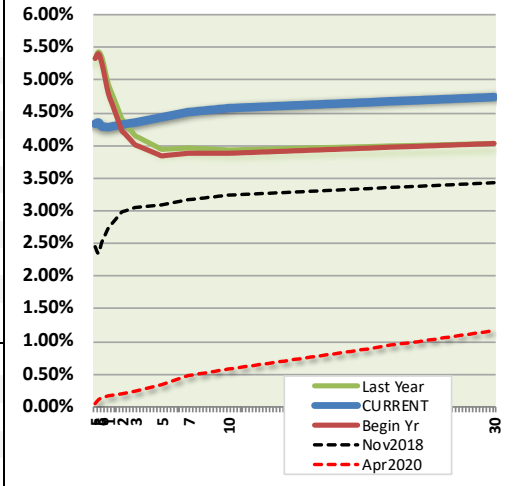


20 December 2024

BENCHMARK INTEREST RATES AND YIELD CURVE	US Treasury Rates-								YIELD CURVE ASSESSMENT
	THIS WK	LAST MO	YR END	LAST YR	CHANGES SINCE			Yield Curve Assessment	
	12/19/24	11/19/24	12/31/23	12/19/23	This Yr	Last Yr	This Cycle*		
Prime	7.50%	7.75%	8.50%	8.50%	-1.00%	-1.00%	4.25%		
Fed Funds	4.33%	4.58%	5.33%	5.33%	-1.00%	-1.00%	4.28%		
3mo	4.35%	4.62%	5.40%	5.43%	-1.05%	-1.08%	4.24%		
6mo	4.29%	4.44%	5.26%	5.35%	-0.97%	-1.06%	4.15%		
1yr	4.28%	4.34%	4.79%	4.93%	-0.51%	-0.65%	4.11%		
2yr	4.32%	4.27%	4.23%	4.41%	0.09%	-0.09%	4.12%		
3yr	4.35%	4.24%	4.01%	4.15%	0.34%	0.20%	4.11%		
5yr	4.43%	4.25%	3.84%	3.94%	0.59%	0.49%	4.09%		
7yr	4.51%	4.32%	3.88%	3.96%	0.63%	0.55%	4.03%		
10yr	4.57%	4.39%	3.88%	3.93%	0.69%	0.64%	3.99%		
30yr	4.74%	4.57%	4.03%	4.03%	0.71%	0.71%	3.57%		
Slope of the Yield Curve-									
2yr-3mo	-0.03%	-0.35%	-1.17%	-1.02%	1.14%	0.99%	-0.66%		
5yr-2yr	0.11%	-0.02%	-0.39%	-0.47%	0.50%	0.58%	0.00%		
10yr-5yr	0.14%	0.14%	0.04%	-0.01%	0.10%	0.15%	-0.01%		
10yr-3mo	0.22%	-0.23%	-1.52%	-1.50%	1.74%	1.72%	-0.67%		

*Since Mar 2020

PACE OF GOVERNMENT SPENDING OVER CONSUMER SPENDING AND RISING PRICES CONTINUE TO OVERSTATE ECONOMIC GROWTH METRICS

Well, here we go again. With thanks once more coming from the increase in government spending, the Commerce Department reported its final Q3 estimate of economic growth came in at 3.1% - this compared to the 2.8% pace from it's 2nd estimate.

The report reflected the ninth consecutive quarter that the pace of government spending (+5.1%) exceeded that of consumer spending (3.7%). Over this same period of time, the pace of government spending has averaged 4.0% versus an average increase of 2.1% for consumer spending. So you can see how that variance has increased even more recently.

This has boosted the nation's reported GDP an annual average of 2.7% since Q3-22. Moreover, with an average inflation rate of 4.1% during that time, that average pace as been mostly related to increases in the price of products and services produced over the past nine quarters.

This would strongly suggest that real growth has been closer to 0%, and possibly negative, since 2022 in particular. This would describe the variance between government's reported growth metric to how Americans' actually feel about the state of the economy and their personal financial profile. Higher food and shelter prices, higher consumer and mortgage rates and wage growth that until recently have been lower than inflation are to blame.

Key Economic Indicators for Banks, Thrifts & Credit Unions-

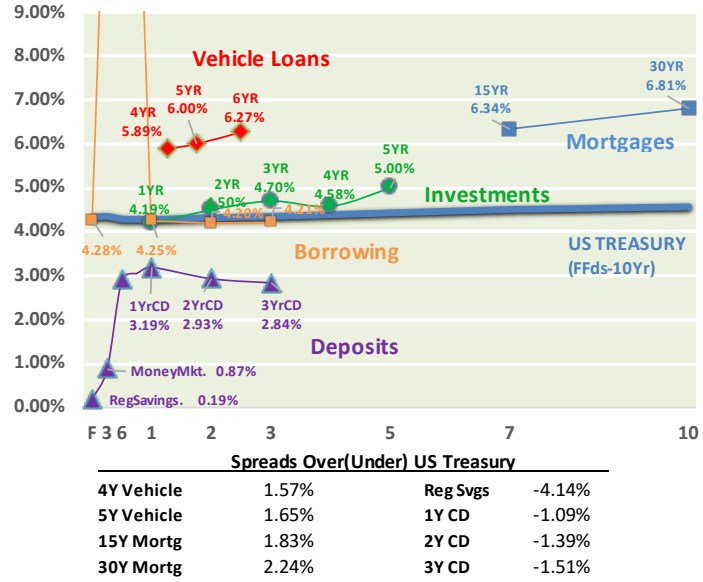
		LATEST	CURRENT	PREV
GDP	QoQ	Q3-24 Final	3.1%	2.8%
GDP - YTD	Annl	Q3-24 Final	2.6%	2.4%
Consumer Spending	QoQ	Q3-24 Final	3.7%	3.5%
Consumer Spending YTD	Annl	Q3-24 Final	2.9%	2.6%
Unemployment Rate	Mo	November	4.2%	4.1%
Underemployment Rate	Mo	November	7.8%	7.7%
Participation Rate	Mo	November	62.5%	62.6%
Wholesale Inflation	YoY	November	3.0%	2.6%
Consumer Inflation	YoY	November	2.7%	2.6%
Core Inflation	YoY	November	3.3%	3.8%
Consumer Credit	Annual	October	4.5%	0.8%
Retail Sales	YoY	November	2.9%	2.8%
Vehicle Sales	Annl (Mil)	November	17.0	16.4
Home Sales	Annl (Mil)	October	4.760	4.698
Home Prices	YoY	September	3.9%	4.3%

Key Consumer Market Data-

	THIS WK	YR END	PCT CHANGES	
	12/19/24	12/31/23	YTD	12Mos
DJIA	42,342	37,689	12.3%	14.0%
S&P 500	5,867	4,769	23.0%	24.2%
NASDAQ	19,373	15,011	29.1%	30.0%
Crude Oil	69.91	71.77	-2.6%	-6.0%
Avg Gasoline	3.02	3.12	-3.2%	-1.2%
Gold	2,608	2,072	25.9%	28.2%

AVERAGE CREDIT UNION RATES, RATE SENSITIVITIES AND RELATIVE VALUE

	THIS WK	CHG IN MKT SINCE		RATE SENSITIVITY	
	12/19/24	YTD	2024 High	Bmk Decline	RS
Classic CC	13.22%	0.12%	-0.15%	-1.00%	15%
Platinum CC	12.71%	0.06%	-0.31%	-1.00%	31%
48mo Veh	5.89%	-0.54%	-0.32%	0.68%	-47%
60mo Veh	6.00%	-0.55%	-0.33%	0.88%	-38%
72mo Veh	6.27%	-0.56%	-0.33%	0.92%	-36%
HE LOC	7.92%	-0.52%	-0.53%	-1.00%	53%
10yr HE	7.40%	-0.19%	-0.14%	-1.00%	14%
15yr FRM	6.34%	0.56%	-0.42%	-0.49%	86%
30yr FRM	6.81%	0.43%	-0.95%	-0.41%	232%
Sh Drafts	0.13%	0.04%	0.01%	-1.00%	-1%
Reg Svgs	0.19%	0.00%	0.00%	-1.00%	0%
MMkt-10k	0.87%	-0.01%	-0.04%	-1.00%	4%
MMkt-50k	1.18%	0.00%	-0.05%	-1.00%	5%
6mo CD	2.92%	0.13%	-0.11%	-0.39%	28%
1yr CD	3.19%	-0.17%	-0.21%	0.19%	-111%
2yr CD	2.93%	-0.13%	-0.13%	0.68%	-19%
3yr CD	2.84%	-0.09%	-0.08%	0.88%	-9%



STRATEGICALLY SPEAKING

High inflation has created severe financial pressures for most U.S. households, which are forced to pay more for everyday necessities like food and rent. Price hikes are particularly difficult for lower-income Americans, because they tend to spend more of their already-stretched paycheck on necessities and have less flexibility to save money.

Let's remember that it is the pace of inflation that has more recently been declining. Consumer inflation remains 25% higher than 4 years ago. At the same time, wage growth for average Americans has increased only 10-12%.

President-elect Trump has promised sweeping changes in economic policy, including tax cuts, import tariffs, and a crackdown on illegal immigration. The new Administration will continue to counter stresses place by Federal Reserve policy-makers and their decisions regarding monetary policy.

Cutting benchmark overnight rates too much, too soon could easily create another hyper-inflationary environment while cutting too little, too late could adversely impact economic growth. So be prepared for collisions between the President-elect and the FOMC.

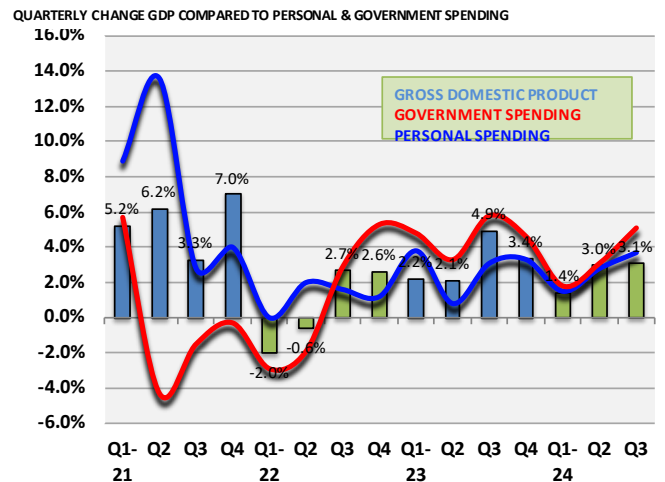
So while we are on a good path of seeing stronger consumer demand in 2025 - benefitting both loan and share growth - it has to be measured against a higher delinquency outlook for credit cards and unsecured loans with more stable loss rates on auto and mortgage loans.

ECONOMIC RELEASES

RELEASES THIS WEEK:	Current	Projected	Previous
Retail Sales (Nov, YoY)	4.5%	3.8%	2.9%
FOMC Announcement	4.5%	4.50%	4.75%
GDP (Q3, QoQ, Final)	3.1%	2.8%	2.8%

RELEASES FOR UPCOMING WEEK:	Projected	Previous
New Home Sales (Nov, Annual)	610k	660k
Consumer Confidence (Dec, 100=1985)	112.4	111.7
Home Prices (Oct, YoY)	4.4%	4.6%

GROSS DOMESTIC PRODUCT





ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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OCTOBER 18	19	20	21 Jobless Claims 213k Cont'd Claims 1.91M Existing Home Sales 3.96M Leading Indicators -0.4%	22	23
25	26 Home Prices 3.9% Consumer Confidence	27 GDP Q3 (2nd) 2.8%	28 THANKGIVING HOLIDAY	29	30
DECEMBER 2	3	4 Fed Beige Book	5 Jobless Claims 224k Cont'd Claims 1.87M	6 Unemployment 4.2% Non-farm Jobs 227k Private Payrolls 194k Participation Rate 62.5%	7
9	10	11 Consumer Inflation 2.7%	12 Jobless Claims 242k Cont'd Claims 1.89M Wholesale Inflation 3.0%	13	14
16	17 Retail Sales +3.8%	18 FOMC Announcement 4.50%	19 Jobless Claims 220k Cont'd Claims 1.87M GDP (Q3, Final) +3.1% Existing Home Sales	20	21
23 Consumer Confidence	24 New Home Sales	25 CHRISTMAS HOLIDAY	26 Jobless Claims Cont'd Claims	27 Home Prices	28
30	31	JANUARY 1 NEW YEAR'S HOLIDAY	2 Jobless Claims Cont'd Claims	3 Vehicle Sales	4
6	7	8 FOMC Minutes Consumer Credit	9 Jobless Claims Cont'd Claims	10 Unemployment Non-farm Jobs Private Payrolls Participation Rate	11
13	14 Wholesale Inflation	15 Consumer Inflation	16 Jobless Claims Cont'd Claims Retail Sales	17	18

ECONOMIC FORECAST

November 2024
(Updated November 27, 2024)

	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%	2.8%	1.8%	2.0%	1.6%	1.9%	1.9%	1.7%	1.6%	1.6%	1.6%
GDP - (YTD)	1.6%	2.3%	2.5%	2.3%	2.0%	1.8%	1.8%	1.9%	1.7%	1.7%	1.6%	1.6%
Consumer Spndng (YTD)	1.9%	2.8%	3.7%	2.7%	2.0%	1.9%	1.6%	1.4%	1.4%	1.5%	1.3%	1.3%
Govt Spending (YTD)	1.8%	3.1%	5.0%	0.5%	0.6%	-0.1%	0.2%	0.2%	0.1%	0.2%	0.1%	0.0%
	1.8%	2.5%	3.3%	2.6%	0.6%	0.3%	0.2%	0.2%	0.1%	0.2%	0.1%	0.1%

Consumer Wealth-

Unemployment	3.8%	4.0%	4.2%	4.2%	4.3%	4.4%	4.6%	4.6%	4.7%	4.7%	4.7%	4.6%
Cons Inflation	3.2%	3.2%	2.6%	2.6%	2.4%	2.4%	2.3%	2.2%	2.1%	2.1%	2.1%	2.0%
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	4.703	4.617	4.766	4.786	4.899	5.106	5.289	5.332	5.371	5.320	5.351
Existing Homes	4.200	4.047	3.893	4.033	4.028	4.137	4.331	4.502	4.536	4.570	4.523	4.546
New Homes	0.663	0.656	0.724	0.733	0.758	0.762	0.775	0.787	0.796	0.801	0.797	0.805

Mortgage Originations (Mils)

Single Family	1.076	1.203	1.343	1.426	1.357	1.511	1.590	1.550	1.534	1.729	1.683	1.565
Purchase App	0.773	0.880	0.924	0.779	0.768	0.934	0.970	0.926	0.896	1.087	1.062	0.964
Refi Apps	0.303	0.323	0.419	0.647	0.589	0.577	0.620	0.624	0.638	0.642	0.621	0.601
Refi Share	28%	27%	31%	45%	43%	38%	39%	40%	42%	37%	37%	38%

Vehicle Sales (Mils)-

Vehicle Sales	15.6	16.0	16.3	16.0	15.9	16.1	16.4	16.3	16.2	16.5	16.7	16.8
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MARKET RATE OUTLOOK

Benchmark Rates-

Prime	8.5%	8.5%	8.0%	7.3%	7.3%	7.0%	7.0%	6.8%	6.8%	6.8%	6.8%	6.8%
Fed Funds	5.4%	5.4%	4.9%	4.3%	4.3%	4.0%	4.0%	3.8%	3.8%	3.8%	3.8%	3.8%
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%	4.5%	4.5%	4.3%	4.4%	4.4%	4.5%	4.5%	4.5%	4.5%

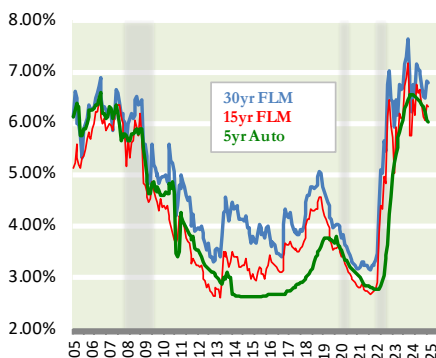
Market Rates-

5yr Veh Loan	6.6%	6.5%	6.3%	6.3%	6.2%	6.2%	6.1%	6.1%	6.2%	6.1%	6.1%	6.0%
15yr 1st Mortg	6.5%	6.6%	5.8%	6.3%	6.2%	6.2%	6.2%	6.1%	6.1%	6.1%	6.0%	6.0%
30yr 1st Mortg	6.7%	7.0%	6.5%	6.6%	6.6%	6.5%	6.4%	6.4%	6.3%	6.3%	6.3%	6.2%
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%

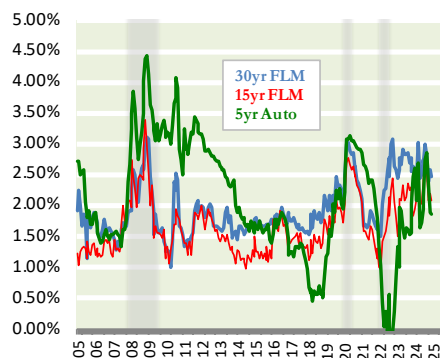
INDICATIVE PRICING SPREADS AND RELATIVE VALUE OF INVESTMENT OPTIONS

	30yr Mortgage	15yr Mortgage	5yr Vehicle
Current	2.48%	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	2.43%	2.10%	2.07%
Jan-24	2.35%	1.94%	2.60%
Dec-23	2.63%	1.84%	2.46%

AVG "A"-PAPER MARKET RATES

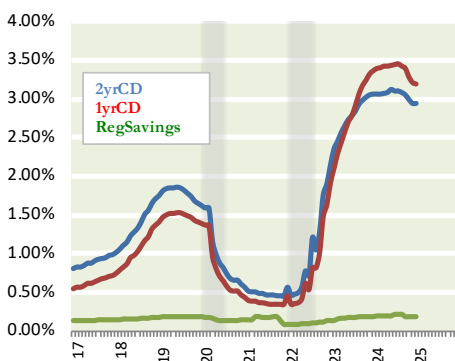


"A"-PAPER PRICING SPREADS

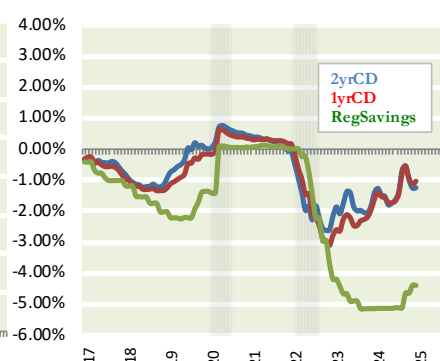


	Reg Svgs	1yr CD	2yr CD
Current	-4.39%	-1.03%	-1.24%
Nov-24	-4.39%	-1.13%	-1.25%
Oct-24	-4.64%	-0.94%	-0.99%
Sep-24	-4.64%	-0.54%	-0.54%
Aug-24	-5.11%	-0.79%	-0.67%
Jul-24	-5.11%	-1.45%	-1.40%
Jun-24	-5.11%	-1.67%	-1.64%
May-24	-5.13%	-1.73%	-1.74%
Apr-24	-5.13%	-1.72%	-1.79%
Mar-24	-5.13%	-1.57%	-1.52%
Feb-24	-5.13%	-1.52%	-1.48%
Jan-24	-5.13%	-1.40%	-1.26%
Dec-23	-5.14%	-1.60%	-1.40%

AVG DEPOSIT MARKET RATES



AVG DEPOSIT PRICING SPREADS



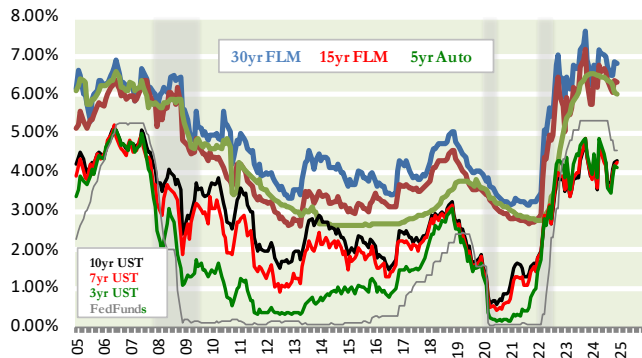
INDICATIVE INTEREST SPREADS AND MATCHED FUNDING VARIABLES

		Cash	1yr Agy	2yr Agy	3yr Agy	4yr Agy	5yr Agy	5yr New Veh	5yr Used Veh	15yr Mortgage	30yr Mortgage
		4.33%	4.19%	4.50%	4.70%	4.58%	5.00%	6.00%	6.15%	6.34%	6.81%
Share Draft	0.13%	4.20%	4.06%	4.37%	4.57%	4.45%	4.87%	5.87%	6.02%	6.21%	6.68%
Regular Savings	0.19%	4.14%	4.00%	4.31%	4.51%	4.39%	4.81%	5.81%	5.96%	6.15%	6.62%
Money Market	0.87%	3.46%	3.32%	3.63%	3.83%	3.71%	4.13%	5.13%	5.28%	5.47%	5.94%
FHLB Overnight	4.28%	0.05%	-0.09%	0.22%	0.42%	0.30%	0.72%	1.72%	1.87%	2.06%	2.53%
Catalyst Settlement	5.50%	-1.17%	-1.31%	-1.00%	-0.80%	-0.92%	-0.50%	0.50%	0.65%	0.84%	1.31%
6mo Term CD	3.04%	1.29%	1.15%	1.46%	1.66%	1.54%	1.96%	2.96%	3.11%	3.30%	3.77%
6mo FHLB Term	24.00%	-19.67%	-19.81%	-19.50%	-19.30%	-19.42%	-19.00%	-18.00%	-17.85%	-17.66%	-17.19%
6mo Catalyst Term	4.83%	-0.50%	-0.64%	-0.33%	-0.13%	-0.25%	0.17%	1.17%	1.32%	1.51%	1.98%
1yr Term CD	3.42%	0.77%	0.91%	1.08%	1.28%	1.16%	1.58%	2.58%	2.73%	2.92%	3.39%
1yr FHLB Term	4.25%	0.08%	-0.06%	0.25%	0.45%	0.33%	0.75%	1.75%	1.90%	2.09%	2.56%
2yr Term CD	3.08%	1.25%	1.11%	1.42%	1.62%	1.50%	1.92%	2.92%	3.07%	3.26%	3.73%
2yr FHLB Term	4.20%	0.13%	-0.01%	0.30%	0.50%	0.38%	0.80%	1.80%	1.95%	2.14%	2.61%
3yr Term CD	2.94%	1.39%	1.25%	1.56%	1.76%	1.64%	2.06%	3.06%	3.21%	3.40%	3.87%
3yr FHLB Term	4.21%	0.12%	-0.02%	0.29%	0.49%	0.37%	0.79%	1.79%	1.94%	2.13%	2.60%
7yr FHLB Term	4.48%	-0.15%	-0.29%	0.02%	0.22%	0.10%	0.52%	1.52%	1.67%	1.86%	2.33%
10yr FHLB Term	4.64%	-0.31%	-0.45%	-0.14%	0.06%	-0.06%	0.36%	1.36%	1.51%	1.70%	2.17%

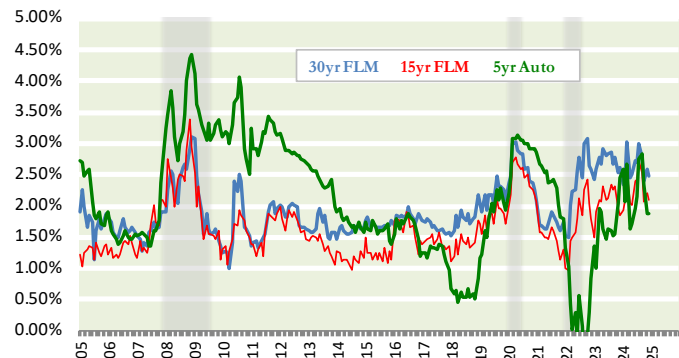
STRATEGIC ASSESSMENT OF INVESTMENT AND FUNDING OPTIONS, RELATIVE VALUE AND PRICING SPREADS

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	4.19%	1 year	4 years	7.47%	6.88%	6.45%	6.64%	5.58%	4.71%	4.42%	4.96%
2yr Agy Callable	4.50%	2 years	3 years	8.35%	7.57%	7.00%	7.25%	5.96%	4.66%	4.02%	5.10%
3yr Agy Callable	4.70%	3 years	2 years	9.98%	8.80%	7.95%	8.33%	6.82%	4.22%	-	-
3yr Agy MBS	4.34%	3 years	2 years	10.52%	9.34%	8.49%	8.87%	7.90%	5.30%	-	-
4yr Agy Callable	4.58%	4 years	1 year	15.73%	13.38%	11.68%	12.43%	-	-	-	-
4yr Agy MBS	5.23%	4 years	1 year	13.13%	10.78%	9.08%	9.83%	-	-	-	-
5yr Agy Callable	5.00%	5 years	-	-	-	-	-	-	-	-	-
5yr New Vehicle	6.00%	3 years	2 years	8.03%	6.85%	-	-	-	-	-	-
5yr Used Vehicle	6.15%	3 years	2 years	7.80%	6.63%	-	-	-	-	-	-
15yr Mortgage	6.34%	5 years	-	-	-	-	-	-	-	-	-
30yr Mortgage	6.81%	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%	6.25%	6.03%	8.27%
Regular Savings	0.19%	1 year	2 years	4.32%	6.22%	5.97%	8.21%
Money Market	0.87%	1 year	2 years	3.98%	5.88%	5.29%	7.53%
FHLB Overnight	4.28%	1 year	2 years	2.27%	4.18%	1.88%	4.12%
Catalyst Settlement	5.50%	1 year	2 years	1.66%	3.57%	0.33%	2.90%
6mo Term CD	3.04%	6 mos	2.5 yrs	2.92%	4.44%	3.09%	4.59%
6mo FHLB Term	24.00%	6 mos	2.5 yrs	-1.27%	0.25%	-3.89%	-2.40%
6mo Catalyst Term	4.83%	6 mos	2.5 yrs	2.56%	4.09%	2.50%	3.99%
1yr Term CD	3.42%	1 year	2 years	2.70%	4.61%	2.74%	4.98%
1yr FHLB Term	4.25%	1 year	2 years	2.29%	4.19%	1.91%	4.15%
2yr Term CD	3.08%	2 years	1 year	2.66%	6.47%	-	-
2yr FHLB Term	4.20%	2 years	1 year	0.42%	4.23%	-	-
3yr Term CD	2.94%	3 years	-	-	-	-	-
3yr FHLB Term	4.21%	3 years	-	-	-	-	-
7yr FHLB Term	4.48%	-	-	-	-	-	-
10yr FHLB Term	4.64%	-	-	-	-	-	-

* 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
Q2-2024											
DEMOGRAPHICS											
Number of Credit Unions	277	622	1,236	622	1,058	718	4,533	899	2,135	2,757	3,815
Average Assets (\$Mil)	\$0.903	\$5.7	\$26.2	\$72.1	\$229.6	\$2,748.0	\$506.7	\$4.2	\$16.9	\$29.4	\$84.9
Pct of Credit Unions	6%	14%	27%	14%	23%	16%	100%	20%	47%	61%	84%
Pct of Industry Assets	0.0%	0.2%	1%	2%	11%	86%	100%	0%	2%	4%	14%
GROWTH RATES (YTD)											
Total Assets	3.8%	-8.8%	-6.8%	-3.0%	1.1%	4.3%	3.7%	-8.0%	-6.9%	-4.8%	-0.4%
Total Loans	1.5%	-10.8%	-9.1%	-5.7%	-2.1%	2.6%	1.9%	-10.1%	-9.2%	-7.2%	-3.3%
- Direct Loans	1.7%	-10.7%	-9.1%	-5.2%	-0.7%	4.3%	3.5%	-10.0%	-9.2%	-7.0%	-2.2%
- Indirect Loans	-	-40.0%	-9.8%	-10.2%	-9.6%	-5.4%	-5.9%	-81.8%	-10.0%	-10.2%	-9.7%
- Real Estate Loans	-79%	-13.9%	-108.8%	-5.2%	18.0%	6.1%	5.5%	-48.9%	-107.9%	-58.5%	0.2%
Total Shares	0.2%	-7.6%	-6.3%	-2.9%	1.1%	4.8%	4.0%	-7.1%	-6.4%	-4.5%	-0.3%
- Checking & Savings	0.3%	-11.3%	-10.1%	-6.7%	-3.4%	1.7%	0.5%	-10.5%	-10.1%	-8.3%	-4.8%
- Term CDs	15.6%	9.4%	13.7%	15.3%	19.7%	18.3%	18.3%	9.0%	13.3%	14.5%	18.7%
Net Worth	19.5%	-5.5%	-1.2%	0.5%	3.0%	6.8%	6.0%	-3.8%	-1.6%	-0.5%	2.0%
BALANCE SHEET ALLOCATION											
Net Worth-to-Total Assets	21.2%	17.8%	13.5%	12.8%	11.5%	10.9%	11.0%	18.1%	13.9%	13.3%	11.9%
Cash & Inv-to-Total Assets	47.8%	43.7%	43.3%	38.7%	29.2%	23.5%	24.7%	44.0%	43.4%	40.8%	32.1%
Loans-to-Total Assets	47.6%	52.7%	52.7%	56.3%	64.8%	71.8%	70.4%	52.4%	52.7%	54.7%	62.3%
Vehicle-to-Total Loans	62.7%	67.8%	52.8%	45.1%	37.5%	28.9%	30.3%	67.5%	54.4%	49.1%	40.0%
REL-to-Total Loans	0.6%	6.6%	28.5%	38.7%	47.6%	55.8%	54.3%	6.3%	26.2%	33.3%	44.4%
REL-to-Net Worth	1.4%	19.6%	111.6%	169.6%	268.4%	367.1%	346.4%	18.2%	99.0%	136.6%	231.6%
Indirect-to-Total Loans	0.1%	0.1%	3.6%	9.4%	15.6%	17.1%	16.7%	0.1%	3.3%	6.8%	13.7%
Loans-to-Total Shares	61.5%	64.6%	61.2%	65.0%	74.7%	86.0%	84.0%	64.4%	61.5%	63.5%	71.9%
Chkg & Svgs-to-Total Shares	92.7%	82.4%	73.2%	68.4%	59.1%	46.6%	48.8%	83.1%	74.2%	71.0%	62.1%
Nonterm-to-Total Shares	92.7%	83.9%	78.9%	76.6%	71.2%	64.9%	66.1%	84.5%	79.4%	77.9%	72.9%
Term CDs-to-Total Shares	5.0%	12.4%	15.5%	16.8%	22.3%	28.6%	27.4%	11.9%	15.1%	16.1%	20.7%
Liquidity Ratio	26.5%	13.2%	9.7%	9.2%	8.7%	8.3%	8.4%	14.1%	10.1%	9.6%	9.0%
Short-term Funding Ratio	42.7%	31.6%	25.1%	21.0%	15.3%	12.0%	12.7%	25.8%	23.2%	17.3%	12.8%
Short-term Cash Flow Ratio	46.2%	35.6%	29.2%	25.4%	20.4%	17.6%	18.2%	36.3%	30.0%	27.5%	22.1%
Net Long-term Asset Ratio	3.5%	7.4%	19.1%	25.9%	31.5%	36.5%	35.4%	17.9%	22.3%	29.1%	35.4%
LOAN QUALITY											
Loan Delinquency Ratio	3.13%	1.37%	1.05%	0.85%	0.73%	0.85%	0.84%	1.08%	0.95%	0.78%	0.84%
Net Charge-off Ratio	1.05%	0.46%	0.39%	0.45%	0.47%	0.84%	0.79%	0.40%	0.43%	0.46%	0.79%
"Misery" Index	4.18%	1.83%	1.44%	1.30%	1.20%	1.69%	1.63%	1.48%	1.38%	1.24%	1.63%
Core Delinquency Rate	3.00%	1.28%	0.98%	0.75%	0.69%	0.76%	0.76%	1.37%	1.01%	0.86%	0.72%
Core Net Charge-off Rate	0.64%	0.25%	0.26%	0.30%	0.33%	0.60%	0.57%	0.27%	0.26%	0.28%	0.32%
Core "Misery" Index	3.63%	1.53%	1.24%	1.05%	1.01%	1.37%	1.33%	1.64%	1.27%	1.14%	1.04%
RE Loan Delinquency	18.14%	1.00%	0.85%	0.60%	0.56%	0.61%	0.61%	1.10%	0.86%	0.69%	0.58%
Vehicle Loan Delinquency	2.86%	1.29%	1.01%	0.83%	0.81%	0.82%	0.83%	1.38%	1.06%	0.94%	0.84%
Direct Loans	2.87%	1.29%	1.00%	0.80%	0.71%	0.66%	0.71%	1.38%	1.05%	0.93%	0.79%
Indirect Loans	0.00%	1.42%	1.12%	0.93%	0.92%	0.87%	0.88%	1.31%	1.12%	0.97%	0.93%
Loss Allow as % of Loans	2.85%	1.21%	0.92%	0.83%	0.82%	1.34%	1.27%	1.31%	0.96%	0.88%	0.83%
Current Loss Exposure	1.44%	0.62%	0.50%	0.50%	0.46%	0.51%	0.50%	0.67%	0.52%	0.51%	0.47%
Coverage Ratio (Adequacy)	2.0	1.9	1.8	1.6	1.8	2.6	2.5	2.0	1.8	1.7	1.8
EARNINGS											
Gross Asset Yield	4.92%	4.70%	4.35%	4.33%	4.58%	5.00%	4.93%	4.72%	4.39%	4.36%	4.53%
Cost of Funds	0.51%	0.81%	0.84%	0.95%	1.33%	1.99%	1.88%	0.79%	0.84%	0.90%	1.22%
Gross Interest Margin	4.41%	3.90%	3.50%	3.38%	3.26%	3.01%	3.05%	3.93%	3.55%	3.46%	3.31%
Provision Expense	0.40%	0.28%	0.25%	0.26%	0.31%	0.62%	0.57%	0.29%	0.26%	0.26%	0.30%
Net Interest Margin	4.01%	3.61%	3.25%	3.12%	2.94%	2.39%	2.48%	3.64%	3.29%	3.20%	3.01%
Non-Interest Income	1.37%	0.51%	0.80%	0.99%	1.13%	1.03%	1.04%	0.57%	0.77%	0.90%	1.07%
Non-Interest Expense	4.94%	3.78%	3.43%	3.59%	3.52%	2.89%	2.98%	3.85%	3.48%	3.54%	3.53%
Net Operating Expense	3.57%	3.27%	2.63%	2.60%	2.39%	1.86%	1.95%	3.29%	2.70%	2.64%	2.45%
Net Operating Return	0.44%	0.35%	0.62%	0.53%	0.56%	0.53%	0.54%	0.35%	0.59%	0.55%	0.56%
Non-recurring Inc(Exp)	0.36%	0.08%	0.02%	0.03%	0.03%	0.08%	0.08%	0.10%	0.03%	0.03%	0.03%
Net Income	0.81%	0.43%	0.64%	0.55%	0.59%	0.62%	0.61%	0.45%	0.62%	0.58%	0.59%
Return on Net Worth	2.2%	2.0%	4.6%	4.1%	4.9%	4.9%	4.9%	2.0%	4.3%	4.2%	4.7%

Q2-2024	<\$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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PORTFOLIO ANALYTICS
Cash and Investments

Cash & CE as Pct of Assets	27%	13%	10%	9%	9%	8%	8%	14%	10%	10%	9%
Investments as Pct of Asset	25%	32%	35%	30%	21%	16%	17%	31%	34%	32%	24%
Short-term Funding Ratio	42.7%	31.6%	25.1%	21.0%	15.3%	12.0%	12.7%	25.8%	23.2%	17.3%	12.8%
Avg Cash & Investment Rat	2.81%	3.06%	2.91%	2.85%	3.06%	3.65%	3.53%	3.05%	2.93%	2.89%	3.01%

Loan Portfolio

Total Loan Growth-Annl	1.5%	-10.8%	-9.1%	-5.7%	-2.1%	2.6%	1.9%	-10.1%	-9.2%	-7.2%	-3.3%
Consumer Loan Growth-Anr	2.3%	-10.5%	138.3%	-5.9%	-17.5%	-1.7%	-2.3%	-6.8%	107.9%	35.5%	-6.0%
Mortgage Loan Growth-Anr	-79.0%	-13.9%	-108.8%	-5.2%	18.0%	6.1%	5.5%	-48.9%	-107.9%	-58.5%	0.2%
Avg Loan Balance	\$6,861	\$9,449	\$4,051	\$6,816	\$11,506	\$21,146	\$18,222	\$9,302	\$4,597	\$5,852	\$10,239
Avg Loan Rate	7.24%	6.26%	5.79%	5.68%	5.64%	5.72%	5.72%	6.32%	5.84%	5.75%	5.66%
Avg Loan Yield, net	6.40%	5.73%	5.31%	5.23%	5.16%	4.87%	4.91%	5.77%	5.36%	5.28%	5.19%

Credit Mitigation-
Delinquency Rates-

Credit Cards	0.57%	2.17%	1.77%	1.38%	1.20%	2.03%	1.98%	2.15%	1.79%	1.54%	1.27%
New Vehicle Loans	1.66%	0.69%	0.56%	0.40%	0.41%	0.50%	0.49%	0.74%	0.58%	0.49%	0.43%
Used Vehicle Loans	3.54%	1.68%	1.27%	1.04%	0.99%	1.00%	1.01%	0.09%	0.10%	0.11%	0.20%
Total Vehicle Loans	2.86%	1.29%	1.01%	0.83%	0.81%	0.82%	0.83%	1.38%	1.06%	0.94%	0.84%
Real Estate Loans	18.14%	1.00%	0.85%	0.60%	0.56%	0.61%	0.61%	1.10%	0.86%	0.69%	0.58%
Total Loan Delinquency	3.13%	1.37%	1.05%	0.85%	0.73%	0.85%	0.84%	1.08%	0.95%	0.78%	0.84%

Net Charge-off Rates-

Credit Cards	-0.79%	1.36%	1.50%	1.78%	2.29%	5.32%	5.10%	1.33%	1.49%	1.67%	2.16%
New Vehicle Loans	0.06%	0.09%	0.10%	0.12%	0.23%	0.44%	0.40%	0.74%	0.58%	0.49%	0.43%
Used Vehicle Loans	1.00%	0.36%	0.46%	0.61%	0.74%	1.11%	1.03%	1.79%	1.33%	1.18%	1.04%
Total Vehicle Loans	0.65%	0.26%	0.33%	0.45%	0.58%	0.87%	0.81%	0.28%	0.32%	0.39%	0.53%
Non-Comml RE Loans	0.00%	-0.01%	0.01%	0.02%	0.01%	0.01%	0.01%	-0.01%	0.01%	0.02%	0.01%
Total Net Charge-offs	1.05%	0.46%	0.39%	0.45%	0.47%	0.84%	0.79%	0.40%	0.43%	0.46%	0.79%

"Misery" Indices-

Credit Cards	-0.22%	3.53%	3.27%	3.16%	3.49%	7.35%	7.08%	3.47%	3.28%	3.21%	3.43%
New Vehicle Loans	1.72%	0.78%	0.66%	0.52%	0.64%	0.94%	0.89%	1.49%	1.17%	0.98%	0.87%
Used Vehicle Loans	4.54%	2.04%	1.73%	1.65%	1.73%	2.11%	2.04%	1.88%	1.43%	1.29%	1.24%
Total Vehicle Loans	3.51%	1.55%	1.34%	1.28%	1.39%	1.69%	1.64%	1.66%	1.38%	1.33%	1.37%
Non-Comml RE Loans	18.14%	0.99%	0.86%	0.62%	0.57%	0.62%	0.62%	1.09%	0.87%	0.70%	0.59%
Total "Misery" Index	4.18%	1.83%	1.44%	1.30%	1.20%	1.69%	1.63%	1.48%	1.38%	1.24%	1.63%

Fundng Portfolio

Share Growth YTD-Annl	0.3%	-9.3%	-7.3%	-3.3%	1.3%	5.7%	4.8%	-8.7%	-7.4%	-5.2%	-0.3%
Chkg & Savings YTD-Annl	0.3%	-11.3%	-10.1%	-6.7%	-3.4%	1.7%	0.5%	-10.5%	-10.1%	-8.3%	-4.8%
Term CDs Growth YTD	15.6%	9.4%	13.7%	15.3%	19.7%	18.3%	18.3%	9.0%	13.3%	14.5%	18.7%
Total Funding Growth YTD	0.3%	-9.5%	-7.6%	-3.6%	-2.7%	3.9%	2.8%	-8.9%	-7.8%	-5.5%	-3.4%
Avg Share Balance per Mbr	\$2,545	\$5,321	\$9,071	\$10,530	\$12,414	\$14,110	\$13,662	\$4,977	\$8,389	\$9,459	\$11,518
Avg Share Balance	\$11,161	\$14,616	\$6,618	\$10,488	\$15,399	\$24,582	\$21,701	\$14,335	\$6,990	\$8,583	\$12,857
Avg Share Rate	0.65%	0.99%	0.98%	1.10%	1.53%	2.39%	2.24%	0.97%	0.98%	1.04%	1.41%
Core as Pct of Total Shares	93%	82%	73%	68%	59%	47%	49%	83%	74%	71%	62%
Term CDs as Pct of Shares	5%	12%	15%	17%	22%	29%	27%	12%	15%	16%	21%
Non-Member Deposit Ratio	1.4%	1.3%	1.2%	1.6%	1.4%	1.3%	1.4%	1.3%	1.2%	1.4%	1.4%
Borrowings/Total Funding	0.4%	0.3%	0.2%	0.6%	2.5%	6.7%	6.0%	0.3%	0.2%	0.4%	2.0%
Borrowings Growth YTD	0.0%	-55.4%	-95.1%	-38.7%	-90.3%	-18.9%	-23.9%	-52.6%	-90.6%	-54.9%	-88.8%
Avg Borrowings Rate	5.71%	5.36%	5.93%	5.46%	3.80%	5.22%	5.14%	5.38%	5.87%	5.57%	3.88%



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RESOURCES

Business & Industry Consulting

Market Analysis

Strategic Solutions

Financial Investments

Risk Management

Regulatory Expert

Q2-2024	<\$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	123%	118%	112%	110%	108%	114%	113%	119%	112%	111%	109%
Non-Int Inc-to-Total Revenue	22%	10%	16%	19%	20%	17%	17%	11%	15%	17%	19%
Net Op Cash Flow (YTD-\$Mill)	(\$1)	(\$34)	(\$244)	\$74	\$3,071	\$27,707	\$30,583	(\$35)	(\$278)	(\$204)	\$2,867
Average Loan Balance	\$6,861	\$9,449	\$4,051	\$6,816	\$11,506	\$21,146	\$18,222	\$9,302	\$4,597	\$5,852	\$10,239
Average Share Balance	\$2,369	\$4,204	\$5,574	\$5,990	\$6,495	\$6,940	\$6,835	\$4,008	\$5,366	\$5,697	\$6,276
Loan Yield (ROA)	3.47%	3.32%	3.07%	3.22%	3.68%	4.12%	4.04%	3.33%	3.10%	3.16%	3.55%
Investment Yield (ROA)	1.45%	1.38%	1.28%	1.11%	0.90%	0.87%	0.89%	1.39%	1.29%	1.19%	0.97%
Shares/Funding	99.6%	99.7%	99.8%	99.4%	97.5%	93.3%	94.0%	99.7%	99.8%	99.6%	98.0%

Net Operating Return per FTE

Interest Income per FTE	\$54,343	\$80,361	\$188,833	\$198,731	\$217,970	\$350,517	\$321,548	\$77,854	\$162,777	\$180,689	\$207,546
Avg Interest Exp per FTE	\$5,612	\$13,773	\$36,634	\$43,644	\$63,118	\$139,308	\$122,419	\$12,987	\$31,082	\$37,340	\$55,910
Gross Interest Inc per FTE	\$48,731	\$66,588	\$152,199	\$155,088	\$154,852	\$211,209	\$199,129	\$64,867	\$131,695	\$143,349	\$151,635
Provisions per FTE	\$4,454	\$4,844	\$11,035	\$11,855	\$14,837	\$43,298	\$37,302	\$4,807	\$9,573	\$10,710	\$13,683
Net Interest Income per FTE	\$44,276	\$61,743	\$141,164	\$143,233	\$140,014	\$167,911	\$161,827	\$60,060	\$122,122	\$132,639	\$137,952
Non-Interest Income per FTE	\$15,145	\$8,739	\$34,685	\$45,633	\$53,882	\$72,189	\$67,533	\$9,356	\$28,738	\$37,155	\$49,205
Avg Operating Exp per FTE	\$54,521	\$64,545	\$149,091	\$164,709	\$167,448	\$202,721	\$194,394	\$63,579	\$129,015	\$146,797	\$161,674
Net Operating Exp per FTE	\$39,376	\$55,806	\$114,406	\$119,076	\$113,566	\$130,531	\$126,861	\$54,223	\$100,276	\$109,642	\$112,469
Avg Net Op Return per FT	\$ 4,900	\$5,937	\$26,758	\$24,156	\$26,448	\$37,380	\$34,966	\$5,837	\$21,846	\$22,997	\$25,483

Revenue/Operating Expense Assessment

Revenue-

Avg Revenue per FTE	\$69,488	\$89,100	\$223,519	\$244,364	\$271,852	\$422,706	\$389,080	\$87,210	\$191,516	\$217,844	\$256,751
- Total Revenue Ratio	6.29%	5.22%	5.15%	5.33%	5.72%	6.03%	5.97%	5.29%	5.16%	5.25%	5.60%

Operating Expenses-

Avg Revenue per FTE	\$64,588	\$83,163	\$196,761	\$220,208	\$245,404	\$385,326	\$354,114	\$81,373	\$169,669	\$194,847	\$231,267
- Total Revenue Ratio	5.85%	4.87%	4.53%	4.80%	5.16%	5.50%	5.43%	4.93%	4.57%	4.70%	5.04%
Avg Comp & Benefits per FTE	\$24,944	\$32,961	\$69,924	\$76,326	\$83,883	\$107,846	\$102,129	\$32,189	\$61,064	\$68,667	\$79,628
- C & B Exp Ratio	2.26%	1.93%	1.61%	1.66%	1.76%	1.54%	1.57%	1.95%	1.65%	1.66%	1.74%
- Pct of Total Op Expense	46%	51%	47%	46%	50%	53%	53%	51%	47%	47%	49%
- FTE-to-Ops (Staff Eff)	1.85	1.03	0.35	0.30	0.25	0.16	0.18	1.08	0.42	0.35	0.28
- Full-time Equivalents	225	2,106	7,594	9,853	50,952	278,398	349,127	2,330	9,924	19,777	70,729
- Pct Part-time Employee	78%	70%	15%	9%	7%	4%	6%	71%	32%	21%	11%
Avg Occ & Ops Exp per FTE	\$16,927	\$17,098	\$39,874	\$42,182	\$41,569	\$48,025	\$46,533	\$17,082	\$34,522	\$38,338	\$40,665
- Occup & Ops Exp Ratio	1.53%	1.00%	0.92%	0.92%	0.87%	0.68%	0.71%	1.04%	0.93%	0.92%	0.89%
- Pct of Total Op Expense	31%	26%	27%	26%	25%	24%	24%	27%	27%	26%	25%
Avg All Other Exp per FTE	\$12,650	\$14,486	\$39,294	\$46,201	\$41,996	\$46,850	\$45,732	\$14,309	\$33,428	\$39,792	\$41,380
- All Other Expense Ratio	1.15%	0.85%	0.90%	1.01%	0.88%	0.67%	0.70%	0.87%	0.90%	0.96%	0.90%
- Pct of Total Op Expense	23%	22%	26%	28%	25%	23%	24%	23%	26%	27%	26%

Membership Outreach-

Members-to-Potential	11.3%	5.9%	2.9%	2.3%	1.9%	3.1%	2.9%	6.3%	3.1%	2.6%	2.1%
Members-to-FTEs	339	256	405	375	333	419	404	264	372	373	344
Borrower-to-Members	22.8%	36.4%	137.1%	100.4%	80.6%	57.4%	63.0%	34.5%	112.3%	102.6%	80.9%
Branches	281	666	1,729	1,435	4,673	12,529	21,312	947	2,675	4,110	8,783
Members per Branch	271	810	1,780	2,572	3,632	9,312	6,617	650	1,380	1,796	2,773
Avg Accts per Member	1.0	1.1	1.5	1.5	1.6	1.7	1.7	1.0	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	4.4	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	1.2	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

Q2-2024	<\$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	1.37%	0.51%	0.80%	0.99%	1.13%	1.03%	1.04%	0.57%	0.77%	0.90%	1.07%
Compensation & Benefits	2.26%	1.93%	1.61%	1.66%	1.76%	1.54%	1.57%	1.95%	1.65%	1.66%	1.74%
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	0.24%	0.16%	0.20%	0.22%	0.22%	0.17%	0.17%	0.17%	0.20%	0.21%	0.22%
Office Operations	1.29%	0.84%	0.72%	0.70%	0.66%	0.52%	0.54%	0.87%	0.73%	0.72%	0.67%
Educational & Promo	0.03%	0.03%	0.07%	0.09%	0.11%	0.11%	0.11%	0.03%	0.07%	0.08%	0.10%
Loan Servicing	0.16%	0.13%	0.19%	0.23%	0.24%	0.19%	0.19%	0.13%	0.18%	0.21%	0.23%
Professional & Outside Sv	0.48%	0.47%	0.48%	0.50%	0.40%	0.24%	0.27%	0.47%	0.48%	0.49%	0.42%
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	0.06%	0.03%	0.02%	0.02%	0.02%	0.01%	0.01%	0.03%	0.02%	0.02%	0.02%
Miscellaneous	0.32%	0.15%	0.10%	0.13%	0.07%	0.10%	0.10%	0.16%	0.11%	0.12%	0.09%
Total Ops Expense	4.94%	3.78%	3.43%	3.59%	3.52%	2.89%	2.98%	3.85%	3.48%	3.54%	3.53%
Net Operating Expense	3.57%	3.27%	2.63%	2.60%	2.39%	1.86%	1.95%	3.29%	2.70%	2.64%	2.45%

NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT											
Fee Income	\$15,145	\$8,739	\$34,685	\$45,633	\$53,882	\$72,189	\$67,533	\$9,356	\$28,738	\$37,155	\$49,205
Compensation & Benefits	\$24,944	\$32,961	\$69,924	\$76,326	\$83,883	\$107,846	\$102,129	\$32,189	\$61,064	\$68,667	\$79,628
Travel & Conference	\$535	\$475	\$1,290	\$1,624	\$1,727	\$1,451	\$1,485	\$481	\$1,100	\$1,361	\$1,625
Office Occupancy	\$2,673	\$2,755	\$8,638	\$10,028	\$10,363	\$11,616	\$11,268	\$2,747	\$7,255	\$8,637	\$9,880
Office Operations	\$14,254	\$14,343	\$31,235	\$32,154	\$31,206	\$36,408	\$35,265	\$14,335	\$27,267	\$29,702	\$30,785
Educational & Promo	\$356	\$522	\$3,055	\$3,958	\$5,260	\$7,694	\$7,085	\$506	\$2,457	\$3,205	\$4,685
Loan Servicing	\$1,782	\$2,185	\$8,243	\$10,657	\$11,540	\$13,139	\$12,660	\$2,146	\$6,812	\$8,728	\$10,754
Professional & Outside Sv	\$5,345	\$7,979	\$21,043	\$22,877	\$19,038	\$16,889	\$17,404	\$7,725	\$17,916	\$20,388	\$19,415
Member Insurance	\$445	\$190	\$158	\$81	\$114	\$59	\$67	\$215	\$171	\$126	\$117
Operating Fees	\$624	\$570	\$974	\$913	\$773	\$624	\$661	\$575	\$881	\$897	\$808
Miscellaneous	\$3,563	\$2,565	\$4,530	\$6,090	\$3,545	\$6,994	\$6,370	\$2,661	\$4,091	\$5,087	\$3,976
Total Ops Expense	\$54,521	\$64,545	\$149,091	\$164,709	\$167,448	\$202,721	\$194,394	\$63,579	\$129,015	\$146,797	\$161,674
Net Operating Expense	\$39,376	\$55,806	\$114,406	\$119,076	\$113,566	\$130,531	\$126,861	\$54,223	\$100,276	\$109,642	\$112,469

ALL ALLOCATION OF OPERATING EXPENSES											
Compensation & Benefits	45.8%	51.1%	46.9%	46.3%	50.1%	53.2%	52.5%	50.6%	47.3%	46.8%	49.3%
Travel & Conference	1.0%	0.7%	0.9%	1.0%	1.0%	0.7%	0.8%	0.8%	0.9%	0.9%	1.0%
Office Occupancy	4.9%	4.3%	5.8%	6.1%	6.2%	5.7%	5.8%	4.3%	5.6%	5.9%	6.1%
Office Operations	26.1%	22.2%	21.0%	19.5%	18.6%	18.0%	18.1%	22.5%	21.1%	20.2%	19.0%
Educational & Promo	0.7%	0.8%	2.0%	2.4%	3.1%	3.8%	3.6%	0.8%	1.9%	2.2%	2.9%
Loan Servicing	3.3%	3.4%	5.5%	6.5%	6.9%	6.5%	6.5%	3.4%	5.3%	5.9%	6.7%
Professional & Outside Sv	9.8%	12.4%	14.1%	13.9%	11.4%	8.3%	9.0%	12.2%	13.9%	13.9%	12.0%
Member Insurance	0.8%	0.3%	0.1%	0.0%	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	6.5%	4.0%	3.0%	3.7%	2.1%	3.4%	3.3%	4.2%	3.2%	3.5%	2.5%
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%