

Compensation Element	Description	Time Horizon	Performance-Based	Time-Based
Salary	Fixed compensation generally determined at the beginning of each year.	Paid every pay-period		X
Short-term Cash Incentive	An annual variable opportunity to earn compensation based on specific credit union goals. Payouts may vary dramatically from threshold to target to maximum depending on the achievement of performance metrics.	One-year	X	
Long-Term Incentive	Awards are granted annually but do not vest (or paid out) until 3 or more years later based on performance, time or a combination of the two.	Three or more years	X	X
Time-Based Retention - 457(f)	Non-qualified deferred compensation plan where the contributions are made by the employer. Amounts are not deferred to retirement.	Three or more years		X
Supplemental Executive Retirement Plan (SERP)	Reserved for the CEO and key top executives Retirement plan Long-term retention of key executives	20-30 years depending on the age of the executive Payout is after retirement age		X