



24 January 2025

BENCHMARK INTEREST RATES AND YIELD CURVE

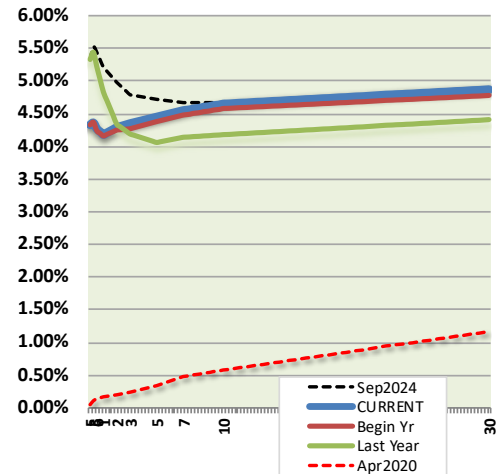
**US Treasury Rates-**

	THIS WK	LAST MO	YR END	LAST YR	CHANGES SINCE		
	1/23/25	12/23/24	12/31/24	1/23/24	This Yr	Last Yr	This Cycle*
Prime	7.50%	7.50%	7.50%	8.50%	0.00%	-1.00%	-1.00%
Fed Funds	4.33%	4.33%	4.33%	5.33%	0.00%	-1.00%	-1.00%
3mo	4.36%	4.36%	4.37%	5.44%	-0.01%	-1.08%	-1.16%
6mo	4.27%	4.30%	4.24%	5.22%	0.03%	-0.95%	-1.17%
1yr	4.18%	4.26%	4.16%	4.83%	0.02%	-0.65%	-1.03%
2yr	4.29%	4.30%	4.25%	4.34%	0.04%	-0.05%	-0.69%
3yr	4.35%	4.36%	4.27%	4.19%	0.08%	0.16%	-0.44%
5yr	4.45%	4.44%	4.38%	4.06%	0.07%	0.39%	-0.27%
7yr	4.55%	4.52%	4.48%	4.14%	0.07%	0.41%	-0.12%
10yr	4.65%	4.59%	4.58%	4.18%	0.07%	0.47%	-0.02%
30yr	4.87%	4.78%	4.78%	4.41%	0.09%	0.46%	0.05%

**Slope of the Yield Curve-**

2yr-3mo	-0.07%	-0.06%	-0.12%	-1.10%	0.05%	1.03%	0.47%
5yr-2yr	0.16%	0.14%	0.13%	-0.28%	0.03%	0.44%	0.42%
10yr-5yr	0.20%	0.15%	0.20%	0.12%	0.00%	0.08%	0.25%
10yr-3mo	0.29%	0.23%	0.21%	-1.26%	0.08%	1.55%	1.14%

**YIELD CURVE ASSESSMENT**



\*Since Sep 2024

ECONOMIC UPDATE AND ANALYSIS

## 2024 US HOME SALES HIT LOWEST LEVEL IN NEARLY 30 YEARS; HOME OWNERSHIP INCREASINGLY OUT OF REACH

The latest evidence that homeownership is becoming increasingly less accessible to many Americans: Sales of previously occupied U.S. homes fell last year to a nearly 30-year low for the second time in as many years.

Elevated mortgage rates, a yearslong shortage of homes on the market and record-high home prices continued to stymie prospective home shoppers, especially first-time buyers. That led existing home sales to fall 0.7% last year to 4.06 million — the weakest showing for home sales since 1995 and edging out the terrible year for sales in 2023.

Even in the midst of a sales slump, a dearth of homes on the market and rising mortgage rates gave sellers an edge over buyers, helping drive up the national median home price for all of last year to an all-time high \$407,500, an increase of 4.7% from a year earlier.

The weak home sales at 2024's low level, is concerning given that the U.S. population has increased by more than 70 million over this time period from 1995 to today.

The answer is most likely based on affordability. Record-high home prices, mortgage rates having risen, and the lack of available inventory, combined, is the prevailing problem.

**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	December	4.1%	4.2%
Underemployment Rate	Mo	December	7.5%	7.8%
Participation Rate	Mo	December	62.5%	62.5%
Wholesale Inflation	YoY	December	3.3%	3.0%
Consumer Inflation	YoY	December	2.9%	2.7%
Core Inflation	YoY	December	3.2%	3.3%
Consumer Credit	Annual	November	-1.8%	41.0%
Retail Sales	YoY	December	3.0%	2.9%
Vehicle Sales	Annl (Mil)	November	17.0	16.4
Home Sales	Annl (Mil)	December	4.774	4.760
Home Prices	YoY	October	3.6%	3.9%

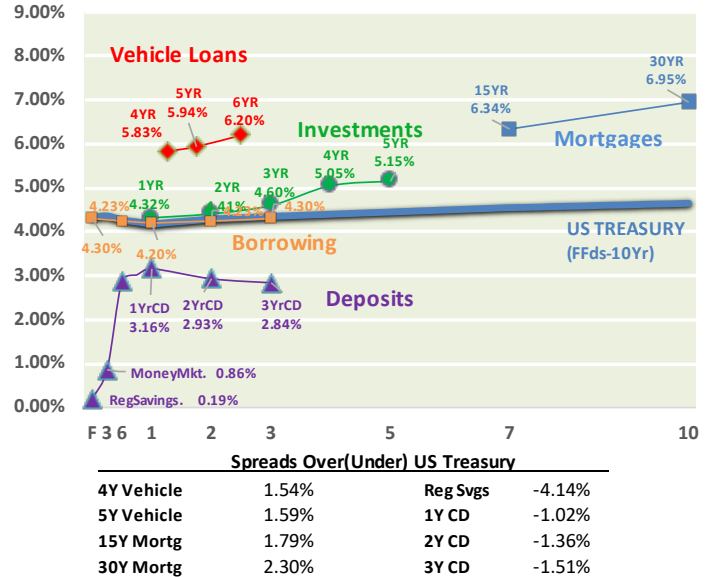
**Key Consumer Market Data-**

	THIS WK	YR END	PCT CHANGES	
	1/23/25	12/31/24	YTD	12Mos
DJIA	44,565	42,544	4.8%	16.8%
S&P 500	6,118	5,881	4.0%	25.1%
NASDAQ	20,053	19,310	3.8%	29.6%
Crude Oil	74.62	71.72	4.0%	-5.1%
Avg Gasoline	3.10	3.13	-0.9%	1.5%
Gold	2,765	2,641	4.7%	37.7%



**AVERAGE CREDIT UNION RATES, RATE SENSITIVITIES AND RELATIVE VALUE**

	THIS WK	CHG IN MKT SINCE		RATE SENSITIVITY	
	1/23/25	YTD	2024 High	Bmk Decline	RS
Classic CC	13.09%	-0.08%	-0.28%	-1.00%	28%
Platinum CC	12.62%	-0.05%	-0.40%	-1.00%	40%
48mo Veh	5.83%	-0.05%	-0.38%	0.65%	-58%
60mo Veh	5.94%	-0.05%	-0.39%	0.88%	-44%
72mo Veh	6.20%	-0.06%	-0.40%	0.93%	-43%
HE LOC	7.71%	-0.14%	-0.74%	-1.00%	74%
10yr HE	7.39%	-0.01%	-0.15%	-1.00%	15%
15yr FRM	6.34%	-0.07%	-0.42%	-0.45%	93%
30yr FRM	6.95%	0.07%	-0.81%	-0.33%	245%
Sh Drafts	0.13%	0.00%	0.01%	-1.00%	-1%
Reg Svgs	0.19%	0.00%	0.00%	-1.00%	0%
MMkt-10k	0.86%	-0.01%	-0.05%	-1.00%	5%
MMkt-50k	1.17%	0.00%	-0.06%	-1.00%	6%
6mo CD	2.88%	-0.02%	-0.15%	-0.41%	37%
1yr CD	3.16%	-0.01%	-0.24%	0.09%	-267%
2yr CD	2.93%	0.00%	-0.13%	0.65%	-20%
3yr CD	2.84%	0.00%	-0.08%	0.88%	-9%



**STRATEGICALLY SPEAKING**

The U.S. housing market has been in a sales slump dating back to 2022, when mortgage rates began to climb from pandemic-era lows. The average rate on a 30-year mortgage surged to a 23-year high of nearly 8% in October 2023 and briefly fell to a 2-year low last September, but has been mostly hovering around 7%.

The buying power of Americans now facing higher costs to borrow money for homes that have soared in value has been significantly stunted. With so few homes up for sale, millions of would-be homebuyers have found themselves on the sidelines.

At the end of December, there were just 1.15 million homes on the market, NAR said. While that was up 16.2% from a year earlier, the inventory remained well below the annual historical average of about 1.98 million, according to data going back to 1999.

The available inventory at the end of last month amounts to a 3.3-month supply, going by the current sales pace. In a more balanced market between buyers and sellers, there is a 4- to 6-month supply.

This means that the problems in the U.S. housing market continue to worsen in terms of availability of homes for sale and the upward pressure on home prices.

Hardest hit are first-time home buyers, who historically account for 40% of all sales but currently make-up only 31% last month.

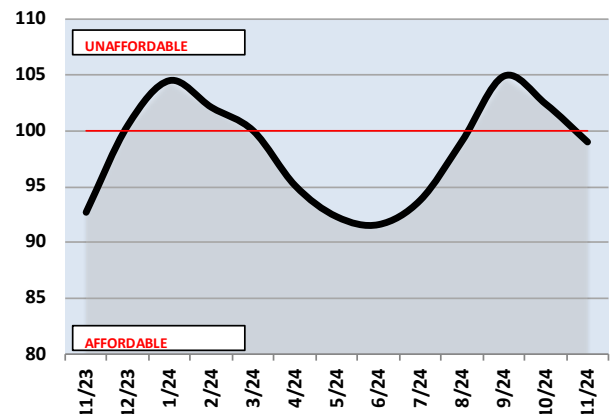
**ECONOMIC RELEASES**

RELEASES THIS WEEK:	Current	Projected	Previous
Leading Indicators (Dec, MoM)	-0.01%	0.0%	0.4%
Existing Home Sales (Dec, Annl Units)	4.24M	4.1M	4.15M

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Home Prices (Nov, YoY)	4.0%	4.2%
FOMC Monetary Policy (Fed Funds Target)	4.5%	4.5%
GDP (Q4, 1st)	3.0%	3.1%

**HOME AFFORDABILITY INDEX**

(100= INCOME MATCHES MINIMUM REQUIRED TO QUALIFY)



## STRATEGIC ASSESSMENT REVIEW

### ECONOMIC AND INTEREST RATE ENVIRONMENT

**ECONOMIC GROWTH OUTLOOK:** Expect a slower pace of economic growth nationally but there will be pockets around the country where local consumer demand will be sufficient to satisfy loan and deposit growth for most of 2025. More consumer continue to live paycheck-to-paycheck existence, therefore the volatility in core deposits (checking & savings) will continue for a few more quarters. This will put pressure on deposit growth and any mismatch with loan growth could impact the institution's liquidity profile.

**CONSUMER INFLATION:** The pace of inflation is expect to slow to between 2.0% to 2.5% year-over-year but there remains an upward pressure on many aspects of consumer prices that could possibly dilute the purchasing power of consumers. The FOMC is between a rock and a hard place with monetary policy in that if they cut target rates too much, too soon it will trigger another explosion of inflation. Conversely, if they wait too long, too little, it could effect future economic growth sending consumer demand into a downward spiral.

**CONSUMER DEMAND AND CREDIT MARKETS:** Consumer demand should be supported by strong local employment sectors, wage growth and improved household wealth. However, there will be a slight fluctuation between A-quality and C-quality loan applications that might cause lenders to push down on marginal loan quality in order to boost portfolio growth metrics. That would be a terrible credit mitigation mistake in that loan delinquency and net charge-offs already remain double (and in some cases, triple) the levels experienced one year ago.

### ENTERPRISE RISK ASSESSMENT AND STRATEGIC OUTLOOK:

**ASSET PROFILE AND CAPITALIZATION:** All efforts must be focused on the protection of equity capital and membership capital (net worth) profiles of commercial banks and credit unions. For banks, tier one capital requirements must exceed % of assets and for credit unions, net worth ratios must exceed 7% of assets to retain their well-capitalized profile. This is the most important element of any financial institution in that it dictates growth outlook, balance sheet complexity and allocation and relative risk management profiles that it might pursue.

**INTEREST RATE RISK EXPOSURE:** Whereas risk exposure measurement approaches differ from institution to institution, the most immediate risk management exposure based on the potential change in market rates' impact on its gross interest margin (interest income less interest expense) should be manageable within a +/-100bp shift with a net exposure between -10% to -12%... Credit unions have a much shorter average life of their earning assets relative to the net funding than commercial banks, therefore, the latter may have more risk exposure to change in market rates and require additional enterprise risk measures to be enacted. Exposure metrics beyond +/-200bps is immaterial given the relation between market rate exposure and the average life profile of most institutions. The exception would be for institutions with a greater allocation of fixed rate mortgages.

**CREDIT MITIGATION:** This - along with liquidity management - is the top priority in 2025. We have already experienced twice the rate of delinquency in 2024 and higher foreclosure filings that early indications show another doubling in 2025. For this reason, we recommend that 87% of new loan originations must retain a collective underwriting of B+ or better. Credit unions should continue to closely monitor credit concentration and exposure risk. Portfolio profile should retain at least 92% prime rated classification. Close attention to how much the portfolio yield is diluted by delinquency and net charge-offs and retain a net average life between 2.7 and 3.5 years. Be sure to not over-concentrate portfolio allocation not only by loan category but also by loan quality. We recommend risk classification be - as Prime - 730+ (A+), 680-729 (A), 640-679 (B), 620-639 (C), - and as sub-Prime - 550-619 (D) and <550 (E). Credit union should monitor loss exposure by measuring the potential impact on net worth shocked over a variety of loss exposure from sub-Prime loans. And determine the extent that loss exposure dilutes its net worth below 7.0% well-capitalized profile.

**LIQUIDITY PROFILE:** The second most important risk element in 2025 is liquidity and cash flow management. The best way to manage liquidity is to monitor the cash flow mismatch between loan and share growth. Loan growth is highly dependent on expectation for share growth and the level of prevailing surplus liquidity on hand. Prevailing surplus cash should be no less than 9% of total assets. The measure of short-term funding (cash and investments maturing within the next 12 months) should be less than 12%. Improper liquidity management from 2021 - 2024 created a significant risk to the industry causing high rate "promotional" term certificate issuance to remedy that has greatly increased cost of funds and ultimately lowered net operating return. Volatility in core deposits (checking and regular savings) will continue in 2025 as more members are living a paycheck-to-paycheck existence - even as wage growth has more recently caught up with inflation.

**MARKET RATES:** While we expect a downward trend in benchmark rates, consumer market rates will not experience a comparable decline in 2025. We expect a collective 25 to 30bp downward exposure in vehicle loan rates during the year but continued volatility in mortgage rates that might vary between 6.25% to 7.00% as the yield curve transitions from its inversion to a more "normalized" profile. Still, pricing spreads will start to widen on most consumer market rates - meaning that institutions will find higher value by reallocating to more credit-based assets.

Even should market rates follow a declining trend, for most institutions, margin loan rates on most credit-based assets will remain higher than what most portfolio yields are currently returning. This indicates that institutions might still experience higher loan revenue streams in 2025 even if they experience lower loan originations. This will help to cure prevailing credit mitigation exposure. As liquidity profiles improve further in 2025, the use of "promotional" CDs should diminish which will help slow the rising pace of cost of funds. Together, net margins should be wider in 2025.



## ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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<b>DECEMBER 23</b> Consumer Confidence 104.7	<b>24</b> New Home Sales 664k	<b>25</b> <b>CHRISTMAS HOLIDAY</b>	<b>26</b> Jobless Claims 219k Cont'd Claims 1.91M	<b>27</b>	<b>28</b>
<b>30</b>	<b>31</b> Home Prices +3.6%	<b>JANUARY 1</b> <b>NEW YEAR'S HOLIDAY</b>	<b>2</b> Jobless Claims 211k Cont'd Claims 1.84M	<b>3</b>	<b>4</b>
<b>6</b>	<b>7</b>	<b>8</b> FOMC Minutes	<b>9</b> Jobless Claims 201k Cont'd Claims 1.86M	<b>10</b> Unemployment 4.1% Non-farm Jobs 256k Private Payrolls 223k Participation Rate 62.5%	<b>11</b>
<b>13</b>	<b>14</b> Wholesale Inflation 3.3%	<b>15</b> Consumer Inflation 2.9%	<b>16</b> Jobless Claims 217k Cont'd Claims 1.86M Retail Sales +0.4%	<b>17</b>	<b>18</b>
<b>21</b> <b>MLK HOLIDAY</b>	<b>21</b>	<b>22</b> Cons Confidence -0.1%	<b>23</b> Jobless Claims 223k Cont'd Claims 1.9M	<b>24</b> Exist Home Sales 4.24M	<b>25</b>
<b>27</b> <b>New Home Sales</b>	<b>28</b>	<b>29</b> <b>FOMC Announcement</b>	<b>30</b> <b>Jobless Claims Cont'd Claims GDP (Q4, 1st) Home Prices</b>	<b>31</b>	<b>FEBRUARY 1</b>
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b> <b>Jobless Claims Cont'd Claims</b>	<b>7</b> <b>Unemployment Non-farm Jobs Private Payrolls Participation Rate</b>	
<b>10</b>	<b>11</b>	<b>12</b> <b>Consumer Inflation</b>	<b>13</b> <b>Jobless Claims Cont'd Claims Wholesale Inflation</b>	<b>14</b> <b>Retail Sales</b>	
<b>17</b>	<b>18</b>	<b>19</b> <b>FOMC Minutes</b>	<b>20</b> <b>Jobless Claims Cont'd Claims Leading Indicators</b>	<b>21</b> <b>Existing Home Sales</b>	

## ECONOMIC FORECAST

**December 2024**  
(Updated December 20, 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%	1.9%	2.1%	1.9%	1.9%	1.7%	1.7%	1.6%	1.6%	1.6%
GDP - (YTD)	1.6%	2.3%	2.5%	2.3%	2.1%	2.0%	2.0%	1.9%	1.7%	1.7%	1.6%	1.6%
Consumer Spding (YTD)	1.9%	2.8%	3.5%	3.0%	2.9%	2.0%	1.7%	1.4%	1.9%	2.1%	2.2%	2.1%
	1.9%	2.4%	2.7%	2.8%	2.9%	2.5%	2.2%	2.0%	1.9%	2.0%	2.1%	2.1%
Govt Spending (YTD)	1.8%	3.1%	5.0%	0.9%	0.7%	-0.2%	0.1%	0.1%	0.0%	0.0%	-0.1%	-0.2%
	1.8%	2.5%	3.3%	2.7%	0.7%	0.3%	0.2%	0.2%	0.0%	0.0%	0.0%	-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%	2.7%	2.3%	2.5%	2.5%	2.3%	2.4%	2.2%	2.3%	2.2%
Home Prices	6.3%	6.3%	5.0%	4.0%	3.5%	3.4%	3.0%	3.0%	2.8%	2.8%	3.0%	3.1%

### SINGLE FAMILY HOME & VEHICLE LOAN MARKETS

#### Home Sales (Mils)-

Home Sales	4.863	4.740	4.605	4.767	4.812	4.885	5.102	5.285	5.320	5.334	5.338	5.379
Existing Homes	4.200	4.047	3.893	4.044	4.053	4.115	4.317	4.495	4.516	4.535	4.552	4.582
New Homes	0.663	0.693	0.712	0.723	0.759	0.770	0.785	0.790	0.804	0.799	0.786	0.797

#### Mortgage Originations (Mils)

Single Family	1.076	1.203	1.343	1.426	1.171	1.470	1.592	1.551	1.535	1.731	1.686	1.569
Purchase App	0.773	0.880	0.924	0.779	0.718	0.912	0.971	0.927	0.896	1.088	1.064	0.967
Refi Apps	0.303	0.323	0.419	0.647	0.453	0.558	0.621	0.624	0.639	0.643	0.622	0.602
Refi Share	28%	27%	31%	45%	39%	38%	39%	40%	42%	37%	37%	38%

#### Vehicle Sales (Mils)-

Vehicle Sales	15.6	16.0	16.3	17.0	16.8	16.9	16.7	16.4	16.9	17.0	17.1	17.0
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### MARKET RATE OUTLOOK

#### Benchmark Rates-

Prime	8.5%	8.5%	8.0%	7.3%	7.3%	7.0%	7.0%	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%	4.4%	4.4%	4.4%	4.5%	4.5%	4.5%	4.5%

#### Market Rates-

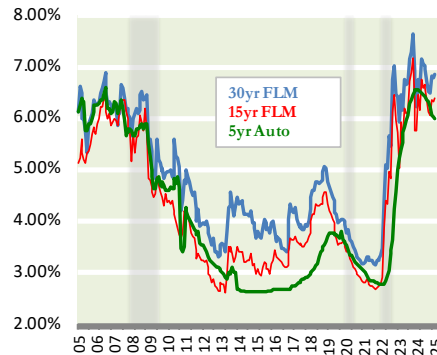
5yr Veh Loan	6.6%	6.5%	6.3%	6.3%	6.2%	6.2%	6.1%	6.1%	6.2%	6.1%	6.1%	6.0%
15yr 1st Mortg	6.5%	6.6%	5.8%	6.3%	6.2%	6.2%	6.2%	6.1%	6.1%	6.1%	6.0%	6.0%
30yr 1st Mortg	6.7%	7.0%	6.5%	6.6%	6.6%	6.5%	6.4%	6.4%	6.3%	6.3%	6.3%	6.2%
Regular Svgs	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
1Yr Term 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%



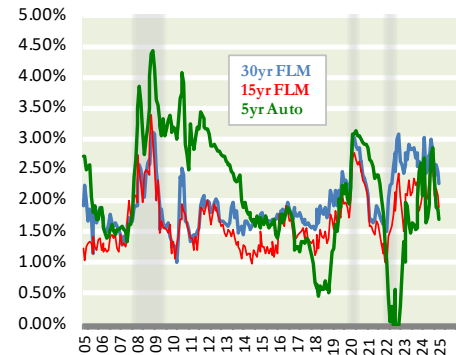
**INDICATIVE PRICING SPREADS AND RELATIVE VALUE OF INVESTMENT OPTIONS**

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

**AVG "A"-PAPER MARKET RATES**

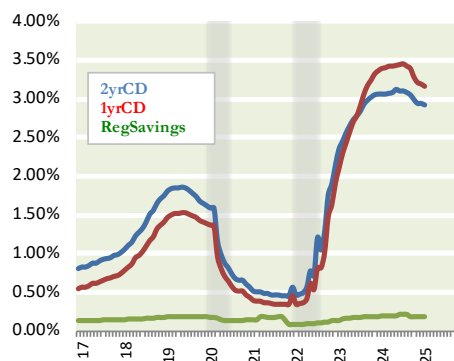


**"A"-PAPER PRICING SPREADS**

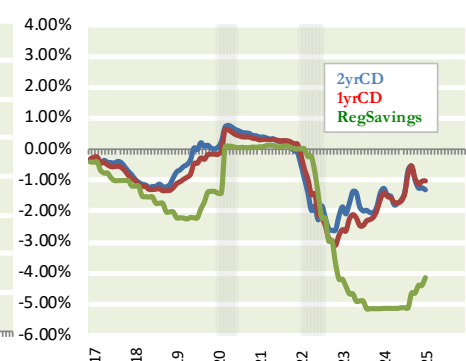


	Reg Svgs	1yr CD	2yr CD
<b>Current</b>	<b>-4.14%</b>	<b>-1.02%</b>	<b>-1.31%</b>
Dec-24	-4.39%	-1.03%	-1.24%
Nov-24	-4.39%	-1.13%	-1.25%
Oct-24	-4.64%	-0.94%	-0.99%
Sep-24	-4.64%	-0.54%	-0.54%
Aug-24	-5.11%	-0.79%	-0.67%
Jul-24	-5.11%	-1.45%	-1.40%
Jun-24	-5.11%	-1.67%	-1.64%
May-24	-5.13%	-1.73%	-1.74%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

**AVG DEPOSIT MARKET RATES**



**AVG DEPOSIT PRICING SPREADS**



**INDICATIVE INTEREST SPREADS AND MATCHED FUNDING VARIABLES**

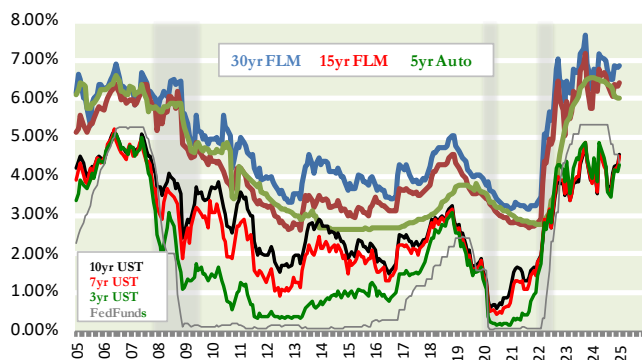
		Cash	1yr Agy	2yr Agy	3yr Agy	4yr Agy	5yr Agy	5yr New Veh	5yr Used Veh	15yr Mortgage	30yr Mortgage
		4.33%	4.32%	4.41%	4.60%	5.05%	5.15%	5.94%	6.09%	6.34%	6.95%
Share Draft	0.13%	4.20%	4.19%	4.28%	4.47%	4.92%	5.02%	5.81%	5.96%	6.21%	6.82%
Regular Savings	0.19%	4.14%	4.13%	4.22%	4.41%	4.86%	4.96%	5.75%	5.90%	6.15%	6.76%
Money Market	0.86%	3.47%	3.46%	3.55%	3.74%	4.19%	4.29%	5.08%	5.23%	5.48%	6.09%
FHLB Overnight	4.30%	0.03%	0.02%	0.11%	0.30%	0.75%	0.85%	1.64%	1.79%	2.04%	2.65%
Catalyst Settlement	5.50%	-1.17%	-1.18%	-1.09%	-0.90%	-0.45%	-0.35%	0.44%	0.59%	0.84%	1.45%
6mo Term CD	3.04%	1.29%	1.28%	1.37%	1.56%	2.01%	2.11%	2.90%	3.05%	3.30%	3.91%
6mo FHLB Term	4.23%	0.10%	0.09%	0.18%	0.37%	0.82%	0.92%	1.71%	1.86%	2.11%	2.72%
6mo Catalyst Term	4.77%	-0.44%	-0.45%	-0.36%	-0.17%	0.28%	0.38%	1.17%	1.32%	1.57%	2.18%
1yr Term CD	3.42%	0.91%	0.90%	0.99%	1.18%	1.63%	1.73%	2.52%	2.67%	2.92%	3.53%
1yr FHLB Term	4.20%	0.13%	0.12%	0.21%	0.40%	0.85%	0.95%	1.74%	1.89%	2.14%	2.75%
2yr Term CD	3.08%	1.25%	1.24%	1.33%	1.52%	1.97%	2.07%	2.86%	3.01%	3.26%	3.87%
2yr FHLB Term	4.23%	0.10%	0.09%	0.18%	0.37%	0.82%	0.92%	1.71%	1.86%	2.11%	2.72%
3yr Term CD	2.94%	1.39%	1.38%	1.47%	1.66%	2.11%	2.21%	3.00%	3.15%	3.40%	4.01%
3yr FHLB Term	4.30%	0.03%	0.02%	0.11%	0.30%	0.75%	0.85%	1.64%	1.79%	2.04%	2.65%
7yr FHLB Term	4.62%	-0.29%	-0.30%	-0.21%	-0.02%	0.43%	0.53%	1.32%	1.47%	1.72%	2.33%
10yr FHLB Term	4.78%	-0.45%	-0.46%	-0.37%	-0.18%	0.27%	0.37%	1.16%	1.31%	1.56%	2.17%



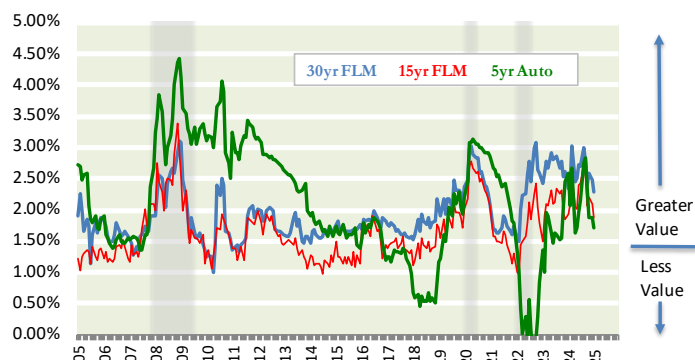
STRATEGIC ASSESSMENT OF INVESTMENT AND FUNDING OPTIONS, RELATIVE VALUE AND PRICING SPREADS

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	4.32%	1 year	4 years	7.61%	6.85%	6.35%	6.53%	4.76%	5.29%	4.79%	4.74%
2yr Agy Callable	4.41%	2 years	3 years	8.64%	7.63%	6.96%	7.21%	4.89%	5.69%	5.07%	4.98%
3yr Agy Callable	4.60%	3 years	2 years	10.48%	8.95%	7.95%	8.33%	4.80%	6.40%	-	-
3yr Agy MBS	4.63%	3 years	2 years	10.43%	8.91%	7.91%	8.28%	4.71%	6.31%	-	-
4yr Agy Callable	5.05%	4 years	1 year	14.55%	11.50%	9.50%	10.25%	-	-	-	-
4yr Agy MBS	4.65%	4 years	1 year	16.15%	13.10%	11.10%	11.85%	-	-	-	-
5yr Agy Callable	5.15%	5 years	-	-	-	-	-	-	-	-	-
5yr New Vehicle	5.94%	3 years	2 years	8.47%	6.94%	-	-	-	-	-	-
5yr Used Vehicle	6.09%	3 years	2 years	8.24%	6.72%	-	-	-	-	-	-
15yr Mortgage	6.34%	5 years	-	-	-	-	-	-	-	-	-
30yr Mortgage	6.95%	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%	6.39%	6.03%	8.33%
Regular Savings	0.19%	1 year	2 years	4.32%	6.36%	5.97%	8.27%
Money Market	0.86%	1 year	2 years	3.98%	6.02%	5.30%	7.60%
FHLB Overnight	4.30%	1 year	2 years	2.26%	4.30%	1.86%	4.16%
Catalyst Settlement	5.50%	1 year	2 years	1.66%	3.70%	0.33%	2.96%
6mo Term CD	3.04%	6 mos	2.5 yrs	2.92%	4.55%	3.09%	4.63%
6mo FHLB Term	4.23%	6 mos	2.5 yrs	2.68%	4.31%	2.70%	4.23%
6mo Catalyst Term	4.77%	6 mos	2.5 yrs	2.57%	4.21%	2.52%	4.05%
1yr Term CD	3.42%	1 year	2 years	2.70%	4.74%	2.74%	5.04%
1yr FHLB Term	4.20%	1 year	2 years	2.31%	4.35%	1.96%	4.26%
2yr Term CD	3.08%	2 years	1 year	2.66%	6.74%	-	-
2yr FHLB Term	4.23%	2 years	1 year	0.36%	4.44%	-	-
3yr Term CD	2.94%	3 years	-	-	-	-	-
3yr FHLB Term	4.30%	3 years	-	-	-	-	-
7yr FHLB Term	4.62%	-	-	-	-	-	-
10yr FHLB Term	4.78%	-	-	-	-	-	-

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





Q3-2024	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
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## PORTFOLIO ANALYTICS

### Cash and Investments

Cash & CE as Pct of Assets	26%	14%	10%	9%	9%	8%	8%	15%	10%	10%	9%
Investments as Pct of Asset	25%	32%	34%	30%	21%	16%	17%	32%	34%	32%	24%
Short-term Funding Ratio	42.1%	32.1%	19.2%	21.1%	15.2%	11.8%	12.6%	20.5%	20.8%	16.7%	12.5%
Avg Cash & Investment Rat	2.94%	3.06%	3.03%	2.92%	3.12%	3.68%	3.57%	3.05%	3.03%	2.97%	3.07%

### Loan Portfolio

Total Loan Growth-Annl	2.1%	-11.0%	-7.1%	-4.2%	-2.1%	3.1%	2.3%	-10.2%	-7.4%	-5.6%	-2.9%
Consumer Loan Growth-An	2.8%	-11.3%	89.6%	-6.1%	-13.4%	-1.3%	-2.0%	-10.4%	68.4%	21.1%	-5.9%
Mortgage Loan Growth-An	-60.5%	-6.6%	-72.6%	-1.3%	12.7%	6.7%	6.1%	-7.3%	-71.7%	-37.8%	0.9%
Avg Loan Balance	\$6,777	\$9,414	\$4,064	\$7,052	\$11,404	\$21,207	\$18,299	\$9,264	\$4,605	\$5,989	\$10,190
Avg Loan Rate	7.49%	6.29%	5.86%	5.78%	5.71%	5.80%	5.79%	6.36%	5.91%	5.83%	5.74%
Avg Loan Yield, net	6.37%	5.73%	5.36%	5.30%	5.21%	4.94%	4.98%	5.77%	5.41%	5.35%	5.24%

### Credit Mitigation-

#### Delinquency Rates-

Credit Cards	0.61%	2.59%	1.72%	1.51%	1.29%	2.22%	2.16%	2.56%	1.76%	1.61%	1.36%
New Vehicle Loans	2.28%	0.70%	0.53%	0.43%	0.42%	0.54%	0.53%	0.79%	0.56%	0.49%	0.44%
Used Vehicle Loans	3.67%	1.80%	1.34%	1.07%	1.03%	1.09%	1.09%	0.11%	0.09%	0.11%	0.20%
Total Vehicle Loans	3.18%	1.36%	1.05%	0.86%	0.85%	0.90%	0.90%	1.47%	1.10%	0.98%	0.88%
Real Estate Loans	17.57%	1.18%	0.93%	0.73%	0.63%	0.69%	0.69%	1.26%	0.94%	0.80%	0.66%
Total Loan Delinquency	3.27%	1.49%	1.08%	0.90%	0.79%	0.92%	0.91%	1.12%	1.00%	0.84%	0.91%

#### Net Charge-off Rates-

Credit Cards	-0.67%	1.33%	1.53%	1.78%	2.29%	5.17%	4.96%	1.30%	1.52%	1.68%	2.16%
New Vehicle Loans	0.02%	0.12%	0.09%	0.13%	0.23%	0.44%	0.41%	0.79%	0.57%	0.50%	0.44%
Used Vehicle Loans	0.92%	0.41%	0.52%	0.59%	0.76%	1.10%	1.03%	1.92%	1.41%	1.23%	1.08%
Total Vehicle Loans	0.59%	0.30%	0.37%	0.44%	0.60%	0.87%	0.81%	0.32%	0.36%	0.40%	0.55%
Non-Comm RE Loans	0.00%	0.02%	0.01%	0.02%	0.01%	0.01%	0.01%	0.02%	0.01%	0.02%	0.01%
Total Net Charge-offs	1.01%	0.50%	0.41%	0.44%	0.47%	0.83%	0.78%	0.42%	0.43%	0.46%	0.78%

#### "Misery" Indices-

Credit Cards	-0.06%	3.92%	3.25%	3.29%	3.58%	7.39%	7.12%	3.86%	3.28%	3.28%	3.52%
New Vehicle Loans	2.30%	0.82%	0.62%	0.56%	0.65%	0.98%	0.94%	1.58%	1.13%	0.99%	0.88%
Used Vehicle Loans	4.59%	2.21%	1.86%	1.66%	1.79%	2.19%	2.12%	2.03%	1.50%	1.34%	1.28%
Total Vehicle Loans	3.77%	1.66%	1.42%	1.30%	1.45%	1.77%	1.71%	1.79%	1.47%	1.38%	1.43%
Non-Comm RE Loans	17.57%	1.20%	0.94%	0.75%	0.64%	0.70%	0.70%	1.28%	0.95%	0.82%	0.67%
Total "Misery" Index	4.28%	1.99%	1.49%	1.34%	1.26%	1.75%	1.69%	1.54%	1.43%	1.30%	1.69%

### Funding Portfolio

Share Growth YTD-Annl	0.1%	-10.3%	-6.6%	-3.0%	-0.1%	4.7%	3.8%	-9.6%	-6.9%	-4.7%	-1.3%
Chkg & Savings YTD-Annl	-1.2%	-12.2%	-9.5%	-7.4%	-5.5%	-0.7%	-1.8%	-11.4%	-9.7%	-8.5%	-6.4%
Term CDs Growth YTD	14.8%	4.5%	13.1%	18.2%	18.9%	18.5%	18.5%	4.4%	12.4%	15.8%	18.3%
Total Funding Growth YTD	-0.2%	-10.3%	-6.8%	-3.3%	-3.1%	3.3%	2.3%	-9.7%	-7.1%	-5.0%	-3.5%
Avg Share Balance per Mbr	\$2,508	\$5,297	\$8,988	\$10,614	\$12,385	\$14,063	\$13,627	\$4,940	\$8,324	\$9,465	\$11,503
Avg Share Balance	\$10,927	\$14,535	\$6,606	\$10,823	\$15,228	\$24,570	\$21,715	\$14,229	\$6,970	\$8,700	\$12,835
Avg Share Rate	0.70%	0.98%	1.01%	1.14%	1.56%	2.43%	2.28%	0.96%	1.01%	1.08%	1.44%
Core as Pct of Total Shares	92%	82%	73%	67%	58%	46%	48%	83%	74%	70%	61%
Term CDs as Pct of Shares	5%	13%	16%	18%	23%	30%	28%	12%	16%	17%	22%
Non-Member Deposit Ratio	1.8%	1.4%	1.1%	1.5%	1.5%	1.3%	1.4%	1.4%	1.2%	1.4%	1.4%
Borrowings/Total Funding	0.1%	0.4%	0.2%	0.5%	2.3%	6.6%	5.9%	0.3%	0.2%	0.4%	1.8%
Borrowings Growth YTD	-95.2%	-30.8%	-64.9%	-36.2%	-66.4%	-13.5%	-17.3%	-34.1%	-61.6%	-44.1%	-65.5%
Avg Borrowings Rate	5.93%	4.64%	5.82%	5.54%	3.79%	5.17%	5.10%	4.69%	5.69%	5.58%	3.87%



Trusted Insight, Effective Solutions

# ReSOURCES

Business &amp; Industry Consulting

Market Analysis

Strategic Solutions

Financial Investments

Risk Management

Regulatory Expert

Q3-2024

<\$2  
Million\$2-10  
Million\$10-50  
<Million\$50-100  
Million\$100-500  
Million\$500+  
Million

TOTAL

<\$10  
Million<\$50  
Million<\$100  
Million<\$500  
Million

## Net Operating Profitability-

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

## Net Operating Return per FTE

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

## Revenue/Operating Expense Assessment

### Revenue-

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

### Operating Expenses-

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

## Membership Outreach-

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



Q3-2024	<\$2 Million	\$2-10 Million	\$10-50 <Million	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Million
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#### NET INFRASTRUCTURE COST:

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

#### NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT

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

#### ALL ALLOCATION OF OPERATING EXPENSES

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