






# SPRUCE CREDIT UNION 2019 BOARD OF DIRECTORS


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


	<b>Name</b>	<b>Kelli Moorhead</b>
	<b>Position</b>	1st Vice
	<b>Director Since</b>	2011
	<b>Current Term</b>	2017-2020
	<b>Committees</b>	HR Governance, Governance
	<b>Total Remuneration</b>	


	<b>Name</b>	<b>Len Thony</b>
	<b>Position</b>	2nd Vice
	<b>Director Since</b>	1983
	<b>Current Term</b>	2017-2020
	<b>Committees</b>	Audit, HR Governance, Investment and Lending, Nominating
	<b>Total Remuneration</b>	


	<b>Name</b>	<b>Bill Clark</b>
	<b>Position</b>	Director
	<b>Director Since</b>	2019
	<b>Current Term</b>	2019-2020
	<b>Committees</b>	Investment and Lending
	<b>Total Remuneration</b>	


	<b>Name</b>	<b>Dan Denis</b>
	<b>Position</b>	Director
	<b>Director Since</b>	1979
	<b>Current Term</b>	2018-2021
	<b>Committees</b>	HR Governance, Investment and Lending
	<b>Total Remuneration</b>	


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

	<b>Name</b>	<b>Chris Matte</b>
	<b>Position</b>	Director
	<b>Director Since</b>	2018
	<b>Current Term</b>	2018-2021
	<b>Committees</b>	Audit, Conduct Review, Governance, Nominating
	<b>Total Remuneration</b>	

	<b>Name</b>	Mike Peterson
	<b>Position</b>	Director
	<b>Director Since</b>	2019
	<b>Current Term</b>	2019-2022
	<b>Committees</b>	Conduct Review, Governance, Nominating
	<b>Total Remuneration</b>	

	<b>Name</b>	Nick Polysou
	<b>Position</b>	1st Vice Chair
	<b>Director Since</b>	2002
	<b>Current Term</b>	2017-2020
	<b>Committees</b>	Conduct Review, Governance, Nominating
	<b>Total Remuneration</b>	

	<b>Name</b>	Frank VanderZande
	<b>Position</b>	Board Chair
	<b>Director Since</b>	2000
	<b>Current Term</b>	Retired May 22, 2019
	<b>Committees</b>	HR Governance, Ex-Officio to all Committees
	<b>Total Remuneration</b>	

	<b>Name</b>	Laurie Shafer
	<b>Position</b>	Director
	<b>Director Since</b>	2013
	<b>Current Term</b>	Retired April 25, 2019
	<b>Committees</b>	Audit, Conduct Review, Investment and Lending
	<b>Total Remuneration</b>	

**TOTAL BOARD REMUNERATION FOR 2019                                 \$                         42,800.00**

The following table summarizes the remuneration paid to Directors at Board and Committee meetings. The table also outlines any other designated meetings and events deemed eligible for payments.

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
Stipend for Technology Update (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 it is noted that compensation is considered a private matter and is CONFIDENTIAL.