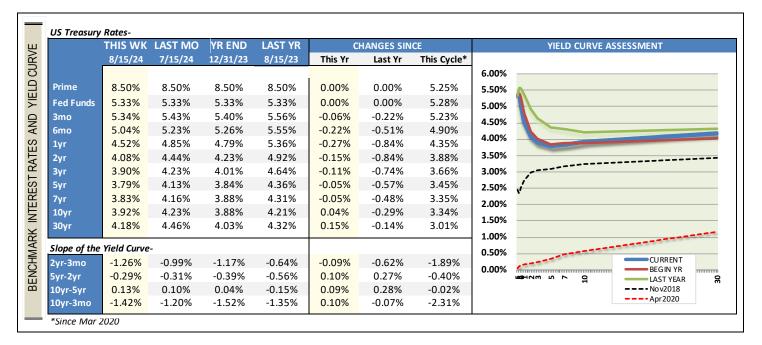
16 AUGUST 2024



FIRST TIME IN OVER 3 YEARS: CONSUMER INFLATION DROPS BELOW 3.0%

But is it enough or Fed policy-makers to cut rates?

The annual inflation rate fell below 3% in July for the first time in over three years, according to the consumer proce index released by the Bureau of Labor Statistics.

On an annual basis, prices rose 2.9% in July, a slight softening from the 3.1% growth the previous month. On a monthly basis, prices increased 0.2% after dipping 0.1% in June. The last time the overall CPI inflation rate was less than 2.9% was in March 2021. Core inflation, which excludes more volatile food and energy prices, increased 0.2% monthly in July.

Inflation is moving closer to the Federal Reserve's 2% target, but prices remain high on many essentials. The stickiest piece of the puzzle remains shelter costs, which rose by 0.4% in July and accounted for 90% of the monthly inflation increase. It also rose more than 5% over the past year.

Nearly all of July's inflation reflected higher rental prices and other housing costs, a trend that, according to real-time data, is easing. As a result, housing costs should rise more slowly in the coming months, contributing to lower inflation.

However, July's inflation reading in itself may not be enough to likely give the Federal Reserve the evidence it needs to greenlight a rate cut in September.

Key Economic Indicators	for Banks,	Thrifts	& Credit	Unions-
			ATECT	CHIDDE

		LATEST	CURRENT	PREV
GDP	QoQ	Q2-24 1st	2.8%	1.4%
GDP - YTD	Annl	Q2-24 1st	2.1%	1.4%
Consumer Spending	QoQ	Q2-24 1st	2.3%	1.5%
Consumer Spending YTD	Annl	Q2-24 1st	1.9%	1.5%
Unemployment Rate	Мо	July	4.3%	4.1%
Underemployment Rate	Mo	July	7.8%	7.4%
Participation Rate	Mo	July	62.7%	62.6%
		,		
Wholesale Inflation	YoY	July	2.2%	2.6%
Consumer Inflation	YoY	July	2.9%	3.0%
Core Inflation	YoY	July	3.2%	3.3%
Consumer Credit	Annual	June	2.1%	3.3%
Retail Sales	YoY	July	2.9%	2.8%
		,		
Vehicle Sales	Annl (Mil)	July	16.3	15.8
Home Sales	Annl (Mil)	June	4.509	4.744
Home Prices	YoY	May	5.9%	6.3%

Key Consumer Market Data

	THIS WK 8/15/24	YR END 12/31/23	PCT C	HANGES 12Mos
DJIA	40,563	37,689	7.6%	17.6%
S&P 500	5,543	4,769	16.2%	26.8%
NASDAQ	17,594	15,011	17.2%	32.1%
Crude Oil	77.88	71.77	8.5%	-4.3%
Avg Gasoline	3.41	3.12	9.6%	-11.2%
Gold	2,491	2,072	20.2%	29.9%

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30YR 6.81%

10

Mortgages

-5.11% -1.09% -0.99% -0.95%

US TREASURY (FFds-10Yr)

AVERAGE CREDIT UNION RATES, RATE SENSITIVITIES AND RELATIVE VALUE

	THIS WK		IN MARKET RA		Rate Sen	9.00%				
	8/15/24	YTD	Nov18 High	2020 Low	2020Low		Vehicle Loans			
Classic CC	13.32%	0.22%	1.63%	2.28%	43%	8.00%	5YR			
Platinum CC	12.95%	0.30%	2.68%	3.59%	68%	7.00%	6 2004	6YR 5.67%		15YR
48mo Veh	6.27%	-0.16%	2.61%	3.03%	78%	7.0070	6.27%			6.45%
60mo Veh	6.38%	-0.17%	2.61%	3.03%	83%	6.00%	***			_
72mo Veh	6.67%	-0.16%	2.55%	3.00%	81%	5.00%	1YR 4.85% 2Y	'R 3YR		tments
HE LOC	8.46%	0.02%	2.90%	4.23%	81%	3.00%		3110	1YR 5YR 24%BoA-3Wing	
10yr HE	7.57%	-0.02%	2.05%	2.47%	72%	4.00%	1YrCD 3.43%4.57%2YrCB	3.93%	 0	
						! !	3.43% 3.09%	2.95%		
15yr FRM	6.45%	0.67%	1.87%	3.13%	93%	3.00%	*	A	Deposits	
30yr FRM	6.81%	0.43%	1.75%	3.10%	93%	2.00%				
Ch Duefte	0.12%	0.03%	-0.02%	0.00%	0%	ı				
Sh Drafts		0.03%		0.00%		1.00%	MoneyMkt. 0.	91%		
Reg Svgs	0.22%		0.03%		1%	0.00%	RegSavings. 0.22	%		
MMkt-10k	0.91%	0.03%	0.43%	0.59%	11%	0.0076	F36 1 2	3	5	7
MMkt-50k	1.22%	0.04%	0.57%	0.77%	15%			-	er(Under) US	Treasur
6mo CD	3.03%	0.24%	2.00%	2.44%	50%	1	4Y Vehicle	2.19%		eg Svgs
1yr CD	3.43%	0.24%	1.92%	2.58%	59%		5Y Vehicle	2.48%		eg Svgs / CD
2yr CD	3.09%	0.03%	1.24%	2.05%	53%		15Y Mortg	2.62%		CD
3yr CD	2.95%	0.02%	0.89%	1.78%	49%		30Y Mortg	2.89%		CD CD

STRATEGICALLY FOR CREDIT UNIONS

Prices for food-at-home — essentially, groceries — posted a negligible 0.1% growth rate over June, and are up just 1.1% over the past 12 months. Meat, poultry and fish were up 1.9% since July 2023, while milk prices were 1.2% higher over that period.

Categories that are getting cheaper include used cars (-10.9%), airfares (-2.8%) and gasoline (-2.2%).

The New York Federal Reserve reported that consumers' threeyear infltion outlook hit a record, and a measure of wholesale price increases came in lower than expected. Indeed, most of the 22% gain in pandemic-era inflation occurred from 2020 to 2022; last year, the index increased by roughly 3.5%.

With Fed officials meeting Sept. 17-18 to discuss monetary policy anad benchmark interest rates, some anticipate a certain cut. But last week, after a weak jobs report fueled concerns that the economy was slowingh too sharply. there remain a question that any decision bythe FOMC to cut rates may only be window dressing - that no other consumer or mortgage rates would follow suit.

Moreover, should the FOMC begin to trim benchmark rates too early, too deep, it would definitely trigger upward pressure on inflation. Shoud it wait too lomg, it would definitely slow economic growth and teeter the world's largest economy into a recession, or at best, a period of stagflation.

Place your bets.

ECONOMIC RELEASES

RELEASES THIS WEEK:	Current	Projected	Previous
Wholesale Inflation (Jul, YoY)	2.2%	2.6%	2.6%
Consumer Inflation (Jul, YoY)	2.9%	3.0%	3.0%
Retail Sales (Jul, YoY)	2.9%	2.3%	1.8%

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Leading Indicators (July, MoM)	-0.3%	-0.2%
FOMC Minutes		
Existing Home Sales (July, Annl Units)	3.80M	3.89M
New Home Sales (July, Annl Units)	620k	617M



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ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
JULY 15	16 Retail Sales 2.3%	17 Fed Beige Book	Jobless Claims 243k Cont'd Claims 1.87 Leading Indicators -0.2%	19	20
22	Existing Home Sales 3.89M	24 New Home Sales 617k	Jobless Claims 235k Cont'd Claims 1.85M GDP (Q2, 1st) 2.8%	26	27
29	30	31	AUGUST 1 Jobless Claims 249k Cont'd Claims 1.88M	2 Unemployment 4.3% Nonfarm Payrolls 114k Private Payrolls 97k Participation Rate 62.7%	3
5	6	7 Consumer Credit 2.1%	8 Jobless Claims 233k Cont'd Claims 1.87M		10
12	13 Wholesale Inflation 2.2%	14 Consumer Inflation 2.9%	Jobless Claims Cont'd Claims Retail Sales 2.7%	16	17
19 Leading Indicators	20	FOMC Minutes	Jobless Claims Cont'd Claims Existing Home Sales	New Home Sales	24
26	Home Prices Consumer Confidence	28	Jobless Claims Cont'd Claims GDP (Q2, 2nd)	Personal Income Personal Spending	31
SEPTEMBER 2 LABOR DAY HOLIDAY	3 Construction Spending	4 Fed Beige Book	Jobless Claims Cont'd Claims	G Unemployment Nonfarm Payrolls Private Payrolls Participation Rate	7
9 Consumer Credit	10	11 Consumer Inflation	Jobless Claims Cont'd Claims Wholessale Inflation	13	14



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JULY 2024 (Updated August 5, 204)

		2023				24			20	25	
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
ONOMIC OUTLOOK											
conomic Growth-											
DP - (QoQ)	2.1%	4.9%	3.2%	1.4%	2.7%	1.4%	1.4%	1.4%	1.4%	1.3%	1.5%
DP - (YTD)	2.2%	3.1%	3.1%	1.4%	2.1%	1.8%	1.7%	1.4%	1.4%	1.4%	1.4%
onsumer Spending - (QoC	0.8%	3.1%	3.0%	1.5%	2.4%	1.9%	1.7%	1.7%	1.4%	1.2%	1.4%
onsumer Spending - (YTD)	4.1%	4.6%	4.2%	1.5%	2.0%	1.9%	1.9%	1.7%	1.6%	1.4%	1.4%
overnment Spending - (Q	3.3%	5.8%	4.2%	1.8%	0.4%	1.2%	0.7%	0.7%	0.4%	0.4%	0.4%
overnment Spending - (YT	4.1%	4.6%	4.5%	1.8%	1.1%	1.1%	1.0%	0.7%	0.6%	0.4%	0.5%
onsumer Wealth-											
Inemployment Rate	3.6%	3.7%	3.8%	3.8%	4.0%	4.2%	4.3%	4.4%	4.5%	4.6%	4.7%
onsumer Inflation	4.1%	3.6%	3.2%	3.2%	3.3%	3.0%	2.8%	2.7%	2.5%	2.5%	2.4%
ome Prices (YoY)	-0.2%	2.5%	5.4%	5.5%	6.3%	6.4%	6.2%	6.0%	5.7%	5.4%	5.3%
INGLE FAMILY HOME & VE	HICLE LOAN	MARKETS									
ome Sales-											
otal Home Sales (Mil)	4.941	4.723	4.449	4.857	4.707	5.009	5.167	5.239	5.238	5.285	5.394
kisting Home (Mil)	4.250	4.020	3.797	4.190	4.039	4.280	4.404	4.448	4.442	4.486	4.582
ew Home Sales (Mil)	0.691	0.703	0.652	0.667	0.668	0.729	0.763	0.791	0.796	0.799	0.812
Nortgage Originations-											
ingle Family Homes (Mils)	1.239	1.165	1.034	0.967	1.082	1.237	1.189	1.143	1.348	1.350	1.305
urchase Apps (Mils)	0.948	0.913	0.804	0.708	0.806	0.880	0.812	0.747	0.932	0.918	0.874
efinancing Apps (Mils)	0.291	0.252	0.230	0.259	0.276	0.357	0.377	0.396	0.416	0.432	0.431
efi Apps Share	23%	22%	22%	27%	26%	29%	32%	35%	31%	32%	33%
ehicle Sales-											
ehicle Sales (Mil)	15.6	15.9	16.1	15.6	16.0	16.2	16.3	16.0	16.2	16.4	16.2
MARKET RATE OUTLOOK								T			
enchmark Rates-											
rime	8.2%	8.5%	8.5%	8.5%	8.5%	8.5%	8.3%	8.3%	8.1%	8.1%	8.1%
ed Funds	5.1%	5.4%	5.4%	5.4%	5.4%	5.4%	5.2%	5.2%	5.2%	5.0%	5.0%
yr UST	4.6%	4.5%	3.9%	4.6%	4.1%	3.9%	3.8%	3.8%	3.7%	3.6%	3.5%
yr UST Oyr UST	4.1% 3.6%	4.4%	4.0% 4.4%	4.4%	3.8% 4.4%	3.7%	3.7%	3.6%	3.7%	3.6%	3.5%
,	3.0%	4.2%	4.470	4.2%	4.470	4.2%	4.1%	4.0%	4.0%	3.9%	3.8%
larket Rates-	E 00/	6 50/	6 50/	6.00	6 50/	C 40/	C 40/	6 30/	6 20/	6 30/	6 30/
yr Vehicle Loan Rate	5.8%	6.5%	6.5%	6.6%	6.5%	6.4%	6.4%	6.3%	6.3%	6.3%	6.3%
5yr First-lien Mortgage Oyr First-lien Mortgage	6.0% 6.5%	7.2% 7.0%	6.4% 7.3%	6.5% 6.7%	6.6% 7.0%	6.5% 6.8%	6.0% 6.6%	5.9% 6.4%	5.6% 6.3%	5.6% 6.2%	5.5% 6.0%
oyi i ii st iicii ivioi tgage	0.570	7.070			7.070			U. + /0			
egular Savings Rate	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
yr Term Certificate	2.8%	3.2%	3.4%	3.4%	3.4%	3.3%	3.2%	3.1%	3.1%	3.0%	3.0%



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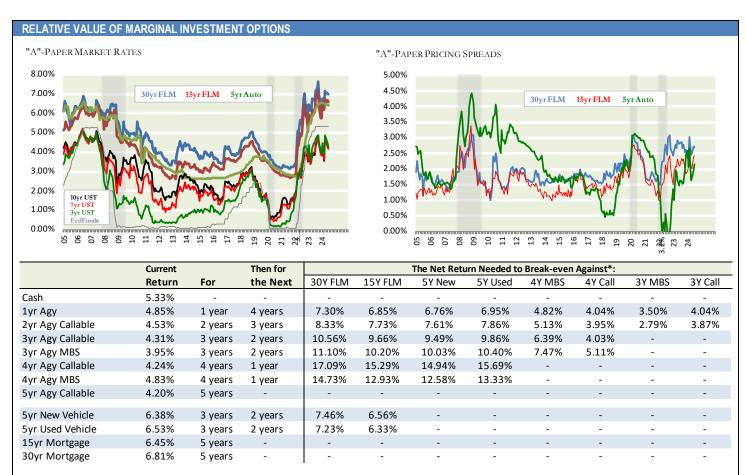
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STRATEGIC ASSESSMENT OF RELATIVE VALUE INVESTMENT AND FUNDING OPTIONS



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

RELATIVE VALUE OF MARGINAL FUNDING OPTIONS

	Current		Then for	The Net Co	st Needed to E	Break-even A	Against*:	
	Cost	For	the Next	3Y CD	3Y FHLB	2Y CD	2Y FHLB	
Share Draft	0.12%	1 year	2 years	6.32%	5.84%	8.84%	8.10%	
Regular Savings	0.22%	1 year	2 years	6.27%	5.79%	8.74%	8.00%	
Money Market	0.91%	1 year	2 years	5.92%	5.44%	8.05%	7.31%	
FHLB Overnight	5.35%	1 year	2 years	3.70%	3.22%	3.61%	2.87%	
Catalyst Settlement	6.65%	1 year	2 years	3.05%	2.57%	1.16%	1.57%	
6mo Term CD	3.03%	6 mos	2.5 yrs	4.49%	4.11%	4.96%	4.47%	
6mo FHLB Term	4.98%	6 mos	2.5 yrs	4.10%	3.72%	4.31%	3.82%	
6mo Catalyst Term	5.52%	6 mos	2.5 yrs	4.00%	3.61%	4.13%	3.64%	
1yr Term CD	4.93%	1 year	2 years	3.91%	3.43%	4.03%	3.29%	
1yr FHLB Term	4.57%	1 year	2 years	4.09%	3.61%	4.39%	3.65%	
2yr Term CD	4.48%	2 years	1 year	3.79%	2.83%	-	-	
2yr FHLB Term	4.11%	2 years	1 year	4.53%	3.57%	-	-	
3yr Term CD	4.25%	3 years	-	-	-	-	-	
3yr FHLB Term	3.93%	3 years	-	-	-	-	-	

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



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Q1-2024	<\$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	276	636	1,253	622	1,069	717	4,572	912	2,165	2,787	3,856
Average Assets (\$Mil)	\$0.891	\$5.7	\$26.4	\$72.4	\$229.7	\$2,761.3	\$504.7	\$4.2	\$17.0	\$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 Total Loans - Direct Loans - Indirect Loans - Real Estate Loans	0.8% -9.5% -9.5% -	-8.1% -13.9% -13.8% -53.3% -27.6%	-5.9% -14.2% -14.3% -10.3% -216.3%	-4.6% -13.4% -12.2% -24.9% -10.8%	6.4% -4.0% -2.9% -9.7% 31.5%	10.1% 0.4% 2.9% -11.4% 4.1%	9.1% -0.5% 1.8% -11.4% 3.4%	-7.5% -13.6% -13.5% -127.3% -97.3%	-6.1% -14.1% -14.2% -10.7% -214.6%	-5.3% -13.7% -13.1% -21.9% -116.6%	3.4% -6.2% -5.4% -11.0% -3.0%
Total Shares - Checking & Savings - Term CDs	-1.0%	-6.4%	-4.9%	-3.4%	6.7%	10.4%	9.4%	-6.0%	-5.0%	-4.1%	3.9%
	-4.0%	-11.0%	-8.0%	-7.2%	3.8%	8.9%	7.3%	-10.5%	-8.3%	-7.7%	0.5%
	57.8%	14.2%	17.1%	19.8%	27.1%	28.4%	28.1%	14.1%	16.9%	18.6%	25.5%
Net Worth	24.8%	-7.3%	-2.8%	-5.0%	3.4%	6.7%	5.8%	-5.0%	-3.1%	-4.1%	1.3%
BALANCE SHEET ALLOCATION											
Net Worth-to-Total Assets Cash & Inv-to-Total Assets Loans-to-Total Assets Vehicle-to-Total Loans REL-to-Total Loans REL-to-Net Worth Indirect-to-Total Loans	20.9%	17.6%	13.2%	12.6%	11.3%	10.7%	10.8%	17.8%	13.7%	13.1%	11.7%
	48.6%	44.4%	43.8%	39.3%	30.0%	24.7%	25.8%	44.6%	43.9%	41.4%	32.8%
	47.0%	52.5%	52.2%	55.8%	64.1%	70.7%	69.4%	52.1%	52.2%	54.2%	61.7%
	62.0%	68.0%	52.9%	45.0%	38.1%	29.3%	30.7%	67.7%	54.4%	49.1%	40.5%
	0.7%	6.5%	28.4%	38.8%	47.0%	55.3%	53.9%	6.2%	26.1%	33.3%	44.0%
	1.6%	19.4%	112.4%	172.0%	267.3%	365.9%	345.2%	18.1%	99.6%	137.9%	231.2%
	0.2%	0.1%	3.7%	9.4%	16.0%	17.3%	16.9%	0.1%	3.3%	6.7%	14.0%
Loans-to-Total Shares	59.9%	64.1%	60.5%	64.2%	73.8%	84.8%	82.8%	63.9%	60.8%	62.7%	71.0%
Chkg & Svgs-to-Total Shares	92.1%	82.6%	73.9%	69.0%	59.9%	47.1%	49.4%	83.2%	74.8%	71.6%	62.8%
Nonterm-to-Total Shares	92.1%	84.2%	79.5%	77.2%	72.1%	65.4%	66.6%	84.7%	80.0%	78.5%	73.7%
Term CDs-to-Total Shares	5.3%	11.9%	14.7%	16.3%	21.4%	28.0%	26.8%	11.5%	14.4%	15.4%	19.9%
Liquidity Ratio	26.0%	13.5%	10.0%	9.6%	9.4%	9.4%	9.4%	14.3%	10.4%	10.0%	9.5%
Short-term Funding Ratio	42.2%	31.5%	24.9%	21.2%	15.6%	13.1%	13.7%	25.6%	23.1%	17.5%	13.7%
Short-term Cash Flow Ratio	45.6%	35.5%	29.0%	25.6%	20.7%	18.6%	19.2%	36.1%	29.7%	27.4%	22.4%
Net Long-term Asset Ratio	3.7%	7.6%	19.5%	26.4%	32.2%	37.0%	35.9%	18.3%	22.8%	29.8%	35.9%
LOAN QUALITY											
Loan Delinquency Ratio	3.32%	1.35%	0.96%	0.77%	0.64%	0.79%	0.78%	1.00%	0.87%	0.69%	0.78%
Net Charge-off Ratio	0.92%	0.60%	0.41%	0.45%	0.48%	0.85%	0.80%	0.43%	0.44%	0.47%	0.80%
"Misery" Index	4.24%	1.95%	1.37%	1.22%	1.12%	1.64%	1.58%	1.43%	1.31%	1.16%	1.58%
Core Delinquency Rate	3.33%	1.23%	0.90%	0.66%	0.59%	0.69%	0.68%	1.33%	0.94%	0.78%	0.63%
Core Net Charge-off Rate	0.75%	0.22%	0.27%	0.30%	0.33%	0.61%	0.58%	0.25%	0.27%	0.29%	0.32%
Core "Misery" Index	4.09%	1.45%	1.17%	0.97%	0.92%	1.30%	1.26%	1.58%	1.20%	1.07%	0.95%
RE Loan Delinquency	18.96%	0.85%	0.69%	0.51%	0.41%	0.50%	0.49%	0.97%	0.70%	0.57%	0.44%
Vehicle Loan Delinquency	3.13%	1.25%	0.97%	0.76%	0.77%	0.79%	0.79%	1.35%	1.02%	0.88%	0.80%
Direct Loans	3.14%	1.25%	0.95%	0.73%	0.66%	0.63%	0.63%	1.35%	1.00%	0.87%	0.74%
Indirect Loans	0.00%	1.41%	1.25%	0.87%	0.89%	0.84%	0.86%	1.22%	1.25%	0.95%	0.90%
Loss Allow as % of Loans	2.77%	1.20%	0.91%	0.81%	0.81%	1.34%	1.27%	1.29%	0.95%	0.87%	0.82%
Current Loss Exposure	1.49%	0.60%	0.47%	0.45%	0.41%	0.45%	0.45%	0.65%	0.49%	0.47%	0.42%
Coverage Ratio (Adequacy)	1.9	2.0	1.9	1.8	2.0	2.9	2.8	2.0	1.9	1.9	2.0
EARNINGS	4.0004	4.6334	4.2224	4.2.121	4.400/	4.012/	4.0.554	4.6=0/	4.000/	4.0004	4.400/
Gross Asset Yield Cost of Funds Gross Interest Margin	4.88%	4.66%	4.28%	4.21%	4.49%	4.91%	4.84%	4.67%	4.32%	4.26%	4.43%
	0.51%	0.78%	0.82%	0.92%	1.29%	1.95%	1.84%	0.76%	0.81%	0.87%	1.19%
	4.38%	3.88%	3.46%	3.29%	3.20%	2.95%	3.00%	3.91%	3.50%	3.39%	3.25%
Provision Expense Net Interest Margin Non-Interest Income	0.33%	0.29%	0.27%	0.25%	0.30%	0.60%	0.56%	0.29%	0.27%	0.26%	0.29%
	4.05%	3.59%	3.19%	3.04%	2.90%	2.35%	2.44%	3.62%	3.23%	3.13%	2.96%
	0.49%	0.54%	0.78%	0.98%	1.12%	1.01%	1.02%	0.54%	0.76%	0.88%	1.06%
Non-Interest Expense Net Operating Expense	4.72%	3.89%	3.46%	3.51%	3.52%	2.86%	2.95%	3.94%	3.51%	3.51%	3.52%
	4.24%	3.35%	2.67%	2.52%	2.40%	1.85%	1.94%	3.41%	2.75%	2.63%	2.45%
Net Operating Expense Net Operating Return	-0.19%	0.24%	0.52%	0.51%	0.50%	0.51%	0.51%	0.22%	0.48%	0.50%	0.50%
Non-recurring Inc(Exp). Net Income.	0.81%	0.06%	0.02%	0.01%	0.02%	0.04%	0.04%	0.11%	0.03%	0.02%	0.02%
	0.63%	0.30%	0.53%	0.53%	0.52%	0.55%	0.54%	0.32%	0.51%	0.52%	0.52%
Return on Net Worth.	-0.9%	1.4%	3.9%	4.1%	4.4%	4.7%	4.6%	1.2%	3.6%	3.8%	4.3%





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Q1-2024	<\$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
ORTFOLIO ANALYTICS											
Cash and Investments							Γ				
Cash & CE as Pct of Assets	26%	13%	10%	10%	9%	9%	9%	14%	10%	10%	10%
Investments as Pct of Asset	27% 42.2%	33%	35%	30%	21%	16%	17%	32%	34%	32%	24%
Short-term Funding Ratio Avg Cash & Investment Rat	2.82%	31.5% 2.93%	24.9% 2.77%	21.2% 2.86%	15.6% 2.86%	13.1% 3.45%	13.7% 3.34%	25.6% 2.92%	23.1% 2.79%	17.5% 2.82%	13.7% 2.85%
oan Portfolio											
otal Loan Growth-Annl	-9.5%	-13.9%	-14.2%	-13.4%	-4.0%	0.4%	-0.5%	-13.6%	-14.1%	-13.7%	-6.2%
Consumer Loan Growth-Ar	-8.2%	-12.9%	284.7%	-15.1%	-31.0%	-4.2%	-4.9%	-6.5%	223.7%	71.8%	-8.6%
Mortgage Loan Growth-An	-131.1%	-27.6%	-216.3%	-10.8%	31.5%	4.1%	3.4%	-97.3%	-214.6%	-116.6%	-3.0%
Avg Loan Balance	\$6,758	\$9,419	\$3,899	\$7,250	\$11,223	\$21,040	\$18,062	\$9,267	\$4,458	\$6,037	\$10,061
Avg Loan Rate Avg Loan Yield, net	7.19% 6.50%	6.27% 5.73%	5.78% 5.27%	5.48% 5.03%	5.61% 5.14%	5.68% 4.84%	5.67% 4.88%	6.33% 5.78%	5.84% 5.33%	5.63% 5.16%	5.61% 5.15%
and the section and an							•				
Credit Mitigation-											
Delinquency Rates-	0.449/	2 120/	1 740/	1 200/	1 200/	2.000/	2.020/	2 220/	1 70%	1 400/	1.250/
Credit Cards New Vehicle Loans	9.44% 2.36%	2.12% 0.59%	1.74% 0.52%	1.26% 0.39%	1.20% 0.38%	2.08% 0.47%	2.02% 0.46%	2.23% 0.68%	1.76% 0.54%	1.46% 0.46%	1.25% 0.40%
Used Vehicle Loans	2.36% 3.59%	0.59% 1.68%	0.52% 1.22%	0.39% 0.95%	0.38%	0.47%	0.46%	0.68%	0.54%	0.46%	0.40%
Total Vehicle Loans	3.13%	1.25%	0.97%	0.76%	0.77%	0.79%	0.79%	1.35%	1.02%	0.88%	0.80%
Real Estate Loans	18.96%	0.85%	0.69%	0.51%	0.41%	0.50%	0.49%	0.97%	0.70%	0.57%	0.44%
Total Loan Delinquency	3.32%	1.35%	0.96%	0.77%	0.64%	0.79%	0.78%	1.00%	0.87%	0.69%	0.78%
Net Charge-off Rates-							-				
Credit Cards	-0.86%	1.14%	1.49%	1.78%	2.34%	5.44%	5.21%	1.11%	1.47%	1.66%	2.20%
New Vehicle Loans	0.13%	0.08%	0.00%	0.12%	0.24%	0.43%	0.39%	0.68%	0.54%	0.47%	0.41%
Used Vehicle Loans	1.15%	0.33%	0.49%	0.61%	0.73%	1.11%	1.03%	1.78%	1.29%	1.11%	0.98%
Total Vehicle Loans	0.77%	0.23%	0.34%	0.45%	0.58%	0.86%	0.81%	0.26%	0.33%	0.39%	0.53%
Non-Comml RE Loans	0.00%	-0.02%	0.02%	0.02%	0.01%	0.01%	0.01%	-0.02%	0.02%	0.02%	0.01%
Total Net Charge-offs	0.92%	0.60%	0.41%	0.45%	0.48%	0.85%	0.80%	0.43%	0.44%	0.47%	0.80%
Misery" Indices- Credit Cards	8.58%	3.26%	3.23%	3.04%	3.54%	7.52%	7.23%	3.34%	3.23%	3.12%	3.45%
New Vehicle Loans Used Vehicle Loans	2.49% 4.74%	0.67% 2.01%	0.52% 1.71%	0.51% 1.56%	0.62% 1.67%	0.90% 2.08%	0.85% 2.00%	1.36% 1.87%	1.08% 1.30%	0.93% 1.18%	0.81% 1.18%
Total Vehicle Loans	3.90%	1.48%	1.31%	1.21%	1.35%	1.65%	1.60%	1.61%	1.35%	1.28%	1.33%
Non-Comml RE Loans	18.96%	0.83%	0.71%	0.53%	0.42%	0.51%	0.50%	0.95%	0.72%	0.59%	0.45%
Total "Misery" Index	4.24%	1.95%	1.37%	1.22%	1.12%	1.64%	1.58%	1.43%	1.31%	1.16%	1.58%
undng Portfolio											
Share Growth YTD-Annl	-1.3%	-7.8%	-5.7%	-3.9%	7.7%	12.5%	11.3%	-7.4%	-5.8%	-4.8%	4.5%
Chkg & Savings YTD-Annl	-4.0%	-11.0%	-8.0%	-7.2%	3.8%	8.9%	7.3%	-10.5%	-8.3%	-7.7%	0.5%
Term CDs Growth YTD Total Funding Growth YTD	57.8% -1.3%	14.2% -8.1%	17.1% -6.2%	19.8% -4.4%	27.1% 0.1%	28.4% 10.7%	28.1% 9.0%	14.1% -7.7%	16.9% -6.4%	18.6% -5.3%	25.5% -1.3%
Avg Share Balance per Mbr	\$2,561	\$5,406	\$9,143	\$10,555	\$12,455	\$14,262	\$13,789	\$5,062	\$8,467	\$9,506	\$11,56
Avg Share Balance	\$2,561	\$5,406 \$14,683	\$9,143 \$6,450	\$10,555	\$12,455 \$15,201	\$14,262	\$13,789	\$5,062	\$8,467 \$6,824	\$9,506	\$11,56
Avg Share Rate	0.65%	0.95%	0.95%	1.06%	1.49%	2.35%	2.20%	0.93%	0.95%	1.01%	1.37%
Core as Pct of Total Shares	92%	83%	74%	69%	60%	47%	49%	83%	75%	72%	63%
Term CDs as Pct of Shares	5%	12%	15%	16%	21%	28%	27%	11%	14%	15%	20%
Non-Member Deposit Ratio	1.5%	1.3%	1.2%	1.6%	1.5%	1.4%	1.4%	1.3%	1.2%	1.4%	1.5%
Borrowings/Total Funding	0.4%	0.3%	0.3%	0.6%	2.6%	7.1%	6.4%	0.3%	0.3%	0.4%	2.1%
Borrowings Growth YTD	0.0%	-86.2%	-150.3%	-69.0%	-166.2%	-11.6%	-22.5%	-81.8%	-143.0%	-92.1%	-163.19
Avg Borrowings Rate	4.00%	6.90%	7.28%	5.86%	3.94%	5.31%	5.23%	6.73%	7.22%	6.25%	4.04%



RESOURCES

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

04 2024	<\$2	\$2-10	\$10-50	\$50-100	\$100-500	\$500>	TOTAL	<\$10	<\$50	<\$100	<\$500
Q1-2024	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 Operating Profitability	/-										
Earning Asset/Funding	122%	118%	111%	109%	108%	114%	114%	119%	112%	111%	109%
Non-Int Inc-to-Total Revenu	9%	10%	16%	19%	20%	17%	17%	10%	15%	17%	19%
Net Op Cash Flow (YTD-\$Mils	\$2	\$9	\$225	\$489	\$5,639	\$48,687	\$55,063	\$11	\$236	\$725	\$6,364
Average Loan Balance Average Share Balance	\$6,758 \$2,409	\$9,419 \$4,248	\$3,899 \$5,621	\$7,250 \$6,010	\$11,223 \$6,531	\$21,040 \$7,023	\$18,062 \$6,908	\$9,267 \$4,058	\$4,458 \$5,414	\$6,037 \$5,728	\$10,061 \$6,311
Loan Yield (ROA)	3.42%	3.32%	3.05%	3.09%	3.64%	4.06%	3.98%	3.32%	3.08%	3.09%	3.50%
Investment Yield (ROA) Shares/Funding	1.46% 99.6%	1.34% 99.7%	1.22% 99.7%	1.12% 99.4%	0.85% 97.4%	0.85% 92.9%	0.86% 93.6%	1.35% 99.7%	1.24% 99.7%	1.17% 99.6%	0.93% 97.9%
Net Operating Return per I	FTE										
Interest Income per FTE	\$51,064	\$70,623	\$186,794	\$194,602	\$214,151	\$345,797	\$316,674	\$68,879	\$156,491	\$175,111	\$203,14
Avg Interest Exp per FTE	\$5,311	\$11,826	\$35,789	\$42,406	\$61,548	\$137,543	\$120,547	\$11,245	\$29,481	\$35,796	\$54,29
Gross Interest Inc per FTE	\$45,753	\$58,797	\$151,006	\$152,196	\$152,603	\$208,254	\$196,128	\$57,634	\$127,010	\$139,315	\$148,85
Provisions per FTE	\$3,404	\$4,331	\$11,702	\$11,755	\$14,397	\$42,248	\$36,344	\$4,248	\$9,787	\$10,748	\$13,36
Net Interest Income per FTE	\$42,349	\$54,466	\$139,303	\$140,442	\$138,205	\$166,006	\$159,784	\$53,386	\$117,223	\$128,567	\$135,48
Non-Interest Income per FT Avg Operating Exp per FTE	\$5,106	\$8,162	\$34,267	\$45,385	\$53,598	\$70,999	\$66,439	\$7,889	\$27,488	\$36,232	\$48,70
Net Operating Exp per FTE	\$49,396 \$44,289	\$58,946 \$50,785	\$151,027 \$116,760	\$162,033 \$116,647	\$167,806 \$114,207	\$201,347 \$130,348	\$193,120 \$126,681	\$58,095 \$50,206	\$127,144 \$99,656	\$144,189 \$107,957	\$161,15 \$112,44
Ava Not On Poture nor FT	ć (1.040)	¢2.001	ć22 F44	ć22 7 05	ć22 000	ĆOE CEO	ć22 102	ć2 190	\$17,567	¢20.610	ć22.0
Avg Net Op Return per FT	\$ (1,940)	\$3,681	\$22,544	\$23,795	\$23,998	\$35,658	\$33,102	\$3,180	\$17,507	\$20,610	\$23,04
Avg Revenue per FTE	\$56,170	\$78,784	\$221,061	\$239,988	\$267,749	\$416,797	\$383,113	\$76,768	\$183,979	\$211,343	\$251,853
- Total Revenue Ratio	5.37%	5.20%	5.06%	5.19%	5.62%	5.91%	5.85%	5.21%	5.07%	5.14%	5.50%
•								3.21/0	3.0770	3.170	3.3070
Operating Expenses-								3.2170	3.0770	3.1470	3.3070
	\$58,111	\$75,103	\$198,518	\$216,193	\$243,751	\$381,138	\$350,011	\$73,588	\$166,412	\$190,733	\$228,810
Operating Expenses- Avg Revenue per FTE - Total Revenue Ratio	\$58,111 5.56%	\$75,103 4.95%	\$198,518 4.54%	\$216,193 4.68%	\$243,751 5.11%	\$381,138 5.41%					
Avg Revenue per FTE - Total Revenue Ratio	5.56%	4.95%	4.54%	4.68%	5.11%	5.41%	\$350,011 5.35%	\$73,588 4.99%	\$166,412 4.59%	\$190,733 4.64%	\$228,810 4.99%
Avg Revenue per FTE							\$350,011	\$73,588	\$166,412	\$190,733	\$228,810
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F	5.56% \$22,587	4.95% \$29,965	4.54% \$70,423	4.68% \$76,527	5.11% \$84,498	5.41% \$107,955	\$350,011 5.35% \$102,217	\$73,588 4.99% \$29,307	\$166,412 4.59% \$59,857	\$190,733 4.64% \$68,001	\$228,810 4.99% \$79,849
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff)	5.56% \$22,587 2.16% 46% 2.00	4.95% \$29,965 1.98% 51% 1.15	4.54% \$70,423 1.61% 47% 0.34	4.68% \$76,527 1.66% 47% 0.30	5.11% \$84,498 1.77% 50% 0.25	5.41% \$107,955 1.53% 54% 0.16	\$350,011 5.35% \$102,217 1.56% 53% 0.18	\$73,588 4.99% \$29,307 1.99% 50% 1.20	\$166,412 4.59% \$59,857 1.65% 47% 0.42	\$190,733 4.64% \$68,001 1.65% 47% 0.35	\$228,810 4.99% \$79,849 1.74% 50% 0.27
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense	5.56% \$22,587 2.16% 46%	4.95% \$29,965 1.98% 51%	4.54% \$70,423 1.61% 47%	4.68% \$76,527 1.66% 47%	5.11% \$84,498 1.77% 50%	5.41% \$107,955 1.53% 54%	\$350,011 5.35% \$102,217 1.56% 53%	\$73,588 4.99% \$29,307 1.99% 50%	\$166,412 4.59% \$59,857 1.65% 47%	\$190,733 4.64% \$68,001 1.65% 47%	\$228,810 4.99% \$79,849 1.74% 50%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee	5.56% \$22,587 2.16% 46% 2.00 235 76%	4.95% \$29,965 1.98% 51% 1.15 2,402 74%	4.54% \$70,423 1.61% 47% 0.34 7,623 16%	4.68% \$76,527 1.66% 47% 0.30 9,801 9%	5.11% \$84,498 1.77% 50% 0.25 51,121 7%	5.41% \$107,955 1.53% 54% 0.16 277,411 4%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee	\$.56% \$22,587 2.16% 46% 2.00 235	4.95% \$29,965 1.98% 51% 1.15 2,402	4.54% \$70,423 1.61% 47% 0.34 7,623	4.68% \$76,527 1.66% 47% 0.30 9,801	5.11% \$84,498 1.77% 50% 0.25 51,121	5.41% \$107,955 1.53% 54% 0.16 277,411	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627	5.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27%	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26%	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25%	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Exp pers Ratio	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92%	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93%	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87%	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92%	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93%	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87%	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Avg All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Membership Outreach-	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27%	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26%	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25%	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Members-to-Potential Members-to-FTEs	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 2.8% 410	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25%	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26%	\$228,81C 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach Members-to-Potential Members-to-FTEs Borrower-to-Members	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23% 5.3% 227 36.8%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 2.8% 410 141.8%	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378 93.4%	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25%	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23% 3.1% 417 57.5%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach Members-to-Potential Members-to-FTEs Borrower-to-Members Branches	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23%	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23%	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 2.8% 410	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378	5.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25%	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23%	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23%	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26%	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26%	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Members-to-Potential Members-to-Potential Members-to-Members Borrower-to-Members Branches Members per Branch	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23% 11.9% 319 22.7% 279	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23% 5.3% 227 36.8% 680	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 410 141.8% 1,748 1,748	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378 93.4% 1,442	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25% 2.0% 335 81.9% 4,691	\$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23% 3.1% 417 57.5% 12,469	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23%	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23% 5.7% 235 34.9% 958	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26% 3.0% 365 115.5% 2,706	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26% 2.5% 371 98.7% 4,148	\$228,810 4.99% \$79,849 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25%
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Avg All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Members-to-Potential Members-to-FTEs Borrower-to-Members Branches Members per Branch Avg Accts per Member	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23% 11.9% 319 22.7% 279 269 1.0	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23% 5.3% 227 36.8% 680 802 1.1	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 410 141.8% 1,786 1.5	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378 93.4% 1,442 2,571 1.5	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25% \$41,682 0.87% 25% 1.691 3,651 1.6	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23% 3.1% 417 57.5% 12,469 9,279 1.7	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23% 2.9% 402 63.2% 21,308 6,584 1.7	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23% 5.7% 235 34.9% 958 647 1.1	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26% 3.0% 365 115.5% 2,706 1,383 1.4	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26% 371 98.7% 4,148 1,796	\$228,810 4.99% \$79,845 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25% \$41,638 81.6% 8,839 2,781
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Members-to-Potential Members-to-Ptes Borrower-to-Members Borrower-to-Members Branches Members per Branch Avg Accts per Member Avg Loans per Member	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23% 11.9% 319 22.7% 279 269	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23% 5.3% 227 36.8% 680 802	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 410 141.8% 1,748 1,748	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378 93.4% 1,442 2,571	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25% 2.0% 335 81.9% 4,691 3,651	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23% 3.1% 417 57.5% 12,469 9,279	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23% 2.9% 402 63.2% 21,308 6,584	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23% 5.7% 235 34.9% 958 647	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26% 3.0% 365 115.5% 2,706 1,383	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26% 371 98.7% 4,148 1,796	\$228,81 4.99% \$79,844 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25% \$41.668 843,839 2,781
Avg Revenue per FTE - Total Revenue Ratio Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff) - Full-time Equivalents - Pct Part-time Employee Avg Occ & Ops Exp per FTE - Occup & Ops Exp Ratio - Pct of Total Op Expense Avg All Other Exp per FTE - All Other Expense Ratio - Pct of Total Op Expense Membership Outreach- Members-to-Potential Members-to-FTEs	\$.56% \$22,587 2.16% 46% 2.00 235 76% \$15,489 1.48% 31% \$11,319 1.08% 23% 11.9% 319 22.7% 279 269 1.0 0.2 4.4 1.1	4.95% \$29,965 1.98% 51% 1.15 2,402 74% \$15,324 1.01% 26% \$13,658 0.90% 23% 5.3% 680 802 1.1 0.4 2.7 1.3	4.54% \$70,423 1.61% 47% 0.34 7,623 16% \$40,407 0.92% 27% \$40,197 0.92% 27% 410 141.8% 1,748 1,748 1,786 1.5 1.4 0.7 1.6	4.68% \$76,527 1.66% 47% 0.30 9,801 9% \$42,651 0.92% 26% \$42,855 0.93% 26% 2.2% 378 93.4% 1,442 2,571 1.5 0.9 1.1 1.8	\$.11% \$84,498 1.77% 50% 0.25 51,121 7% \$41,627 0.87% 25% \$41,682 0.87% 25% 2.0% 335 81.9% 4,691 3,651 1.6 0.8 1.2 1.9	\$.41% \$107,955 1.53% 54% 0.16 277,411 4% \$47,929 0.68% 24% \$45,463 0.64% 23% 3.1% 417 57.5% 12,469 9,279 1.7 0.6	\$350,011 5.35% \$102,217 1.56% 53% 0.18 348,592 6% \$46,427 0.71% 24% \$44,476 0.68% 23% 402 63.2% 21,308 6,584 1.7 0.6 1.6 2.0	\$73,588 4.99% \$29,307 1.99% 50% 1.20 2,637 74% \$15,339 1.04% 26% \$13,450 0.91% 23% 5.7% 235 34.9% 958 647 1.1 0.4 2.8 1.2	\$166,412 4.59% \$59,857 1.65% 47% 0.42 10,259 35% \$33,964 0.94% 27% \$33,323 0.92% 26% 3.0% 365 115.5% 2,706 1,383 1.4 1.2	\$190,733 4.64% \$68,001 1.65% 47% 0.35 20,060 23% \$38,208 0.93% 26% \$37,980 0.92% 26% 371 98.7% 4,148 1,796 1.4	\$228,810 4.99% \$79,845 1.74% 50% 0.27 71,181 12% \$40,663 0.89% 25% \$40,638 0.89% 25% \$41,638 0.89% 25% 1.15 81.69 8,839 2,781 1.5 0.9



RESOURCES

Business & Industry Consulting <\$2 \$2-10 \$10-50 \$50-100 \$100-500 \$500> <\$10 <\$50 <\$100 <\$500 01-2024 Million Million <Million Million Million Million TOTAL Million Million Million Million **NET INFRASTRUCTURE COST:** Fee Income 0.49% 0.54% 0.78% 0.98% 1.12% 1.01% 1.02% 0.54% 0.76% 0.88% 1.06% 2.16% 1.61% 1.65% 1.74% 1.98% 1.66% 1.77% 1.53% 1.99% 1.65% Compensation & Benefits 1.56% Travel & Conference 0.05% 0.02% 0.03% 0.03% 0.03% 0.02% 0.02% 0.02% 0.03% 0.03% 0.03% Office Occupancy 0.24% 0.16% 0.20% 0.22% 0.22% 0.17% 0.17% 0.17% 0.20% 0.21% 0.22% 0.51% 0.87% 0.74% 1.24% 0.85% 0.72% 0.70% 0.65% 0.54% 0.72% 0.67% Office Operations **Educational & Promo** 0.05% 0.03% 0.07% 0.08% 0.11% 0.10% 0.10% 0.03% 0.06% 0.07% 0.10% 0.18% 0.18% 0.19% 0.18% Loan Servicing 0.15% 0.14% 0.23% 0.24% 0.14% 0.21% 0.23% Professional & Outside Sv 0.49% 0.50% 0.49% 0.40% 0.23% 0.26% 0.50% 0.50% 0.49% 0.43% 0.51% 0.05% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% Member Insurance 0.01% 0.01% 0.00% 0.00% 0.07% 0.02% 0.02% 0.01% Operating Fees 0.02% 0.02% 0.01% 0.02% 0.02% 0.02% 0.02% Miscellaneous 0.23% 0.16% 0.12% 0.07% 0.07% 0.10% 0.09% 0.17% 0.12% 0.10% 0.08% 2.95% **Total Ops Expense** 4.72% 3.89% 3.46% 3.51% 3.52% 2.86% 3.94% 3.51% 3.51% 3.52% **Net Operating Expense** 4.24% 3.35% 2.67% 2.52% 2.40% 1.85% 1.94% 3.41% 2.75% 2.63% 2.45% NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT Fee Income \$5,106 \$8,162 \$34,267 \$45,385 \$53,598 \$70,999 \$66,439 \$7,889 \$27,488 \$36,232 \$48,704 \$22,587 \$29,965 \$70,423 \$76,527 \$84,498 \$107,955 \$102,217 \$29,307 \$59,857 \$68,001 \$79,849 Compensation & Benefits \$1,207 \$1,510 \$986 \$1,242 \$511 \$333 \$1,643 \$1,341 \$1,377 \$349 \$1,530 Travel & Conference \$2,503 Office Occupancy \$2,553 \$2,498 \$8,816 \$10,163 \$10,563 \$11,636 \$11,303 \$7,194 \$8,644 \$10,022 \$12,936 \$12,825 \$12,835 \$26,771 Office Operations \$31,591 \$32,488 \$31,064 \$36,293 \$35,124 \$29,564 \$30,641 \$5,086 \$501 \$511 \$500 \$2,991 \$3,837 \$7,339 \$6,759 \$2,351 \$3,077 \$4,520 Educational & Promo Loan Servicing \$1,617 \$2,165 \$8,081 \$10,734 \$11,424 \$12,833 \$12,370 \$2,116 \$6,548 \$8,593 \$10,626 Professional & Outside Sv \$5,106 \$7,662 \$21,673 \$22,570 \$19,170 \$16,394 \$17,029 \$7,434 \$18,013 \$20,240 \$19,472 \$197 \$82 \$168 \$126 Member Insurance \$511 \$167 \$157 \$86 \$72 \$80 \$97 **Operating Fees** \$681 \$333 \$892 \$775 \$728 \$634 \$654 \$364 \$756 \$766 \$738 Miscellaneous \$2,383 \$2,498 \$5,195 \$3,347 \$3,545 \$6,849 \$6,208 \$2,488 \$4,499 \$3,936 \$3,655 \$167,806 \$193,120 **Total Ops Expense** \$49,396 \$58,946 \$151,027 \$162,033 \$201,347 \$58,095 \$127,144 \$144,189 \$161,150 **Net Operating Expense** \$44,289 \$50,785 \$116,760 \$116,647 \$114,207 \$130,348 \$126,681 \$50,206 \$99,656 \$107,957 \$112,446 **ALL ALLOCATION OF OPERATING EXPENSES** Compensation & Benefits 45.7% 50.8% 46.6% 47.2% 50.4% 53.6% 52.9% 50.4% 47.1% 47.2% 49.5% Travel & Conference 1.0% 0.6% 0.8% 0.9% 1.0% 0.7% 0.7% 0.6% 0.8% 0.9% 0.9% 5.2% 4.2% 5.8% 6.3% 6.3% 5.8% 5.9% 4.3% 5.7% 6.0% 6.2% Office Occupancy Office Operations 26.2% 21.8% 20.9% 20.1% 18.5% 18.0% 18.2% 22.1% 21.1% 20.5% 19.0% **Educational & Promo** 1.0% 0.8% 2.0% 2.4% 3.0% 3.6% 3.5% 0.9% 1.8% 2.1% 2.8% Loan Servicing 3.3% 3.7% 5.4% 6.6% 6.8% 6.4% 6.4% 3.6% 5.2% 6.0% 6.6% Professional & Outside Sv 14.4% 13.9% 12.8% 14.2% 14.0% 10.3% 13.0% 11.4% 8.1% 8.8% 12.1% 1.0% 0.3% 0.1% 0.1% 0.0% 0.3% 0.1% 0.1% Member Insurance 0.1% 0.0% 0.1% Operating Fees 1.4% 0.6% 0.6% 0.5% 0.4% 0.3% 0.3% 0.6% 0.6% 0.5% 0.5% Miscellaneous 4.8% 4.2% 3.4% 2.1% 2.1% 3.4% 3.2% 4.3% 3.5% 2.7% 2.3% **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%