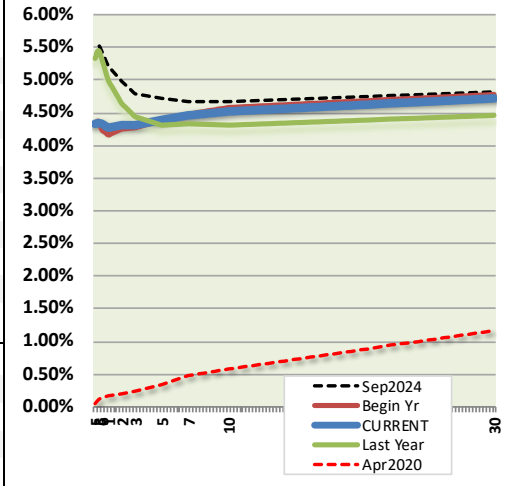


14 February 2025

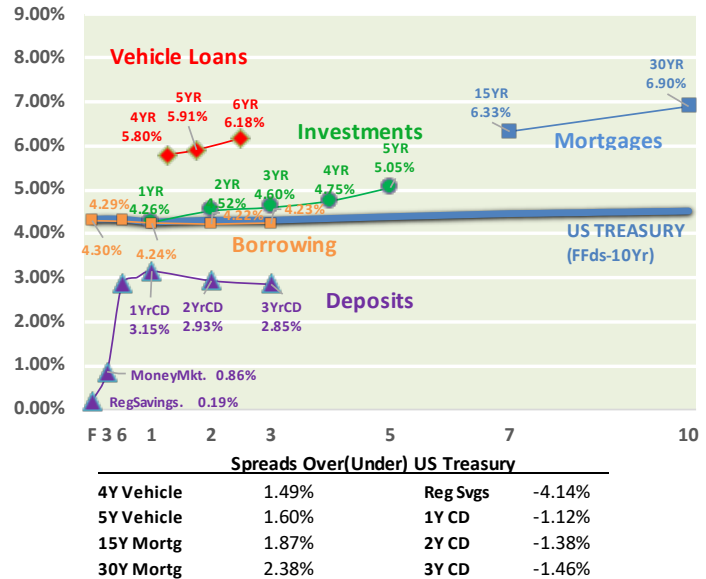
BENCHMARK INTEREST RATES AND YIELD CURVE	US Treasury Rates-				CHANGES SINCE			YIELD CURVE ASSESSMENT
	THIS WK	LAST MO	YR END	LAST YR	CHANGES SINCE			
	2/13/25	1/13/25	12/31/24	2/13/24	This Yr	Last Yr	This Cycle*	
Prime	7.50%	7.50%	7.50%	8.50%	0.00%	-1.00%	-1.00%	
Fed Funds	4.33%	4.33%	4.33%	5.33%	0.00%	-1.00%	-1.00%	
3mo	4.34%	4.37%	4.37%	5.45%	-0.03%	-1.11%	-1.18%	
6mo	4.33%	4.30%	4.24%	5.32%	0.09%	-0.99%	-1.11%	
1yr	4.27%	4.24%	4.16%	4.99%	0.11%	-0.72%	-0.94%	
2yr	4.31%	4.40%	4.25%	4.64%	0.06%	-0.33%	-0.67%	
3yr	4.31%	4.49%	4.27%	4.44%	0.04%	-0.13%	-0.48%	
5yr	4.39%	4.61%	4.38%	4.31%	0.01%	0.08%	-0.33%	
7yr	4.46%	4.71%	4.48%	4.33%	-0.02%	0.13%	-0.21%	
10yr	4.52%	4.79%	4.58%	4.31%	-0.06%	0.21%	-0.15%	
30yr	4.72%	4.97%	4.78%	4.46%	-0.06%	0.26%	-0.10%	
Slope of the Yield Curve-								
2yr-3mo	-0.03%	0.03%	-0.12%	-0.81%	0.09%	0.78%	0.51%	
5yr-2yr	0.08%	0.21%	0.13%	-0.33%	-0.05%	0.41%	0.34%	
10yr-5yr	0.13%	0.18%	0.20%	0.00%	-0.07%	0.13%	0.18%	
10yr-3mo	0.18%	0.42%	0.21%	-1.14%	-0.03%	1.32%	1.03%	

*Since Sep 2024

ECONOMIC UPDATE AND ANALYSIS	CONSUMER INFLATION RISES 3% IN JANUARY; CORE PRICES ADVANCE 3.3%		Key Economic Indicators for Banks, Thrifts & Credit Unions-																																																																										
				LATEST	CURRENT	PREV																																																																							
	<p>Inflation ticked higher in January as stubbornly high prices continued to strain Americans' household finances as the Federal Reserve weighs a continued pause to its interest rate cut plans.</p> <p>The Labor Department said that the consumer price index — a broad measure of how much everyday goods like gasoline, groceries and rent cost — increased 0.5% in January while it rose 3% on an annual basis.</p> <p>So-called core prices, which exclude the more volatile commodity-driven elements, were up 0.4% in January and 3.3% on an annual basis. The report shows that the very same inflationary pressures over the past 4 years remain persistent despite progress in bringing inflation closer to the Federal Reserve's 2% target over the past two years.</p> <p>Energy costs rose 1.1% on a monthly basis in January, a slower pace than the 2.4% reading in December. Gas prices were up 1.8% last month, while natural gas prices increased by the same amount.</p> <p>Food prices increased 0.4% in January. The food at home index was up 0.5% for the month, with a 15.2% increase in the cost of eggs accounting for about two-thirds of the index's total increase.</p>		<table border="1"> <tbody> <tr> <td>GDP</td> <td>QoQ</td> <td>Q4-24 1st</td> <td>2.3%</td> <td>3.1%</td> </tr> <tr> <td>GDP - YTD</td> <td>Annl</td> <td>Q4-24 1st</td> <td>2.5%</td> <td>2.6%</td> </tr> <tr> <td>Consumer Spending</td> <td>QoQ</td> <td>Q4-24 1st</td> <td>4.2%</td> <td>3.7%</td> </tr> <tr> <td>Consumer Spending YTD</td> <td>Annl</td> <td>Q4-24 1st</td> <td>3.2%</td> <td>2.8%</td> </tr> <tr> <td>Unemployment Rate</td> <td>Mo</td> <td>January</td> <td>4.0%</td> <td>4.1%</td> </tr> <tr> <td>Underemployment Rate</td> <td>Mo</td> <td>January</td> <td>7.5%</td> <td>7.5%</td> </tr> <tr> <td>Participation Rate</td> <td>Mo</td> <td>January</td> <td>62.6%</td> <td>62.5%</td> </tr> <tr> <td>Wholesale Inflation</td> <td>YoY</td> <td>January</td> <td>3.5%</td> <td>3.3%</td> </tr> <tr> <td>Consumer Inflation</td> <td>YoY</td> <td>January</td> <td>3.0%</td> <td>2.9%</td> </tr> <tr> <td>Core Inflation</td> <td>YoY</td> <td>January</td> <td>3.3%</td> <td>3.2%</td> </tr> <tr> <td>Consumer Credit</td> <td>Annual</td> <td>December</td> <td>9.6%</td> <td>-1.3%</td> </tr> <tr> <td>Retail Sales</td> <td>YoY</td> <td>January</td> <td>4.8%</td> <td>3.0%</td> </tr> <tr> <td>Vehicle Sales</td> <td>Annl (Mil)</td> <td>January</td> <td>16.1</td> <td>17.2</td> </tr> <tr> <td>Home Sales</td> <td>Annl (Mil)</td> <td>December</td> <td>4.904</td> <td>4.760</td> </tr> <tr> <td>Home Prices</td> <td>YoY</td> <td>November</td> <td>3.8%</td> <td>3.6%</td> </tr> </tbody> </table>	GDP	QoQ	Q4-24 1st	2.3%	3.1%	GDP - YTD	Annl	Q4-24 1st	2.5%	2.6%	Consumer Spending	QoQ	Q4-24 1st	4.2%	3.7%	Consumer Spending YTD	Annl	Q4-24 1st	3.2%	2.8%	Unemployment Rate	Mo	January	4.0%	4.1%	Underemployment Rate	Mo	January	7.5%	7.5%	Participation Rate	Mo	January	62.6%	62.5%	Wholesale Inflation	YoY	January	3.5%	3.3%	Consumer Inflation	YoY	January	3.0%	2.9%	Core Inflation	YoY	January	3.3%	3.2%	Consumer Credit	Annual	December	9.6%	-1.3%	Retail Sales	YoY	January	4.8%	3.0%	Vehicle Sales	Annl (Mil)	January	16.1	17.2	Home Sales	Annl (Mil)	December	4.904	4.760	Home Prices	YoY	November	3.8%
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DJIA		44,711	42,544	5.1%	15.4%																																																																								
S&P 500		6,115	5,881	4.0%	22.2%																																																																								
NASDAQ		19,945	19,310	3.3%	26.8%																																																																								
Crude Oil		70.74	71.72	-1.4%	-10.8%																																																																								
Avg Gasoline		3.13	3.13	0.0%	-2.0%																																																																								
Gold		2,945	2,641	11.5%	42.9%																																																																								

AVERAGE CREDIT UNION RATES, RATE SENSITIVITIES AND RELATIVE VALUE

	THIS WK	CHG IN MKT SINCE		RATE SENSITIVITY	
	2/13/25	YTD	2024 High	Bmk Decline	RS
Classic CC	13.20%	0.03%	-0.17%	-1.00%	17%
Platinum CC	12.57%	-0.10%	-0.45%	-1.00%	45%
48mo Veh	5.80%	-0.08%	-0.41%	0.67%	-61%
60mo Veh	5.91%	-0.08%	-0.42%	0.84%	-50%
72mo Veh	6.18%	-0.08%	-0.42%	0.88%	-48%
HE LOC	7.66%	-0.19%	-0.79%	-1.00%	79%
10yr HE	7.37%	-0.03%	-0.17%	-1.00%	17%
15yr FRM	6.33%	-0.08%	-0.43%	-0.54%	80%
30yr FRM	6.90%	0.02%	-0.86%	-0.46%	187%
Sh Drafts	0.13%	0.00%	0.01%	-1.00%	-1%
Reg Svgs	0.19%	0.00%	0.00%	-1.00%	0%
MMkt-10k	0.86%	-0.01%	-0.05%	-1.00%	5%
MMkt-50k	1.16%	-0.01%	-0.07%	-1.00%	7%
6mo CD	2.86%	-0.04%	-0.17%	-0.35%	49%
1yr CD	3.15%	-0.02%	-0.25%	0.18%	-139%
2yr CD	2.93%	0.00%	-0.13%	0.67%	-19%
3yr CD	2.85%	0.01%	-0.07%	0.84%	-8%



STRATEGICALLY SPEAKING

The data comes after the Federal Reserve announced a pause in its interest rate cutting plans at the central bank's meeting last month, leaving the benchmark federal funds rate at a target range of 4.25% to 4.5%.

Fed Chair Powell signaled that policymakers are in no hurry to cut interest rates further and will monitor inflation readings as well as labor market data as they weigh their next move.

The Fed will see January's hot inflation print as confirmation that price pressures continue to bubble beneath the economy's surface. That will reinforce the Fed's inclination to at least slow and possibly even end rate cuts in 2025.

Some of January's bad inflation print was due to one-off factors, like egg prices surging as avian flu swept across the nation's agriculture industry, or the month's cold snap and stiffer sanctions on Russia raising fuel oil prices. But other inflationary pressures look like businesses resetting prices higher at the turn of the year to pass on increased expenses they felt in 2024.

The Fed is also watching the impact of higher tariffs, more restrictive immigration policies, and tax cut plans. These policies could all temporarily add to inflation as their effects ripple through the economy, causing the Fed to keep interest rates higher than they would have been under the status quo.

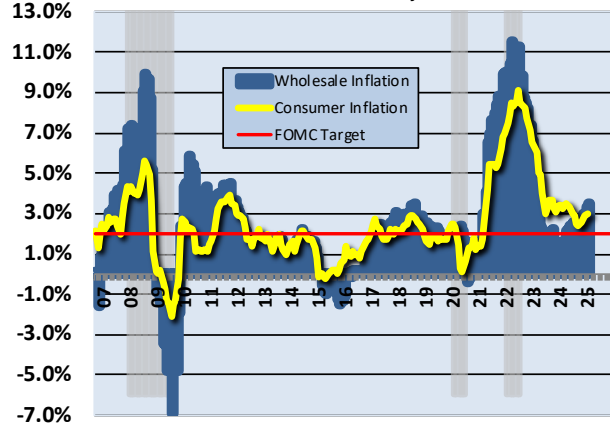
ECONOMIC RELEASES

RELEASES THIS WEEK:	Current	Projected	Previous
Consumer Inflation (Jan, YoY)	3.0%	2.9%	2.9%
Wholesale Inflation (Jan, YoY)	3.5%	3.4%	3.3%
Retail Sales (Jan, YoY)	4.2%	3.7%	3.9%

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Wed - FOMC Minutes		
Thur - Leading Indicators (Jan, MoM)		-0.1%
Fri - Existing Home Sales (Jan, Annlzd)	4.16M	4.24M

INFLATION PROFILE

WHOLESALE versus CONSUMER INFLATION, Monthly Year-over-Year



STRATEGIC ASSESSMENT REVIEW

ECONOMIC AND INTEREST RATE ENVIRONMENT

ECONOMIC GROWTH OUTLOOK:

- 1) Expect a slower pace of economic growth nationally but with pockets around the country where local demand will be sufficient to satisfy loan and deposit growth. Unstable inflation still to dilute purchasing power.
- 2) More members living paycheck-paycheck existence, therefore volatility in core deposits (checking & savings) remains. Employment sector stable. Unstable share growth and any mismatch with loan growth could adversely impact liquidity.

CONSUMER INFLATION:

- 1) Expect the pace of inflation to remain between 2.3% to 2.9% year-over-year but there remains upward pressure on some consumer prices that could continue to dilute the purchasing power in the future.
- 2) The FOMC is between a rock and a hard place. If they cut target rates too much, too soon it will trigger another explosion of inflation. Conversely, if they wait too long, too little, it could effect future economic growth sending consumer demand into a downward spiral.

DEMAND AND CREDIT:

- 1) Consumer demand should be supported by strong local employment sectors, wage growth and improved household wealth. However, there will be a slight fluctuation between A-quality and C-quality loan applications
- 2) Lenders should not compromise marginal loan quality in order to boost portfolio growth metrics. Delinquency and net charge-offs already remain double (and in some cases, triple) the levels experienced one year ago.

ENTERPRISE RISK ASSESSMENT AND STRATEGIC OUTLOOK:

ASSET PROFILE AND NET WORTH:

- 1) All efforts must be focused on the protection of equity capital and membership capital (net worth) profiles. Net worth ratios must exceed 7% of assets to retain their well-capitalized profile.
- 2) This is the most important element of any financial institution in that it dictates growth outlook, balance sheet complexity and allocation and relative risk management profiles that it might pursue.

INTEREST RATE RISK EXPOSURE:

- 1) Whereas risk exposure strategies differ from institution to institution, focus should be on the immediate +/-100bp shift with a net exposure between -10% to -12%...
- 2) Credit unions have a much shorter average life of earning assets therefore metrics beyond +/-200bp is immaterial. The exception would be for institutions with a greater allocation of fixed rate mortgages.

CREDIT MITIGATION:

- 1) Credit mitigation and liquidity management are our two top priorities for 2025. Delinquency and NCOs have already doubled.
- 2) For this reason, we recommend that 87% of new loan originations must retain a collective underwriting of B+ or better.
- 3) Credit unions should continue to closely monitor credit concentration and exposure risk.
- 4) Portfolio should be at least 92% prime rated classification and retain an average life between 2.7 and 3.5 years.
- 5) We recommend risk classification be - as Prime - 730+ (A+), 680-729 (A), 640-679 (B), 620-639 (C), - and as sub-Prime - 550-619 (D) and <550 (E). Credit union should monitor its loss exposure by measuring the potential impact on net worth shocked over a variety of loss exposure from sub-Prime loans.
- 6) Determine the extent that loss exposure dilutes its net worth below 7.0% well-capitalized profile.

LIQUIDITY:

- 1) The best way to manage liquidity is to monitor the mismatch between loan and share growth. Loan growth is highly dependent on expectation for share growth and the level of prevailing surplus liquidity on hand.
- 2) Prevailing surplus cash should be no less than 9% of total assets. The measure of short-term funding (cash and investments maturing within the next 12 months) should be greater than 12%.
- 3) Don't make the same mistake that many made from 2021-23 by not focusing on the mismatch between loan and share growth. This caused promotional CDs that more than doubled most cost of funds.
- 4) Volatility in core deposits (checking and regular savings) will continue in 2025 as more members are living a paycheck-to-paycheck existence - even as wage growth has more recently caught up with inflation.

MARKET RATES:

- 1) While we expect a downward trend in benchmark rates, but consumer market rates will not experience a comparable decline. We expect a collective 25 to 30bp downward exposure in vehicle loan rates during the year but continued volatility in mortgage rates that might vary between 6.25% to 7.00%
- 2) Pricing spreads will start to widen on most consumer market rates - meaning that institutions will find higher value by reallocating to more credit-based assets.
- 3) Marginal loan rates on most credit-based assets will remain higher than what most portfolio yields are currently returning. This indicates that institutions might still experience higher loan revenue streams in 2025 even if they experience fewer loan originations.
- 4) This will help cure prevailing credit mitigation exposure. As liquidity improves in 2025, "promotional" CDs will diminish which will help slow the rising pace of cost of funds.



ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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JANUARY 13	14 Wholesale Inflation 3.3%	15 Consumer Inflation 2.9%	16 Jobless Claims 217k Cont'd Claims 1.86M Retail Sales +0.4%	17	18
21 MLK HOLIDAY	21	22 Cons Confidence -0.1%	23 Jobless Claims 223k Cont'd Claims 1.9M	24 Exist Home Sales 4.24M	25
27 New Home Sales	28	29 FOMC Announcement	30 Jobless Claims 207k Cont'd Claims 1.86M GDP (Q4, 1st) 2.3% Home Prices 3.8%	31	FEBRUARY 1
3	4	5	6 Jobless Claims 219k Cont'd Claims 1.88M	7 Unemployment 4.0% Non-farm Jobs +219k Private Payrolls +111k Participation Rate 62.6%	8
10	11	12 Consumer Inflation 3.0%	13 Jobless Claims 213k Cont'd Claims 1.85M Wholesale Inflation 3.5%	14 Retail Sales 4.2%	15
17	18	19 FOMC Minutes	20 Jobless Claims Cont'd Claims Leading Indicators	21 Existing Home Sales	22
24	25 Home Prices Consumer Confidence	26 New Home Sales	27 Jobless Claims Cont'd Claims GDP (Q4, 2nd)	28	MARCH 1
2	4	5 FRB Beige Book	6 Jobless Claims Cont'd Claims	7 Unemployment Non-farm Jobs Private Payrolls Participation Rate	8
10	11	12 Consumer Inflation	13 Jobless Claims Cont'd Claims Wholesale Inflation	14	15

ECONOMIC FORECAST
January 2025
 (Updated January 19, 2025)

	2024				2025				2026			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

ECONOMIC OUTLOOK
Economic Growth-

GDP - (QoQ)	1.6%	3.0%	3.1%	2.3%	2.1%	2.1%	1.7%	1.8%	1.7%	1.7%	1.4%	1.4%
GDP - (YTD)	1.6%	2.3%	2.6%	2.5%	2.1%	2.1%	2.0%	1.9%	1.7%	1.7%	1.6%	1.5%
Consumer Spndng (YTD)	1.9%	2.8%	3.7%	3.9%	2.6%	2.3%	1.5%	1.5%	1.2%	1.7%	1.8%	1.9%
Govt Spending (YTD)	1.8%	3.1%	5.1%	0.9%	0.7%	-0.2%	0.1%	1.0%	0.0%	0.0%	-0.1%	-0.2%
	1.8%	2.5%	3.3%	2.7%	0.7%	0.3%	0.2%	0.4%	0.0%	0.0%	0.0%	-0.1%

Consumer Wealth-

Unemployment	3.8%	4.0%	4.2%	4.2%	4.3%	4.4%	4.4%	4.4%	4.4%	4.4%	4.5%	4.5%
Cons Inflation	3.2%	3.2%	2.6%	2.7%	2.7%	2.6%	2.6%	2.3%	2.4%	2.1%	2.2%	2.2%
Home Prices	6.3%	6.3%	5.0%	4.0%	3.5%	3.4%	3.0%	3.0%	2.8%	2.8%	3.0%	3.1%

SINGLE FAMILY HOME & VEHICLE LOAN MARKETS
Home Sales (Mils)-

Home Sales	4.863	4.740	4.605	4.768	4.815	4.933	5.092	5.305	1.311	5.339	5.333	5.357
Existing Homes	4.200	4.047	3.893	4.044	4.065	4.157	4.313	4.505	0.511	4.538	4.544	4.566
New Homes	0.663	0.693	0.712	0.724	0.750	0.776	0.779	0.800	0.800	0.801	0.789	0.791

Mortgage Originations (Mils)

Single Family	1.076	1.203	1.343	1.427	1.123	1.468	1.593	1.553	1.538	1.736	1.690	1.574
Purchase App	0.773	0.880	0.924	0.780	0.690	0.930	0.972	0.928	0.898	1.091	1.067	0.970
Refi Apps	0.303	0.323	0.419	0.647	0.433	0.538	0.621	0.625	0.640	0.645	0.623	0.604
Refi Share	28%	27%	31%	45%	39%	37%	39%	40%	42%	37%	37%	38%

Vehicle Sales (Mils)-

Vehicle Sales	15.6	16.0	16.3	17.0	17.2	17.3	17.1	17.0	16.9	17.0	17.1	17.0
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MARKET RATE OUTLOOK
Benchmark Rates-

Prime	8.5%	8.5%	8.0%	7.3%	7.3%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%	7.0%
Fed Funds	5.4%	5.4%	4.9%	4.3%	4.3%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%
3yr UST	4.6%	4.1%	4.0%	4.2%	4.2%	4.1%	4.1%	4.0%	4.0%	4.0%	4.0%	4.1%
7yr UST	4.4%	3.8%	4.2%	4.2%	4.2%	4.2%	4.2%	4.3%	4.3%	4.3%	4.3%	4.4%
10yr UST	4.2%	4.4%	3.9%	4.4%	4.7%	4.7%	4.6%	4.5%	4.4%	4.4%	4.4%	4.4%

Market Rates-

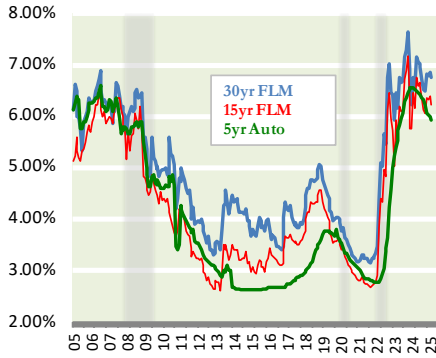
5yr Veh Loan	6.6%	6.5%	6.3%	6.3%	6.0%	5.9%	5.9%	5.8%	5.8%	5.8%	5.7%	5.7%
15yr 1st Mortg	6.5%	6.6%	5.8%	6.3%	6.2%	6.2%	6.1%	6.0%	5.9%	5.9%	5.8%	5.8%
30yr 1st Mortg	6.7%	7.0%	6.5%	6.7%	7.0%	6.9%	6.7%	6.5%	6.4%	6.4%	6.4%	6.4%
Regular Svgs	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
1Yr Term CD	3.4%	3.4%	3.3%	3.2%	3.1%	3.1%	3.0%	3.0%	3.1%	3.0%	3.0%	2.9%



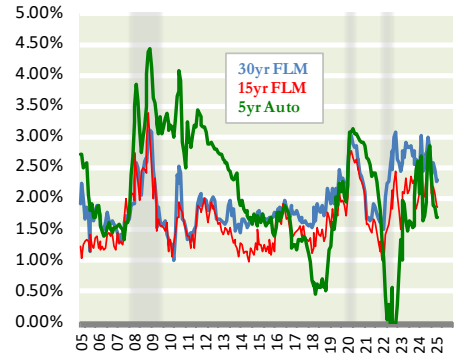
INDICATIVE PRICING SPREADS AND RELATIVE VALUE OF INVESTMENT OPTIONS

	30yr Mortgage	15yr Mortgage	5yr Vehicle
Current	2.29%	1.89%	1.71%
Dec-24	2.48%	2.09%	1.87%
Nov-24	2.58%	2.20%	1.88%
Oct-24	2.40%	2.08%	2.34%
Sep-24	2.79%	2.54%	2.85%
Aug-24	2.99%	2.73%	2.75%
Jul-24	2.70%	2.42%	2.15%
Jun-24	2.74%	2.40%	1.95%
May-24	2.50%	2.03%	1.72%
Apr-24	2.45%	2.05%	1.64%
Mar-24	3.03%	2.57%	2.68%
Feb-24	3.03%	2.57%	2.68%
Jan-24	2.35%	1.94%	2.60%

AVG "A"-PAPER MARKET RATES

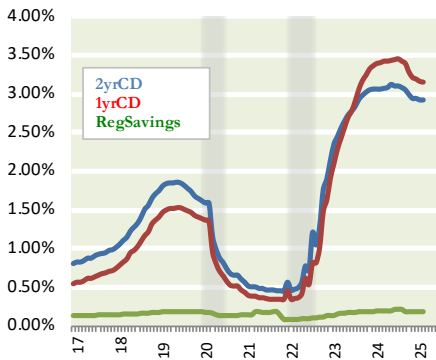


"A"-PAPER PRICING SPREADS

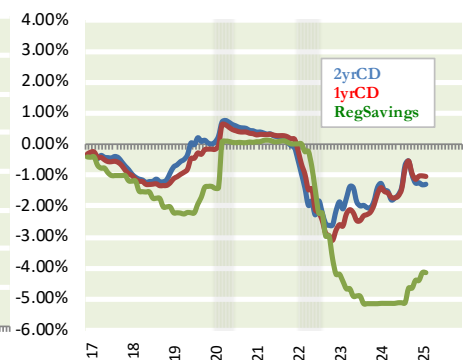


	Reg Svgs	1yr CD	2yr CD
Current	-4.14%	-1.02%	-1.31%
Dec-24	-4.39%	-1.03%	-1.24%
Nov-24	-4.39%	-1.13%	-1.25%
Oct-24	-4.64%	-0.94%	-0.99%
Sep-24	-4.64%	-0.54%	-0.54%
Aug-24	-5.11%	-0.79%	-0.67%
Jul-24	-5.11%	-1.45%	-1.40%
Jun-24	-5.11%	-1.67%	-1.64%
May-24	-5.13%	-1.73%	-1.74%
Apr-24	-5.13%	-1.72%	-1.79%
Mar-24	-5.13%	-1.57%	-1.52%
Feb-24	-5.13%	-1.52%	-1.48%
Jan-24	-5.13%	-1.40%	-1.26%

AVG DEPOSIT MARKET RATES



AVG DEPOSIT PRICING SPREADS



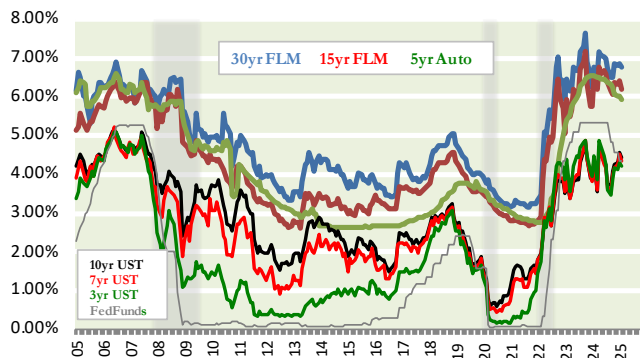
INDICATIVE INTEREST SPREADS AND MATCHED FUNDING VARIABLES

		Term Rates					Vehicle Rates				
		Cash	1yr Agy	2yr Agy	3yr Agy	4yr Agy	5yr Agy	5yr New Veh	5yr Used Veh	15yr Mortgage	30yr Mortgage
		4.33%	4.26%	4.52%	4.60%	4.75%	5.05%	5.91%	6.06%	6.33%	6.90%
Share Draft	0.13%	4.20%	4.13%	4.39%	4.47%	4.62%	4.92%	5.78%	5.93%	6.20%	6.77%
Regular Savings	0.19%	4.14%	4.07%	4.33%	4.41%	4.56%	4.86%	5.72%	5.87%	6.14%	6.71%
Money Market	0.86%	3.47%	3.40%	3.66%	3.74%	3.89%	4.19%	5.05%	5.20%	5.47%	6.04%
FHLB Overnight	4.30%	0.03%	-0.04%	0.22%	0.30%	0.45%	0.75%	1.61%	1.76%	2.03%	2.60%
Catalyst Settlement	5.50%	-1.17%	-1.24%	-0.98%	-0.90%	-0.75%	-0.45%	0.41%	0.56%	0.83%	1.40%
6mo Term CD	3.04%	1.29%	1.22%	1.48%	1.56%	1.71%	2.01%	2.87%	3.02%	3.29%	3.86%
6mo FHLB Term	4.29%	0.04%	-0.03%	0.23%	0.31%	0.46%	0.76%	1.62%	1.77%	2.04%	2.61%
6mo Catalyst Term	4.87%	-0.54%	-0.61%	-0.35%	-0.27%	-0.12%	0.18%	1.04%	1.19%	1.46%	2.03%
1yr Term CD	3.42%	0.91%	0.84%	1.10%	1.18%	1.33%	1.63%	2.49%	2.64%	2.91%	3.48%
1yr FHLB Term	4.24%	0.09%	0.02%	0.28%	0.36%	0.51%	0.81%	1.67%	1.82%	2.09%	2.66%
2yr Term CD	3.08%	1.25%	1.18%	1.44%	1.52%	1.67%	1.97%	2.83%	2.98%	3.25%	3.82%
2yr FHLB Term	4.22%	0.11%	0.04%	0.30%	0.38%	0.53%	0.83%	1.69%	1.84%	2.11%	2.68%
3yr Term CD	2.94%	1.39%	1.32%	1.58%	1.66%	1.81%	2.11%	2.97%	3.12%	3.39%	3.96%
3yr FHLB Term	4.23%	0.10%	0.03%	0.29%	0.37%	0.52%	0.82%	1.68%	1.83%	2.10%	2.67%
7yr FHLB Term	4.48%	-0.15%	-0.22%	0.04%	0.12%	0.27%	0.57%	1.43%	1.58%	1.85%	2.42%
10yr FHLB Term	4.62%	-0.29%	-0.36%	-0.10%	-0.02%	0.13%	0.43%	1.29%	1.44%	1.71%	2.28%

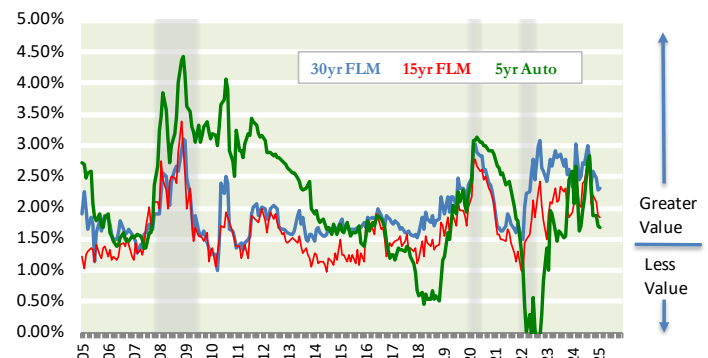
STRATEGIC ASSESSMENT OF INVESTMENT AND FUNDING OPTIONS, RELATIVE VALUE AND PRICING SPREADS

RELATIVE VALUE OF MARGINAL INVESTMENT OPTIONS

"A"-PAPER MARKET RATES



"A"-PAPER PRICING SPREADS



	Current Return	For	Then for the Next	The Net Return Needed to Break-even Against*:							
				30Y FLM	15Y FLM	5Y New	5Y Used	4Y MBS	4Y Call	3Y MBS	3Y Call
Cash	4.33%	-	-	-	-	-	-	-	-	-	-
1yr Agy	4.26%	1 year	4 years	7.56%	6.85%	6.32%	6.51%	5.89%	4.91%	5.99%	4.77%
2yr Agy Callable	4.52%	2 years	3 years	8.49%	7.54%	6.84%	7.09%	6.44%	4.98%	7.19%	4.76%
3yr Agy Callable	4.60%	3 years	2 years	10.35%	8.93%	7.88%	8.25%	8.12%	5.20%	-	-
3yr Agy MBS	5.41%	3 years	2 years	9.14%	7.71%	6.66%	7.04%	5.69%	2.77%	-	-
4yr Agy Callable	4.75%	4 years	1 year	15.50%	12.65%	10.55%	11.30%	-	-	-	-
4yr Agy MBS	5.48%	4 years	1 year	12.58%	9.73%	7.63%	8.38%	-	-	-	-
5yr Agy Callable	5.05%	5 years	-	-	-	-	-	-	-	-	-
5yr New Vehicle	5.91%	3 years	2 years	8.39%	6.96%	-	-	-	-	-	-
5yr Used Vehicle	6.06%	3 years	2 years	8.16%	6.74%	-	-	-	-	-	-
15yr Mortgage	6.33%	5 years	-	-	-	-	-	-	-	-	-
30yr Mortgage	6.90%	5 years	-	-	-	-	-	-	-	-	-

* Best relative value noted by probabilities of achieving "break-even" returns

RELATIVE VALUE OF MARGINAL FUNDING OPTIONS

	Current Cost	For	Then for the Next	The Net Cost Needed to Break-even Against*:			
				3Y CD	3Y FHLB	2Y CD	2Y FHLB
Share Draft	0.13%	1 year	2 years	4.35%	6.28%	6.03%	8.31%
Regular Savings	0.19%	1 year	2 years	4.32%	6.25%	5.97%	8.25%
Money Market	0.86%	1 year	2 years	3.98%	5.92%	5.30%	7.58%
FHLB Overnight	4.30%	1 year	2 years	2.26%	4.20%	1.86%	4.14%
Catalyst Settlement	5.50%	1 year	2 years	1.66%	3.60%	0.33%	2.94%
6mo Term CD	3.04%	6 mos	2.5 yrs	2.92%	4.47%	3.09%	4.61%
6mo FHLB Term	4.29%	6 mos	2.5 yrs	2.67%	4.22%	2.68%	4.20%
6mo Catalyst Term	4.87%	6 mos	2.5 yrs	2.55%	4.10%	2.48%	4.00%
1yr Term CD	3.42%	1 year	2 years	2.70%	4.64%	2.74%	5.02%
1yr FHLB Term	4.24%	1 year	2 years	2.29%	4.23%	1.92%	4.20%
2yr Term CD	3.08%	2 years	1 year	2.66%	6.53%	-	-
2yr FHLB Term	4.22%	2 years	1 year	0.38%	4.25%	-	-
3yr Term CD	2.94%	3 years	-	-	-	-	-
3yr FHLB Term	4.23%	3 years	-	-	-	-	-
7yr FHLB Term	4.48%	-	-	-	-	-	-
10yr FHLB Term	4.62%	-	-	-	-	-	-

* Highest relative value noted by highest differentials and volatility projections

	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
Q3-2024											
DEMOGRAPHICS											
Number of Credit Unions	275	610	1,228	619	1,048	719	4,499	885	2,113	2,732	3,780
Average Assets (\$Mil)	\$0.905	\$5.6	\$26.1	\$72.3	\$230.5	\$2,766.9	\$513.8	\$4.2	\$16.9	\$29.5	\$85.2
Pct of Credit Unions	6%	14%	27%	14%	23%	16%	100%	20%	47%	61%	84%
Pct of Industry Assets	0.0%	0.1%	1%	2%	10%	86%	100%	0%	2%	3%	14%
GROWTH RATES (YTD)											
Total Assets	1.8%	-9.2%	-5.8%	-2.4%	-0.1%	4.0%	3.3%	-8.5%	-6.0%	-4.0%	-1.1%
Total Loans	2.1%	-11.0%	-7.1%	-4.2%	-2.1%	3.1%	2.3%	-10.2%	-7.4%	-5.6%	-2.9%
- Direct Loans	2.3%	-11.0%	-7.0%	-3.7%	-0.9%	4.7%	3.8%	-10.2%	-7.3%	-5.3%	-1.9%
- Indirect Loans	-	0.0%	-10.7%	-9.1%	-8.6%	-4.3%	-4.8%	-36.4%	-10.8%	-9.5%	-8.7%
- Real Estate Loans	-61%	-6.6%	-72.6%	-1.3%	12.7%	6.7%	6.1%	-7.3%	-71.7%	-37.8%	0.9%
Total Shares	0.1%	-8.4%	-5.7%	-2.6%	-0.1%	3.9%	3.2%	-7.9%	-5.9%	-4.1%	-1.1%
- Checking & Savings	-1.2%	-12.2%	-9.5%	-7.4%	-5.5%	-0.7%	-1.8%	-11.4%	-9.7%	-8.5%	-6.4%
- Term CDs	14.8%	4.5%	13.1%	18.2%	18.9%	18.5%	18.5%	4.4%	12.4%	15.8%	18.3%
Net Worth	12.1%	-3.5%	0.8%	2.8%	2.8%	6.8%	6.1%	-2.4%	0.4%	1.6%	2.5%
BALANCE SHEET ALLOCATION											
Net Worth-to-Total Assets	21.2%	18.3%	13.8%	13.1%	11.6%	11.0%	11.1%	18.5%	14.2%	13.6%	12.1%
Cash & Inv-to-Total Assets	48.1%	44.8%	43.2%	38.7%	29.2%	23.2%	24.4%	45.0%	43.4%	40.8%	32.1%
Loans-to-Total Assets	48.3%	52.5%	52.8%	56.3%	64.8%	71.9%	70.5%	52.2%	52.7%	54.7%	62.3%
Vehicle-to-Total Loans	64.2%	67.2%	52.6%	44.3%	37.0%	28.4%	29.8%	67.0%	54.0%	48.5%	39.5%
REL-to-Total Loans	0.5%	7.0%	28.7%	39.5%	48.0%	56.3%	54.9%	6.6%	26.5%	33.9%	44.9%
REL-to-Net Worth	1.2%	20.0%	110.1%	169.4%	268.1%	367.9%	347.1%	18.5%	97.9%	136.1%	231.1%
Indirect-to-Total Loans	0.1%	0.1%	3.5%	9.3%	15.4%	16.9%	16.5%	0.1%	3.2%	6.7%	13.5%
Loans-to-Total Shares	62.0%	64.8%	61.5%	65.2%	74.9%	86.3%	84.3%	64.6%	61.8%	63.7%	72.1%
Chkg & Svgs-to-Total Shares	91.8%	82.0%	72.6%	67.2%	58.1%	45.7%	47.9%	82.7%	73.6%	70.0%	61.0%
Nonterm-to-Total Shares	91.8%	83.5%	78.3%	75.5%	70.1%	63.8%	65.0%	84.0%	78.8%	77.0%	71.8%
Term CDs-to-Total Shares	5.2%	12.6%	16.1%	17.9%	23.3%	29.6%	28.5%	12.1%	15.7%	16.9%	21.7%
Liquidity Ratio	26.1%	13.8%	9.7%	9.2%	8.6%	7.9%	8.0%	14.6%	10.2%	9.6%	8.9%
Short-term Funding Ratio	42.1%	32.1%	19.2%	21.1%	15.2%	11.8%	12.6%	20.5%	20.8%	16.7%	12.5%
Short-term Cash Flow Ratio	45.6%	36.1%	23.3%	25.5%	20.3%	17.4%	18.1%	36.8%	24.7%	25.1%	21.5%
Net Long-term Asset Ratio	3.5%	7.3%	25.2%	26.0%	31.5%	36.1%	35.2%	23.4%	24.8%	29.8%	35.2%
LOAN QUALITY											
Loan Delinquency Ratio	3.27%	1.49%	1.08%	0.90%	0.79%	0.92%	0.91%	1.12%	1.00%	0.84%	0.91%
Net Charge-off Ratio	1.01%	0.50%	0.41%	0.44%	0.47%	0.83%	0.78%	0.42%	0.43%	0.46%	0.78%
"Misery" Index	4.28%	1.99%	1.49%	1.34%	1.26%	1.75%	1.69%	1.54%	1.43%	1.30%	1.69%
Core Delinquency Rate	3.29%	1.36%	1.03%	0.82%	0.74%	0.85%	0.84%	1.47%	1.07%	0.93%	0.78%
Core Net Charge-off Rate	0.58%	0.29%	0.28%	0.29%	0.33%	0.59%	0.56%	0.30%	0.28%	0.29%	0.32%
Core "Misery" Index	3.87%	1.65%	1.31%	1.12%	1.08%	1.44%	1.40%	1.77%	1.35%	1.22%	1.11%
RE Loan Delinquency	17.57%	1.18%	0.93%	0.73%	0.63%	0.69%	0.69%	1.26%	0.94%	0.80%	0.66%
Vehicle Loan Delinquency	3.18%	1.36%	1.05%	0.86%	0.85%	0.90%	0.90%	1.47%	1.10%	0.98%	0.88%
Direct Loans	3.19%	1.36%	1.04%	0.86%	0.77%	0.77%	0.81%	1.47%	1.10%	0.97%	0.84%
Indirect Loans	0.00%	0.42%	1.20%	0.98%	0.94%	0.94%	0.94%	0.39%	1.20%	1.02%	0.95%
Loss Allow as % of Loans	28.29%	1.22%	0.93%	0.84%	0.81%	1.34%	1.28%	2.92%	1.13%	0.97%	0.84%
Current Loss Exposure	1.51%	0.65%	0.56%	0.52%	0.50%	0.55%	0.54%	0.70%	0.57%	0.54%	0.51%
Coverage Ratio (Adequacy)	18.8	1.9	1.7	1.6	1.6	2.5	2.4	4.2	2.0	1.8	1.7
EARNINGS											
Gross Asset Yield	5.12%	4.73%	4.44%	4.41%	4.64%	5.06%	4.99%	4.75%	4.47%	4.44%	4.59%
Cost of Funds	0.55%	0.80%	0.87%	0.98%	1.35%	2.02%	1.91%	0.78%	0.86%	0.93%	1.25%
Gross Interest Margin	4.57%	3.93%	3.57%	3.43%	3.29%	3.04%	3.09%	3.97%	3.61%	3.51%	3.35%
Provision Expense	0.54%	0.29%	0.26%	0.27%	0.33%	0.62%	0.58%	0.31%	0.27%	0.27%	0.31%
Net Interest Margin	4.03%	3.63%	3.30%	3.16%	2.97%	2.42%	2.51%	3.66%	3.34%	3.24%	3.03%
Non-Interest Income	1.08%	0.51%	0.80%	0.99%	1.14%	1.04%	1.05%	0.55%	0.78%	0.90%	1.08%
Non-Interest Expense	5.01%	3.80%	3.46%	3.53%	3.53%	2.91%	3.00%	3.88%	3.50%	3.52%	3.52%
Net Operating Expense	3.93%	3.29%	2.66%	2.54%	2.38%	1.87%	1.95%	3.33%	2.73%	2.62%	2.44%
Net Operating Return	0.11%	0.35%	0.65%	0.62%	0.58%	0.55%	0.56%	0.33%	0.62%	0.62%	0.59%
Non-recurring Inc(Exp).	0.40%	0.15%	0.04%	0.04%	0.05%	0.11%	0.10%	0.16%	0.05%	0.05%	0.05%
Net Income.	0.51%	0.49%	0.69%	0.66%	0.63%	0.66%	0.66%	0.49%	0.67%	0.66%	0.64%
Return on Net Worth.	0.5%	1.9%	4.8%	4.8%	5.1%	5.1%	5.1%	1.8%	4.4%	4.6%	5.0%

Q3-2024	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
PORTFOLIO ANALYTICS											
Cash and Investments											
Cash & CE as Pct of Assets	26%	14%	10%	9%	9%	8%	8%	15%	10%	10%	9%
Investments as Pct of Asset	25%	32%	34%	30%	21%	16%	17%	32%	34%	32%	24%
Short-term Funding Ratio	42.1%	32.1%	19.2%	21.1%	15.2%	11.8%	12.6%	20.5%	20.8%	16.7%	12.5%
Avg Cash & Investment Rat	2.94%	3.06%	3.03%	2.92%	3.12%	3.68%	3.57%	3.05%	3.03%	2.97%	3.07%
Loan Portfolio											
Total Loan Growth-Annl	2.1%	-11.0%	-7.1%	-4.2%	-2.1%	3.1%	2.3%	-10.2%	-7.4%	-5.6%	-2.9%
Consumer Loan Growth-Anr	2.8%	-11.3%	89.6%	-6.1%	-13.4%	-1.3%	-2.0%	-10.4%	68.4%	21.1%	-5.9%
Mortgage Loan Growth-Anr	-60.5%	-6.6%	-72.6%	-1.3%	12.7%	6.7%	6.1%	-7.3%	-71.7%	-37.8%	0.9%
Avg Loan Balance	\$6,777	\$9,414	\$4,064	\$7,052	\$11,404	\$21,207	\$18,299	\$9,264	\$4,605	\$5,989	\$10,190
Avg Loan Rate	7.49%	6.29%	5.86%	5.78%	5.71%	5.80%	5.79%	6.36%	5.91%	5.83%	5.74%
Avg Loan Yield, net	6.37%	5.73%	5.36%	5.30%	5.21%	4.94%	4.98%	5.77%	5.41%	5.35%	5.24%
Credit Mitigation-											
Delinquency Rates-											
Credit Cards	0.61%	2.59%	1.72%	1.51%	1.29%	2.22%	2.16%	2.56%	1.76%	1.61%	1.36%
New Vehicle Loans	2.28%	0.70%	0.53%	0.43%	0.42%	0.54%	0.53%	0.79%	0.56%	0.49%	0.44%
Used Vehicle Loans	3.67%	1.80%	1.34%	1.07%	1.03%	1.09%	1.09%	0.11%	0.09%	0.11%	0.20%
Total Vehicle Loans	3.18%	1.36%	1.05%	0.86%	0.85%	0.90%	0.90%	1.47%	1.10%	0.98%	0.88%
Real Estate Loans	17.57%	1.18%	0.93%	0.73%	0.63%	0.69%	0.69%	1.26%	0.94%	0.80%	0.66%
Total Loan Delinquency	3.27%	1.49%	1.08%	0.90%	0.79%	0.92%	0.91%	1.12%	1.00%	0.84%	0.91%
Net Charge-off Rates-											
Credit Cards	-0.67%	1.33%	1.53%	1.78%	2.29%	5.17%	4.96%	1.30%	1.52%	1.68%	2.16%
New Vehicle Loans	0.02%	0.12%	0.09%	0.13%	0.23%	0.44%	0.41%	0.79%	0.57%	0.50%	0.44%
Used Vehicle Loans	0.92%	0.41%	0.52%	0.59%	0.76%	1.10%	1.03%	1.92%	1.41%	1.23%	1.08%
Total Vehicle Loans	0.59%	0.30%	0.37%	0.44%	0.60%	0.87%	0.81%	0.32%	0.36%	0.40%	0.55%
Non-Comml RE Loans	0.00%	0.02%	0.01%	0.02%	0.01%	0.01%	0.01%	0.02%	0.01%	0.02%	0.01%
Total Net Charge-offs	1.01%	0.50%	0.41%	0.44%	0.47%	0.83%	0.78%	0.42%	0.43%	0.46%	0.78%
"Misery" Indices-											
Credit Cards	-0.06%	3.92%	3.25%	3.29%	3.58%	7.39%	7.12%	3.86%	3.28%	3.28%	3.52%
New Vehicle Loans	2.30%	0.82%	0.62%	0.56%	0.65%	0.98%	0.94%	1.58%	1.13%	0.99%	0.88%
Used Vehicle Loans	4.59%	2.21%	1.86%	1.66%	1.79%	2.19%	2.12%	2.03%	1.50%	1.34%	1.28%
Total Vehicle Loans	3.77%	1.66%	1.42%	1.30%	1.45%	1.77%	1.71%	1.79%	1.47%	1.38%	1.43%
Non-Comml RE Loans	17.57%	1.20%	0.94%	0.75%	0.64%	0.70%	0.70%	1.28%	0.95%	0.82%	0.67%
Total "Misery" Index	4.28%	1.99%	1.49%	1.34%	1.26%	1.75%	1.69%	1.54%	1.43%	1.30%	1.69%
Fundng Portfolio											
Share Growth YTD-Annl	0.1%	-10.3%	-6.6%	-3.0%	-0.1%	4.7%	3.8%	-9.6%	-6.9%	-4.7%	-1.3%
Chkg & Savings YTD-Annl	-1.2%	-12.2%	-9.5%	-7.4%	-5.5%	-0.7%	-1.8%	-11.4%	-9.7%	-8.5%	-6.4%
Term CDs Growth YTD	14.8%	4.5%	13.1%	18.2%	18.9%	18.5%	18.5%	4.4%	12.4%	15.8%	18.3%
Total Funding Growth YTD	-0.2%	-10.3%	-6.8%	-3.3%	-3.1%	3.3%	2.3%	-9.7%	-7.1%	-5.0%	-3.5%
Avg Share Balance per Mbr	\$2,508	\$5,297	\$8,988	\$10,614	\$12,385	\$14,063	\$13,627	\$4,940	\$8,324	\$9,465	\$11,503
Avg Share Balance	\$10,927	\$14,535	\$6,606	\$10,823	\$15,228	\$24,570	\$21,715	\$14,229	\$6,970	\$8,700	\$12,835
Avg Share Rate	0.70%	0.98%	1.01%	1.14%	1.56%	2.43%	2.28%	0.96%	1.01%	1.08%	1.44%
Core as Pct of Total Shares	92%	82%	73%	67%	58%	46%	48%	83%	74%	70%	61%
Term CDs as Pct of Shares	5%	13%	16%	18%	23%	30%	28%	12%	16%	17%	22%
Non-Member Deposit Ratio	1.8%	1.4%	1.1%	1.5%	1.5%	1.3%	1.4%	1.4%	1.2%	1.4%	1.4%
Borrowings/Total Funding	0.1%	0.4%	0.2%	0.5%	2.3%	6.6%	5.9%	0.3%	0.2%	0.4%	1.8%
Borrowings Growth YTD	-95.2%	-30.8%	-64.9%	-36.2%	-66.4%	-13.5%	-17.3%	-34.1%	-61.6%	-44.1%	-65.5%
Avg Borrowings Rate	5.93%	4.64%	5.82%	5.54%	3.79%	5.17%	5.10%	4.69%	5.69%	5.58%	3.87%



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Q3-2024	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500+ Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
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Net Operating Profitability-

Earning Asset/Funding	124%	120%	112%	110%	109%	114%	113%	120%	113%	111%	109%
Non-Int Inc-to-Total Revenue	17%	10%	15%	18%	20%	17%	17%	10%	15%	17%	19%
Net Op Cash Flow (YTD-\$Mill)	(\$2)	(\$70)	(\$471)	(\$73)	\$2,313	\$24,331	\$26,027	(\$71)	(\$543)	(\$616)	\$1,697
Average Loan Balance	\$6,777	\$9,414	\$4,064	\$7,052	\$11,404	\$21,207	\$18,299	\$9,264	\$4,605	\$5,989	\$10,190
Average Share Balance	\$2,342	\$4,151	\$5,508	\$6,010	\$6,472	\$6,913	\$6,809	\$3,952	\$5,305	\$5,677	\$6,254
Loan Yield (ROA)	3.61%	3.33%	3.11%	3.27%	3.73%	4.19%	4.10%	3.34%	3.13%	3.21%	3.60%
Investment Yield (ROA)	1.51%	1.40%	1.33%	1.14%	0.92%	0.87%	0.89%	1.41%	1.34%	1.23%	0.99%
Shares/Funding	99.9%	99.6%	99.8%	99.5%	97.7%	93.4%	94.1%	99.7%	99.8%	99.6%	98.2%

Net Operating Return per FTE

Interest Income per FTE	\$55,556	\$105,709	\$192,491	\$204,479	\$221,256	\$351,408	\$323,880	\$99,413	\$174,471	\$189,759	\$212,632
Avg Interest Exp per FTE	\$5,965	\$17,884	\$37,723	\$45,587	\$64,437	\$139,971	\$123,651	\$16,388	\$33,592	\$39,703	\$57,664
Gross Interest Inc per FTE	\$49,591	\$87,825	\$154,768	\$158,891	\$156,819	\$211,437	\$200,229	\$83,025	\$140,878	\$150,056	\$154,967
Provisions per FTE	\$5,848	\$6,549	\$11,334	\$12,591	\$15,537	\$43,322	\$37,592	\$6,461	\$10,391	\$11,512	\$14,435
Net Interest Income per FTE	\$43,743	\$81,276	\$143,434	\$146,301	\$141,282	\$168,115	\$162,637	\$76,564	\$130,488	\$138,544	\$140,532
Non-Interest Income per FTE	\$11,696	\$11,419	\$34,779	\$46,011	\$54,499	\$72,287	\$67,883	\$11,454	\$30,263	\$38,286	\$50,060
Avg Operating Exp per FTE	\$54,269	\$84,971	\$150,088	\$163,654	\$167,940	\$202,089	\$194,351	\$81,116	\$136,735	\$150,450	\$163,151
Net Operating Exp per FTE	\$42,573	\$73,552	\$115,309	\$117,643	\$113,441	\$129,802	\$126,469	\$69,662	\$106,472	\$112,163	\$113,091
Avg Net Op Return per FTE	\$ 1,170	\$7,725	\$28,124	\$28,658	\$27,841	\$38,313	\$36,168	\$6,902	\$24,016	\$26,381	\$27,441

Revenue/Operating Expense Assessment

Revenue-

Avg Revenue per FTE	\$67,251	\$117,128	\$227,270	\$250,490	\$275,755	\$423,695	\$391,763	\$110,866	\$204,733	\$228,045	\$262,692
- Total Revenue Ratio	6.20%	5.24%	5.24%	5.41%	5.79%	6.10%	6.04%	5.30%	5.24%	5.33%	5.67%

Operating Expenses-

Avg Revenue per FTE	\$66,082	\$109,404	\$199,145	\$221,832	\$247,914	\$385,382	\$355,595	\$103,965	\$180,718	\$201,665	\$235,251
- Total Revenue Ratio	6.09%	4.89%	4.59%	4.79%	5.20%	5.55%	5.48%	4.97%	4.63%	4.72%	5.08%
Avg Comp & Benefits per FTE	\$26,316	\$43,493	\$70,333	\$76,640	\$83,891	\$107,107	\$101,790	\$41,336	\$64,719	\$70,793	\$80,305
- C & B Exp Ratio	2.43%	1.94%	1.62%	1.65%	1.76%	1.54%	1.57%	1.98%	1.66%	1.66%	1.73%
- Pct of Total Op Expense	48%	51%	47%	47%	50%	53%	52%	51%	47%	47%	49%
- FTE-to-Ops (Staff Eff)	1.87	0.80	0.35	0.30	0.26	0.16	0.18	0.86	0.40	0.34	0.27
- Full-time Equivalents	228	1,588	7,564	9,743	50,717	282,259	352,098	1,816	9,380	19,123	69,839
- Pct Part-time Employee	79%	57%	16%	9%	7%	4%	5%	60%	26%	18%	10%
Avg Occ & Ops Exp per FTE	\$16,374	\$22,838	\$40,367	\$42,289	\$41,880	\$47,885	\$46,567	\$22,026	\$36,816	\$39,604	\$41,257
- Occup & Ops Exp Ratio	1.51%	1.02%	0.93%	0.91%	0.88%	0.69%	0.72%	1.05%	0.94%	0.93%	0.89%
- Pct of Total Op Expense	30%	27%	27%	26%	25%	24%	24%	27%	27%	26%	25%
Avg All Other Exp per FTE	\$11,579	\$18,640	\$39,388	\$44,725	\$42,169	\$47,096	\$45,995	\$17,753	\$35,200	\$40,053	\$41,590
- All Other Expense Ratio	1.07%	0.83%	0.91%	0.97%	0.89%	0.68%	0.71%	0.85%	0.90%	0.94%	0.90%
- Pct of Total Op Expense	21%	22%	26%	27%	25%	23%	24%	22%	26%	27%	25%

Membership Outreach-

Members-to-Potential	0.6%	5.5%	2.7%	2.3%	2.0%	3.1%	2.9%	2.6%	2.7%	2.5%	2.1%
Members-to-FTEs	338	330	405	374	333	417	403	331	391	382	346
Borrower-to-Members	23.0%	36.4%	136.1%	98.1%	81.3%	57.2%	62.8%	34.5%	111.8%	100.6%	81.4%
Branches	278	661	1,719	1,428	4,634	12,605	21,323	939	2,657	4,085	8,718
Members per Branch	277	793	1,782	2,551	3,643	9,345	6,659	640	1,379	1,788	2,774
Avg Accts per Member	1.0	1.1	1.5	1.5	1.6	1.7	1.7	1.1	1.4	1.4	1.5
Avg Loans per Member	0.2	0.4	1.4	1.0	0.8	0.6	0.6	0.3	1.2	1.1	0.9
Avg 1 Loan for every XX.X	4.3	2.7	0.7	1.0	1.2	1.7	1.6	2.9	0.8	0.9	1.1
Avg Savings per Member	1.1	1.3	1.6	1.8	1.9	2.0	2.0	1.3	1.6	1.7	1.8
Avg 1 Savings for every XX.X	0.9	0.8	0.6	0.6	0.5	0.5	0.5	0.8	0.6	0.6	0.5

Q3-2024	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
NET INFRASTRUCTURE COST:											
Fee Income	1.08%	0.51%	0.80%	0.99%	1.14%	1.04%	1.05%	0.55%	0.78%	0.90%	1.08%
Compensation & Benefits	2.43%	1.94%	1.62%	1.65%	1.76%	1.54%	1.57%	1.98%	1.66%	1.66%	1.73%
Travel & Conference	0.05%	0.03%	0.03%	0.04%	0.04%	0.02%	0.02%	0.03%	0.03%	0.03%	0.04%
Office Occupancy	0.22%	0.17%	0.20%	0.22%	0.22%	0.17%	0.17%	0.17%	0.20%	0.21%	0.22%
Office Operations	1.29%	0.86%	0.73%	0.69%	0.66%	0.52%	0.54%	0.88%	0.74%	0.72%	0.67%
Educational & Promo	0.05%	0.03%	0.07%	0.09%	0.11%	0.11%	0.11%	0.04%	0.07%	0.08%	0.10%
Loan Servicing	0.13%	0.13%	0.19%	0.23%	0.24%	0.19%	0.20%	0.13%	0.18%	0.21%	0.23%
Professional & Outside Sv	0.54%	0.47%	0.49%	0.50%	0.40%	0.24%	0.27%	0.48%	0.49%	0.50%	0.42%
Member Insurance	0.02%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%
Operating Fees	0.05%	0.03%	0.02%	0.02%	0.02%	0.01%	0.01%	0.04%	0.02%	0.02%	0.02%
Miscellaneous	0.22%	0.13%	0.10%	0.09%	0.07%	0.10%	0.10%	0.13%	0.10%	0.09%	0.08%
Total Ops Expense	5.01%	3.80%	3.46%	3.53%	3.53%	2.91%	3.00%	3.88%	3.50%	3.52%	3.52%
Net Operating Expense	3.93%	3.29%	2.66%	2.54%	2.38%	1.87%	1.95%	3.33%	2.73%	2.62%	2.44%

NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT											
Fee Income	\$11,696	\$11,419	\$34,779	\$46,011	\$54,499	\$72,287	\$67,883	\$11,454	\$30,263	\$38,286	\$50,060
Compensation & Benefits	\$26,316	\$43,493	\$70,333	\$76,640	\$83,891	\$107,107	\$101,790	\$41,336	\$64,719	\$70,793	\$80,305
Travel & Conference	\$526	\$588	\$1,296	\$1,642	\$1,709	\$1,450	\$1,484	\$580	\$1,157	\$1,404	\$1,625
Office Occupancy	\$2,339	\$3,694	\$8,814	\$10,127	\$10,437	\$11,573	\$11,266	\$3,524	\$7,790	\$8,981	\$10,038
Office Operations	\$14,035	\$19,144	\$31,553	\$32,161	\$31,443	\$36,312	\$35,301	\$18,502	\$29,026	\$30,624	\$31,218
Educational & Promo	\$585	\$756	\$3,173	\$4,106	\$5,337	\$7,771	\$7,187	\$734	\$2,701	\$3,417	\$4,811
Loan Servicing	\$1,462	\$2,855	\$8,179	\$10,812	\$11,568	\$13,099	\$12,656	\$2,680	\$7,114	\$8,998	\$10,864
Professional & Outside Sv	\$5,848	\$10,579	\$21,329	\$23,129	\$19,086	\$16,821	\$17,389	\$9,985	\$19,133	\$21,169	\$19,657
Member Insurance	\$234	\$252	\$194	\$82	\$105	\$57	\$66	\$250	\$205	\$142	\$115
Operating Fees	\$585	\$756	\$1,005	\$931	\$815	\$619	\$668	\$734	\$952	\$941	\$850
Miscellaneous	\$2,339	\$2,855	\$4,213	\$4,024	\$3,549	\$7,279	\$6,544	\$2,790	\$3,937	\$3,981	\$3,667
Total Ops Expense	\$54,269	\$84,971	\$150,088	\$163,654	\$167,940	\$202,089	\$194,351	\$81,116	\$136,735	\$150,450	\$163,151
Net Operating Expense	\$42,573	\$73,552	\$115,309	\$117,643	\$113,441	\$129,802	\$126,469	\$69,662	\$106,472	\$112,163	\$113,091

ALL ALLOCATION OF OPERATING EXPENSES											
Compensation & Benefits	48.5%	51.2%	46.9%	46.8%	50.0%	53.0%	52.4%	51.0%	47.3%	47.1%	49.2%
Travel & Conference	1.0%	0.7%	0.9%	1.0%	1.0%	0.7%	0.8%	0.7%	0.8%	0.9%	1.0%
Office Occupancy	4.3%	4.3%	5.9%	6.2%	6.2%	5.7%	5.8%	4.3%	5.7%	6.0%	6.2%
Office Operations	25.9%	22.5%	21.0%	19.7%	18.7%	18.0%	18.2%	22.8%	21.2%	20.4%	19.1%
Educational & Promo	1.1%	0.9%	2.1%	2.5%	3.2%	3.8%	3.7%	0.9%	2.0%	2.3%	2.9%
Loan Servicing	2.7%	3.4%	5.4%	6.6%	6.9%	6.5%	6.5%	3.3%	5.2%	6.0%	6.7%
Professional & Outside Sv	10.8%	12.5%	14.2%	14.1%	11.4%	8.3%	8.9%	12.3%	14.0%	14.1%	12.0%
Member Insurance	0.4%	0.3%	0.1%	0.1%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.1%
Operating Fees	1.1%	0.9%	0.7%	0.6%	0.5%	0.3%	0.3%	0.9%	0.7%	0.6%	0.5%
Miscellaneous	4.3%	3.4%	2.8%	2.5%	2.1%	3.6%	3.4%	3.4%	2.9%	2.6%	2.2%
Total Ops Expense	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%