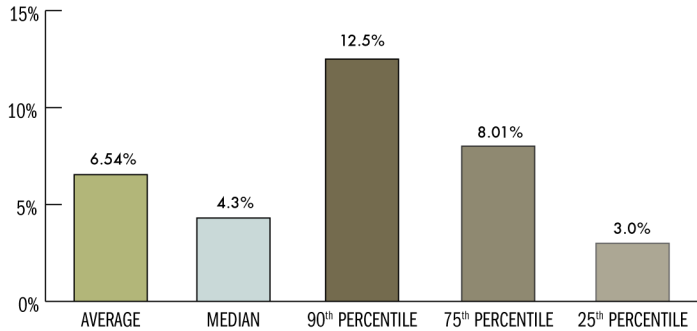


### PAY INCREASES ACROSS PAY GRADES

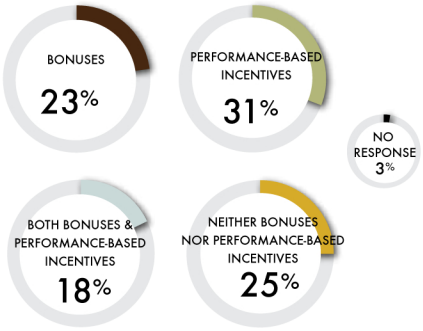
BASED ON CEOs ELIGIBLE FOR AND RECEIVING PAY INCREASE

Credit union executives earning top salaries in the industry also saw the largest raises.



### SHORT-TERM COMPENSATION INCENTIVES

Credit unions are using various combinations of bonuses and performance-based incentives for their pay packages.



### BASE SALARY BY GENDER

Male credit union executives earn more than their female counterparts in all pay categories.



FEMALE



MALE



NATIONAL

	FEMALE	MALE	NATIONAL
AVERAGE	\$166,000	\$222,301	\$206,478
MEDIAN	\$132,924	\$182,500	\$169,176
90 <sup>th</sup> PERCENTILE	\$382,612	\$402,252	\$401,217
75 <sup>th</sup> PERCENTILE	\$186,313	\$287,373	\$275,000
25 <sup>th</sup> PERCENTILE	\$91,520	\$130,000	\$120,000