ANALYSIS

UPDATE

Market Analysis

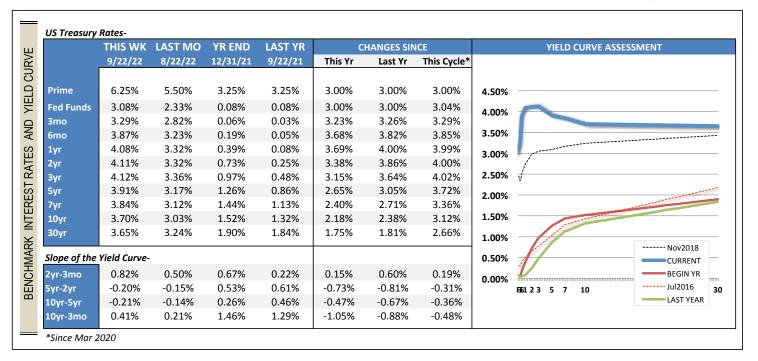
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23 September 2022



FEDERAL RESERVE RAISES BENCHMARK BY 0.75% FOR THIRD STRAIGHT MONTH

Federal Reserve policy-makers on Wednesday raised its benchmark interest rate by 75 basis points for the third straight month as it struggles to bring scorching-hot inflation under control, a move that threatens to slow U.S. economic growth and exacerbate financial pain for millions of households and businesses.

The three-quarter percentage point hikes in June, July and September — the most aggressive series of increases since 1994 — underscore just how serious Fed officials are about tackling the inflation crisis after a string of alarming economic reports. Policymakers voted unanimously to approve the latest supersized hike.

The move puts the key benchmark federal funds rate at a range of 3% to 3.25%, the highest since before the 2008 financial crisis. It marks the fifth consecutive rate increase this year.

In addition to the large rate hike, Fed officials laid out an aggressive path of rate increases for the remainder of the year. New economic projections released after the two-day meeting show policymakers expect interest rates to hit 4.4% by the end of the year, suggesting that another three-quarter percentage point increase is on the table.

		LATEST	CURRENT	PREV
GDP	QoQ	Q2-Final	-0.6%	-1.6%
GDP - YTD	Annl	Q2-Final	-1.1%	-1.6%
Consumer Spending	QoQ	Q2-Final	1.0%	1.2%
Consumer Spending YTD	Annl	Q2-Final	1.4%	1.2%
Unemployment Rate Chg in Non-farm Jobs	Mo Mo (000s)	August August	3.7% 315	3.5% 528
Chg in Private Payrolls	Mo (000s)	August	308	471
Wholesale Inflation Consumer Inflation Core Inflation	YoY YoY YoY	August August August	8.7% 8.3% 6.3%	9.8% 8.5% 5.9%
Consumer Credit	Annual	July	6.2%	10.2%
Retail Sales	YoY	August	10.3%	10.2%
Vehicle Sales	Annl (Mil)	August	13.6	13.8
Home Sales	Annl (Mil)	August	5.311	5.400
			1	

Key Economic Indicators for Banks, Thrifts & Credit Unions-

Key Consumer Market D	ata-			
	THIS WK	YR END	PCT CH	IANGES
	9/22/22	12/31/21	YTD	12Mos
DJIA S&P 500	30,076 3,757	36,338 4,766	-17.2% -21.2%	-15.0% -17.2%
NASDAQ	11,066	15,645	-29.3%	-27.8%
Crude Oil	83.49	75.21	11.0%	6.9%
Avg Gasoline	3.65	3.28	11.4%	14.8%
Gold	1,681	1,829	-8.1%	-4.9%

July

18.0%

19.7%

Home Prices



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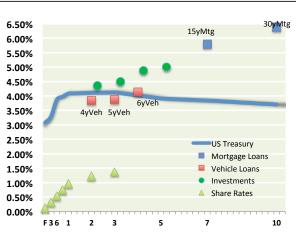
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AVERAGE CREDIT UNION RATES AND RATE SENSITIVITIES

	THIS WK	CHANGE	IN MARKET RA	TES SINCE	Rate Sensit	ivities Since:
	9/22/22	YTD	Nov18 High	2021 Low	YTD	2021Low
Classic CC	11.50%	0.52%	-0.19%	0.69%	17%	23%
Platinum CC	10.36%	1.06%	0.09%	1.26%	35%	42%
48mo Veh	3.84%	1.16%	0.18%	1.16%	34%	29%
60mo Veh	3.88%	1.10%	0.11%	1.10%	35%	27%
72mo Veh	4.14%	1.05%	0.02%	1.05%	36%	27%
HE LOC	5.24%	1.48%	-0.32%	1.48%	49%	49%
10yr HE	5.47%	0.87%	-0.05%	0.87%	33%	23%
15yr FRM	5.79%	3.05%	1.21%	3.13%	124%	93%
30yr FRM	6.38%	3.12%	1.32%	3.23%	143%	104%
Sh Drafts	0.09%	0.04%	-0.05%	0.04%	1%	1%
Reg Svgs	0.11%	0.02%	-0.08%	0.02%	1%	1%
MMkt-10k	0.28%	0.13%	-0.20%	0.13%	4%	4%
MMkt-50k	0.38%	0.16%	-0.27%	0.16%	5%	5%
6mo CD	0.63%	0.39%	-0.40%	0.39%	11%	10%
1yr CD	0.96%	0.61%	-0.55%	0.61%	17%	15%
2yr CD	1.22%	0.75%	-0.63%	0.76%	22%	19%
3yr CD	1.37%	0.80%	-0.69%	0.80%	25%	20%



Spre	eads Over(Under) US Treasury	
4Y Vehicle	-0.27%	Reg Svgs	-2.97%
5Y Vehicle	-0.24%	1Y CD	-3.12%
15Y Mortgage	1.95%	2Y CD	-2.89%
30Y Mortgage	2.68%	3Y CD	-2.75%

STRATEGICALLY FOR CREDIT UNIONS

Officials expect to continue raising rates in 2023, before stopping at a termination rate of 4.6% — well into restrictive territory — and eventually modestly lowering rates beginning in 2024. That is a far more hawkish outlook than officials laid out earlier this year. Policymakers see rates falling to 3.9% in 2024 and 2.9% in 2025.

The rate hike decision and the latest economic projections underscore just how committed the Fed is to wrangling inflation under control, even if that means risking an economic recession.

The median projections imply that officials will tighten the benchmark federal funds rate by another 125 basis points this year, suggesting a 75 basis-point increase in November and a 50 basis-point increase in December. But Powell said that no decision has been made yet regarding the size of increases over the next few months and stressed that officials are hinging the decision on forthcoming economic data.

Despite the slew of aggressive rate increases, however, inflation has remained stubbornly high. It ran even hotter than expected last month, with the consumer price index, a broad measure of the price for everyday goods that includes gasoline, groceries and rents, increasing 0.1% in August from the previous month, dashing hopes for a slowdown. On an annual basis, inflation is running at 8.3% — a nearly 40-year high.

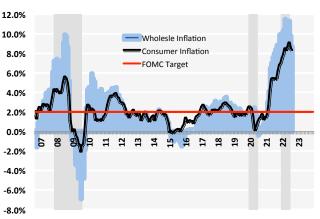
ECONOMIC RELEASES

RELEASES THIS WEEK:	Current	Projected	Previous
Existing Home Sales (Aug,	4.80M	4.70M	4.81M
FOMC Minutes & Economic Projections			
Leading Indicators (Augu, MoM)	-0.3%	-0.1%	-0.4%

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Home Prices (Jul, YoY)	16.0%	18.6%
New Home Sales (Aug, Annl)	490k	511k
GDP (Q2, 2nd)	-0.6%	-0.6%

INFLATION PROFILE

WHOLESALE versus CONSUMER INFLATION, Monthly Year-over-Year



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ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
August 22	23 New Home Sales 511k		Jobless Claims 243k	26 Personal Income +0.2% Personal Spending +0.1%	27
29	Home Prices 18.6% Cons Confidence 103.2	_	September 1 Jobless Claims 232k Cont'd Claims 1.438M	Unemployment 3.7% Nonfarm Payrolls 315k Private Payrolls 308k	3
5 LABOR DAY HOLIDAY	6	7	Jobless Claims 222k Cont'd Claims 1.47M Consumer Credit \$23.8B	9	10
12	Cons Inflation 8.3%	14 Whis Inflation 8.7%	Jobless Claims 213k Cont'd Claims 1.4M Retail Sales 9.1%	16	17
19	20	21 Existing Home Sales 4.8M FOMC Announcement	Jobless Claims 213k Cont'd Claims 1.38M	23	24
26	Home Prices Consumer Confidence New Home Sales	28	Jobless Claims Cont'd Claims GDP (Q2-Final)	Personal Income Personal Spending	October 1
3 Vehicle Sales	4	5	Jobless Claims Cont'd Claims	7 Unemployment Nonfarm Payrolls Private Payrolls Consumer Credit	8
10 COLUMBUS DAY HOLIDAY	11	Wholesale Inflation FOMC Minutes	Jobless Claims Cont'd Claims Consumer Inflation	14 Retail Sales	15
17	18 Industrial Production Capacity Utilization	19 FRB Beige Book	Jobless Claims Cont'd Claims Existing Home Sales Leading Indicators	21	22



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August 2022

		2021				22			202		
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
CONOMIC OUTLOOK											
conomic Growth-											
GDP - (QoQ)	6.7%	2.3%	6.9%	-1.6%	-0.6%	1.5%	2.1%	1.2%	1.3%	1.4%	1.8%
GDP - (YTD)	6.5%	5.1%	5.6%	-1.6%	-1.1%	-0.2%	0.4%	1.2%	1.3%	1.3%	1.5%
Consumer Spending - (QoQ)	12.0%	2.0%	2.5%	1.8%	1.0%	2.4%	2.8%	1.6%	1.5%	2.0%	2.3%
Consumer Spending - (YTD)	11.7%	8.5%	7.0%	1.8%	1.4%	1.7%	2.0%	1.6%	1.6%	1.7%	1.9%
	2 22/		2 52/	2 00/	4.00/	0.40/	4.60/	0.00/	4.00/	4.00/	
Government Spending - (Qo	-2.0%	0.9%	-2.6%	-2.9%	-1.9%	-0.4%	1.6%	3.2%	1.2%	1.3%	1.49
Government Spending - (YTI	1.1%	1.0%	0.1%	-2.9%	-2.4%	-1.7%	-0.9%	3.2%	2.2%	1.9%	1.89
Company Margalah											
Consumer Wealth-	F 00/	F 40/	4.30/	2.00/	2.50/	2.50/	2.00/	2.00/	2.00/	4.00/	4 20
Jnemployment Rate	5.9%	5.1%	4.2%	3.8%	3.5%	3.5%	3.6%	3.6%	3.8%	4.0%	4.29
Consumer Inflation	4.8%	5.3%	6.7%	8.0%	8.6%	8.5%	6.7%	4.7%	2.8%	1.9%	2.29
Home Prices	15.2%	19.7%	19.1%	18.7%	18.7%	18.5%	18.3%	18.0%	17.5%	17.3%	17.0
								•			
VINICUE FARALLY LIGRAT O VEL	UCLE LOAD	LAADVETC									
INGLE FAMILY HOME & VEH	ICLE LOAN	INAKKEIS									
Consumer Demand-	c co=	c =cc		6.000		- 0-0		- 0.00		6.450	
Total Home Sales (Mil)	6.687	6.766	6.955	6.833	5.985	5.856	5.993	5.963	6.054	6.150	6.25
Existing Home (Mil)	5.950	6.067	6.203	6.057	5.373	5.167	5.242	5.239	5.330	5.394	5.47
New Home Sales (Mil)	0.737	0.699	0.752	0.776	0.612	0.689	0.751	0.724	0.724	0.756	0.77
Single Family Homes (Mils)	3.554	3.220	3.009	1.830	1.846	1.520	1.423	1.309	5.426	1.557	1.49
Purchase Apps (Mils)	1.454	1.398	1.340	1.025	1.282	1.092	1.047	0.908	1.246	1.139	1.08
Refinancing Apps (Mils)	2.100	1.822	1.669	0.805	0.564	0.428	0.376	0.401	4.180	0.418	0.41
Refi Apps Share	59%	57%	55%	44%	31%	28%	26%	31%	77%	27%	28%
Tell Apps Share	3376	3770	33/6	4470	31/0	20/0	20/0	31/6	7770	27/0	207
/ehicle Sales (Mil)	16.2	12.5	12.8	13.8	13.1	13.7	13.5	13.5	15.6	14.6	14.3
MARKET RATE OUTLOOK											
Benchmark Rates-											
Prime	3.3%	3.3%	3.3%	3.5%	4.8%	5.6%	6.6%	6.8%	7.1%	7.1%	7.19
	0.1%	0.1%	0.1%	0.3%	1.6%	3.0%	3.3%	3.7%	3.9%	3.9%	3.9%
Fed Funds	0.5%	0.6%	1.2%	2.4%	3.1%	3.3%	3.4%	3.5%	3.6%	3.6%	3.79
Fed Funds Byr UST	1 20/	1.3%	1.4%	2.4%	3.0%	3.2%	3.3%	3.4%	3.5%	3.4%	3.2%
Byr UST	1.3%		1.5%	1.9%	2.9%	2.9%	2.9%	3.2%	3.4%	3.5%	3.5%
Byr UST Tyr UST	1.6%	1.3%	1.570								
Byr UST Yyr UST LOyr UST		1.3%	1.5%								
Byr UST Yyr UST LOyr UST Market Rates -	1.6%				2.00/	2.20/	2.40/	2.40/	2.40/	2.40/	2.50
Byr UST Pyr UST LOyr UST Market Rates - Byr Vehicle Loan Rate	2.8%	2.7%	2.7%	2.8%	2.9%	3.3%	3.4%	3.4%	3.4%	3.4%	
Byr UST Yyr UST LOyr UST Market Rates -	1.6%				2.9% 4.7% 5.3%	3.3% 4.9% 5.3%	3.4% 4.9% 5.4%	3.4% 4.7% 5.4%	3.4% 4.7% 5.3%	3.4% 4.6% 5.3%	3.5% 4.6% 5.0%



Market Analysis

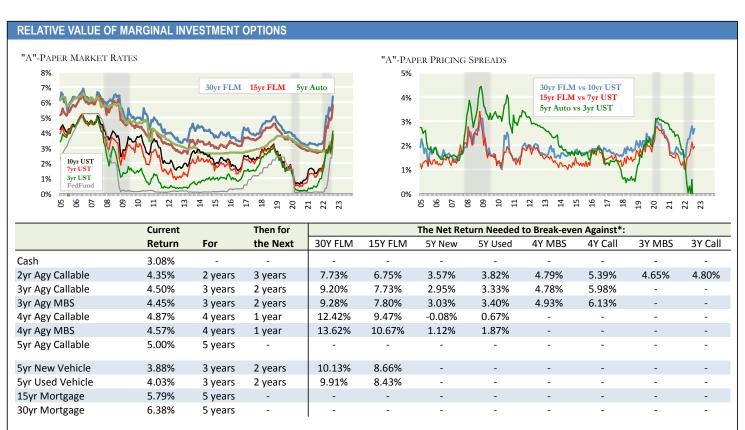
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STRATEGIC ASSESSMENT OF RELATIVE VALUE INVESTMENT AND FUNDING OPTIONS



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

RELATIVE VALUE OF MARGINAL FUNDING OPTIONS

	Current		Then for	The Net Cos	st Needed to	Break-even	Against*:
	Cost	For	the Next	3Y CD	3Y FHLB	2Y CD	2Y FHLB
Share Draft	0.09%	1 year	2 years	2.01%	6.30%	2.35%	8.51%
Regular Savings	0.11%	1 year	2 years	2.00%	6.29%	2.33%	8.49%
Money Market	0.28%	1 year	2 years	1.92%	6.21%	2.16%	8.32%
FHLB Overnight	2.90%	1 year	2 years	0.61%	4.90%	-0.46%	5.70%
Catalyst Settlement	4.50%	1 year	2 years	-0.20%	4.10%	-1.03%	4.10%
6mo Term CD	0.63%	6 mos	2.5 yrs	1.52%	4.95%	1.42%	5.52%
6mo FHLB Term	3.95%	6 mos	2.5 yrs	0.85%	4.29%	0.31%	4.42%
6mo Catalyst Term	4.38%	6 mos	2.5 yrs	0.77%	4.20%	0.17%	4.27%
1yr Term CD	0.96%	1 year	2 years	1.58%	5.87%	1.48%	7.64%
1yr FHLB Term	4.30%	1 year	2 years	-0.09%	4.20%	-1.86%	4.30%
2yr Term CD	1.22%	2 years	1 year	1.67%	10.25%	-	-
2yr FHLB Term	4.30%	2 years	1 year	-4.49%	4.09%	-	-
3yr Term CD	1.37%	3 years	-	-	-	-	-
3yr FHLB Term	4.23%	3 years	-	-	-	-	-

^{*} Highest relative value noted by highest differentials and volatility projections



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Q2-2022	<\$2 Million	\$2-10 Million	\$10-50 <million< th=""><th>\$50-100 Million</th><th>\$100-500 Million</th><th>\$500> Million</th><th>TOTAL</th><th><\$10 Million</th><th><\$50 Million</th><th><\$100 Million</th><th><\$500 Million</th></million<>	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
DEMOGRAPHICS											
Number of Credit Unions	308	682	1,393	684	1,083	703	4,853	990	2,383	3,067	4,150
Average Assets (\$Mil)	\$0.926	\$5.6	\$26.0	\$72.9	\$228.0	\$2,559.6	\$440.2	\$4.2	\$16.9	\$29.4	\$81.2
Pct of Credit Unions	6%	14%	29%	14%	22%	14%	100%	20%	49%	63%	86%
Pct of Industry Assets	0%	0%	2%	2%	12%	84%	100%	0%	2%	4%	16%
GROWTH RATES (YTD)											
Total Assets	-6.4%	-8.5%	-7.5%	1.1%	0.7%	8.9%	7.4%	-8.4%	-7.5%	-2.8%	-0.3%
Total Loans	-6.4%	-6.9%	-3.6%	7.6%	9.1%	23.3%	21.0%	-6.9%	-3.9%	2.6%	7.6%
- Direct Loans	-6.9%	-7.1%	-4.5%	6.7%	6.9%	20.3%	18.0%	-5.6%	-4.6%	1.6%	5.5%
- Indirect Loans	-	73.2%	20.4%	15.6%	20.5%	34.0%	32.6%	-134.8%	15.8%	15.6%	19.9%
Total Shares	-4.6%	-7.0%	-6.2%	1.6%	1.8%	7.5%	6.4%	-6.9%	-6.3%	-2.0%	0.8%
Net Worth	-5.3%	-7.4%	-7.8%	3.4%	4.4%	12.2%	10.5%	-7.2%	-7.7%	-1.9%	2.5%
BALANCE SHEET ALLOCATION											
Net Worth-to-Total Assets	18.1%	15.4%	11.7%	11.2%	10.4%	10.4%	10.4%	15.6%	12.1%	11.6%	10.7%
Cash & Inv-to-Total Assets	60%	55%	52%	45%	36%	29%	31%	56%	53%	49%	39%
Loans-to-Total Assets	40%	43%	45%	51%	59%	67%	65%	43%	44%	48%	56%
Vehicle-to-Total Loans	62%	66%	51%	43%	38%	31%	32%	65%	52%	47%	40%
REL-to-Total Loans	1%	6%	29%	40%	47%	54%	52%	6%	27%	34%	449
REL-to-Net Worth	2%	18%	110%	181%	267%	345%	327%	17%	98%	142%	2319
Indirect-to-Total Loans	0%	0%	4%	10%	17%	23%	22%	0%	4%	8%	159
Loans-to-Total Shares	49%	51%	51%	57%	66%	77%	75%	51%	51%	54%	639
Chkg & Svgs-to-Total Shares	93%	85%	78%	74%	67%	56%	58%	86%	79%	76%	699
Nonterm-to-Total Shares	93%	87%	85%	84%	83%	80%	81%	87%	86%	85%	839
Term CDs-to-Total Shares	5%	9%	9%	10%	11%	13%	13%	9%	9%	9%	119
Short-term Funding Ratio	49.0%	34.7%	25.9%	20.8%	15.3%	12.1%	17.1%	26.7%	23.5%	17.5%	13.09
Net Long-term Asset Ratio	3.6%	9.9%	22.7%	29.8%	36.0%	40.9%	39.7%	21.5%	26.0%	33.3%	39.6%
LOAN QUALITY								1			
Loan Delinquency Ratio	2.91%	1.29%	0.77%	0.59%	0.46%	0.48%	0.49%	0.82%	0.69%	0.51%	0.489
Net Charge-off Ratio	0.59%	0.28%	0.21%	0.21%	0.18%	0.30%	0.28%	0.22%	0.21%	0.19%	0.289
"Misery" Index	3.50%	1.57%	0.98%	0.80%	0.64%	0.78%	0.77%	1.04%	0.90%	0.70%	0.779
RE Loan Delinquency	1.80%	1.34%	0.70%	0.44%	0.39%	0.39%	0.39%	1.34%	0.71%	0.53%	0.419
Vehicle Loan Delinguency	2.42%	1.15%	0.73%	0.56%	0.47%	0.43%	0.45%	1.23%	0.79%	0.67%	0.529
Direct Loans	2.43%	0.80%	0.64%	0.33%	0.36%	0.31%	0.35%	0.90%	0.67%	0.51%	0.419
Indirect Loans	0.00%	70.20%	1.76%	1.25%	0.61%	0.48%	0.50%	66.63%	2.34%	1.47%	0.719
Loss Allow as % of Loans	2.93%	1.28%	0.77%	0.69%	0.62%	0.80%	0.78%	1.38%	0.83%	0.75%	0.659
Current Loss Exposure	1.32%	0.55%	0.40%	0.38%	0.32%	0.31%	0.31%	0.60%	0.42%	0.40%	0.349
Coverage Ratio (Adequacy)	2.2	2.3	1.9	1.8	1.9	2.6	2.5	2.3	2.0	1.9	1.9
EARNINGS											
Gross Asset Yield	2.83%	2.81%	2.57%	2.73%	2.85%	3.07%	3.03%	2.81%	2.59%	2.67%	2.809
Cost of Funds	0.34%	0.30%	0.20%	0.21%	0.25%	0.39%	0.36%	0.30%	0.21%	0.21%	0.249
Gross Interest Margin	2.48%	2.51%	2.37%	2.52%	2.60%	2.69%	2.67%	2.51%	2.38%	2.46%	2.569
Provision Expense	0.21%	0.12%	0.09%	0.09%	0.08%	0.18%	0.16%	0.12%	0.09%	0.09%	0.099
Net Interest Margin	2.28%	2.40%	2.28%	2.43%	2.51%	2.51%	2.50%	2.39%	2.29%	2.37%	2.47
Non-Interest Income	0.41%	0.58%	0.86%	1.11%	1.21%	1.09%	1.10%	0.57%	0.83%	0.98%	1.15
Non-Interest Expense	3.41%	3.20%	2.93%	3.09%	3.15%	2.70%	2.77%	3.22%	2.96%	3.03%	3.129
Net Operating Expense	3.00%	2.62%	2.07%	1.99%	1.94%	1.61%	1.67%	2.65%	2.13%	2.05%	1.97
Net Operating Return	-0.72%	-0.22%	0.21%	0.44%	0.57%	0.90%	0.83%	-0.26%	0.16%	0.31%	0.50
Non-recurring Inc(Exp)	0.38%	0.11%	0.05%	0.05%	0.03%	0.01%	0.01%	0.13%	0.06%	0.05%	0.049
Net Income	-0.34%	-0.11%	0.26%	0.49%	0.60%	0.91%	0.85%	-0.13%	0.22%	0.37%	0.549
Tet meenie	J.J.7/0	J.11/0	0.20/0	3.7370	3.0070	0.5170	0.0370	3.13/0	5.22/0	0.5770	0.54
Return on Net Worth	-4.0%	-1.5%	1.8%	3.9%	5.6%	8.7%	8.1%	-1.7%	1.4%	2.7%	4.7



RESOURCES[™]

Business & Industry Consulting Market Analysis Strategic Solutions Financial Investments Risk Management Regulatory Expert

Q2-2022	<\$2 Million	\$2-10 Million	\$10-50 <million< th=""><th>\$50-100 Million</th><th>\$100-500 Million</th><th>\$500> Million</th><th>TOTAL</th><th><\$10 Million</th><th><\$50 Million</th><th><\$100 Million</th><th><\$500 Million</th></million<>	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
OPERATING EFFICIENCIES:											
Loans & Shares-											
Avg Loan Balance	\$6,182	\$7,619	\$4,042	\$6,395	\$10,700	\$19,469	\$16,646	\$7,528	\$4,394	\$5,538	\$9,488
Avg Loan Rate	6.46%	5.68%	4.89%	4.66%	4.32%	4.22%	4.25%	5.73%	4.97%	4.79%	4.43%
Avg Loan Yield, net	5.94%	5.41%	4.69%	4.47%	4.18%	3.95%	3.99%	5.45%	4.76%	4.59%	4.27%
Avg Share Balance	\$2,716	\$5,825	\$9,414	\$10,796	\$12,599	\$14,528	\$13,982	\$5,425	\$8,763	\$9,785	\$11,706
Avg Share Rate	0.43%	0.35%	0.23%	0.24%	0.28%	0.45%	0.42%	0.36%	0.24%	0.24%	0.27%
Non-Member Deposit Ratio	1.0%	0.8%	0.5%	0.7%	0.6%	0.8%	0.8%	0.8%	0.5%	0.6%	0.6%
Net Operating Profitabilit	tv-										
Earning Asset/Funding	123%	117%	110%	108%	106%	111%	110%	118%	111%	109%	107%
Fee Inc-to-Total Revenue	13%	17%	25%	29%	30%	26%	27%	17%	24%	27%	29%
Net Operating Return per F	TF										
Interest Income per FTE	\$36,937	\$76,640	\$117,041	\$129,731	\$136,961	\$207,339	\$191,168	\$71,338	\$109,257	\$119,847	\$132,121
Avg Interest & Prov per FTE	\$7,207	\$11,246	\$13,090	\$14,325	\$16,262	\$38,124	\$33,258	\$10,707	\$12,684	\$13,533	\$15,490
Net Interest Income per FTE	\$29,730	\$65,394	\$103,952	\$115,406	\$120,699	\$169,215	\$157,910	\$60,632	\$96,573	\$106,314	\$116,631
Non-Interest Income per FTE	\$5,405	\$15,828	\$39,096	\$52,539	\$58,262	\$73,418	\$69,297	\$14,436	\$34,896	\$44,021	\$54,235
Avg Ops Expense per FTE	\$44,595	\$87,331	\$133,391	\$147,079	\$151,371	\$182,086	\$174,558	\$81,624	\$124,574	\$136,214	\$147,084
<u> </u>										\$92,192	\$92,849
Net Op Expense per FTE	\$39,189	\$71,503	\$94,295	\$94,540	\$93,108	\$108,668	\$105,261	\$67,188	\$89,678	392,192	392,049
Net Op Expense per FTE Avg Net Op Return per FTE		\$ (6,109)		\$94,540		\$ 60,547	\$52,649	\$ (6,556)		\$ 14,121	
	\$ (9,459)	\$ (6,109)									
Avg Net Op Return per FTE Revenue/Operating Expe	\$ (9,459)	\$ (6,109)									\$ 23,781
Avg Net Op Return per FTE Revenue/Operating Expension	\$ (9,459)	\$ (6,109) eent	\$ 9,657	\$ 20,866	\$ 27,590	\$ 60,547	\$52,649	\$ (6,556)	\$ 6,895	\$ 14,121	\$ 23,781 \$186,356
Avg Net Op Return per FTE Revenue/Operating Expenses Revenue- Avg Revenue per FTE	\$ (9,459) nse Assessm \$42,342	\$ (6,109) nent \$92,468	\$ 9,657	\$ 20,866 \$182,270	\$ 27,590 \$195,223	\$ 60,547	\$52,649 \$260,465	\$ (6,556)	\$ 6,895	\$ 14,121 \$ 163,868	\$ 23,781 \$186,356
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622	\$ (6,109) nent \$92,468 3.39%	\$ 9,657 \$156,137 3.43% \$63,077	\$ 20,866 \$182,270	\$ 27,590 \$195,223	\$ 60,547	\$52,649 \$260,465	\$ (6,556) \$85,774 3.38%	\$ 6,895	\$ 14,121 \$ 163,868	\$ 23,781 \$186,356 3.95%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66%	\$ (6,109) hent \$92,468 3.39% \$45,401 1.66%	\$ 9,657 \$156,137 3.43% \$63,077 1.38%	\$ 20,866 \$182,270 3.83% \$68,834 1.45%	\$ 27,590 \$195,223 4.06% \$75,660 1.57%	\$ 60,547 \$280,757 4.16% \$96,081 1.42%	\$52,649 \$260,465 4.13% \$91,003 1.44%	\$ (6,556) \$85,774 3.38% \$42,226 1.66%	\$ 6,895 \$144,152 3.42% \$59,526 1.41%	\$ 14,121 \$163,868 3.65% \$64,340 1.43%	\$ 23,781 \$186,356 3.95% \$72,459 1.54%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622 1.66% 48%	\$ (6,109) nent \$92,468 3.39% \$45,401 1.66% 52%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53%	\$260,465 4.13% \$91,003 1.44% 52%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47%	\$186,356 3.95% \$72,459 1.54% 49%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing)	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96	\$ (6,109) nent \$92,468 3.39% \$45,401 1.66% 52% 0.78	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17	\$260,465 4.13% \$91,003 1.44% 52% 0.19	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36	\$186,356 3.95% \$72,459 1.54% 49% 0.29
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622 1.66% 48%	\$ (6,109) nent \$92,468 3.39% \$45,401 1.66% 52%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53%	\$260,465 4.13% \$91,003 1.44% 52%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79%	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700	\$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80%
Avg Net Op Return per FTE Revenue/Operating Experits Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34%	\$ (6,109) pent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28%	\$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense	\$ (9,459) nse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34%	\$ (6,109) nent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81%	\$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24%	\$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81%	\$186,356 3.95% \$72,459 1.54% 49% 0.29
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense - Pct of Total Op Expense Avg All Other Expense per FTE	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34% \$7,658	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27% \$18,743	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28% \$33,613	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26% \$39,897	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25% \$37,171	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24% \$42,092	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24% \$40,932	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27% \$17,263	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27% \$30,828	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27% \$35,519	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34% \$7,658 0.59%	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27% \$18,743 0.69%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28% \$33,613 0.74%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26% \$39,897 0.84%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25% \$37,171 0.77%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24% \$42,092 0.62%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24% \$40,932 0.65%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27% \$17,263 0.68%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27% \$30,828 0.73%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27% \$35,519 0.79%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26% \$36,704 0.78%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio - Pct of Total Ops Expense	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34% \$7,658 0.59%	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27% \$18,743 0.69%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28% \$33,613 0.74%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26% \$39,897 0.84%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25% \$37,171 0.77%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24% \$42,092 0.62%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24% \$40,932 0.65%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27% \$17,263 0.68%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27% \$30,828 0.73%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27% \$35,519 0.79%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26% \$36,704 0.78% 25%
Avg Net Op Return per FTE Revenue/Operating Experiments Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio - Pct of Total Ops Expense Membership Outreach- Members-to-Potential Mbers Members-to-FTEs	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34% \$7,658 0.59% 17% 11.3% 382	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27% \$18,743 0.69% 21% 6.1% 399	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28% \$33,613 0.74% 25%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26% \$39,897 0.84% 27%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25% \$37,171 0.77% 25%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24% \$42,092 0.62% 23%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24% \$40,932 0.65% 23%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27% \$17,263 0.68% 21% 6.5% 397	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27% \$30,828 0.73% 25%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27% \$35,519 0.79% 26%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26% \$36,704 0.78% 25%
Avg Net Op Return per FTE Revenue/Operating Experits Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense - Pct of Total Op Expense - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio - Pct of Total Ops Expense Membership Outreach- Membership Outreach-	\$ (9,459) mse Assessm \$42,342 3.24% \$21,622 1.66% 48% 1.96 222 79% \$15,315 1.17% 34% \$7,658 0.59% 17%	\$ (6,109) sent \$92,468 3.39% \$45,401 1.66% 52% 0.78 1,441 47% \$23,186 0.85% 27% \$18,743 0.69% 21% 6.1%	\$ 9,657 \$156,137 3.43% \$63,077 1.38% 47% 0.38 8,098 16% \$36,700 0.81% 28% \$33,613 0.74% 25%	\$ 20,866 \$182,270 3.83% \$68,834 1.45% 47% 0.31 10,457 9% \$38,348 0.81% 26% \$39,897 0.84% 27%	\$ 27,590 \$195,223 4.06% \$75,660 1.57% 50% 0.27 51,272 7% \$38,540 0.80% 25% \$37,171 0.77% 25%	\$ 60,547 \$280,757 4.16% \$96,081 1.42% 53% 0.17 261,042 5% \$43,912 0.65% 24% \$42,092 0.62% 23%	\$52,649 \$260,465 4.13% \$91,003 1.44% 52% 0.19 332,531 6% \$42,623 0.68% 24% \$40,932 0.65% 23%	\$ (6,556) \$85,774 3.38% \$42,226 1.66% 52% 0.85 1,663 52% \$22,135 0.87% 27% \$17,263 0.68% 21%	\$ 6,895 \$144,152 3.42% \$59,526 1.41% 48% 0.42 9,761 23% \$34,220 0.81% 27% \$30,828 0.73% 25%	\$ 14,121 \$163,868 3.65% \$64,340 1.43% 47% 0.36 20,218 16% \$36,355 0.81% 27% \$35,519 0.79% 26%	\$186,356 3.95% \$72,459 1.54% 49% 0.29 71,489 10% \$37,922 0.80% 26% \$36,704 0.78% 25%



RESOURCES TM

Business & Industry Consulting Market Analysis Strategic Solutions Financial Investments Risk Management Regulatory Expert

	<\$2	\$2-10	\$10-50	\$50-100	\$100-500	\$500>		<\$10	<\$50	<\$100	<\$500
Q2-2022	Million	Million	<million< th=""><th>Million</th><th>Million</th><th>Million</th><th>TOTAL</th><th>Million</th><th>Million</th><th>Million</th><th>Million</th></million<>	Million	Million	Million	TOTAL	Million	Million	Million	Million

NET INFRASTRUCTURE COS	Т:										
Fee Income	0.41%	0.58%	0.86%	1.11%	1.21%	1.09%	1.10%	0.57%	0.83%	0.98%	1.15%
Compensation & Benefits	1.66%	1.66%	1.38%	1.45%	1.57%	1.42%	1.44%	1.66%	1.41%	1.43%	1.54%
Travel & Conference	0.02%	0.02%	0.02%	0.03%	0.03%	0.02%	0.02%	0.02%	0.02%	0.02%	0.03%
Office Occupancy	0.21%	0.14%	0.18%	0.20%	0.21%	0.16%	0.17%	0.14%	0.17%	0.19%	0.20%
Office Operations	0.97%	0.71%	0.63%	0.60%	0.60%	0.49%	0.51%	0.73%	0.64%	0.62%	0.60%
Educational & Promo	0.01%	0.03%	0.06%	0.08%	0.10%	0.11%	0.11%	0.02%	0.05%	0.07%	0.09%
Loan Servicing	0.14%	0.11%	0.16%	0.21%	0.22%	0.19%	0.19%	0.11%	0.15%	0.18%	0.21%
Professional & Outside Svc	0.28%	0.37%	0.40%	0.44%	0.35%	0.22%	0.24%	0.37%	0.40%	0.42%	0.37%
Member Insurance	0.03%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%
Operating Fees	0.05%	0.03%	0.02%	0.02%	0.01%	0.01%	0.01%	0.03%	0.02%	0.02%	0.02%
Miscellaneous	0.06%	0.11%	0.08%	0.07%	0.06%	0.08%	0.08%	0.11%	0.08%	0.08%	0.06%
Total Ops Expense	3.41%	3.20%	2.93%	3.09%	3.15%	2.70%	2.77%	3.22%	2.96%	3.03%	3.12%
·											
Net Operating Expense	3.00%	2.62%	2.07%	1.99%	1.94%	1.61%	1.67%	2.65%	2.13%	2.05%	1.97%

NET INFRASTRUCTURE COST	T PER FULL-T	IME EQUIV	ALENT								
Fee Income	\$5,405	\$15,828	\$39,096	\$52,539	\$58,262	\$73,418	\$69,297	\$14,436	\$34,896	\$44,021	\$54,23
Compensation & Benefits	\$21,622	\$45,401	\$63,077	\$68,834	\$75,660	\$96,081	\$91,003	\$42,226	\$59,526	\$64,340	\$72,459
Travel & Conference	\$270	\$555	\$889	\$1,320	\$1,361	\$1,161	\$1,188	\$517	\$826	\$1,081	\$1,282
Office Occupancy	\$2,703	\$3,749	\$8,101	\$9,620	\$9,892	\$11,087	\$10,746	\$3,609	\$7,336	\$8,517	\$9,504
Office Operations	\$12,613	\$19,438	\$28,600	\$28,727	\$28,647	\$32,825	\$31,877	\$18,526	\$26,884	\$27,837	\$28,418
Educational & Promo	\$180	\$694	\$2,544	\$3,768	\$4,743	\$7,314	\$6,656	\$626	\$2,217	\$3,019	\$4,256
Loan Servicing	\$1,802	\$3,054	\$7,261	\$9,812	\$10,637	\$12,561	\$11,999	\$2,887	\$6,516	\$8,221	\$9,954
Professional & Outside Svc	\$3,604	\$10,135	\$18,202	\$20,828	\$16,750	\$14,781	\$15,330	\$9,263	\$16,679	\$18,825	\$17,337
Member Insurance	\$360	\$417	\$148	\$96	\$86	\$55	\$65	\$409	\$193	\$142	\$102
Operating Fees	\$631	\$833	\$914	\$803	\$694	\$562	\$600	\$806	\$895	\$848	\$738
Miscellaneous	\$811	\$3,054	\$3,655	\$3,271	\$2,898	\$5,659	\$5,094	\$2,755	\$3,502	\$3,382	\$3,035
Total Ops Expense	\$44,595	\$87,331	\$133,391	\$147,079	\$151,371	\$182,086	\$174,558	\$81,624	\$124,574	\$136,214	\$147,084
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Net Operating Expense	\$39,189	\$71,503	\$94,295	\$94,540	\$93,108	\$108,668	\$105,261	\$67,188	\$89,678	\$92,192	\$92,849