




SPRUCE CREDIT UNION


2020 BOARD OF DIRECTORS

	Name	Reg Foot
	Position	Board Chair
	Director Since	2012
	Current Term	2018-2021
	Committees	HR Governance, Ex Officio to all Committees
	Total Remuneration	


	Name	Kelli Moorhead
	Position	1st Vice Chair and Corporate Secretary
	Director Since	2011
	Current Term	2020-2023
	Committees	HR Governance, Governance, Nominations
	Total Remuneration	


	Name	Len Thony
	Position	2nd Vice Chair
	Director Since	1983
	Current Term	2019-2022
	Committees	Audit, Investment and Lending
	Total Remuneration	


	Name	Bill Clark
	Position	Director
	Director Since	2019
	Current Term	2020-2023
	Committees	Nominating, Investment and Lending, Governance
	Total Remuneration	


	Name	Dan Denis
	Position	Director
	Director Since	1979
	Current Term	2018-2021
	Committees	HR Governance, Investment and Lending, Conduct Review
	Total Remuneration	

	Name	Gloria Heffernan
	Position	Director
	Director Since	2015
	Current Term	2019-2022
	Committees	Audit, Investment and Lending, Nominations
	Total Remuneration	

	Name	Chris Matte
	Position	Director
	Director Since	2018
	Current Term	2018-2021
	Committees	Audit, Conduct Review, Governance, Conduct Review
	Total Remuneration	

	Name	Mike Peterson
	Position	Director
	Director Since	2019
	Current Term	2019-2022
	Committees	Conduct Review, Governance, Nominating
	Total Remuneration \$ 3,350.00	

	Name	Jason Kennedy
	Position	Director
	Director Since	2020
	Current Term	2020-2021
	Committees	Governance, Audit
	Total Remuneration \$ 1,500.00	

	Name	Nick Polysou
	Position	Director
	Director Since	2002
	Current Term	Retired June 2020
	Committees	
	Total Remuneration \$ 1,350.00	

TOTAL BOARD REMUNERATION FOR 2020 \$ 30,700.00

Board Chair Monthly Stipend	\$ 200
Board Meetings	\$ 100
Committee Meetings	\$ 50
Chairing a Meeting	\$ 50
Full day meeting or travel	\$ 400
1/2 Day meeting or travel	\$ 200
Daily Meal Allowance	\$ 50
Allowance for Technology Purchases (every 3 years)	\$ 1,000
Required On Line Training Hourly Rate	\$ 50

CEO COMPENSATION

The Board of Directors are responsible for determining CEO compensation. Spruce Credit Union's CEO compensation philosophy is to provide compensation (cash and non cash benefits) that is competitive in the marketplace. Consideration of compensation balances internal equity, operational and economic realities, and is subject to Spruce Credit Union's ability to pay.

The salary range for CEO's is determined, using the Canadian Credit Union Compensation Survey with a particular focus on compensation at like-sized Credit Unions from across Western Canada. Spruce Credit Union's minimum salary range, after completing probation, is targeted as the 25th percentile; and the maximum salary range is targeted as the 50th percentile. Exceptions to range maximums may be made to attract harder to find talent that is highly experienced and fully competent with the approval of the Board and/or HR Governance Committee.

As a matter of trust between Spruce Credit Union and it's employees compensation is considered a private matter and is CONFIDENTIAL.