



**PENNSYLVANIA STATE EMPLOYEES CREDIT UNION  
BOARD OF DIRECTORS COMPOSITION SURVEY  
AS OF JANUARY 2016**

PSECU’s Board of Directors is the cornerstone of PSECU’s governance activities providing a monitoring function over the President, overseeing the credit union’s strategy and monitoring risks and the credit union’s control system. The Board governs with an emphasis on outward vision; strategic leadership; clear distinction of Board and President’s roles; and proactivity. Members of the Board are expected to exercise sound judgment with utmost honesty and integrity while adhering to all PSECU policies and procedures, and statutory and regulatory requirements.

The following is designed to help the Board of Directors think about the Board composition needs over the next three year period. Please complete this form while thinking of PSECU Board of Director composition needs over the next three year period.

| Question   | Less Desirable           |                          | 3                        | Highly Desirable         |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | 1                        | 2                        |                          | 4                        | 5                        |
| I. While thinking of PSECU’s Board of Director composition needs over the next three years, please rate the following items: |                          |                          |                          |                          |                          |
| <b>A. Knowledge/Skills/Abilities/Expertise:</b>  |                          |                          |                          |                          |                          |
| Field of Education:  |                          |                          |                          |                          |                          |
| Elementary / Secondary   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| College / University   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Financial:   |                          |                          |                          |                          |                          |
| Accounting   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Economics  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Insurance  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Investments  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Governance:  |                          |                          |                          |                          |                          |
| Strategic Planning   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Risk Management  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Social Responsibility  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Corporate Values   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Government:  |                          |                          |                          |                          |                          |
| Legislative  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Executive  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Judicial   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Human Resources  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Information Technology   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Legal  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Marketing  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Prior Directorship   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**If you have selected “Other”, please provide your comments in the space below:**



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*Board of Directors Composition Survey (cont.)*

| Question   | Less Desirable           |                          |                          | Highly Desirable         |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | 1                        | 2                        | 3                        | 4                        | 5                        |
| <b>B. Board Composition:</b>   |                          |                          |                          |                          |                          |
| Increase in Board diversity; i.e., age, ethnicity, gender, to better reflect PSECU's membership demographics | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Increase Community Service Involvement   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**If you have selected "Other", please provide your comments in the space below:**

II. In your opinion, do you feel that the number of PSECU's Board of Directors should be increased, decreased, or remain the same?

III. In your opinion, what is needed to make PSECU's Board of Directors more effective in the next three years?

IV. In your opinion, what is the most pressing issue facing PSECU's Board of Directors in the next three years?