

Compensation Consulting Services for Credit Unions

The Current Environment

The credit union movement has experienced a period of rapid growth. Many of these institutions are effectively competing with traditional commercial banks and providing similar products and programs, though often at a lower-cost and with high levels of member service. Extensive merger and acquisition activity is also impacting the movement. These market dynamics bring growth, but also added complexity as CUs become full service financial institutions operating in broader geographies and serving more diverse populations.

Pearl Meyer's experience in both the credit union and banking industries runs deep. As trusted advisors to boards and management, helping align business and leadership strategies with compensation, our consultants bring the in-depth knowledge and expertise necessary to help you achieve your long-term goals. We partner with you to build strong leadership teams and create pay-for-performance alignment to deliver value to all stakeholders.

Our Clients

With almost 600 active clients in the banking/credit union space, Pearl Meyer is the top firm in market share for the sector. For more than 15 years we have been the leading source of CEO and senior executive compensation information for large credit unions with the "Top 200 Credit Union CEO and Senior Executive Total Compensation Survey." We bring this depth of experience and wealth of data to each new engagement with the credit unions board and/or management team.

Our Services

Strategic Alignment

- Business and leadership strategy review
- Compensation philosophy and strategy
- Compensation committee charter review
- Leadership development and succession planning

Sophisticated Analytics

- Peer group selection and competitive analysis
- Market-based pay studies
- Short- and long-term incentive plan design
- Strategic total rewards design and implementation
- Metric selection and goal-setting
- Value driver analysis
- Dynamic pay modeling
- Pay-for-performance analysis
- SERP design and funding analysis
- Historical performance assessment
- Compensation audit
- Employment contracts, severance agreements, and change-in-control arrangements



Governance

- Governance risk management
- Review and revise governance documents
- Establish core executive compensation structure and processes
- Pay guidelines and tools
- Board education
- Board self-assessment studies
- Board compensation (where allowed)
- CEO performance management
- Internal and external governance communication
- Annual governance practices review

Tailored Solutions

We believe that there is no such thing as one-size-fits-all compensation design. We partner with you to understand what makes your organization unique and through our proven methodology, we create tailored solutions that align your executive pay programs with your business strategy and goals.

For more information and to find out how Pearl Meyer can help you align business and leadership strategy to your pay programs, visit pearlmeyer.com/credit-unions or contact the Pearl Meyer location nearest you.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Baltimore, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

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