



Compensation of Board of Directors and Audit Committee Members

iQ Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors and Audit Committee, pursuant to the Washington Credit Union Act and the iQ Credit Union Bylaws. Compensation is paid in recognition of the significant time requirements and educational requirements expected of the Board and Audit Committee members.

Compensation Schedule for 2025

	Board Chair	Director & Executive Committee Member	Director	Audit Committee Chair	Audit Committee Member
Annual Stipend	\$30,000	\$22,000	\$18,000	\$15,000	\$12,500

2025 - Director and Audit Committee Compensation	
Official	Total Stipend 2025
Joseph Nutting	\$26,444.44
Don Kitterman	\$20,133.33
Arlene Hett	\$17,566.67
Brian Loos	\$20,133.33
Evie Grendahl	\$19,866.67
Steve Porter	\$18,000
Alicia Moore	\$18,000
Troy Graham	\$15,433.33
Cristhian A. Canseco Juarez	\$9,600
Doug Lehrman	\$13,333.33
Sharon Eastman	\$9,777.78
Joan Durgin	\$8,000
Ron Odermott	\$15,000
Kevin Sherry	\$12,500
Ryan Houle	\$12,500

The total stipend paid in 2025 does not include the payout of the stipend earned in 4Q 2025 which is paid in January 2026.