

BECU's COMPENSATION COMMITTEE CHARTER
[April 12, 2011]

Responsibilities

The Credit Union's Chair appoints the Compensation Committee, which has the following responsibilities:

- The Committee periodically reviews the Credit Union's Total Compensation Plan and Executive Compensation Plan and recommends any revisions to the Plans to the Board for approval.
- The Committee periodically reviews the Credit Union's Personnel Administration Policy and recommends any revisions to the Board for approval.
- In conjunction with the President/CEO's annual performance review, the Committee:
 - Conducts and develops the performance review for approval by the Board.
 - Develops and recommends any adjustments to the President/CEO's compensation package for approval by the Board.Following Board action, the Board Chair and Compensation Committee Chair will discuss the outcome of the performance review and compensation adjustments with the President/CEO.
- The Committee reviews and recommends to the Board for approval the annual corporate wide salary adjustment funds, benefit plans, prerequisites and incentive plans developed by management.
- The President/CEO makes an annual presentation to the Committee covering the performance of the members of the Executive Management Team (EMT) and the development and implementation of a succession plan for EMT members.
- Scheduled oversight and review of the following Policies:
 - 3200 Personnel Administration