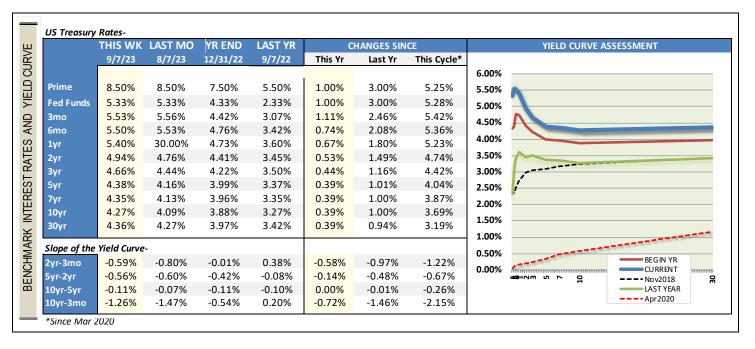
PREV

08 September 2023



HERE WE GO AGAIN: KEEP AN EYE ON OIL AND GAS PRICES, CONSUMER INFLATION

Although prices have declined slightly over the past few days over lingering concerns with slower global demnd, they are still headed for a second consecutive weekly gain amid expectations of tightening supplies.

West Texas Intermediate crude stood at \$86.54 per barrel, reaching a 10-month high on fears of potential shortages during the peak winter demand season after Saudi Arabia and Russia extended their voluntary supply cuts to the end of the year.

China's overall exports and imports fell in August as twin pressures o sagging overseasdemnd and weak consumer spending squeezed businesses in the world's second-largest economy. Still China's imports surged 31% last month.

ECONOMIC UPDATE AND ANALYSIS

To make matters worse, the Biden Administration announced the cancellation of seven 10-year oil leases over 13 million acres in the National Petroleum Reserve in Alaska. This, after earlier in the month, regulating oil production in the Gulf of Mexico to supposedly protect the Rice's whale, removing over six millio acres from the lease area.

All of this comes within the past year-and-a-half after the United States had finally become oil independent, exporting more production than it was importing, but since has seen its strategic petroleum reserves fall by more than 308 million barrels, or 89%.

Key Economic Indicators for Banks, Th	rifts & Credit	Unions-
	LATEST	CURRE

		LAILSI	COMMENT	TIVE
GDP	QoQ	Q2-2nd	2.1%	2.0%
GDP - YTD	Annl	Q2-2nd	2.1%	2.0%
Consumer Spending	QoQ	Q2-2nd	1.7%	4.2%
Consumer Spending YTD	Annl	Q2-2nd	3.0%	4.2%
Unemployment Rate	Mo	August	3.8%	3.5%
Underemployment Rate	Мо	August	7.1%	6.9%
Participation Rate	Mo	August	62.8%	62.6%
		Ü		
Wholesale Inflation	YoY	July	0.8%	0.1%
Consumer Inflation	YoY	July	3.2%	3.0%
Core Inflation	YoY	July	4.7%	4.8%
Consumer Credit	Annual	June	4.3%	2.3%
Retail Sales	YoY	July	3.1%	3.2%
Vehicle Sales	Annl (Mil)	July	16.3	16.2
Home Sales	Annl (Mil)	July	4.767	4.923
			2.20/	0.50/
Home Prices	YoY	June	0.0%	-0.5%

Key Consumer Market Data-

	THIS WK	YR END	PCT C	HANGES
	9/7/23	12/31/22	YTD	12Mos
DJIA	34,500	33,147	4.1%	8.5%
S&P 500	4,451	3,839	15.9%	11.1%
NASDAQ	13,748	10,466	31.4%	15.9%
Crude Oil	86.58	80.26	7.9%	1.0%
Avg Gasoline	3.81	3.22	18.2%	1.6%
Gold	1,947	1,826	6.6%	12.7%

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AVERAGE CREDIT UNION RATES, RATE SENSITIVITIES AND RELATIVE VALUE THIS WK CHANGE IN MARKET RATES SINCE Rate Sen 8.00% 9/7/23 YTD Nov18 High 2020 Low 2020Low Vehicle Loans 7.18% Classic CC 13.04% 0.98% 1.35% 2.00% 38% 7.00% Mortgages Investments Platinum CC 12.60% 1.37% 2.33% 3.24% 62% 6.00% 1.24% 2.45% 2.87% 48mo Veh 6.11% 61% 5YR 6.24% 1.25% 2.47% 2.89% 60mo Veh 65% 5.90% 5.85% 5.00% 5.83% 72mo Veh 6.52% 1.23% 2.40% 2.85% 65% HE LOC 8.32% 1.52% 2.76% 4.09% 78% 4.00% 2YrCD **US TREASURY** 3YrCD 10yr HE 7.31% 0.85% 1.79% 2.21% 55% 2.83% (FFds-10Yr) 3.00% 15yr FRM 6.66% 0.94% 2.08% 3.34% 86% Deposits 30yr FRM 7.18% 0.77% 2.12% 3.47% 94% 2.00% 0.09% 0.00% -0.05% -0.03% **Sh Drafts** -1% 1.00% MoneyMkt. 0.81% Reg Svgs 0.00% 0.19% 0.05% 0.04% 1% RegSavings. 0.19% 0.00% MMkt-10k 0.81% 0.30% 0.33% 0.49% 9% F36 1 3 5 7 10 MMkt-50k 1.09% 0.42% 0.44% 0.64% 2 12% Spreads Over(Under) US Treasury 6mo CD 2.47% 1.20% 1.44% 1.88% 35% 4Y Vehicle 1.17% -5.14% Reg Svgs 3 07% 1 21% 1 56% 2 22% 42% 1yr CD 5Y Vehicle 1.58% 17 CD -2.33% 2yr CD 2.93% 0.83% 1.08% 1.89% 40% 2.31% 2Y CD -2.01% 15Y Mortg 3yr CD 2.83% 0.64% 0.77% 1.66% 38% 30Y Mortg 2.91% 3Y CD -1.83%

STRATEGICALLY FOR CREDIT UNIONS

Although the pace of inflation has waned over the past couple of months, namely from a 40% drop in crude oil prices, consumer prices remain nearly 13% higher over the past year-and-a-half.

However, prices have risen nearly 10% over the past two weeks alone to \$86.58 per barrrel. During this same time, average gasoline prices have increased 27%. All of this comes as the energy sector begins to transition in preparation for the winter demand season.

Earlier this week, analysts at RBC Capital Markets that the notion of \$100 per barrel has evolved from "completely unimaginable a few short months ago, to within striking distance today."

Oil prices jumped earlier in the week as Saudi Arabia and Russia announced they would extend their current production cut targets through the end of the year. Additional upward pressure was placed on crude oil from API and EIA figures that suggested that U.S. crude oil inventories—and product inventories as well—fell for another week. Meanwhile, OPEC's oil production appears to be falling.

Saudi Arabia's persistence this go around in cutting crude oil production is a testament to the requirements of the oil-rich nation that likely reuires barrel prices at \$90 or higher to sustain it budget.

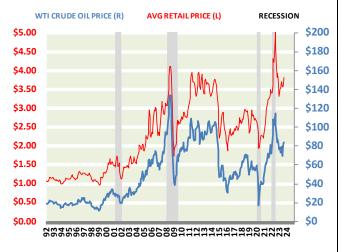
Continued attacks on US domestic production only adds to what will most likely contribute further to economic challenges in the near future.

ECONOMIC RELEASES			
RELEASES THIS WEEK:	Current	Projected	Previous
Consumer Credit (Jul, Chg, MoM)		\$19.1B	\$17.85B

RELEASES FOR UPCOMING WEEK:	Projected	Previous
Consumer Inflation (Aug, YoY)	3.4%	3.2%
Wholesale Inflation (Aug, YoY)	1.3%	0.8%
Retail Sales (Aug, YoY)	2.9%	3.2%

CRUDE OIL AND AVERAGE GAS PRICES

WEST TEXAS INTERMEDIATE AND REGULAR RETAIL



Brian Turner President & Chief Economist

bturner@Meridian-ally.com

972.740.9531

www.Meridian-ally.com





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ECONOMIC CALENDAR

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
August 7 Cons Credit \$17.8B	8 Household Debt \$17.1T	9	Jobless Claims 248k Cont'd Claims 1.68M Consumer Inflation 3.2%	11 Wholesale Inflation 0.8%	12
14	15 Retail Sales 3.2% Indl Production -0.2% Capacity Util 79.3%	16 FOMC Minutes	Jobless Claims 239k Cont'd Claims 1.71M Leading Indicators -0.4%	18	19
21	Ex Home Sales 4.07M	23 New Home Sales 714k	Jobless Claims 230k Cont'd Claims 1.70M	25	26
28	Home Prices 0.0% Cons Confidence 114.0	30 GDP (Q2-23, 2nd) 2.1.%	Jobless Claims 228k Cont'd Claims 1.72M Personal Income +0.2% Personal Spending +0.8%	September 1 Unemployment 3.8% Nonfarm Payroll +187k Private Payroll +179k	2
4 LABOR DAY HOLIDAY	5	6 FRB Beige Book	7 Jobless Claims 216k Cont'd Claims 1.68M	8	9
11	12	13 Consumer Inflation	Jobless Claims Cont'd Claims	15 Wholesale Inflation Retail Sales	16
18	19	20 FOMC Announcement	Jobless Claims Cont'd Claims Existing Home Sales Leading Indicators	22	23
25	Home Prices Consumer Confidence New Home Sales	27	Jobless Claims Cont'd Claims GP (Q2, Final)	Personal Income Personal Spending	30
October 2	3	4	5 Jobless Claims Cont'd Claims	6 Unemployment Nonfarm Payrolls Private Payrolls	7





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AUGUST 2023

		2022			20)23			20	24	
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
CONOMIC OUTLOOK											
Economic Growth-											
GDP - (QoQ)	-0.6%	3.2%	2.6%	2.0%	2.4%	1.5%	0.3%	-0.3%	-0.3%	1.0%	1.9%
GDP - (YTD)	-1.1%	0.3%	0.9%	2.0%	2.2%	2.0%	1.6%	-0.3%	-0.3%	0.1%	0.6%
Consumer Spending - (QoC	2.0%	2.3%	1.0%	4.2%	1.6%	1.4%	1.0%	0.8%	0.6%	1.4%	1.4%
Consumer Spending - (YTD)	1.7%	1.9%	1.7%	4.2%	2.9%	2.4%	2.1%	0.8%	0.7%	0.9%	1.1%
Covernment Coording (O	1 60/	3.7%	3.8%	5.0%	2.6%	2 20/	1.5%	0.9%	7.0%	0.70/	0.6%
Government Spending - (Q Government Spending - (YT	-1.6% -2.0%	-0.1%	0.9%	5.0%	3.8%	2.3% 3.3%	2.9%	0.9%	7.0% 4.0%	0.7% 2.9%	2.3%
oovernment spending - (11	-2.076	-0.176	0.576	3.076	3.070	3.370	2.970	0.576	4.070	2.370	2.3/0
Consumer Wealth-											
Unemployment Rate	3.6%	3.5%	3.6%	3.5%	3.5%	3.7%	3.9%	4.2%	4.6%	4.9%	4.7%
Consumer Inflation	8.6%	8.3%	7.1%	5.8%	4.1%	3.2%	2.9%	2.7%	2.6%	2.5%	2.3%
Home Prices (YoY)	15.2%	10.4%	5.8%	2.1%	-0.5%	-1.1%	-0.9%	-0.8%	-0.5%	1.2%	1.8%
								1			
SINGLE FAMILY HOME & VE	HICLE LOAI	N MARKETS									
Home Sales-											
Total Home Sales (Mil)	5.982	5.350	4.795	4.965	4.944	4.887	5.014	5.113	5.240	5.420	5.665
Existing Home (Mil)	5.373	4.770	4.197	4.327	4.250	4.182	4.283	4.370	4.489	4.665	4.89
New Home Sales (Mil)	0.609	0.580	0.598	0.638	0.694	0.705	0.731	0.743	0.751	0.755	0.76
Mortgage Originations-											
Single Family Homes (Mils)	2.031	1.364	1.102	0.816	1.216	1.139	1.211	1.131	1.431	1.429	1.472
Purchase Apps (Mils)	1.334	1.054	0.884	0.686	0.948	0.926	0.946	0.827	1.036	1.033	0.972
Refinancing Apps (Mils)	0.697	0.310	0.218	0.210	0.291	0.256	0.297	0.332	0.398	0.464	0.482
Refi Apps Share	34%	23%	20%	26%	22%	22%	25%	29%	28%	32%	33%
Vehicle Sales-											
Vehicle Sales (Mil)	13.5	14.0	13.9	15.7	15.6	16.2	16.1	16.3	16.5	16.7	15.3
MARKET RATE OUTLOOK											
Benchmark Rates-											
Prime	3.5%	6.3%	7.3%	7.8%	8.2%	8.5%	8.5%	8.5%	8.5%	8.5%	8.3%
Fed Funds	1.6%	3.1%	4.4%	4.9%	5.1%	5.3%	5.3%	5.3%	5.0%	4.5%	4.3%
3yr UST	3.0%	4.2%	4.2%	3.5%	4.6%	4.5%	4.3%	4.3%	4.2%	4.0%	4.0%
7yr UST	3.0%	4.0%	4.0%	3.3%	4.1%	4.2%	4.1%	3.9%	3.8%	3.5%	3.4%
10yr UST	2.9%	3.1%	3.8%	3.6%	3.6%	4.0%	3.6%	3.5%	3.4%	3.3%	3.2%
Market Rates-											
5yr Vehicle Loan Rate	3.4%	4.5%	5.0%	5.5%	5.8%	6.2%	6.2%	6.2%	6.1%	6.0%	5.8%
15yr First-lien Mortgage	4.8%	5.5%	5.7%	5.5%	6.0%	6.8%	6.2%	5.9%	5.6%	5.3%	5.0%
30yr First-lien Mortgage	5.3%	5.7%	6.6%	6.4%	6.6%	7.4%	6.9%	6.6%	6.3%	6.0%	5.8%





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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	Break-even A	gainst*:
	Cost	For	the Next	3Y CD	3Y FHLB	2Y CD	2Y FHLB
Share Draft	0.09%	1 year	2 years	7.16%	7.19%	10.11%	10.07%
Regular Savings	0.19%	1 year	2 years	7.11%	7.14%	10.01%	9.97%
Money Market	0.81%	1 year	2 years	6.80%	6.83%	9.39%	9.35%
FHLB Overnight	5.30%	1 year	2 years	4.55%	4.58%	4.90%	4.86%
Catalyst Settlement	6.65%	1 year	2 years	3.88%	3.91%	1.78%	3.51%
6mo Term CD	2.47%	6 mos	2.5 yrs	5.27%	5.29%	5.98%	5.95%
6mo FHLB Term	5.51%	6 mos	2.5 yrs	4.66%	4.68%	4.96%	4.94%
6mo Catalyst Term	6.08%	6 mos	2.5 yrs	4.54%	4.57%	4.77%	4.75%
1yr Term CD	5.49%	1 year	2 years	4.46%	4.49%	4.71%	4.67%
1yr FHLB Term	5.51%	1 year	2 years	4.45%	4.48%	4.69%	4.65%
2yr Term CD	5.10%	2 years	1 year	4.20%	4.26%	-	-
2yr FHLB Term	5.08%	2 years	1 year	4.24%	4.30%	-	-
3yr Term CD	4.80%	3 years	-	-	-	-	-
3yr FHLB Term	4.82%	3 years	-	-	-	-	-

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



RESOURCES

Q1-2023	<\$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	286	664	1,329	655	1,066	712	4,712	950	2,279	2,934	4,000
Average Assets (\$Mil)	\$0.913 6%	\$5.7 14%	\$26.3 28%	\$73.1 140/	\$229.4	\$2,640.1	\$469.3	\$4.2 20%	\$17.1 400/	\$29.6	\$82.9
Pct of Credit Unions Pct of Industry Assets	0.0%	0.2%	28%	14% 2%	23% 11%	15% 85%	100% 100%	0%	48% 2%	62% 4%	85% 15%
, ,	0.0%	0.276	2 /0	2 /0	11/0	6576	100%	0%	2/0	4 /0	15%
GROWTH RATES (YTD)	7.69/	4 50/	0.00/	0.20/	2.70/	0.20/	9.00/	4.70/	0.40/	2.00/	0.00/
Total Assets Total Loans	-7.6% 0.0%	-4.5% 3.1%	-8.8% -4.5%	-0.2% 2.7%	2.7% 1.4%	9.3% 7.1%	8.0% 6.3%	-4.7% 2.9%	-8.4% -3.8%	-3.9% -0.1%	0.9% 1.0%
- Direct Loans	-1.0%	3.1%	-4.5% -4.5%	3.1%	-0.3%	9.0%	7.7%	2.9%	-3.8%	0.1%	-0.2%
- Indirect Loans	-	0.0%	-4.9%	-1.1%	10.1%	-1.0%	0.0%	117.6%	-4.6%	-1.8%	8.7%
Total Shares	-5.3%	-4.1%	-7.6%	-0.3%	2.6%	8.4%	7.3%	-4.1%	-7.3%	-3.4%	1.0%
- Checking & Savings	-7.3%	-6.5%	-11.4%	-2.7%	-2.1%	-0.9%	-1.4%	-6.5%	-10.8%	-6.5%	-3.4%
Net Worth	-3.3%	-1.0%	-4.4%	3.8%	5.6%	8.4%	7.7%	-1.2%	-4.0%	0.1%	4.0%
BALANCE SHEET ALLOCATION	١										
Net Worth-to-Total Assets	18.7%	16.2%	12.3%	11.7%	10.9%	10.7%	10.7%	16.4%	12.7%	12.1%	11.2%
Cash & Inv-to-Total Assets	50.9%	47.4%	46.6%	40.8%	31.2%	24.9%	26.3%	47.7%	46.7%	43.4%	34.4%
Loans-to-Total Assets	44.0%	48.4% 67.5%	49.1% 52.5%	54.5%	63.0% 39.2%	70.8%	69.2% 32.2%	48.1%	49.0% 54.0%	52.0%	60.1%
Vehicle-to-Total Loans REL-to-Total Loans	63.6% 1.2%	67.5% 6.3%	52.5% 28.4%	44.8% 39.2%	39.2% 46.1%	30.9% 54.0%	32.2% 52.6%	67.2% 6.0%	54.0% 26.1%	48.7% 33.7%	41.4% 43.3%
REL-to-Net Worth	2.8%	18.9%	113.5%	182.5%	267.5%	358.6%	338.9%	17.7%	100.8%	144.2%	232.4%
Indirect-to-Total Loans	0.4%	0.1%	3.7%	10.0%	16.4%	18.4%	17.9%	0.1%	3.4%	7.2%	14.3%
Loans-to-Total Shares	55.0%	58.1%	56.1%	61.9%	71.4%	83.3%	81.0%	57.9%	56.3%	59.4%	68.2%
Chkg & Svgs-to-Total Shares Nonterm-to-Total Shares	93.0% 93.3%	85.3% 86.8%	77.7% 84.1%	72.5% 82.0%	64.9% 78.7%	52.5% 73.3%	54.8% 74.4%	85.8% 87.2%	78.5% 84.4%	75.2% 83.1%	67.6% 79.9%
Term CDs-to-Total Shares	4.6%	9.6%	10.5%	11.7%	15.0%	20.1%	19.2%	9.3%	10.4%	11.1%	14.0%
Liquidity Ratio	29.6%	13.6%	9.2%	8.8%	7.6%	7.3%	7.4%	14.6%	9.8%	9.2%	8.0%
Short-term Funding Ratio	43.8%	30.7%	23.2%	18.7%	13.4%	10.7%	11.4%	23.9%	21.1%	15.4%	11.4%
Short-term Cash Flow Ratio	47.1%	34.4%	27.2%	23.1%	18.5%	16.4%	17.0%	35.2%	28.0%	25.3%	20.3%
Net Long-term Asset Ratio	4.7%	9.0%	21.6%	14.4%	34.6%	40.0%	38.5%	20.4%	17.1%	29.9%	38.4%
LOAN QUALITY											
Loan Delinquency Ratio	2.39%	1.15%	0.78%	0.59%	0.47%	0.53%	0.53%	0.81%	0.69%	0.52%	0.53%
Net Charge-off Ratio "Misery" Index	0.65% 3.04%	0.32% 1.47%	0.35% 1.13%	0.33% 0.92%	0.32% 0.79%	0.55% 1.08%	0.52% 1.05%	0.35% 1.16%	0.34% 1.02%	0.32% 0.84%	0.52% 1.05%
Core Delinquency Rate	2.02%	1.05%	0.72%	0.53%	0.44%	0.47%	0.46%	1.10%	0.76%	0.62%	0.48%
Core Net Charge-off Rate Core "Misery" Index	0.14% 2.16%	0.16% 1.21%	0.21% 0.94%	0.33% 0.86%	0.71% 1.15%	0.75% 1.22%	0.69% 1.15%	0.16% 1.26%	0.21% 0.97%	0.28% 0.90%	0.62% 1.09%
	0.81%	0.74%	0.63%	0.40%	0.31%	0.30%	0.30%	0.74%	0.63%	0.48%	0.34%
RE Loan Delinquency Vehicle Loan Delinquency	2.05%	1.06%	0.63%	0.40%	0.51%	0.58%	0.58%	1.12%	0.63%	0.48%	0.54%
Direct Loans	2.06%	1.06%	0.74%	0.34%	0.30%	0.38%	0.38%	1.12%	0.73%	0.55%	0.35%
Indirect Loans	0.00%	0.41%	1.57%	1.38%	0.72%	0.64%	0.65%	0.32%	1.57%	1.42%	0.80%
Loss Allow as % of Loans	2.61%	1.19%	0.88%	0.78%	0.72%	1.19%	1.13%	1.27%	0.92%	0.84%	0.75%
Current Loss Exposure	1.06%	0.33%	0.41%	0.38%	0.32%	0.32%	0.33%	0.37%	0.40%	0.39%	0.73%
Coverage Ratio (Adequacy)	2.5	3.6	2.2	2.1	2.2	3.7	3.5	3.4	2.3	2.2	2.2
EARNINGS											
Gross Asset Yield	3.76%	3.80%	3.46%	3.55%	3.74%	4.13%	4.07%	3.80%	3.50%	3.53%	3.68%
Cost of Funds	0.42%	0.42%	0.41%	0.47%	0.65%	1.14%	1.06%	0.42%	0.41%	0.45%	0.59%
Gross Interest Margin	3.34%	3.38%	3.05%	3.08%	3.09%	3.00%	3.01%	3.37%	3.08%	3.08%	3.09%
Provision Expense	0.20%	0.18%	0.23%	0.17%	0.20%	0.44%	0.40%	0.18%	0.22%	0.19%	0.20%
Net Interest Margin	3.14%	3.20%	2.82%	2.92%	2.89%	2.56%	2.61%	3.19%	2.86%	2.89%	2.89%
Non-Interest Income	0.39%	0.51%	0.77%	1.03%	1.14%	1.03%	1.04%	0.50%	0.74%	0.90%	1.08%
Non-Interest Expense	3.63%	3.58%	3.19%	3.29%	3.34%	2.83%	2.90%	3.58%	3.23%	3.26%	3.32%
Net Operating Expense	3.24%	3.07%	2.42%	2.25%	2.20%	1.80%	1.86%	3.08%	2.49%	2.36%	2.24%
Net Operating Return	-0.09%	0.13%	0.40%	0.66%	0.69%	0.77%	0.75%	0.11%	0.37%	0.53%	0.65%
Non-recurring Inc(Exp).	0.11%	0.01%	0.02%	0.02%	0.01%	0.02%	0.01%	0.01%	0.02%	0.02%	0.01%
Net Income.	0.02%	0.13%	0.42%	0.69%	0.70%	0.78%	0.76%	0.13%	0.39%	0.55%	0.66%
Return on Net Worth.	-0.5%	0.8%	3.3%	5.7%	6.4%	7.2%	7.0%	0.7%	3.0%	4.4%	5.8%





Q1-2023	<\$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
PORTFOLIO ANALYTICS											
Cash and Investments											
	200/	4.40/	00/	00/	00/	70/	70/	450/	4.00/	00/	00/
Cash & CE as Pct of Assets Investments as Pct of Asset	30% 26%	14% 37%	9% 39%	9% 33%	8% 24%	7% 18%	7% 19%	15% 36%	10% 38%	9% 35%	8% 27%
Short-term Funding Ratio	43.8%	30.7%	23.2%	18.7%	13.4%	10.7%	11.4%	23.9%	21.1%	15.4%	11.4%
Avg Cash & Investment Rat	1.59%	1.94%	1.95%	2.02%	2.21%	2.66%	2.56%	1.92%	1.95%	1.99%	2.13%
Loan Portfolio											
Total Loan Growth-Annl	0.0%	3.1%	-4.5%	2.7%	1.4%	7.1%	6.3%	2.9%	-3.8%	-0.1%	1.0%
Consumer Loan Growth-An	-1.9%	3.6%	-4.2%	5.2%	3.1%	5.7%	5.2%	3.1%	-3.3%	1.2%	2.6%
Mortgage Loan Growth-An	279.2%	-3.8%	-5.3%	-1.2%	-0.7%	8.3%	7.3%	-0.5%	-5.2%	-2.5%	-1.0%
							.				
Avg Loan Balance Avg Loan Rate	\$6,834 6.61%	\$8,586 5.87%	\$3,770 5.17%	\$6,564 5.00%	\$10,630 4.81%	\$20,431 4.89%	\$17,310 4.88%	\$8,481 5.91%	\$4,239 5.24%	\$5,571 5.10%	\$9,479 4.88%
Avg Loan Kate Avg Loan Yield, net	6.16%	5.87% 5.49%	5.17% 4.70%	5.00% 4.69%	4.81% 4.50%	4.89% 4.27%	4.88% 4.31%	5.53%	5.24% 4.78%	5.10% 4.73%	4.88%
							•				
Credit Mitigation-											
Delinquency Rates-											
Credit Cards	0.06%	2.24%	1.41%	1.13%	0.85%	1.52%	1.48%	2.20%	1.44%	1.25%	0.94%
New Vehicle Loans Used Vehicle Loans	1.46% 2.39%	0.61%	0.39%	0.26%	0.25%	0.32%	0.31% 0.73%	0.66%	0.42%	0.34% 0.07%	0.27%
Total Vehicle Loans	1.06%	1.35% 0.74%	0.93% 0.60%	0.76% 0.56%	0.70% 0.58%	0.73% 0.58%	0.73%	-0.02% 0.79%	0.05% 0.69%	0.07%	0.12%
Real Estate Loans	0.81%	0.74%	0.63%	0.40%	0.31%	0.30%	0.30%	0.74%	0.63%	0.48%	0.34%
Total Loan Delinquency	2.39%	1.15%	0.78%	0.59%	0.47%	0.53%	0.53%	0.81%	0.69%	0.52%	0.53%
Net Charge-off Rates-											
Credit Cards	-3.82%	0.78%	1.23%	1.41%	1.66%	3.50%	3.35%	0.69%	1.21%	1.33%	1.59%
New Vehicle Loans	0.10%	-0.03%	0.06%	0.09%	0.14%	0.20%	0.21%	0.65%	0.43%	0.34%	0.28%
Used Vehicle Loans	0.20%	0.29%	0.34%	0.44%	0.46%	0.69%	0.63%	1.41%	0.99%	0.86%	0.74%
Total Vehicle Loans	0.16%	0.16%	0.24%	0.33%	0.36%	0.50%	0.48%	0.16%	0.23%	0.28%	0.34%
Non-Comml RE Loans	0.16%	0.08%	0.07%	0.26%	0.95%	0.63%	0.57%	0.08%	0.07%	0.20%	0.82%
Total Net Charge-offs	0.32%	0.35%	0.33%	0.32%	0.55%	0.52%	0.35%	0.34%	0.32%	0.52%	0.00%
"Misery" Indices-							ì	l			
Credit Cards	-3.76%	3.02%	2.64%	2.54%	2.51%	5.02%	4.83%	2.89%	2.65%	2.58%	2.53%
New Vehicle Loans	1.56%	0.58%	0.45%	0.35%	0.39%	0.52%	0.52%	1.31%	0.85%	0.68%	0.55%
Used Vehicle Loans Total Vehicle Loans	2.59% 1.22%	1.64% 0.90%	1.27% 0.84%	1.20% 0.89%	1.16% 0.94%	1.42% 1.08%	1.36%	1.39% 0.95%	1.04% 0.92%	0.94%	0.86%
							1.06%			0.88%	0.34%
Non-Comml RE Loans	0.97%	0.82%	0.70%	0.66%	1.26%	0.93%	0.87%	0.82%	0.70%	0.67%	1.16%
Total "Misery" Index	2.71%	1.50%	1.11%	0.91%	1.02%	1.05%	0.88%	1.15%	1.01%	1.04%	0.53%
Fundng Portfolio											
Share Growth YTD-Annl	-6.6%	-4.9%	-8.7%	-0.3%	2.9%	9.9%	8.5%	-5.0%	-8.3%	-3.9%	1.1%
Chkg & Savings YTD-Annl	-7.3%	-6.5%	-11.4%	-2.7%	-2.1%	-0.9%	-1.4%	-6.5%	-10.8%	-6.5%	-3.4%
Avg Share Balance per Mbr	\$2,674	\$5,592	\$9,292	\$10,755	\$12,483	\$14,329	\$13,828	\$5,235	\$8,634	\$9,692	\$11,612
Avg Share Balance Avg Share Rate	\$12,429 0.53%	\$14,784 0.51%	\$6,716 0.47%	\$10,608 0.54%	\$14,898 0.73%	\$24,518 1.34%	\$21,371 1.24%	\$14,611 0.51%	\$7,093 0.48%	\$8,687 0.51%	\$12,558 0.68%
Core as Pct of Total Shares	93%	85%	78%	73%	65%	52%	55%	86%	79%	75%	68%
Term CDs as Pct of Shares	93% 5%	85% 10%	78% 10%	73% 12%	15%	52% 20%	55% 19%	9%	79% 10%	75% 11%	68% 14%
Non-Member Deposit Ratio	1.1%	1.0%	0.9%	1.2%	1.2%	1.3%	1.2%	1.0%	0.9%	1.0%	1.1%
Borrowings/Total Funding	0.1%	0.3%	0.2%	0.6%	1.8%	5.8%	5.2%	0.3%	0.2%	0.4%	1.4%
Borrowings Growth YTD	0.1%	0.5%	-85.3%	-46.7%	-33.1%	21.1%	18.4%	0.5%	-77.1%	-55.0%	-34.9%
Avg Borrowings Rate		4.30%	6.43%	5.09%	4.82%	4.55%	4.57%	5.83%	6.37%	5.43%	4.87%



RESOURCES

	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
Net Operating Profitability-											
Earning Asset/Funding	119%	115%	109%	108%	107%	113%	112%	115%	110%	109%	107%
Non-Int Inc-to-Total Revenu	9%	12%	18%	23%	23%	20%	20%	12%	17%	20%	23%
Net Op Cash Flow (YTD-\$Mil:	\$ (4)	\$ (53)	\$ (485)	\$ (205)	\$ 1,055	\$ 15,451	\$ 15,760	\$ (56)	\$ (541)	\$ (746)	\$ 308
Average Loan Balance Average Share Balance	6,834 2,509	8,586 4,463	3,770 5,759	6,564 6,169	10,630 6,653	20,431 7,187	17,310 7,059	8,481 4,256	4,239 5,565	5,571 5,884	9,479 6,434
Net Operating Return per F	TE										
Interest Income per FTE	\$50,483	\$101,269	\$155,241	\$165,572	\$178,572	\$281,076	\$258,673	\$95,088	\$145,033	\$155,700	\$172,178
Avg Int & Prov per FTE	\$8,326	\$16,079	\$28,658	\$29,768	\$40,491	\$106,926	\$92,547	\$15,135	\$26,364	\$28,132	\$37,035
Net Interest Income per FTE	\$42,158	\$85,190	\$126,582	\$135,804	\$138,082	\$174,150	\$166,126	\$79,953	\$118,670	\$127,568	\$135,142
Non-Interest Income per FT	\$5,293	\$13,540	\$34,481	\$48,139	\$54,630	\$70,082	\$66,059	\$12,536	\$30,757	\$39,784	\$50,480
Avg Operating Exp per FTE	\$48,712	\$95,346	\$142,916	\$153,042	\$159,684	\$192,146	\$184,578	\$89,670	\$133,881	\$143,832	\$155,252
Net Operating Exp per FTE	\$43,420	\$81,805	\$108,435	\$104,904	\$105,053	\$122,064	\$118,519	\$77,133	\$103,124	\$104,048	\$104,772
Avg Net Op Return per FT	\$ (1,262)	\$ 3,385	\$ 18,147	\$30,900	\$ 33,029	\$ 52,086	\$ 47,607	\$ 2,819	\$ 15,546	\$23,520	\$ 30,370
Revenue- Avg Revenue per FTE	\$55,776	\$114,810	\$189,722	\$213,711	\$233,203	\$351,158	\$324,732	\$107,625	\$175,791	\$195,483	\$222,657
•											
- Total Revenue Ratio	4.16%	4.31%	4.23%	4.59%	4.88%	5.16%	5.10%	4.30%	4.24%	4.43%	4.76%
Operating Expenses-											
	\$22,392	\$48,801	\$66,481	\$72,221	\$80,220	\$102,293	\$97,045	\$45,587	\$62,936	\$67,758	\$76,736
Avg Comp & Benefits per F - C & B Exp Ratio	1.67%	1.83%	1.48%	1.55%	1.68%	1.50%	1.53%	1.82%	1.52%	1.54%	1.64%
Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense	1.67% 46%	1.83% 51%	1.48% 47%	1.55% 47%	1.68% 50%	1.50% 53%	1.53% 53%	1.82% 51%	1.52% 47%	1.54% 47%	1.64% 49%
Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense - FTE-to-Ops (Staff Eff)	1.67% 46% 1.68	1.83% 51% 0.71	1.48% 47% 0.35	1.55% 47% 0.30	1.68% 50% 0.25	1.50% 53% 0.16	1.53% 53% 0.18	1.82% 51% 0.76	1.52% 47% 0.39	1.54% 47% 0.34	1.64% 49% 0.27
Avg Comp & Benefits per F - C & B Exp Ratio - Pct of Total Op Expense	1.67% 46%	1.83% 51%	1.48% 47%	1.55% 47%	1.68% 50%	1.50% 53%	1.53% 53%	1.82% 51%	1.52% 47%	1.54% 47%	1.64% 49%
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	1.67% 46% 1.68 197	1.83% 51% 0.71 1,418	1.48% 47% 0.35 7,900	1.55% 47% 0.30 10,280	1.68% 50% 0.25 51,005	1.50% 53% 0.16 273,326	1.53% 53% 0.18 344,124	1.82% 51% 0.76 1,615	1.52% 47% 0.39 9,515	1.54% 47% 0.34 19,794	1.64% 49% 0.27 70,799
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	1.67% 46% 1.68 197 80% \$15,471 1.15%	1.83% 51% 0.71 1,418 46% \$25,388 0.95%	1.48% 47% 0.35 7,900 16% \$39,018 0.87%	1.55% 47% 0.30 10,280 9% \$39,224 0.84%	1.68% 50% 0.25 51,005 7% \$40,036 0.84%	1.50% 53% 0.16 273,326 4% \$45,543 0.67%	1.53% 53% 0.18 344,124 6% \$44,297 0.70%	1.82% 51% 0.76 1,615 51% \$24,181 0.97%	1.52% 47% 0.39 9,515 23% \$36,500 0.88%	1.54% 47% 0.34 19,794 16% \$37,915 0.86%	1.64% 49% 0.27 70,799 9% \$39,443 0.84%
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	1.67% 46% 1.68 197 80% \$15,471	1.83% 51% 0.71 1,418 46% \$25,388	1.48% 47% 0.35 7,900 16% \$39,018	1.55% 47% 0.30 10,280 9% \$39,224	1.68% 50% 0.25 51,005 7% \$40,036	1.50% 53% 0.16 273,326 4% \$45,543	1.53% 53% 0.18 344,124 6% \$44,297	1.82% 51% 0.76 1,615 51% \$24,181	1.52% 47% 0.39 9,515 23% \$36,500	1.54% 47% 0.34 19,794 16% \$37,915	1.64% 49% 0.27 70,799 9% \$39,443
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27%	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27%	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850 0.81%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157 0.79%	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27% \$37,418 0.83%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26% \$41,597 0.89%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25% \$39,428 0.82%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24% \$44,311 0.65%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236 0.68%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902 0.79%	1.52% 47% 0.39 9,515 23% \$36,500 0.88%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160 0.86%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25% \$39,073 0.84%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850 0.81%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157 0.79%	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27% \$37,418 0.83%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26% \$41,597 0.89%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25% \$39,428 0.82%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24% \$44,311 0.65%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236 0.68%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902 0.79%	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27% \$34,446 0.83%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160 0.86%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25% \$39,073 0.84%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850 0.81% 22%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157 0.79% 22% 6.0%	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27% \$37,418 0.83% 26%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26% \$41,597 0.89% 27%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25% \$39,428 0.82% 25%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24% \$44,311 0.65% 23%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236 0.68% 23%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902 0.79% 22% 6.0%	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27% \$34,446 0.83% 26%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160 0.86% 27%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25% \$39,073 0.84% 25%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850 0.81% 22%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157 0.79% 22% 6.0% 395	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27% \$37,418 0.83% 26%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26% \$41,597 0.89% 27%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25% \$39,428 0.82% 25%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24% \$44,311 0.65% 23% 3.2% 408	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236 0.68% 23%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902 0.79% 22% 6.0% 395	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27% \$34,446 0.83% 26%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160 0.86% 27%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25% \$39,073 0.84% 25%
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	1.67% 46% 1.68 197 80% \$15,471 1.15% 32% \$10,850 0.81% 22%	1.83% 51% 0.71 1,418 46% \$25,388 0.95% 27% \$21,157 0.79% 22% 6.0%	1.48% 47% 0.35 7,900 16% \$39,018 0.87% 27% \$37,418 0.83% 26%	1.55% 47% 0.30 10,280 9% \$39,224 0.84% 26% \$41,597 0.89% 27%	1.68% 50% 0.25 51,005 7% \$40,036 0.84% 25% \$39,428 0.82% 25%	1.50% 53% 0.16 273,326 4% \$45,543 0.67% 24% \$44,311 0.65% 23%	1.53% 53% 0.18 344,124 6% \$44,297 0.70% 24% \$43,236 0.68% 23%	1.82% 51% 0.76 1,615 51% \$24,181 0.97% 27% \$19,902 0.79% 22% 6.0%	1.52% 47% 0.39 9,515 23% \$36,500 0.88% 27% \$34,446 0.83% 26%	1.54% 47% 0.34 19,794 16% \$37,915 0.86% 26% \$38,160 0.86% 27%	1.64% 49% 0.27 70,799 9% \$39,443 0.84% 25% \$39,073 0.84% 25%





	<\$2	\$2-10	\$10-50	\$50-100	\$100-500	\$500>		<\$10	<\$50	<\$100	<\$500
01-2023	Million	Million	<million< th=""><th>Million</th><th>Million</th><th>Million</th><th>ΤΟΤΔΙ</th><th>Million</th><th>Million</th><th>Million</th><th>Million</th></million<>	Million	Million	Million	ΤΟΤΔΙ	Million	Million	Million	Million

NET INFRASTRUCTURE COST:											
	•	•						•	•		
Fee Income	0.39%	0.51%	0.77%	1.03%	1.14%	1.03%	1.04%	0.50%	0.74%	0.90%	1.08%
Compensation & Benefits	1.67%	1.83%	1.48%	1.55%	1.68%	1.50%	1.53%	1.82%	1.52%	1.54%	1.64%
Travel & Conference	0.01%	0.02%	0.02%	0.03%	0.03%	0.02%	0.02%	0.02%	0.02%	0.03%	0.03%
Office Occupancy	0.24%	0.17%	0.19%	0.21%	0.22%	0.17%	0.17%	0.17%	0.19%	0.20%	0.21%
Office Operations	0.91%	0.78%	0.68%	0.63%	0.62%	0.50%	0.52%	0.79%	0.69%	0.66%	0.63%
Educational & Promo	0.02%	0.03%	0.06%	0.08%	0.10%	0.11%	0.11%	0.03%	0.06%	0.07%	0.09%
Loan Servicing	0.21%	0.12%	0.17%	0.23%	0.23%	0.19%	0.19%	0.12%	0.17%	0.20%	0.22%
Professional & Outside Sv	0.30%	0.41%	0.44%	0.46%	0.37%	0.23%	0.25%	0.41%	0.43%	0.45%	0.39%
Member Insurance	0.02%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%
Operating Fees	0.07%	0.03%	0.02%	0.01%	0.01%	0.01%	0.01%	0.03%	0.02%	0.02%	0.01%
Miscellaneous	0.17%	0.17%	0.12%	0.07%	0.07%	0.10%	0.09%	0.17%	0.12%	0.09%	0.08%
Total Ops Expense	3.63%	3.58%	3.19%	3.29%	3.34%	2.83%	2.90%	3.58%	3.23%	3.26%	3.32%
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Net Operating Expense	3.24%	3.07%	2.42%	2.25%	2.20%	1.80%	1.86%	3.08%	2.49%	2.36%	2.24%

NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT											
	45.000	440 540	404 404	440.400	454500	470.000	466.000	442 526	400	400 704	Å=0.400
Fee Income	\$5,293	\$13,540	\$34,481	\$48,139	\$54,630	\$70,082	\$66,059	\$12,536	\$30,757	\$39,784	\$50,480
Compensation & Benefits	\$22,392	\$48,801	\$66,481	\$72,221	\$80,220	\$102,293	\$97,045	\$45,587	\$62,936	\$67,758	\$76,736
Travel & Conference	\$142	\$564	\$1,114	\$1,479	\$1,616	\$1,386	\$1,413	\$513	\$1,012	\$1,254	\$1,515
Office Occupancy	\$3,257	\$4,513	\$8,587	\$9,845	\$10,399	\$11,377	\$11,088	\$4,360	\$7,870	\$8,896	\$9,979
Office Operations	\$12,214	\$20,874	\$30,430	\$29,379	\$29,637	\$34,166	\$33,209	\$19,820	\$28,630	\$29,019	\$29,464
Educational & Promo	\$244	\$846	\$2,684	\$3,852	\$4,854	\$7,480	\$6,841	\$773	\$2,359	\$3,135	\$4,374
Loan Servicing	\$2,850	\$3,103	\$7,696	\$10,584	\$10,972	\$12,653	\$12,185	\$3,072	\$6,912	\$8,819	\$10,370
Professional & Outside Sv	\$4,071	\$11,001	\$19,595	\$21,635	\$17,802	\$15,508	\$16,100	\$10,158	\$17,994	\$19,885	\$18,385
Member Insurance	\$305	\$282	\$152	\$78	\$67	\$60	\$65	\$285	\$174	\$124	\$83
Operating Fees	\$997	\$846	\$861	\$662	\$667	\$563	\$589	\$865	\$861	\$758	\$692
Miscellaneous	\$2,239	\$4,513	\$5,316	\$3,308	\$3,451	\$6,660	\$6,042	\$4,237	\$5,133	\$4,185	\$3,656
Total Ops Expense	\$48,712	\$95,346	\$142,916	\$153,042	\$159,684	\$192,146	\$184,578	\$89,670	\$133,881	\$143,832	\$155,252
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Net Operating Expense	\$43,420	\$81,805	\$108,435	\$104,904	\$105,053	\$122,064	\$118,519	\$77,133	\$103,124	\$104,048	\$104,772