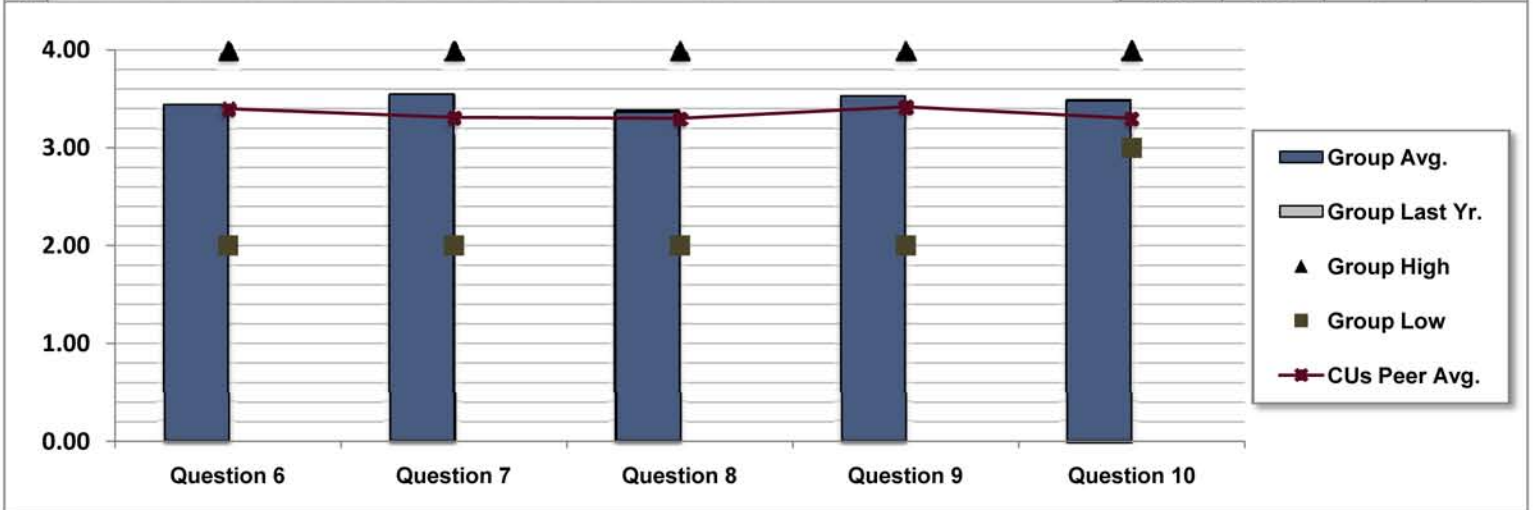
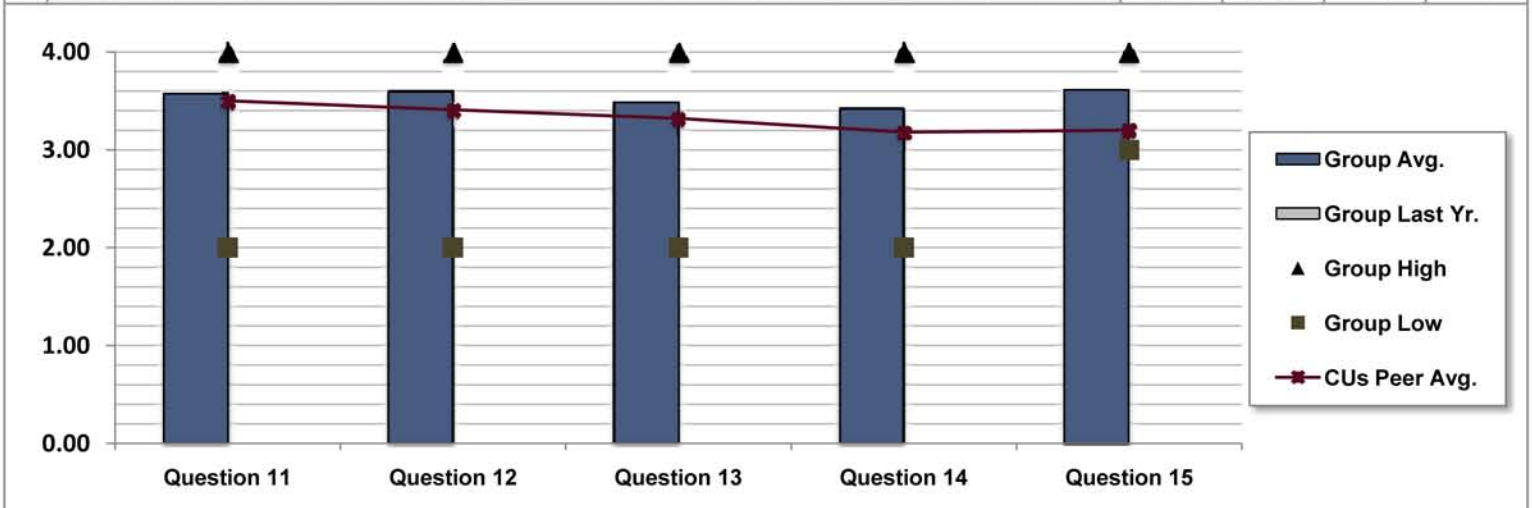


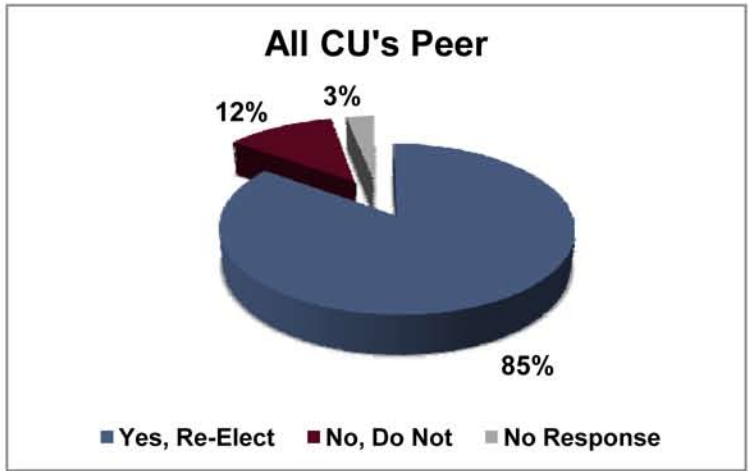
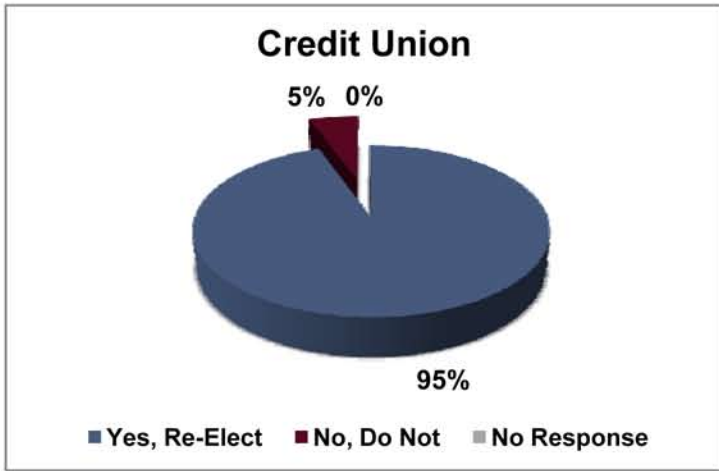
#	Relationships & Communication (B)	Group Avg.	Group Last Yr.	Group High	Group Low
6	Encourages team building and open discussion, while maintaining a positive working relationship with other credit union volunteers.	3.45	0.00	4	2
7	Contributes constructively to discussions, providing perspective, relevant feedback, and concrete definition of expectations.	3.55	0.00	4	2
8	Demonstrates the ability to gracefully accept and manage criticism and confirmations for making unpopular, but necessary decisions.	3.38	0.00	4	2
9	Maintains a positive and supportive working relationship with the president / CEO and senior management.	3.54	0.00	4	2
10	Communicates effectively with members, sponsors, regulators, and other outside parties.	3.49	0.00	4	3



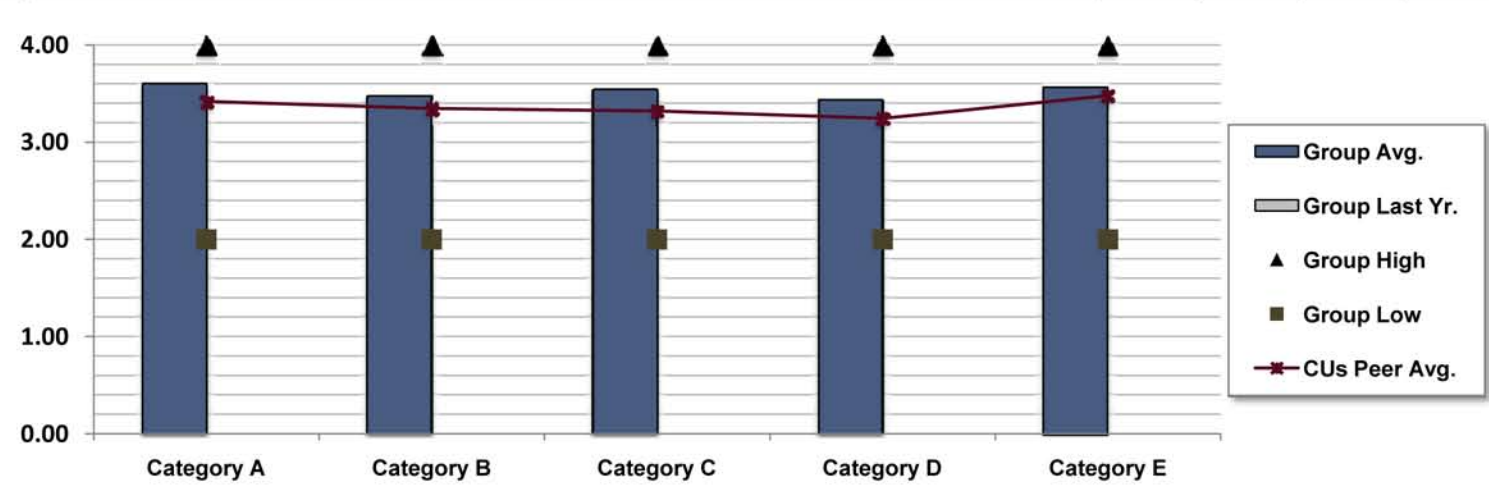
#	Knowledge & Understanding (C)	Group Avg.	Group Last Yr.	Group High	Group Low
11	Provides clear understanding and practical application of board members' roles and responsibilities.	3.58	0.00	4	2
12	Demonstrates thorough understanding of the credit union's financial position and the financial implications of board decisions.	3.60	0.00	4	2
13	Possesses understanding of key concepts and principles relating to finance, marketing, and people management, as exhibited in discussions.	3.49	0.00	4	2
14	Demonstrates an understanding of relevant legal and regulatory requirements in discussions and decision making.	3.43	0.00	4	2
15	Displays an awareness of external issues and trends facing the credit union and its environment by sharing pertinent information with the board.	3.61	0.00	4	3



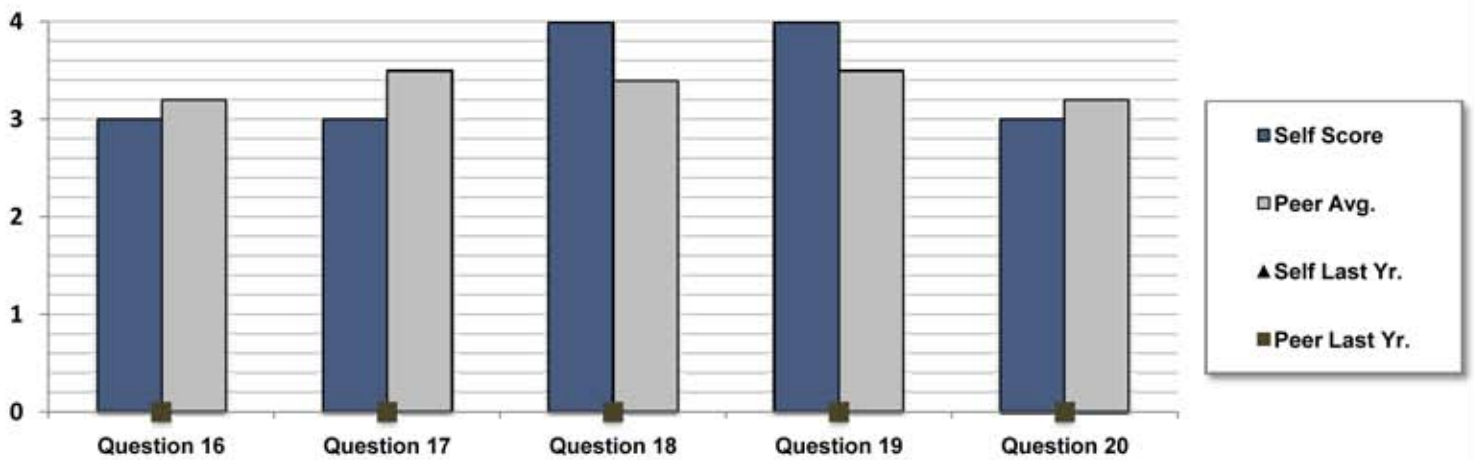
#	Summary	Yes	No	No Resp.
26	If this person were running for re-election today, would you vote for him / her?	95%	5%	0%



#	Category Summary	Group Avg.	Group Last Yr.	Group High	Group Low
A	Preparation & Participation	3.60	0.00	4	2
B	Relationships & Communication	3.48	0.00	4	2
C	Knowledge & Understanding	3.54	0.00	4	2
D	Leadership & Planning	3.44	0.00	4	2
E	Commitment & Results	3.57	0.00	4	2



#	Leadership & Planning (D)	Self Score	Peer Avg.	Self Last Yr.	Peer Last Yr.
16	Provides vision, leadership, and general direction to senior management by focusing on results while refraining from micro-managing.	3	3.20	0	0.00
17	Provides appropriate direction and control of credit union activities through the review, approval, and documentation of effective policies.	3	3.50	0	0.00
18	Provides for the timely completion of a results-oriented performance appraisal and a competitive compensation package for the president.	4	3.40	0	0.00
19	Exercises judgment and makes decisions consistent with the credit union's established values, mission, strategies, goals, and priorities.	4	3.50	0	0.00
20	Ensures that a written strategic business plan is developed, monitored, and fully implemented as written.	3	3.20	0	0.00



#	Commitment & Results (E)	Self Score	Peer Avg.	Self Last Yr.	Peer Last Yr.
21	Personally uses and successfully promotes the credit union and its services to current and potential members.	4	3.78	0	0.00
22	Demonstrates high standards of honesty, integrity, confidentiality, and objectivity in deliberations.	4	3.80	0	0.00
23	Exercises sound business judgment by balancing the needs of all the members, savers, borrowers, and service users, acting in the best interests of the credit union.	4	3.50	0	0.00
24	Applies logic and common sense in making prudent business decisions that provide for the long-term financial health, safety, and security of the credit union.	4	3.50	0	0.00
25	Actively monitors results of strategic business plan implementation and takes corrective action where appropriate.	3	3.20	0	0.00

