

SEATTLE

CREDIT UNION

Board Directors and Audit Committee Compensation Disclosure

Seattle Credit Union has established a Compensation Policy to provide reasonable compensation and benefits for the Board of Directors and Audit Committee (Officials) as allowed under Washington State law and the Credit Union's Bylaws. There are currently nine members of the Board of Directors and four members of the Audit Committee.

This remuneration for services is intended to help ensure that (1) the value of officials' time and attention to credit union business is appropriately recognized; (2) that recruitment of highly qualified officials is able to reach a wider portion of society, rather than only those able to volunteer time; (3) the Credit Union is positioned to attract highly qualified officials; and (4) that officials are able to and incentivized to perform their duties effectively.

Compensation Schedule for 2025

The credit union provides reasonable compensation in the form of an annual stipend, paid quarterly, based on the leadership and position held. This structure provides compensation commensurate with the respective time demands of the different positions. The following annual compensation was approved for the Officials for 2024:

Leadership Position	Quarterly	Annually
Board Chair	\$6,000	\$24,000
Board Member	\$4,500	\$18,000
Audit Committee Chair	\$3,000	\$12,000
Audit Committee Member	\$2,500	\$10,000

The Board elects the Board officers following the Annual Meeting each year.

Board of Directors	Compensation	Audit Committee Members	Compensation
Robin Harmon, Chair	\$24,000	Josh Casey, Chair	\$12,000
Nelson Reyneri, Vice Chair	\$18,000	Abdul Sharif, Vice Chair	\$10,000
Josh Canady, Secretary	\$18,000	David Howard, Secretary	\$10,000
Robin Shuler, Treasurer	\$18,000		
Lazaro Carrion, Director	\$18,000		
Jordan Grant, Director	\$18,000		
Paul Higginbotham, Director	\$18,000		
Mari Horita, Director	\$18,000		
¹ Shahzad Qadri, Director	\$18,000		

¹ Mr. Shahzad Qadri is also a member of the Audit Committee.

2024 Paid Compensation

Board of Directors	Compensation	Audit Committee Members	Compensation
Robin Harmon, Chair	\$12,000	Josh Casey, Chair	\$6,000
Nelson Reyneri, Vice Chair	\$9,000	Abdul Sharif, Vice Chair	\$5,000
Josh Canady, Secretary	\$9,000	David Howard, Secretary	\$2,500
Robin Shuler, Treasurer	\$9,000		
Lazaro Carrion, Director	\$9,000		
Jordan Grant, Director	\$4,500		
² Paul Higginbotham, Director	\$9,000		
Mari Horita, Director	\$9,000		
Shahzad Qadri, Director	\$14,000		

If you have any questions, please contact our Board at [Seattlecu.com/leadership](https://seattlecu.com/leadership) and click on “Contact the Board.”

² Mr. Higginbotham’s 2024 paid compensation was donated to charitable organizations.