

**INSTRUCTIONS FOR COMPLETING THE
2007 COMPENSATION SURVEY OF EXECUTIVE POSITIONS BELOW CEO IN BILLION-DOLLAR U.S. CREDIT UNIONS**

RSG is continuing its bi-annual practice of offering *only* billion-dollar credit unions the opportunity to participate in — and receive accurate, relevant data from — a cash compensation survey of key executive positions below the CEO. Attached is the data input document for your credit union.

As in the past, we will perform compensation comparisons for executive positions with **comparable job content**. Your EVP, SVP and VP jobs will be matched only to other surveyed positions with similar functional scope and relatively equal magnitude of accountabilities. Matching based simply on title will **not** be done.

To do this, **here is what we need from you:**

1. Complete the attached Data Collection Document for the executive positions you would like to have “matched” in the survey.
2. Provide us a copy of an organization chart that displays functions and reporting relationships below these executive jobs.
3. Give us a position description for any of the jobs that you think we might have trouble understanding and evaluating.
4. Give us the name and number of a person to contact if we have questions.

Mail or fax us the completed material. Submission deadline is **November 2, 2007**. With timely submission by all participants, RSG will produce tailored results reports as quickly as possible.

RSG contact if you have questions or problems: Allan Crecelius

Call (858) 259-3800, fax (858) 792-7465, or email acrecelius@rewardstrategy.com

Survey cost: \$450. Invoicing with final report.

