

## CEO REVIEW

### Plan. Perform. Achieve.

Credit unions are best served when a CEO is compensated appropriately. When CEO's don't have to focus on their own pay, they can devote all of their attention to serving members. When their pay is aligned with the market, a board of directors can avoid unnecessary executive turnover and enjoy a stronger working relationship with the CEO. It's a win-win scenario when compensation is done right. Yet many credit unions have an annual struggle with this exercise.

CEO Review is the answer to your CEO pay for performance needs. Why? CEO Review gives you the tools to effectively evaluate and tie your CEO's performance to your credit union's goals and priorities. Having a performance plan that can be executed on and then reviewed allows the Board to keep the CEO cognizant of their role in achieving identified goals to ensure organizational success.

# CEO REVIEW

## The Challenge

It's not uncommon for credit union CEO's to feel underpaid. Many boards understandably struggle to get the necessary data to make compensation decisions. Even when armed with the most relevant data, sometimes boards lack the expertise to interpret the data, payout out appropriately and align pay to performance.

## The Solution

The CEO Review process is designed around the unique requirements and needs of your credit union. It aligns performance to a CEO payout that is in sync with both the marketplace and the board's compensation philosophy. With CEO Review, boards and CEO's have access to all of the market data they need to make good decisions as well as experienced compensation consultants to help them better interpret the data and design appropriate goals.

## Key Features:

- Dedicated CEO Review Consultant
- Customized CEO performance plan and review
- Customized CEO compensation plan and review
- CEO compensation benchmarking
- Board confidence - clear expectations for performance and due diligence on executive compensation

Create the plan, execute on performance and get ready to achieve with **CEO Review** by emailing [Info@CUSG.com](mailto:Info@CUSG.com)