

21 August 2020

BENCHMARK INTEREST RATES AND YIELD CURVE

US Treasury Rates-

	THIS WK 8/20/20	LAST MO 7/20/20	YR END 12/31/19	LAST YR 8/20/19	CHANGES SINCE			YIELD CURVE ASSESSMENT	
					This Yr	Last Yr	This Cycle		
Fed Funds	0.09%	0.10%	1.55%	2.13%	-1.46%	-2.04%	-2.36%	4.00%	
3mo	0.11%	0.13%	1.55%	1.94%	-1.44%	-1.83%	-2.24%	3.50%	
6mo	0.13%	0.14%	1.60%	1.89%	-1.47%	-1.76%	-2.39%	3.00%	
1yr	0.12%	0.14%	1.59%	1.72%	-1.47%	-1.60%	-2.62%	2.50%	
2yr	0.13%	0.16%	1.58%	1.50%	-1.45%	-1.37%	-2.85%	2.00%	
3yr	0.15%	0.18%	1.62%	1.44%	-1.47%	-1.29%	-2.90%	1.50%	
5yr	0.26%	0.29%	1.69%	1.42%	-1.43%	-1.16%	-2.83%	1.00%	
7yr	0.46%	0.47%	1.83%	1.49%	-1.37%	-1.03%	-2.71%	0.50%	
10yr	0.65%	0.62%	1.92%	1.55%	-1.27%	-0.90%	-2.59%	0.00%	
30yr	1.38%	1.32%	2.39%	2.04%	-1.01%	-0.66%	-0.80%		

Slope of the Yield Curve-

	THIS WK 8/20/20	LAST MO 7/20/20	YR END 12/31/19	LAST YR 8/20/19	This Yr	Last Yr	This Cycle	CYCLICAL CHANGES SUMMARY		
								Jul16 Low	Nov18 High	Nov18 High-Current
2yr-3mo	0.02%	0.03%	0.03%	-0.44%	-0.01%	0.46%	-0.61%			
5yr-2yr	0.13%	0.13%	0.11%	-0.08%	0.02%	0.21%	0.02%			
10yr-5yr	0.39%	0.33%	0.23%	0.13%	0.16%	0.26%	0.24%			
10yr-3mo	0.54%	0.49%	0.37%	-0.39%	0.17%	0.93%	-0.35%			

Other Interest Rates-

	THIS WK 8/20/20	LAST MO 7/20/20	YR END 12/31/19	LAST YR 8/20/19	This Yr	Last Yr	This Cycle		
Prime	3.25%	3.25%	4.75%	5.25%	-1.50%	-2.00%	-2.25%	Fed Funds	2.15%
1mo LIBOR	0.16%	0.17%	1.76%	2.17%	-1.60%	-2.01%	-2.36%	1year	2.24%
6mo LIBOR	0.34%	0.34%	1.91%	2.02%	-1.57%	-1.68%	-2.57%	2years	2.32%
12mo LIBOR	0.46%	0.48%	2.00%	1.95%	-1.54%	-1.49%	-2.67%	3years	2.28%
								5years	2.06%
								10years	1.81%

## JULY FOMC MEETING MINUTES SHOW FRB STAFF LOWERED 2020 GROWTH OUTLOOK

At their July 28-29 meeting, Federal Reserve staff said they were lowering their expected rate of recovery in gross domestic for the second half of 2020.

The staff blamed the slowdown on the increasing spread of the coronavirus since mid-June, and the slowing of state re-openings of businesses. Fed officials stressed in their policy statement released after July's meeting that the path of the economy would depend significantly on the course of the coronavirus pandemic.

The staff forecast assumed additional fiscal stimulus measures would be passed by Congress but these have been delayed as the two political parties jockey for advantage ahead of November's presidential election.

Fed Chairman Jerome Powell has said the central bank isn't "even thinking about raising rates." In their discussions, Fed officials noted that there had been an increase in uncertainty about the economic outlook since their prior meeting in mid-June.

According to the minutes, "several" Fed officials said that additional monetary easing steps could be required to strengthen the economy.

Key Economic Indicators for Banks, Thrifts & Credit Unions-

		LATEST	CURRENT	PREV
GDP	QoQ	Q2-1st	-32.9%	-5.0%
GDP - YTD	AnnL	Q2-1st	-19.0%	-5.0%
Consumer Spending	QoQ	Q2-1st	-34.6%	-6.9%
Consumer Spending	AnnL	Q2-1st	-20.8%	-6.9%
Unemployment	Mo	July	10.2%	11.1%
Consumer Inflation	YoY	July	1.0%	0.6%
Core Inflation	YoY	July	1.6%	1.2%
Consumer Credit	Annual	June	2.6%	-4.2%
Retail Sales	YoY	July	-2.1%	-3.4%
Vehicle Sales	AnnL (Mil)	July	14.9	13.4
Home Sales	AnnL (Mil)	June	5.396	4.533
Home Prices	YoY	June	4.0%	4.0%

Key Consumer Market Data-

	THIS WK 8/20/20	YR END 12/31/19	PCT CHANGES	
			YTD	12Mos
DJIA	27,740	28,538	-2.8%	8.6%
S&P 500	3,386	3,231	4.8%	19.0%
NASDAQ	11,265	8,973	25.5%	45.3%
Crude Oil	42.58	61.06	-30.3%	-22.4%
Avg Gasoline	2.17	2.57	-15.8%	-16.8%
Gold	1,946.5	1,523.1	27.8%	26.0%

ECONOMIC UPDATE AND ANALYSIS

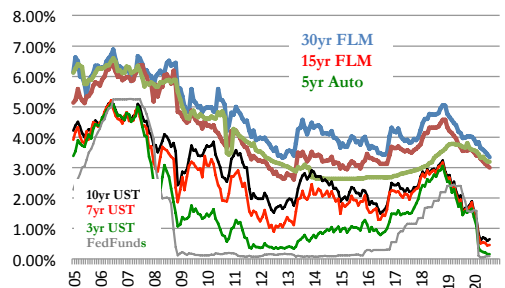
**AVERAGE CREDIT UNION RATES AND RATE SENSITIVITY**

	THIS WK 8/20/20	YTD Change		Chg in Current Cycle*		Rate Sensitivity	
		Rate	Benchmark	Rate	Benchmark	YTD	Cycle
Classic CC	10.85%	-0.60%	-1.50%	-0.84%	-2.25%	40%	37%
Platinum CC	9.10%	-0.82%	-1.50%	-1.17%	-2.25%	55%	52%
48mo Veh	3.08%	-0.39%	-1.45%	-0.58%	-2.85%	27%	20%
60mo Veh	3.19%	-0.40%	-1.47%	-0.58%	-2.90%	27%	20%
72mo Veh	3.52%	-0.39%	-1.45%	-0.60%	-2.87%	27%	21%
HE LOC	4.30%	-0.70%	-1.50%	-1.26%	-2.25%	47%	56%
10yr HE	4.80%	-0.48%	-1.43%	-0.72%	-2.89%	34%	25%
15yr FRM	3.00%	-0.57%	-1.35%	-1.58%	-2.75%	42%	57%
30yr FRM	3.34%	-0.67%	-1.27%	-1.72%	-2.59%	53%	66%
Sh Drafts	0.12%	-0.02%	-1.46%	-0.02%	-2.36%	1%	1%
Reg Svgs	0.14%	-0.05%	-1.46%	-0.05%	-2.36%	3%	2%
MMkt-10k	0.23%	-0.22%	-1.46%	-0.25%	-2.36%	15%	11%
MMkt-50k	0.33%	-0.29%	-1.46%	-0.32%	-2.36%	20%	14%
6mo CD	0.38%	-0.61%	-1.47%	-0.65%	-2.39%	41%	27%
1yr CD	0.55%	-0.85%	-1.47%	-0.96%	-2.62%	58%	37%
2yr CD	0.70%	-0.94%	-1.45%	-1.15%	-2.85%	65%	40%
3yr CD	0.82%	-0.97%	-1.47%	-1.24%	-2.90%	66%	43%

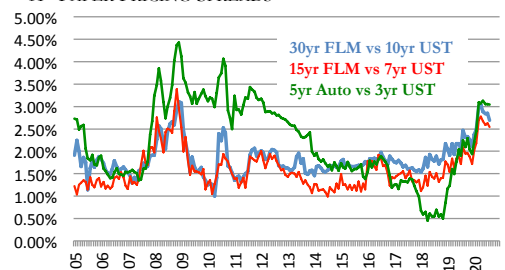
\*Since Nov 2018

**RELATIVE VALUE**

"A"-PAPER MARKET RATES



"A"-PAPER PRICING SPREADS



**STRATEGICALLY FOR CREDIT UNIONS**

"Participants generally agreed that prospects for further substantial improvement in the labor market would depend on a broad and sustained reopening of businesses. In turn, such a reopening would depend in large part on the efficiency of health measures to limit the spread of the virus," the minutes said.

Minutes reflected two unusual discussion points. First, "a number" of Fed officials thought the central bank should rewrite its forward guidance. Officials talked about making a pledge to keep interest rates low until one or more economic outcomes were achieved.

Second, and more misguided, there was a discussion about a new tool where the Fed would put a cap on interest rates beyond short-term rates. This would be, in essence, the Fed attempt to interfere with market forces' impact (and influence) on the US treasury yield curve.

Fortunately, "In light of these concerns ("modest benefits" and serious "costs"), many participants judged that yield caps and targets were not warranted in the current environment ...," the minutes said.

This should permit market rates to stabilize and current pricing spreads to strengthen through the remainder of 2020 and even spur member demand starting in the fourth quarter.

Additional information and other market-related reports can be viewed at [www.Meridian-ally.com](http://www.Meridian-ally.com)

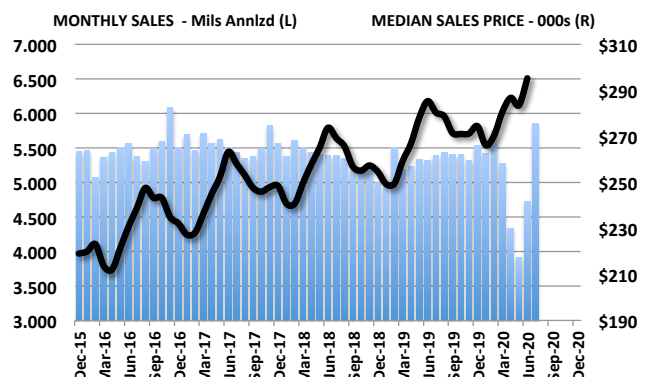
**ECONOMIC RELEASES**

RELEASES THIS WEEK:	Current	Previous
Existing Home Sales (July, Annl)	5.86M	4.72M
Leading Indicators (July, MoM)	1.4%	2.0%

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Home Prices (June, YoY)	3.6%	3.7%
New Home Sales (July, Annlzd)	740k	776k
GDP (Q2-2nd, QoQ)	-32.5%	-32.9%
Personal Spending (July, MoM)	1.0%	5.6%

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Trusted Insight, Effective Solutions

**EXISTING HOME SALES**



ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
July 20	21	22 Existing Home Sales 4.72M	23 Jobless Claims 1.41M Cont'd Claims 16.2M Leading Indicators 2.0%	24 New Home Sales 776k	25
27 Durable Goods 7.3%	28 Home Prices 4.0% Cons Confidence 92.6	29 FOMC Announcement	30 Jobless Claims 1.43M Cont'd Claims 17.0M GDP (Q2-1st) -32.9%	31 Personal Income -1.1% Personal Spending 5.6%	Aug 1
3 Constr Spending -0.7%	4 Factory Orders 6.2%	5	6 Jobless Claims 1.18M Cont'd Claims 16.1M	7 Unemployment 10.2% Consumer Credit	8
10	11 Wh Inflation -0.4%	12 Cons Inflation 1.0%	13 Jobless Claims 963k Cont'd Claims 15.5M	14 Retail Sales 1.2% Ind Production -8.2%	15
17	18	19 FOMC Minutes	20 Jobless Claims 1.1M Cont'd Claims 14.8M	21 Exist Home Sales 5.86M	22
24	25 Home Prices Consumer Confidence New Home Sales	26 Durable Goods	27 Jobless Claims Continued Claims GDP (Q2, 2nd)	28 Personal Income Personal Spending	29
31 Construction Spending	Sep 1	2 FOMC Beige Book	3 Jobless Claims Continued Claims	4 Employment	5
7	8 Consumer Credit	9	10 Jobless Claims Continued Claims Wholesale Inflation	11 Consumer Inflation	12
14	15 Industrial Production	16 Retail Sales FOMC Announcement	17 Jobless Claims Continued Claims	18 Leading Indicators	19

## ECONOMIC FORECAST

July 2020

	2019			2020				2021			
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4

### ECONOMIC OUTLOOK

Gross Domestic Product	2.0%	2.1%	2.1%	-5.0%	-33.5%	8.3%	7.1%	7.4%	6.1%	5.2%	3.5%
Consumer Spending	4.6%	3.2%	1.8%	-6.8%	-32.8%	23.7%	4.3%	3.4%	2.8%	3.5%	3.4%
Government Spending	5.0%	2.1%	2.4%	1.3%	2.7%	3.9%	3.6%	3.0%	3.0%	3.0%	3.0%
Consumer Inflation	1.8%	1.8%	2.0%	2.1%	0.4%	0.9%	0.9%	1.2%	2.8%	2.5%	2.5%
Unemployment Rate	3.6%	3.6%	3.5%	3.6%	12.9%	9.6%	8.2%	7.2%	6.8%	6.2%	6.0%
Home Prices	1.8%	1.8%	2.0%	2.1%	0.4%	0.9%	0.9%	1.2%	2.8%	2.5%	2.5%

### HOME & VEHICLE LOAN MARKETS

Total Home Sales (Mil)	5.948	6.109	6.131	6.185	5.154	5.901	6.060	6.129	6.212	6.296	6.375
Existing Homes (Mil)	5.287	5.410	5.420	5.483	4.474	5.205	5.345	5.404	5.479	5.558	5.633
New Homes (Mils)	0.661	0.699	0.711	0.702	0.680	0.696	0.715	0.725	0.733	0.738	0.742
Single Family Origs (B\$)	501	651	696	563	928	740	585	502	579	554	480
Purchase	355	375	314	257	348	380	315	302	379	392	332
Refinancing	146	276	382	306	580	360	270	200	200	162	148
Refi Share (%)	29%	42%	55%	54%	63%	49%	46%	40%	35%	29%	31%
Vehicle Loans Sales (Mil)	17.6	18.6	18.2	15.4	11.5	13.0	13.8	12.5	13.1	14.0	14.2

### MARKET RATE OUTLOOK

Fed Funds	2.4%	1.9%	1.6%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
2-year US Treasury	2.3%	2.7%	2.8%	1.1%	0.1%	0.1%	0.3%	0.3%	0.3%	0.6%	0.6%
3-year US Treasury	1.7%	1.7%	1.6%	1.1%	0.2%	0.2%	0.3%	0.4%	0.4%	0.5%	0.6%
7-years US Treasury	1.9%	1.8%	1.6%	1.2%	0.6%	0.6%	0.7%	0.8%	0.8%	0.9%	1.1%
10-year US Treasury	2.3%	1.8%	1.8%	1.4%	0.7%	0.8%	0.9%	1.1%	1.1%	1.2%	1.3%
5-year A-paper Vehicle	3.1%	3.2%	3.2%	3.5%	3.3%	3.3%	3.4%	3.6%	3.8%	3.8%	3.8%
15-year A-paper FLM	3.5%	3.1%	3.1%	3.0%	2.8%	2.8%	2.8%	2.9%	2.9%	2.9%	3.0%
30-year A-paper FLM	4.0%	3.7%	3.7%	3.5%	3.2%	3.2%	3.3%	3.4%	3.4%	3.5%	3.5%

Q1-2020	<\$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
<b>DEMOGRAPHICS</b>											
Number of Credit Unions	390	901	1,614	672	1,023	595	5,195	1,291	2,905	3,577	4,600
Average Assets (\$Mil)	\$0.9	\$5.7	\$25.6	\$72.2	\$222.7	\$2,090.1	\$301.6	\$4.3	\$16.1	\$26.6	\$70.2
Pct of Credit Unions	8%	17%	31%	13%	20%	11%	100%	25%	56%	69%	89%
Pct of Industry Assets	0%	0%	3%	3%	14%	80%	100%	0%	3%	6%	20%
<b>GROWTH RATES (YTD)</b>											
Total Assets	-5.2%	-10.0%	-1.1%	-0.7%	0.8%	23.0%	18.3%	-9.7%	-2.1%	-1.4%	0.2%
Total Loans	-30.1%	-25.1%	-16.4%	-17.4%	-14.6%	7.3%	3.1%	-25.4%	-17.5%	-17.4%	-15.3%
Total Shares	-3.6%	-7.3%	0.4%	0.5%	2.2%	17.7%	14.4%	-7.1%	-0.5%	0.0%	1.5%
Net Worth	-11.2%	-14.7%	-8.3%	-8.2%	-9.1%	8.4%	4.6%	-14.5%	-9.2%	-8.7%	-9.0%
<b>BALANCE SHEET ALLOCATION</b>											
Net Worth-to-Total Assets	18.9%	16.1%	13.0%	12.1%	11.3%	10.8%	11.0%	16.3%	13.4%	12.7%	11.7%
Cash & Inv-to-Total Assets	53%	48%	45%	39%	30%	26%	27%	49%	45%	42%	33%
Loans-to-Total Assets	46%	50%	52%	56%	65%	70%	68%	50%	52%	54%	62%
Vehicle-to-Total Loans	60%	63%	49%	43%	39%	32%	34%	63%	50%	46%	41%
REL-to-Total Loans	1%	8%	30%	39%	45%	53%	51%	8%	28%	34%	42%
REL-to-Net Worth	3%	26%	122%	182%	260%	340%	315%	24%	108%	144%	223%
Indirect-to-Total Loans	0%	0%	5%	11%	19%	21%	20%	0%	4%	8%	16%
Loans-to-Total Shares	58%	60%	60%	65%	75%	84%	81%	60%	60%	62%	71%
Nonterm-to-Total Shares	92%	85%	80%	78%	74%	69%	71%	85%	81%	79%	76%
Short-term Funding Ratio	42.6%	33.3%	26.7%	22.9%	17.4%	13.9%	15.1%	27.4%	25.1%	19.7%	15.1%
Net Long-term Asset Ratio	3.5%	7.4%	18.1%	23.8%	29.9%	35.0%	33.5%	16.9%	20.4%	27.1%	33.4%
Leverage Ratio	1.6%	1.3%	1.1%	1.3%	2.4%	6.6%	5.7%	1.3%	1.1%	1.2%	2.0%
Solvency Ratio	123.5%	119.3%	114.9%	113.8%	112.9%	113.1%	113.2%	119.5%	115.4%	114.6%	113.4%
<b>LOAN QUALITY</b>											
Loan Delinquency Ratio	3.38%	1.62%	0.99%	0.76%	0.67%	0.61%	0.63%	1.06%	0.90%	0.73%	0.63%
Net Charge-off Ratio	0.61%	0.62%	0.42%	0.44%	0.45%	0.61%	0.58%	0.44%	0.44%	0.45%	0.58%
"Misery" Index	3.99%	2.24%	1.41%	1.20%	1.12%	1.22%	1.21%	1.50%	1.34%	1.18%	1.21%
RE Loan Delinquency	0.86%	1.52%	0.85%	0.61%	0.55%	0.46%	0.48%	1.51%	0.87%	0.71%	0.58%
Vehicle Loan Delinquency	2.73%	1.49%	0.92%	0.76%	0.63%	0.54%	0.58%	1.56%	1.01%	0.89%	0.70%
Direct Loans	2.73%	1.49%	0.89%	0.72%	0.57%	0.50%	0.56%	1.56%	1.00%	0.88%	0.69%
Indirect Loans	0.00%	1.40%	1.16%	0.87%	0.70%	0.56%	0.59%	1.40%	1.16%	0.94%	0.73%
Loss Allow as % of Loans	2.89%	1.41%	0.91%	0.83%	0.80%	0.92%	0.90%	1.49%	0.97%	0.90%	0.83%
Current Loss Exposure	1.56%	0.77%	0.50%	0.38%	0.36%	0.30%	0.32%	0.82%	0.53%	0.45%	0.39%
<b>EARNINGS</b>											
Gross Asset Yield	4.19%	3.96%	3.70%	3.69%	3.76%	3.83%	3.81%	3.97%	3.73%	3.71%	3.75%
Cost of Funds	0.60%	0.42%	0.44%	0.48%	0.61%	0.93%	0.86%	0.43%	0.44%	0.46%	0.57%
Gross Interest Margin	3.60%	3.53%	3.26%	3.20%	3.15%	2.90%	2.96%	3.54%	3.29%	3.25%	3.18%
Provision Expense	0.33%	0.48%	0.22%	0.25%	0.32%	0.59%	0.53%	0.47%	0.25%	0.25%	0.30%
Net Interest Margin	3.27%	3.05%	3.04%	2.95%	2.82%	2.31%	2.42%	3.06%	3.04%	3.00%	2.87%
Non-Interest Income	0.66%	0.59%	0.93%	1.17%	1.33%	1.28%	1.27%	0.59%	0.89%	1.03%	1.24%
Non-Interest Expense	4.16%	3.73%	3.61%	3.68%	3.70%	3.02%	3.16%	3.76%	3.63%	3.65%	3.69%
Net Operating Expense	3.49%	3.14%	2.68%	2.51%	2.37%	1.74%	1.88%	3.17%	2.73%	2.62%	2.45%
<b>Net Operating Return</b>	<b>-0.22%</b>	<b>-0.09%</b>	<b>0.36%</b>	<b>0.44%</b>	<b>0.45%</b>	<b>0.57%</b>	<b>0.54%</b>	<b>-0.10%</b>	<b>0.31%</b>	<b>0.38%</b>	<b>0.43%</b>
Non-recurring Inc(Exp)	0.00%	0.02%	0.01%	0.00%	-0.01%	0.00%	0.00%	0.02%	0.01%	0.00%	0.00%
<b>Net Income</b>	<b>-0.22%</b>	<b>-0.08%</b>	<b>0.37%</b>	<b>0.44%</b>	<b>0.45%</b>	<b>0.57%</b>	<b>0.54%</b>	<b>-0.08%</b>	<b>0.32%</b>	<b>0.38%</b>	<b>0.43%</b>
<b>Return on Net Worth</b>	<b>-1.1%</b>	<b>-0.1%</b>	<b>3.0%</b>	<b>3.5%</b>	<b>3.8%</b>	<b>5.0%</b>	<b>4.7%</b>	<b>-0.2%</b>	<b>2.6%</b>	<b>3.0%</b>	<b>3.5%</b>

**Q1-2020**

<\$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

**OPERATING EFFICIENCIES:**

**Core Activities-**

*Earning Asset Allocation and Return*

Nonearning as Pct of Assets	1%	1%	3%	5%	5%	4%	4%	1%	3%	4%	5%
Cash & Investment Yield	1.29%	1.69%	1.78%	1.75%	1.66%	1.27%	1.37%	1.66%	1.76%	1.76%	1.70%
C&I as Pct of Assets	53%	48%	45%	39%	30%	26%	27%	49%	45%	42%	33%
Loan Yield, net	6.99%	5.66%	5.28%	4.98%	4.61%	4.33%	4.41%	5.74%	5.33%	5.14%	4.75%
Loans as Pct of Assets	46%	50%	52%	56%	65%	70%	68%	50%	52%	54%	62%
Avg Loan Balance	\$4,517	\$7,298	\$8,146	\$10,185	\$13,226	\$17,155	\$15,873	\$7,132	\$8,030	\$9,174	\$12,180
Avg Loan Rate	7.32%	6.14%	5.50%	5.23%	4.93%	4.92%	4.94%	6.21%	5.58%	5.39%	5.05%
Avg Loan Yield, net	6.99%	5.66%	5.28%	4.98%	4.61%	4.33%	4.41%	5.74%	5.33%	5.14%	4.75%

*Paying Funds Allocation and Return*

NonTerm as Pct of Shares	92%	85%	80%	78%	74%	69%	71%	85%	81%	79%	76%
Share CDs as Pct of Shares	5%	11%	13%	15%	18%	23%	21%	10%	13%	14%	17%
Cost of Funds	0.60%	0.42%	0.44%	0.48%	0.61%	0.93%	0.86%	0.43%	0.44%	0.46%	0.57%
Avg Share Balance	\$2,355	\$4,819	\$7,545	\$8,626	\$9,803	\$12,098	\$11,337	\$4,529	\$7,021	\$7,761	\$9,101
Avg Share Rate	0.74%	0.51%	0.51%	0.56%	0.71%	1.12%	1.02%	0.52%	0.51%	0.54%	0.66%
NM Deposits as Pct of Shares	1.5%	1.2%	1.0%	0.9%	1.1%	1.0%	1.0%	1.2%	1.0%	1.0%	1.0%

*Average Margin per Account*

Avg Interest Inc per Loan	\$331	\$448	\$448	\$532	\$652	\$843	\$784	\$443	\$448	\$495	\$615
Less: Avg Int Exp per Share	\$17	\$24	\$39	\$48	\$70	\$135	\$116	\$24	\$36	\$42	\$60
Less: Avg Provisions per Loan	\$15	\$35	\$18	\$25	\$43	\$101	\$84	\$34	\$20	\$23	\$37
Avg Net Interest Margin	\$298	\$389	\$391	\$459	\$540	\$607	\$584	\$386	\$392	\$430	\$518

**Net Operating Profitability-**

Earning Asset/Funding	123%	118%	111%	109%	108%	109%	109%	118%	112%	111%	108%
Non-Int Inc-to-Total Rev	14%	13%	20%	24%	26%	25%	25%	13%	19%	22%	25%

*Average per Full-time Equivalent*

Interest Income	\$45,258	\$93,836	\$130,972	\$135,644	\$143,151	\$216,413	\$194,830	\$87,569	\$123,360	\$129,291	\$138,813
Less: Interest Expense	\$6,435	\$10,014	\$15,663	\$17,809	\$23,384	\$52,628	\$43,868	\$9,552	\$14,592	\$16,145	\$21,118
Net Interest Margin	\$38,823	\$83,822	\$115,308	\$117,835	\$119,767	\$163,785	\$150,962	\$78,017	\$108,768	\$113,146	\$117,695
Less: Provisions	\$3,543	\$11,497	\$7,797	\$9,162	\$12,352	\$33,316	\$27,170	\$10,471	\$8,266	\$8,699	\$11,209
<b>Net Interest Income</b>	<b>\$35,280</b>	<b>\$72,325</b>	<b>\$107,511</b>	<b>\$108,673</b>	<b>\$107,415</b>	<b>\$130,468</b>	<b>\$123,792</b>	<b>\$67,545</b>	<b>\$100,502</b>	<b>\$104,447</b>	<b>\$106,486</b>
Non-Interest Income	\$7,174	\$13,908	\$33,044	\$42,869	\$50,664	\$72,408	\$65,094	\$13,039	\$29,536	\$35,973	\$46,066
Non-Interest Expense	\$44,732	\$88,618	\$127,666	\$135,369	\$140,927	\$170,719	\$161,251	\$82,956	\$119,825	\$127,331	\$136,671
<b>Net Operating Expense</b>	<b>\$37,559</b>	<b>\$74,709</b>	<b>\$94,622</b>	<b>\$92,501</b>	<b>\$90,262</b>	<b>\$98,311</b>	<b>\$96,156</b>	<b>\$69,916</b>	<b>\$90,289</b>	<b>\$91,357</b>	<b>\$90,605</b>
<b>Net Operating Return</b>	<b>-\$2,279</b>	<b>-\$2,385</b>	<b>\$12,889</b>	<b>\$16,172</b>	<b>\$17,153</b>	<b>\$32,158</b>	\$27,636	-\$2,371	\$10,213	\$13,090	\$15,881
Total Revenue	\$52,432	\$107,744	\$164,016	\$178,513	\$193,815	\$288,822	\$259,924	\$100,608	\$152,896	\$165,265	\$184,880
Compensation & Benefits	\$20,741	\$46,732	\$61,863	\$65,319	\$71,993	\$89,384	\$83,666	\$43,378	\$58,622	\$61,856	\$68,820
Occupancy & Operations	\$14,410	\$23,727	\$34,075	\$34,738	\$35,896	\$41,594	\$39,786	\$22,525	\$32,049	\$33,347	\$35,098
All Other Expenses	\$9,581	\$18,159	\$31,728	\$35,312	\$33,038	\$39,740	\$37,799	\$17,052	\$29,154	\$32,128	\$32,753



Q1-2020	<\$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
<b>Operating Expense Assessment</b>											
<b>Expense Ratio Breakdown-</b>											
Compensation & Benefits	1.92%	1.97%	1.75%	1.78%	1.89%	1.58%	1.64%	1.97%	1.77%	1.78%	1.86%
Occupancy & Ops	1.33%	1.00%	0.96%	0.94%	0.94%	0.74%	0.78%	1.02%	0.97%	0.96%	0.95%
All Other Expenses	0.89%	0.77%	0.90%	0.96%	0.87%	0.70%	0.74%	0.77%	0.88%	0.92%	0.88%
Total Operating Expenses	4.14%	3.74%	3.61%	3.68%	3.70%	3.02%	3.16%	3.76%	3.63%	3.65%	3.69%
- Travel and Conference	0.03%	0.02%	0.03%	0.04%	0.04%	0.02%	0.03%	0.02%	0.03%	0.03%	0.04%
- Educational and Promo	0.00%	0.04%	0.07%	0.10%	0.12%	0.12%	0.11%	0.03%	0.07%	0.08%	0.11%
- Loan Servicing	0.15%	0.13%	0.19%	0.23%	0.24%	0.20%	0.21%	0.13%	0.19%	0.21%	0.23%
- Prof and Outside Svcs	0.39%	0.41%	0.48%	0.50%	0.36%	0.22%	0.26%	0.41%	0.47%	0.49%	0.40%
- Member Insurance	0.04%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%
- Operating Fees	0.07%	0.03%	0.02%	0.02%	0.02%	0.01%	0.01%	0.03%	0.02%	0.02%	0.02%
- Miscellaneous	0.21%	0.13%	0.09%	0.07%	0.08%	0.13%	0.12%	0.13%	0.10%	0.08%	0.08%
<b>Expense as Pct of Total-</b>											
Compensation & Benefits	46%	53%	48%	48%	51%	52%	52%	52%	49%	49%	50%
Occupancy & Ops	32%	27%	27%	26%	25%	24%	25%	27%	27%	26%	26%
All Other Expenses	21%	20%	25%	26%	23%	23%	23%	21%	24%	25%	24%
- Travel and Conference	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
- Educational and Promo	0%	1%	2%	3%	3%	4%	4%	1%	2%	2%	3%
- Loan Servicing	4%	4%	5%	6%	7%	7%	7%	4%	5%	6%	6%
- Prof and Outside Svcs	9%	11%	13%	14%	10%	7%	8%	11%	13%	13%	11%
- Member Insurance	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
- Operating Fees	2%	1%	1%	1%	1%	0%	0%	1%	1%	1%	1%
- Miscellaneous	5%	3%	3%	2%	2%	4%	4%	4%	3%	2%	2%
<b>Staffing-</b>											
Total Employees	522	2,725	12,594	13,974	62,382	233,371	325,568	3,247	15,841	29,815	92,197
Full-time Equivalents	320	2,157	11,645	13,185	59,940	226,532	313,777	2,477	14,122	27,306	87,246
Pct PT Employees	78%	42%	15%	11%	8%	6%	7%	47%	22%	17%	11%
FTE-to-Ops (Staffing)	1.98	0.76	0.43	0.38	0.32	0.21	0.23	0.83	0.47	0.42	0.35
Avg Compensation & Benef	\$20,741	\$46,732	\$61,863	\$65,319	\$71,993	\$89,384	\$83,666	\$43,378	\$58,622	\$61,856	\$68,820
<b>Membership Outreach-</b>											
Members-to-Potential	7.4%	7.9%	3.0%	2.7%	2.5%	3.2%	3.0%	7.9%	3.4%	3.0%	2.7%
Members-to-FTEs	366	406	405	371	338	400	387	400	404	388	353
Borrowers-to-Members	30%	40%	56%	55%	55%	59%	58%	38%	52%	53%	53%
Branches	382	927	2,356	1,716	5,121	10,625	21,126	1,309	3,664	5,380	10,502
Members per Branch	306	944	2,003	2,848	3,950	8,523	5,745	758	1,558	1,970	2,935