

Board of Directors Compensation

Velocity Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors as allowed by Texas law and the Credit Union's Bylaws.

An annual notice is provided for members describing the Compensation Program.

Notice of Officials' Compensation, April 2026: Velocity Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors ("Officials") in accordance with Texas law and the Credit Union's Bylaws. The Velocity Credit Union Board believes that compensating Officials enhances the Credit Union's ability to attract and retain qualified Officials to represent the members. There are currently eight members of the Board of Directors.

Responsibilities of Officials: The Board of Directors is responsible for the general direction and control of the Credit Union. The Directors meet regularly to establish the strategic plan, annual budget, and policies. Velocity Credit Union requires Officials with financial knowledge, diverse skills, and dedication to meet the demands of a competitive and highly regulated financial services industry. The time demands of Officials' meetings, meeting preparation, regulatory training, and continuing education warrant fair and reasonable compensation.

Velocity Credit Union Financial Performance: Velocity Credit Union has consistently delivered strong financial performance that supports reasonable compensation. It provides competitive financial services to its members while ensuring the Credit Union's safety and soundness. To ensure a sound future, Velocity Credit Union has built net worth that exceeds the levels required by its regulators to be classified as well capitalized, achieved strong net income to maintain or grow net worth, and managed operational risks.

Due Diligence: The Velocity Union Board has conducted due diligence on compensation structures and levels for credit unions, other financial institutions, and nonprofit organizations of comparable size, complexity, mission, and financial performance to Velocity Credit Union. Based on the Credit Union's strong financial condition and progressive mission, the Board established a compensation schedule for Credit Union Officials that is reasonable and consistent with peer credit unions and other organizations.

Compensation Schedule for 2026: The Credit Union provides reasonable compensation in the form of a stipend for meeting attendance, paid within 48 hours of attendance. Compensation for the Board of Directors for the period April 2026 through March 2027 was approved in the amount of \$1,000.00 per meeting.

The Board Directors were paid the following amounts in 2025.

<u>Name</u>	<u>Compensation Received</u>
Kasha Bartholomew, Chair	\$14,000.00
Eric Wise, 1 st Vice Chair	\$14,000.00
Thomas Matthews, 2 nd Vice Chair	\$14,000.00
Joe Putman, Secretary/Treasurer	\$14,000.00
John Chomout, Director	\$14,000.00
Mary Paredes, Director	\$14,000.00
Doug Skolaut, Director	\$14,000.00
Mike Summers, Director	\$1,000.00