



Executive Compensation Solutions
Creating Value Through Innovation

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ECS Announces Its 8th Annual Survey Call to Participate

Covina, CA – This year marks ECS' eighth consecutive year in publication of *The Survey: Employee & Executive Compensation & Benefits Survey for the Credit Union Movement*. *The Survey* has become a valuable resource for credit union boards when designing appropriate compensation philosophies and practices that serve to attract, retain and reward leadership talent. Data from credit unions across the nation is compiled to provide reliable information relevant to asset size, geographic region, charter type and number of employees so that boards can make sound decisions when developing compensation and benefit programs for their key value creators.

The Survey also provides insight into current trends and regulatory concerns. "Last year's survey showed a much stronger focus by credit unions on the development of key executive talent as part of the succession planning of the organization" says CEO, Alec Berkman. "Boards recognize that the entire team has a role in supporting the credit union's charter, and they are developing succession plans, as well as attraction, retention and reward tools, in accordance with that."

ECS is proud to announce Credit Unions for Kids as the benefactor of the charity drive to accompany *The Survey* once again this year. For each credit union that participates, ECS will make a ten dollar donation to Credit Union for Kids. ECS also challenges credit unions to rise to the occasion and make a donation of their own. All donations made by credit unions will be attributed to their local Children's Miracle Network Hospital. Each credit union that makes a contribution will also be recognized in a special dedication page in *The Survey*.

Credit unions across the nation will have an open window to respond online in an easy and secure format through the ECS website at www.ecs-m.com. Click on the "2011 Survey Questionnaire" link on their home page to be directed to the secure site to complete the questionnaire. If you would like additional information on *The Survey* and how to participate, please contact Kelly Banks at (626) 914-2333 or kbanks@ecs-m.com.

Credit Unions for Kids, the brand under which credit unions fundraise for Children's Miracle Network Hospitals, was launched in 1996. Since that time credit unions have raised almost \$90 million for children's hospitals across the United States. www.CMNHospitals.org

Executive Compensation Solutions (ECS) was founded in 1970 and brings innovative thinking to executive compensation and benefit issues, including compensation benchmarking, client driven surveys, incentive structures, "equity-like" compensation arrangements, retirement plans, elective deferred compensation, actuarial consulting, valuation services, as well as survivor, disability and long-term care benefits. www.ecs-m.com

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