

At a meeting of the Governance and Nominating Committee, the following individuals were nominated for an open seat on the USALLIANCE Board of Directors, each for a three-year term:

**Paul J. Gravenese****Carla M. Palma****Thaddeus J. Shepherd**

**Paul J. Gravenese** – Paul serves as Treasurer & Deputy CFO at UNDP. He’s responsible for leadership and management of global Treasury activities and services for UNDP, US Capital Development Fund, US Women, UN Population Fund as well as other UN Agencies. Paul is a financial services professional that has worked for a small accounting firm, a Wall Street firm, two Fortune 20 multinational corporations and is currently at the United Nations Development Programme.

**Carla M. Palma** – Carla has been a Board member since 2007 and had a 35+ year career in corporate finance-focused primarily in the Treasury function responsible for global liquidity, banking systems strategy and deployment, debt capital market transactions, securitization programs, free cash flow management, and reporting treasury-related aspects of mergers and acquisitions.

Prior to retirement from XPO Logistics, Inc. as VP & Assistant Treasurer, Carla held executive positions at PepsiCo, IBM, and Hitachi America Ltd. Carla was also elected to the North Salem Board of Education as Trustee, which she served for 15 years. Her work as a volunteer has included organizations such as the Susan G. Komen Cancer Foundation and Babson College Alumni Committee, in addition to her volunteer work at USALLIANCE. Carla holds a B. S. in Management from Babson College.

**Thaddeus J. Shepherd** – Thad currently serves as Global Officer, Compensation and Benefits for Marriott International, Inc. As the head of the company’s total rewards strategies, Thad is responsible for ensuring that Marriott can attract and retain best-in-class talent to serve Marriott Bonvoy® members and guests around the world. Marriott’s total rewards programs include base salary, short- and long-term incentives, paid time off programs, various company stock compensation plans, retirement and pension plans, and health and other insurance plans as well as other benefits. Thad is also responsible for all aspects of executive compensation including aligning with the Human Resources and Compensation Committee of the company’s board of directors. In addition, he serves as the chair of Marriott’s retirement plan committee, stock fund committee, and is the plan administrator for the company’s over \$10 billion in combined retirement plan assets.

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Applicants that the Governance and Nominating Committee fails to nominate or persons wishing to use the official petition process must file their official petitions with the Assistant Board Secretary of the Credit Union by 1:00 PM ET on April 19, 2025. Official petitions for nomination must contain 500 valid member signatures and must be accompanied by a certificate from the nominee stating that he or she is agreeable to the nomination and will serve if elected. In addition, official petitions must be accompanied by a short resume (not more than 75 words) containing biographical data that will only be published in the official candidate listing and sent with the ballot.

To obtain an Official Petition, please send a written request to the Assistant Board Secretary, in care of the Credit Union or via email at [assistantboardsecretary@usalliance.org](mailto:assistantboardsecretary@usalliance.org).

NOTE: In the event that all nominations result in a non-contested election (only one candidate nominated for each available position) in accordance with our bylaws, a ballot will not be mailed; the nominees will be elected by acclamation at the Annual Meeting on May 29, 2025.

**Election Schedule**

- January 31, 2025** All requests for nomination must be received by 5:00 PM ET
- February 28, 2025** Governance & Nominating Committee reports
- March 15, 2025** Nominations of the Governance & Nominating Committee will be posted on this date
- April 19, 2025** Last day for nomination by official petition to be delivered to the Assistant Board Secretary of the Credit Union by 1:00 PM ET
- April 24, 2025** Nominations received by official petition will be posted.
- April 29, 2025** Ballots will be mailed if an election is necessary.
- May 24, 2025** Returning ballots must be received by the Tellers of the Election.
- Annual Meeting** If there is an election, the selected candidates will be announced at our Annual Meeting:
- May 29, 2025** 7:00 PM ET – Annual Meeting will take place at:  
USALLIANCE Financial, 555 Boston Post Road, Port Chester, NY 10573