



## **ANNUAL NOTICE OF BOARD OF DIRECTORS & SUPERVISORY COMMITTEE COMPENSATION**

OnPoint Community Credit Union (OnPoint or we/our) provides this disclosure to our members annually to inform you about the compensation we pay our Board of Directors (Board) and Supervisory Committee for the time, service, and oversight they provide on behalf of our members. Our vision is to be a leader in delivering extraordinary experiences and value to our community. Compensating our Board and Supervisory Committee with reasonable stipends helps us attract and retain committed and qualified individuals to support our vision and represent our members.

### **Compensation Policy**

Our Compensation Policy governs how we compensate our Board and Supervisory Committee to ensure reasonable compensation in accordance with Oregon law and our Bylaws. Our policy requires the Board to review compensation to determine reasonableness at least every two years. Pursuant to regulatory requirements, when making this determination, we consider: our size and complexity; whether the compensation is consistent with our mission, needs, and goals; whether we are operating safely and soundly in accordance with applicable law; our market conditions; and our financial strength.

### **Board & Supervisory Committee Responsibilities**

The Board sets OnPoint's general direction as a financial institution. Board directors serve on multiple committees and meet regularly as a Board to establish policy and business strategy, hire and oversee our CEO, monitor financial performance; and ensure OnPoint achieves its goals. The Supervisory Committee oversees OnPoint's audit function to ensure member funds are protected. In fulfilling its responsibilities, the Supervisory Committee ensures our financial statements are audited annually, that the accuracy of members' accounts is verified, and that any additional audits are completed to ensure that OnPoint's financial records and operations are in order.

Our asset size, complexity, geographic footprint, broad range of financial products, and varied channels for offering products and services require our Board and Supervisory Committee members to possess strong financial knowledge, diverse skills and experience, and dedication to meet the oversight demands within a competitive and highly-regulated industry. The time commitment and oversight of our Board and Supervisory Committee members includes attending board and committee meetings; reviewing training materials, financial statements, and reports in preparation for meetings; engaging professional firms and experts; meeting with regulators; advocating to support the credit union movement; and participating in governance and regulatory conferences.

### **OnPoint Financial Performance**

We have consistently achieved strong financial performance. We seek to continue this strong performance through a compensation structure consistent with ensuring our safety and soundness while supporting our vision of building strong communities. As an investment in a sound future for our members, we have built a net worth that classifies us as well-capitalized by regulatory requirements and managed operational and other risks to provide for positive future results. For more detailed information about OnPoint's financial performance, please visit our website to see our Annual Report:

<http://www.onpointcu.com/annual-reports.html>.

## Due Diligence

In accordance with our Compensation Policy, the Board conducts due diligence to enable it to set compensation that is reasonable. In 2024 the Board engaged an independent compensation consulting firm to conduct a study of compensation ranges of similar size credit unions, community banks, and other nonprofit organizations. Taking into consideration OnPoint's strong financial condition, market conditions, and solid growth, the Board established a compensation schedule consistent with the compensation provided to peer credit unions and other organizations of similar size, location, complexity, and mission.

## Compensation Schedule

OnPoint compensates Board and Supervisory Committee members in the form of an annual stipend, paid quarterly, based on positions held. This structure provides compensation commensurate with the time commitments and responsibilities of the different positions. The Board elects the Board officers (Chair, Vice Chair, and Secretary) following the Annual Meeting held each March. Payments are prorated, as needed, to reflect periods of service provided.

Compensation Schedule for 2024. The following annual compensation was approved by the Board for the Board and Supervisory Committee members and took effect April 1, 2023:

Board Chair	\$84,000
Director	\$60,000
Supplemental Board Committee Chair Stipend	\$5,000
Supplemental Board Vice Chair and Secretary Stipend	\$5,000
Supervisory Committee Chair	\$33,600
Supervisory Committee Member	\$24,000

Compensation Schedule for 2025. The following annual compensation was approved by the Board in 2024 and took effect for service beginning January 1, 2025:

Board Chair	\$100,000
Director	\$67,500
Supplemental Board Vice Chair and Secretary Stipend	\$10,000
Supplemental Board Committee Chair Stipend	\$10,000
Supplemental Committee Service Stipend	\$1,500
Supervisory Committee Chair	\$40,000
Supervisory Committee Member	\$27,000

Compensation Paid in 2024. The following stipends were paid in 2024:

Katherine Durham, Board Chair*	\$89,000.00
Darren Nakata, Board Chair	\$70,000.00
Greg Chandler, Director	\$60,000.00
Melissa Damm, Director	\$65,000.00
Matt Mroczek, Director	\$65,000.00
Amy Slagle, Director	\$65,000.00
Keith Thomajan, Director	\$70,000.00
Felicia Tripp, Director	\$60,000.00
Margaret Willer, Director	\$60,000.00
Sheryl Manning, Supervisory Committee Chair	\$33,600.00
Gary Reynolds, Supervisory Committee Member	\$24,000.00
Scott Thompson, Supervisory Committee Member	\$24,000.00

\*Ms. Durham was Board Chair through October 10, 2024