

Be assured.

Know your CEO's compensation package is fair and competitive.

“We have used the CEO Review through HRN for the past four years and have been most satisfied with the results. Trying to “stay ahead of the curve” when dealing with CEO compensation and benefits is a real challenge when your organization is growing quickly. HRN has been a valuable resource in monitoring changes that impact total CEO compensation especially with the current turmoil in the financial industry. HRN not only provides information to make fair and timely decisions, they act as a resource for any compensation questions or concerns. At SC Telco we consider HRN to be a part of our HR team.”

*Patti Seymore, CCUE, SPHR
VP/Chief Administrative Officer
SC Telco Federal Credit Union*



CEOReview

Strategically align CEO performance with credit union goals and priorities

Program benefits of CEO Review include:

- Provides up-to-date CEO salary and bonus market data on an annual basis
- Establishes a fair and defensible approach to determining merit and incentive pay
- Compares peer data on key financial growth measures
- Personalized implementation by credit union experts
- Affordable and easy to execute

HRN Performance Solutions has over 20 years of experience providing credit unions with talent management. HRN consultants work with Board members to develop a CEO performance plan that reflects the goals of the credit union. HRN can also provide “peer-to-peer” market salary information for comparable sized and regionally located financial institutions.



Speak to a consultant: 1-800-940-7522 or www.hrnonline.com/ceoreview.asp

CEO ReView

Turn strategy into success

The four part process aligns goals with performance and compensation.

Part I – Performance Objectives

A critical part of the CEO performance review, performance objectives are developed from the credit union's mission/vision statements, the strategic business plan and the plan year budget. These objectives are quantifiable and observable indicators that bridge the philosophy of the credit union's mission with measurable results.

Part II – Compensation Plan

An integral component of the CEO evaluation process is aligning compensation to outcomes. HRN develops a CEO compensation plan unique to your credit union using current "peer-to-peer" salary data that is tied to comparable sized and regionally located financial institutions.

Part III – Special Projects

The Special Projects section incorporates key, non-measurable aspects of the annual strategic plan and budget. Individual Board members evaluate results for each of the key points and submit their evaluations to the Chairman.

Part IV – Board Assessment

The Board Assessment is designed to provide feedback to the CEO from each Board member about his/her perception of the CEO's effectiveness as a decision maker, manager and credit union leader.

Each Board member completes an anonymous online assessment form. Data from each Board member is compiled onto one form and shared with the CEO during the review.

“As CEO of Tyndall Federal Credit Union, I have found HRN Performance Solutions' CEO Review to be particularly beneficial. Their system does an excellent job of focusing the Board on performance that counts, and helps open the lines of communication between the Board and CEO, resulting in better understanding. They also ensure fair pay for performance based on market standards, comparable peer analyses, and board goals. From the development process to the final results, they not only generate results, but they build a better Board/CEO partnership.”

Jim Warren, CEO
Tyndall Federal Credit Union

Program Consultants

Mike Dougal, SPHR Director, HR Consulting



Mike Dougal brings 20 years of credit union specific HR consulting experience working with Board members, senior management and HR practitioners to develop and deliver a wide range of staff management and compensation services. Mike is a graduate of Shippensburg University of Pennsylvania and holds a bachelors degree in business administration.

Lea Ann Gabbert, SPHR Senior Consultant



Lea Ann Gabbert has extensive experience in the areas of HR administration, compensation, performance management, and employee training and development. Prior to joining HRN, Lea Ann spent eight years in HR leadership positions at credit unions. She also serves on the strategic committee for her local credit union. Lea Ann has an undergraduate degree in Business Administration with a major in Human Resource Management and a graduate degree in Adult and Continuing Education.