



2025 Corporate Social Responsibility Report

Elements Financial Federal Credit Union

Elements Data

Gender Breakdown

At Elements, our 187 employees bring unique perspectives, with 61% being women and over half of management roles held by women.

Team Composition

Our BIPOC representation has increased to 16.67%, reflecting our dedication to diversity and inclusion. One of our greatest strengths is the tenure of our workforce, with 38% of employees having been with Elements for more than a decade!

Candidates

Elements had 3,086 candidates apply to 33 positions in 2025, leading to 303 phone screens before filling our positions. Our offer acceptance rate was 91%.



Pay Equity

We are proud to maintain strong pay equity, with women earning \$1.02 for every \$1 earned by men and BIPOC employees earning \$1.02 for every \$1 earned by white employees. Because these figures represent organization-wide averages, our focus remains on maintaining fair and equitable compensation practices and striving for a 1:1 pay equity ratio across all employee groups.

Diversity and Growth

Our turnover rate stands at 16.94%, below industry standards reported in CU trade press at ~20%, showcasing our commitment to employee satisfaction and retention.

Giving Back

Our volunteers put in the equivalent of one full-time employee working for 45+ weeks, making a lasting impact.



Amy Stokes at SOAR



Congratulations to Amy Stokes, the inaugural Volunteerium Award winner, for dedicating 163 hours to volunteering!

In 2025, we logged a remarkable 1,838 volunteer hours, showcasing our commitment to community service.

190

Teddy bears donated

650+

People Received Financial Literacy from CSR

\$218,000+

Donated to the community



Belonging - DEIB in Action

At Elements Financial, we are proud to have 187 employees with diverse backgrounds, skills, and experiences, fostering an inclusive environment that drives our mission forward.

In 2025, we restructured and began our Employee Resource Groups (ERGs) and Interest Groups! These include Milestones, Alphabet Soup, and Prism as our ERGs. Our interest groups are Shelf Life and Nerd Herd. These groups allow everyone at Elements to come together to learn, share interests, and support each other. Since launching in 2025, our ERGs and Interest Groups include 45% of our employees!

69

Unique employees in ERGs

30

Unique members in Interest Groups

170

Members in ERGs and Interest Groups



Celebrating Recognition

At Elements Financial, celebration and acknowledgment are key. While we've had Viva Engage to Share #DayMade, we introduced Lattice Feedback. Now, we have more ways to celebrate each other! It shows, too: With 52% of employees actively giving recognition and 90% receiving it, we foster a culture of appreciation that strengthens our community and motivates everyone to contribute their best.



David Koger TO  **Dawn Barber**

"The representative Dawn was very very helpful and determine to solve my issues I was having; she truly went more than the extra mile with her pleasant, polite, courteous, patient and customer service attitude. I was overwhelmed with her genuine concern because of her sincerity."
Dawn is an incredibly empathetic and patient person, we appreciate her!

Jun 30, 2025

Public



309

Daymade and Feedback Given



Posted in **All Company**



Adrianna Gurnell

Oct 30, 2025

Meet the Wicked Witches of Elements! 🧛 I'm so grateful to be part of a team that makes me feel welcome and celebrates fun moments like this. Special shout-out to James Isgan for being such a good sport during our photoshoot shenanigans **#daymade**!" 🧛🧛



Vashni Johnson TO 

I appreciate everyone pushing through September. Despite illness, staffing challenges, and everything else thrown our way, we've continued to show resilience and remain strong as a team. Looking forward to an Optimal October!

COLLABORATION & COMMUNICATION

Oct 1, 2025

Public



568

Recognitions Received