

## Board of Directors Compensation

Bellco Credit Union believes that compensation to its Board of Directors, as permitted by Colorado State Law, enhances the Credit Union's ability to attract and retain well-qualified individuals and is in the best interest of its members. Like many cooperatives, Bellco Credit Union pays reasonable and competitive compensation to Board Members while an additional amount is paid to the Chairperson for the extra time commitment and responsibilities of that position. To receive full compensation, board members must attend all board meetings, applicable committee meetings and participate in other business activities. Compensation will be evaluated and updated annually. Below are amounts paid in calendar year 2019.

2019 Board of Directors	Compensation
Angelier, Steven (Chair)	30,000
Sonderup, Laura (Vice Chair)	24,000
Fleming, Walker (Secretary/Treasurer)	24,000
Downs, James	24,000
Goodman, Mark	24,000
Kreis, Sherry	19,500
Murray, Andrew	24,000
Powers, David	24,000
Prancan, Jane	24,000
Spray, M. Alejandra	24,000
Kikumoto, C. David	10,500