaware
DEXSTA FCU
Sussex County FCU

Florida
CFE FCU
Community Credit Union of Florida
First Florida Credit Union
Floridacentral CU
Focus Credit Union
Gold Coast FCU
GTE Financial
IBM Southeast EFCU
McCoy FCU
Miami Postal Service CU
PBC CU
Railroad & Industrial FCU
Space Coast CU
USF FCU
VyStar Credit Union

Georgia
Associated CU
CDC FCU
Georgia's Own CU
LGE Community CU
Peach State FCU
United 1st Federal Credit Union

Hawaii
CU Hawaii FCU
Hawaii Central FCU
Hawaii State FCU
HFS FCU
Pearl Harbor FCU

Idaho
Icon CU

Illinois
Catholic & Community CU
Corporate America Family CU
Credit Union 1
Decatur Earthmover CU
Earthmover CU
Land of Lincoln CU
Motorola ECU
Scott CU
Staley CU
Streator Onized CU

Indiana
Crane FCU
Eli Lilly FCU
Evansville Teachers FCU
Industrial FCU
INOVA FCU
Partners 1st FCU
Purdue FCU
Teachers CU

Iowa
University of Iowa Community CU
Veridian CU

Kansas
CommunityAmerica Credit Union
Frontier Community CU
Meritrust CU
Mid American CU

Kentucky
Commonwealth CU
Fort Knox FCU

Louisiana
Barksdale FCU
Baton Rouge Telco FCU
Ouachita Valley FCU
Shell New Orleans FCU

Maine
Bangor FCU
Five County CU
NorState FCU

Maryland
Educational Systems FCU
Energy FCU
Freedom FCU
Mid-Atlantic FCU
SECU
Tower FCU

Massachusetts
Greylock FCU
Hanscom FCU
Harvard University ECU
STCU Credit Union

Michigan
Affinity Group CU
Educational Community CU
Flint Area School ECU
Frankenmuth CU
Genisys CU
Members First CU
Michigan State University FCU
Motor City Co-Op CU
Oakland County CU
OUR Credit Union
Parda FCU
Peoples Trust CU
West Michigan CU

Minnesota
Accentra Credit Union
Mayo EFCU
TopLine FCU

Mississippi
Navigator CU

Missouri
BluCurrent CU
First Community CU
Mid Missouri CU

Montana
Billings FCU
Missoula FCU

Nevada
Clark County CU
Great Basin FCU
Greater Nevada CU

New Hampshire
Granite State CU

New Jersey
Atlantic FCU
Pinnacle Federal Credit Union

New Mexico
Del Norte CU
Otero FCU
Sandia Laboratory FCU
White Sands FCU

New York
AmeriCU Credit Union
Corning FCU
Empower FCU
Family First of NY FCU
Hudson River Community CU
Hudson Valley FCU
Montauk CU
Olean Area FCU
SeaComm FCU
SEFCU
Teachers FCU
Ulster Federal Credit Union
Visions FCU

North Carolina
Charlotte Metro FCU
Coastal Federal Credit Union
Local Government FCU
Members Credit Union
Piedmont Advantage CU
State ECU

North Dakota
First Community CU
North Star Community CU
Prairie FCU

Ohio
Atomic CU
Fiberglas FCU
Fremont FCU
Ohio Catholic FCU
Universal 1 Credit Union
Wright Patt CU, Inc.

Oklahoma
Fort Sill FCU
Halliburton EFCU

Oregon
NW Priority CU
Oregon Community CU
Oregonians FCU
Pacific Crest FCU
Providence FCU
Wauna FCU

Pennsylvania
American Heritage FCU
AmeriChoice Federal Credit Union
Cross Valley FCU
Erie General Electric FCU
Freedom CU
Service 1st FCU
Sun East FCU
USX FCU

Rhode Island
Westerly Community CU

South Carolina
Greenville FCU
SAFE FCU
SC Telco FCU

South Dakota
Service First FCU

Tennessee
Alcoa Tenn FCU
Dupont Community CU
Fort Campbell FCU
Kimberly Clark CU
Tennessee Valley FCU

Texas
Amplify FCU
Coastal Community & Teachers CU
DATCU
Dupont Goodrich FCU
EECU
First Community CU
FirstLight FCU
Fort Worth City CU
GECU
Navy Army Community CU
Neighborhood CU
Sabine FCU
University FCU
Velocity Credit Union

Utah
America First FCU
Deseret First FCU
Goldenwest FCU
USU Charter FCU

Vermont
New England FCU

Virginia
ABNB Federal Credit Union
Argent FCU
Bronco FCU

Washington
Global CU
North Coast CU
Peoples Community FCU
Red Canoe CU
Solarity CU
Whatcom Educational CU

Wisconsin
Capital Credit Union
Central City Credit Union
CitizensFirst CU
CoVantage CU
Dane County Credit Union
Heartland CU
Lakeview Credit Union
Pioneer Credit Union
Summit CU

Wyoming
Trona Valley Community FCU

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