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ement Regulatory Expert

29 July 2022

	THIS WK	LAST MO	YR END	LAST YR	С	HANGES SIN	ICE	YIELD CURVE ASSESSMENT
r	7/28/22	6/28/22	12/31/21	7/28/21	This Yr	Last Yr	This Cycle*	k
Prime	5.50%	4.75%	3.25%	3.25%	2.25%	2.25%	2.25%	4.00%
Fed Funds	2.33%	1.58%	0.08%	0.08%	2.25%	2.25%	2.29%	
3mo	2.42%	1.79%	0.06%	0.05%	2.36%	2.37%	2.42%	3.50%
6mo	2.90%	2.55%	0.19%	0.05%	2.71%	2.85%	2.88%	3.00%
1yr	2.93%	2.88%	0.39%	0.07%	2.54%	2.86%	2.84%	
2yr	2.85%	3.10%	0.73%	0.20%	2.12%	2.65%	2.74%	2.50%
3yr	2.81%	3.21%	0.97%	0.38%	1.84%	2.43%	2.71%	2.000
5yr	2.69%	3.25%	1.26%	0.72%	1.43%	1.97%	2.50%	2.00%
7yr	2.69%	3.27%	1.44%	1.01%	1.25%	1.68%	2.21%	1.50%
10yr	2.68%	3.20%	1.52%	1.26%	1.16%	1.42%	2.10%	
30yr	3.02%	3.30%	1.90%	1.90%	1.12%	1.12%	2.03%	1.00%
Slope of the	Yield Curve-							0.50% Nov2018
2yr-3mo	0.43%	1.31%	0.67%	0.15%	-0.24%	0.28%	-0.20%	0.00%
5yr-2yr	-0.16%	0.15%	0.53%	0.52%	-0.69%	-0.68%	-0.27%	561 2 3 5 7 10 Jul2016
10yr-5yr	-0.01%	-0.05%	0.26%	0.54%	-0.27%	-0.55%	-0.16%	LAST YEA
10yr-3mo	0.26%	1.41%	1.46%	1.21%	-1.20%	-0.95%	-0.63%	

*Since Mar 2020

ANALYSIS

AND

ECONOMIC UPDATE

GDP FELL -0.9% IN SECOND QUARTER; SECOND CONSECUTIVE QUARTERLY CONTRACTION

The U.S. economy contracted for the second straight quarter from April to June, hitting a widely accepted rule of thumb for a recession, the Bureau of Economic Analysis reported Thursday.

Gross domestic product fell 0.9% at an annualized pace for the period, according to the advance estimate. That follows a 1.6% decline in the first quarter .

The second straight negative GDP reading meets a long-held basic view of recession. GDP is the broadest measure of the economy and encompasses the total level of goods and services produced during the period.

Moreover, a separate report Thursday showed that layoffs remain elevated. Initial jobless claims totaled 256,000 for the week ended July 23, a decline of 5,000 from the upwardly revised level of the previous week, according to the Labor Department.

The decline in GDP came from a broad swath of factors, including decreases in inventories, residential and nonresidential investment, and government spending at the federal, state and local levels. Gross private domestic investment tumbled 13.5% for the threemonth period.

The economy faces even more fundamental problems.

	LATES	T CURRENT	PREV
GDP Q	Q Q2-Fina	al -0.9%	-1.6%
GDP - YTD Ar	nl Q2-Fina	al -1.3%	-1.6%
Consumer Spending Qe	Q Q2-Fina	al 1.0%	1.8%
Consumer Spending YTD A	nnl Q2-Fina	al 1.4%	1.8%
Unemployment Rate	/o June	3.6%	3.6%
Chg in Non-farm Jobs Mo (000		372	428
Chg in Private Payrolls Mo (000		381	406
Wholesale Inflation Y	oY June	11.3%	10.8%
Consumer Inflation Y	oY June	9.1%	8.6%
Core Inflation Y	oY June	5.9%	6.0%
Consumer Credit Annu	al May	5.9%	9.7%
Retail Sales Y	oY June	10.3%	10.6%
Vehicle Sales Annl (N	iil) June	13.5	13.1
Home Sales Anni (N	lil) June	5.816	6.001
Home Prices Y	oY May	20.5%	20.4%

Key Consumer Market Data-

	THIS WK	YR END	PCT CH	IANGES
	7/28/22	12/31/21	YTD	12Mos
DJIA	32,530	36,338	-10.5%	-6.8%
S&P 500	4,072	4,766	-14.6%	-6.3%
NASDAQ	12,162	15,645	-22.3%	-14.6%
Crude Oil	96.42	75.21	28.2%	27.0%
Avg Gasoline	4.33	3.28	32.0%	39.7%
Gold	1,750	1,829	-4.3%	0.0%

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2Y CD

3Y CD

-1.95%

-1.75%

			AVER	AGE CREDI	T UNION R	ATES AND F	ATE SENS	SITIVITIE	ES
	THE	01141105			D				
	THIS WK 7/28/22	YTD	IN MARKET RA Nov18 High	2021 Low	YTD	ivities Since: 2021Low			
			Ŭ				6.50%		
Classic CC	11.31%	0.33%	-0.38%	0.50%	15%	22%	6.00%		
Platinum CC	10.01%	0.71%	-0.26%	0.91%	32%	40%	5.50%		
48mo Veh	3.26%	0.58%	-0.40%	0.58%	27%	21%	5.00%		
60mo Veh	3.38%	0.60%	-0.39%	0.60%	33%	22%	4.50%		
72mo Veh	3.67%	0.58%	-0.45%	0.58%	35%	22%	4.00%		
HE LOC	4.69%	0.93%	-0.87%	0.93%	41%	41%	3.50%		
10yr HE	5.20%	0.60%	-0.32%	0.60%	42%	24%	3.00%		4yVe
15yr FRM	4.82%	2.08%	0.24%	2.16%	160%	98%	2.50%	-	
30yr FRM	4.82% 5.46%	2.08%	0.24%	2.31%	190%	110%	2.00%		
SUVI PRIVI	J.4070	2.2070	0.4078	2.31/0	13078	11076	1.50%		
Sh Drafts	0.09%	0.04%	-0.05%	0.04%	2%	2%	1.00%		
Reg Svgs	0.10%	0.01%	-0.09%	0.01%	0%	0%	0.50%		
MMkt-10k	0.22%	0.07%	-0.26%	0.07%	3%	3%	0.00%	F36 1	2
MMkt-50k	0.30%	0.08%	-0.35%	0.08%	4%	3%		150 1	-
							I	Sp	oread
6mo CD	0.45%	0.21%	-0.58%	0.21%	8%	7%	4Y Ve	hicle	
1yr CD	0.69%	0.34%	-0.82%	0.34%	13%	12%	5Y Ve	hicle	
2yr CD	0.90%	0.43%	-0.95%	0.44%	20%	16%	15Y N	/lortgage	
3yr CD	1.06%	0.49%	-1.00%	0.49%	27%	18%	30Y N	/lortgage	

30vMtg 15yMtg 6yVel US Treasury Mortgage Loans Vehicle Loans Investments Share Rates 5 7 10 ds Over(Under) US Treasury 0.41% -2.23% **Reg Svgs** 0.57% 1Y CD -2.24%

STRATEGICALLY FOR CREDIT UNIONS

Inflation began its steep ascent a year ago and then exploded in 2022, hitting its highest 12-month increase since 1981 in June. A slow-footed response by policymakers initially has resulted in some of the biggest interest rate increases the U.S. has ever seen.

The Federal Reserve over the past four months has raised benchmark borrowing rates by 2.25 percentage points. Back-to-back 0.75 percentage point increases in June and July mark the most aggressive two-month hikes since the Fed began using overnight rates as the primary policy tool in the early 1990s.

Despite the political environment's debate over its definition, since 1948, the economy has never seen consecutive quarterly growth declines without being in a recession. Also, public perception, indicated that 65% of registered voters, think the economy already is in a recession.

Still, it is our belief that both inflation and the current recessionary environment are results of irresponsible congressional fiscal policy and Federal Reserve inaction. Now, we find FOMC policy-makers left with little tools to counteract the downturn in the economy.

That can now only be accomplished by the markets itself. Consumers have turned sour, the housing market is cooling rapidly, and even the labor market has softened in recent weeks.

ECONOMIC RELEASES

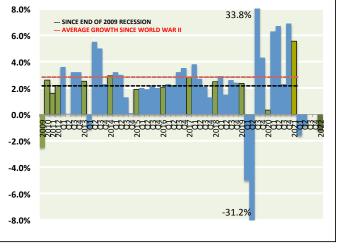
RELEASES THIS WEEK:	Current	Projected	Previous
Home Prices (May, YoY)	20.5%	21.0%	20.4%
New Home Sales (June, MoM)	-4.0%	-4.2%	10.7%
FOMC Decision	0	.75% increas	e in target
GDP (Q2, QoQ, First)	-0.9%	0.4%	-1.6%
RELEASES FOR UPCOMING WEEK:		Projected	Previous
Unemployment (July)		3.6%	3.6%

2.13%

2.78%

GROSS DOMESTIC PRODUCT

QUARTERLY CHANGE IN THE VALUE OF THE GOODS AND SERVICES PRODUCED BY THE ECONOMY



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		LENDAR	ECONOMIC CA		
SATURDAY	FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY
2	July 1 Construction Spdg-0.1%		29 GDP (Q1-Final) -1.6%	28 Home Prices 20.4% Cons Confidence 98.7	May 27
9	8 Unemployment 3.6% Nonfarm Payrolls372k Private Payrolls 381k		6 FOMC Minutes	5 Factory Orders 1.6%	4 INDEPENDENCE DAY HOLIDAY
16	15 Retail Sales 8.4% Ind Production 4.2% Capacity Utilization 80%	Jobless Claims 244k Cont'd Claims 1.33M	13 Consumer Inflation 9.1% FRB Beige Book	12	11
23	22	21 Jobless Claims 251k Cont'd Claims 1.38M	20	19 Exist Home Sales 5.12M	18
30	29 Personal Income +0.6% Personal Spending +1.1%	28 Jobless Claims 256k Cont'd Claims 1.36M GDP (Q2-1st) -0.9%	27 FOMC Announcement	26 Home Price 20.5% New Home Sales -4% Cons Confidence 95.7	25
6	5 Unemployment Rate Nonfarm Payrolls Private Payrolls		3 Factory Orders	2	August 1 Construction Spending
13	12	11 Jobless Claims Cont'd Claims Wholesale Inflation	10 Consumer Inflation	9	8
20	19	18 Jobless Claims Cont'd Claims Leading Indicators Existing Home Sales	17 Retail Sales	16 Industrial Production Capacity Utilization	15
27	26 Personal Income Personal Spending	25 Jobless Claims Cont'd Claims GDP (Q2-2nd)	24	23 New Home Sales	22

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Market Analysis

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			- ECU	NOMIC FO	RECAST						
											July 202
		2021			20	22			202	23	
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
ECONOMIC OUTLOOK											
Economic Growth-											
GDP - (QoQ)	6.7%	2.3%	6.9%	-1.6%	0.4%	1.7%	1.9%	1.7%	1.5%	1.5%	1.5%
GDP - (YTD)	6.5%	5.1%	5.6%	-1.6%	-0.6%	0.2%	0.6%	1.7%	1.6%	1.6%	1.5%
Consumer Spending - (QoQ)	12.0%	2.0%	2.5%	1.8%	2.2%	3.2%	1.6%	1.5%	1.8%	1.5%	1.9%
Consumer Spending - (YTD)	12.0%	2.0% 8.5%	7.0%	1.8%	2.2%	2.4%	2.2%	1.5%	1.8%	1.5%	1.9%
consumer spending - (TTD)	11.770	0.370	7.0%	1.0%	2.0%	2.470	2.270	1.5%	1.770	1.0%	1.770
Government Spending - (QoQ)	-2.0%	0.9%	-2.6%	-2.9%	-3.3%	-0.1%	2.4%	3.0%	0.9%	0.9%	1.0%
Government Spending - (YTD)	1.1%	1.0%	0.1%	-2.9%	-3.1%	-2.1%	-1.0%	3.0%	2.0%	1.6%	1.5%
Consumer Wealth-											
Jnemployment Rate	5.9%	5.1%	4.2%	3.8%	3.6%	3.6%	3.7%	3.8%	3.9%	4.0%	4.2%
Consumer Inflation	4.8%	5.3%	6.7%	8.0%	8.4%	7.7%	6.0%	4.3%	2.5%	2.2%	2.5%
Home Prices	15.2%	19.7%	19.1%	18.7%	20.3%	21.0%	21.2%	21.0%	20.9%	20.8%	20.5%
								•			
SINGLE FAMILY HOME & VEHIC	LE LOAN N	VIARKETS		1				1			
Consumer Demand-											
Total Home Sales (Mil)	6.687	6.766	6.955	6.877	6.144	6.041	6.357	6.264	6.311	6.296	6.228
Existing Home (Mil)	5.950	6.067	6.203	6.063	5.453	5.338	5.590	5.505	5.540	5.525	5.464
New Home Sales (Mil)	0.737	0.699	0.752	0.814	0.691	0.703	0.767	0.759	0.771	0.771	0.764
Single Family Homes (Mils)	2.926	2.714	2.497	1.830	1.846	1.520	1.423	1.309	1.664	1.557	1.493
Purchase Apps (Mils)	1.341	1.302	1.259	1.025	1.282	1.092	1.047	0.908	1.246	1.139	1.081
Refinancing Apps (Mils)	1.585	1.412	1.238	0.805	0.564	0.428	0.376	0.401	0.418	0.418	0.412
Refi Apps Share	54%	52%	50%	44%	31%	28%	26%	31%	25%	27%	28%
Vehicle Sales (Mil)	16.2	12.5	12.8	13.8	13.1	13.7	13.5	13.5	15.6	14.6	14.3
								I			
MARKET RATE OUTLOOK								-			
Benchmark Rates-											
Prime	3.3%	3.3%	3.3%	3.5%	4.8%	5.6%	6.6%	6.8%	7.1%	7.1%	7.1%
	0.1%	0.1%	0.1%	0.3%	1.6%	2.4%	3.4%	3.6%	3.9%	3.9%	3.9%
Fed Funds	0	() (0/	1.2%	2.4%	3.1%	3.1%	3.0%	3.0%	2.9%	2.7%	2.7%
Fed Funds Byr UST	0.5%	0.6%			3.0%	3.0%	3.1%	3.0%	3.0%	2.9%	2.8%
Fed Funds Byr UST 7yr UST	1.3%	1.3%	1.4%	2.4%		2 004	2 001		2 0 0 1	2 0 0 1	
Fed Funds Byr UST 7yr UST			1.4% 1.5%	2.4% 1.9%	2.9%	2.9%	2.9%	2.9%	2.9%	2.8%	2.8%
Fed Funds Byr UST 7yr UST 10yr UST Market Rates-	1.3%	1.3%				2.9%	2.9%	2.9%	2.9%	2.8%	2.8%
Fed Funds Byr UST 7yr UST 10yr UST Market Rates- 5yr Vehicle Loan Rate	1.3% 1.6% 2.8%	1.3% 1.3% 2.7%	1.5% 2.7%	1.9% 2.8%	2.9% 2.9%	3.3%	3.4%	3.4%	3.4%	3.4%	3.5%
Fed Funds Byr UST 7yr UST 10yr UST Market Rates-	1.3% 1.6%	1.3% 1.3%	1.5%	1.9%	2.9%						2.8% 3.5% 4.6% 4.8%

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STRATEGIC ASSESSMENT OF RELATIVE VALUE INVESTMENT AND FUNDING OPTIONS

RELATIVE VALUE OF MARGINAL INVESTMENT OPTIONS





	Current		Then for			The Net Ret	urn Needed	to Break-eve	n Against*:		
	Return	For	the Next	30Y FLM	15Y FLM	5Y New	5Y Used	4Y MBS	4Y Call	3Y MBS	3Y Call
Cash	2.33%	-	-	-	-	-	-	-	-	-	-
2yr Agy Callable	3.50%	2 years	3 years	6.77%	5.70%	3.30%	3.55%	3.50%	4.50%	4.25%	4.25%
3yr Agy Callable	3.75%	3 years	2 years	8.03%	6.43%	2.83%	3.20%	2.75%	4.75%	-	-
3yr Agy MBS	3.75%	3 years	2 years	8.03%	6.43%	2.83%	3.20%	2.75%	4.75%	-	-
4yr Agy Callable	4.00%	4 years	1 year	11.30%	8.10%	0.90%	1.65%	-	-	-	-
4yr Agy MBS	3.50%	4 years	1 year	13.30%	10.10%	2.90%	3.65%	-	-	-	-
5yr Agy Callable	4.05%	5 years	-	-	-	-	-	-	-	-	-
5yr New Vehicle	3.38%	3 years	2 years	8.58%	6.98%	-	-	-	-	-	-
5yr Used Vehicle	3.53%	3 years	2 years	8.36%	6.76%	-	-	-	-	-	-
15yr Mortgage	4.82%	5 years	-	-	-	-	-	-	-	-	-
30yr Mortgage	5.46%	5 years	-	-	-	-	-	-	-	-	-

* 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	Against*:
	Cost	For	the Next	3Y CD	3Y FHLB	2Y CD	2Y FHLB
Share Draft	0.09%	1 year	2 years	1.55%	4.50%	1.71%	6.13%
Regular Savings	0.10%	1 year	2 years	1.54%	4.50%	1.70%	6.12%
Money Market	0.22%	1 year	2 years	1.48%	4.44%	1.58%	6.00%
FHLB Overnight	2.06%	1 year	2 years	0.56%	3.52%	-0.26%	4.16%
Catalyst Settlement	3.65%	1 year	2 years	-0.24%	2.72%	-0.93%	2.57%
6mo Term CD	0.45%	6 mos	2.5 yrs	1.18%	3.55%	1.05%	4.00%
6mo FHLB Term	2.93%	6 mos	2.5 yrs	0.69%	3.05%	0.22%	3.17%
6mo Catalyst Term	3.68%	6 mos	2.5 yrs	0.54%	2.90%	-0.03%	2.92%
1yr Term CD	0.69%	1 year	2 years	1.25%	4.20%	1.11%	5.53%
1yr FHLB Term	3.16%	1 year	2 years	0.01%	2.97%	-1.36%	3.06%
2yr Term CD	0.90%	2 years	1 year	1.38%	7.29%	-	-
2yr FHLB Term	3.11%	2 years	1 year	-3.04%	2.87%	-	-
3yr Term CD	1.06%	3 years	-	-	-	-	-
3yr FHLB Term	3.03%	3 years	-	-	-	-	-
3yr FHLB Term	3.03%	3 years	-	-	-	-	-

* Highest relative value noted by highest differentials and volatility projections



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	<\$2	\$2-10	\$10-50	\$50-100	\$100-500	\$500>		<\$10	<\$50	<\$100	<\$500
Q1-2022	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
DEMOGRAPHICS											
Number of Credit Unions	316	698	1,410	694	1,084	701	4,903	1,014	2,424	3,118	4,202
Average Assets (\$Mil)	\$0.927	\$5.7	\$26.0	\$72.8	\$228.7	\$2,537.8	\$432.0	\$4.2	\$16.9	\$29.3	\$80.7
Pct of Credit Unions	6%	14%	29%	14%	22%	14%	100%	21%	49%	64%	86%
Pct of Industry Assets	0%	0%	2%	2%	12%	84%	100%	0%	2%	4%	16%
GROWTH RATES (YTD)								I			
Total Assets	-2.5%	-5.2%	-10.3%	7.7%	3.0%	13.0%	11.3%	-5.1%	-9.7%	-0.3%	2.1%
Total Loans	-17.5%	-13.9%	-18.0%	5.4%	-0.2%	17.5%	14.8%	-14.2%	-17.6%	-4.5%	-1.2%
- Direct Loans	-20.6%	-14.5%	-18.6%	4.8%	-2.9%	14.4%	11.6%	-11.9%	-17.9%	-5.3%	-3.5%
- Indirect Loans	-	204.9%	-2.3%	10.0%	14.2%	28.8%	27.2%	-243.1%	-9.4%	6.1%	13.2%
Total Shares	-1.6%	-3.2%	-8.1%	8.7%	5.3%	13.8%	12.3%	-3.1%	-7.6%	1.2%	4.2%
Net Worth	-1.0%	-8.2%	-14.0%	3.7%	1.0%	11.1%	9.1%	-7.6%	-13.1%	-4.4%	-0.6%
BALANCE SHEET ALLOCATION								1			
Net Worth-to-Total Assets	18.0%	15.2%	11.6%	11.0%	10.2%	10.2%	10.2%	15.4%	12.0%	11.4%	10.5%
Cash & Inv-to-Total Assets	61%	57%	54%	47%	39%	33%	34%	57%	55%	50%	42%
Loans-to-Total Assets	38%	42%	43%	49%	56%	63%	61%	42%	43%	46%	53%
Vehicle-to-Total Loans	62%	66%	50%	43%	37%	31%	32%	65%	52%	46%	40%
REL-to-Total Loans	1%	7%	29%	40%	48%	54%	53%	6%	27%	35%	45%
REL-to-Net Worth Indirect-to-Total Loans	2% 1%	18% 0%	107% 4%	179% 10%	262% 17%	334% 22%	316% 21%	17% 0%	95% 3%	140% 7%	226% 15%
'											
Loans-to-Total Shares	47%	50%	49%	55%	63%	72%	70%	50%	49%	52%	60%
Chkg & Svgs-to-Total Shares	93%	85%	78%	73%	67%	56%	58%	86%	79%	76%	69%
Nonterm-to-Total Shares Term CDs-to-Total Shares	93% 5%	87% 9%	85% 9%	84% 10%	83% 12%	80% 13%	81% 13%	87% 9%	85% 9%	85% 10%	83% 11%
Short-term Funding Ratio	50.1% 3.8%	36.8%	29.2%	23.8%	18.7%	15.4%	16.2%	29.9%	26.6%	20.8%	16.3%
Net Long-term Asset Ratio	3.8%	10.0%	22.1%	29.2%	35.3%	39.7%	38.5%	21.0%	25.4%	32.6%	38.5%
LOAN QUALITY								I			
Loan Delinquency Ratio	2.59%	1.13%	0.68%	0.54%	0.40%	0.42%	0.42%	0.72%	0.62%	0.45%	0.42%
Net Charge-off Ratio	0.79%	0.26%	0.21%	0.19%	0.17%	0.29%	0.28%	0.21%	0.20%	0.18%	0.27%
"Misery" Index	3.38%	1.39%	0.89%	0.73%	0.57%	0.71%	0.70%	0.94%	0.82%	0.63%	0.70%
RE Loan Delinquency	6.42%	1.02%	0.63%	0.39%	0.30%	0.31%	0.31%	1.07%	0.64%	0.47%	0.33%
Vehicle Loan Delinguency	2.16%	1.00%	0.63%	0.51%	0.42%	0.37%	0.39%	1.07%	0.69%	0.59%	0.46%
Direct Loans	2.18%	1.00%	0.56%	0.24%	0.06%	0.08%	0.12%	1.07%	0.63%	0.44%	0.20%
Indirect Loans	0.78%	1.19%	1.49%	1.37%	0.85%	0.49%	0.53%	1.14%	1.49%	1.39%	0.91%
Loss Allow as % of Loans	3.14%	1.30%	0.81%	0.72%	0.66%	0.85%	0.83%	1.42%	0.87%	0.78%	0.69%
Current Loss Exposure	1.29%	0.53%	0.38%	0.35%	0.31%	0.29%	0.30%	0.58%	0.40%	0.37%	0.33%
Coverage Ratio (Adequacy)	2.4	2.4	2.2	2.0	2.1	2.9	2.8	2.4	2.2	2.1	2.1
EARNINGS											
Gross Asset Yield	2.86%	2.80%	2.51%	2.67%	2.76%	2.96%	2.92%	2.80%	2.54%	2.61%	2.72%
Cost of Funds	0.25%	0.26%	0.20%	0.21%	0.25%	0.37%	0.35%	0.26%	0.20%	0.21%	0.24%
Gross Interest Margin	2.61%	2.54%	2.31%	2.46%	2.51%	2.59%	2.57%	2.55%	2.34%	2.41%	2.48%
Provision Expense	0.27%	0.08%	0.07%	0.08%	0.07%	0.15%	0.14%	0.10%	0.08%	0.08%	0.07%
Net Interest Margin	2.34%	2.46%	2.24%	2.38%	2.44%	2.44%	2.43%	2.45%	2.26%	2.33%	2.41%
Non-Interest Income	0.48%	0.61%	0.90%	1.13%	1.23%	1.09%	1.10%	0.60%	0.87%	1.01%	1.17%
Non-Interest Expense	3.60%	3.22%	2.97%	3.09%	3.12%	2.66%	2.73%	3.24%	3.00%	3.05%	3.10%
Net Operating Expense	3.12%	2.60%	2.07%	1.96%	1.89%	1.57%	1.62%	2.64%	2.13%	2.03%	1.93%
Net Operating Return	-0.78%	-0.15%	0.17%	0.43%	0.55%	0.87%	0.81%	-0.19%	0.14%	0.30%	0.48%
Non-recurring Inc(Exp)	0.24%	0.06%	0.03%	0.03%	0.02%	0.01%	0.01%	0.07%	0.03%	0.03%	0.02%
Net Income	-0.54%	-0.08%	0.20%	0.45%	0.57%	0.89%	0.83%	-0.11%	0.17%	0.33%	0.51%
Return on Net Worth	-4.3%	-1.0%	1.5%	3.9%	5.4%	8.6%	7.9%	-1.2%	1.1%	2.6%	4.6%

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Business & Industry Consulting

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	<\$2	\$2-10	\$10-50	\$50-100	\$100-500	\$500>		<\$10	<\$50	<\$100	<\$500
Q1-2022	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>Millior</th></million<>	Million	Million	Million	TOTAL	Million	Million	Million	Millior
OPERATING EFFICIENCIES:											
OF ERATING EFFICIENCIES.											
Loans & Shares-								1			
Avg Loan Balance	\$5,778	\$7,495	\$4,275	\$6,683	\$10,799	\$18,943	\$16,347	\$7,386	\$4,589	\$5,786	\$9,62
Avg Loan Rate Avg Loan Yield, net	6.85% 6.15%	5.80% 5.61%	4.96% 4.79%	4.73% 4.57%	4.35% 4.23%	4.25% 4.01%	4.28% 4.05%	5.87% 5.64%	5.06% 4.88%	4.87% 4.70%	4.47% 4.34%
Avg Share Balance	\$2,661	\$5,700	\$9,378	\$10,794	\$12,613	\$14,731	\$14,133	\$5,300	\$8,709	\$9,756	\$11,69
Avg Share Rate	0.30%	0.31%	0.22%	0.24%	0.28%	0.43%	0.40%	0.31%	0.23%	0.23%	0.279
Non-Member Deposit Ratio	1.1%	0.8%	0.5%	0.6%	0.6%	0.7%	0.7%	0.8%	0.6%	0.6%	0.6%
Net Operating Profitability-								1			
Earning Asset/Funding	123%	117%	110%	108%	106%	110%	109%	117%	111%	109%	1079
Fee Inc-to-Total Revenue	14%	18%	26%	30%	31%	27%	27%	18%	26%	28%	30%
Net Operating Return per FTE											
Interest Income per FTE	\$37,416	\$48,596	\$114,251	\$126,599	\$133,066	\$203,044	\$186,253	\$47,600	\$98,521	\$112,481	\$127,0
Avg Interest & Prov per FTE	\$6,771	\$5,905	\$12,293	\$13,595	\$15,342	\$35,744	\$31,034	\$5,982	\$10,803	\$12,191	\$14,4
Net Interest Income per FTE	\$30,646	\$42,691	\$101,958	\$113,004	\$117,724	\$167,301	\$155,218	\$41,618	\$87,718	\$100,289	\$112,6
Non-Interest Income per FTE	\$6,236	\$10,625	\$41,024	\$53,624	\$59,523	\$74,756	\$70,366	\$10,234	\$33,758	\$43,635	\$54,8
Avg Ops Expense per FTE	\$47 <i>,</i> 073	\$55,841	\$135,037	\$146,446	\$150,566	\$182,092	\$173,878	\$55,061	\$116,163	\$131,219	\$144,8
5 p. p											
Net Op Expense per FTE	\$40,837	\$45,217	\$94,013	\$92,823	\$91,044	\$107,335	\$103,512	\$44,827	\$82,405	\$87,584	\$90,02
	\$40,837 \$ (10,192)			\$92,823 \$ 20,181	\$91,044 \$ 26,680	\$107,335 \$ 59,965	\$103,512 \$51,706	\$44,827 \$ (3,208)		\$87,584 \$ 12,705	\$90,02 \$ 22,5 8
Net Op Expense per FTE Avg Net Op Return per FTE	\$ (10,192)	\$ (2,526)									
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense	\$ (10,192)	\$ (2,526)									
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue-	\$ (10,192) e Assessme	\$ (2,526) ent	\$ 7,945	\$ 20,181	\$ 26,680	\$ 59,965	\$51,706	\$ (3,208)	\$ 5,313	\$ 12,705	\$ 22,5
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE	\$ (10,192) e Assessme \$43,653	\$ (2,526) ent \$59,221	\$ 7,945	\$ 20,181 \$180,222	\$ 26,680 	\$ 59,965 \$277,801	\$51,706 \$256,618	\$ (3,208) \$57,834	\$ 5,313 	\$ 12,705 \$156,116	\$ 22,5 \$181,8
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio	\$ (10,192) e Assessme	\$ (2,526) ent	\$ 7,945	\$ 20,181	\$ 26,680	\$ 59,965	\$51,706	\$ (3,208)	\$ 5,313	\$ 12,705	\$ 22,5 \$181,8
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses-	\$ (10,192) e Assessme \$43,653 3.34%	\$ (2,526) ent \$59,221 3.41%	\$ 7,945 \$155,275 3.41%	\$ 20,181 \$180,222 3.80%	\$ 26,680 \$192,589 3.99%	\$ 59,965 \$277,801 4.05%	\$51,706 \$256,618 4.03%	\$ (3,208) \$57,834 3.41%	\$ 5,313 \$132,279 3.41%	\$ 12,705 \$156,116 3.63%	\$ 22,5 \$181,8 3.899
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE	\$ (10,192) e Assessme \$43,653 3.34% \$22,272	\$ (2,526) ent \$59,221 3.41% \$28,739	\$ 7,945 \$155,275 3.41% \$63,708	\$ 20,181 \$180,222 3.80% \$68,696	\$ 26,680 \$ 192,589 3.99% \$76,046	\$ 59,965 \$277,801 4.05% \$96,710	\$51,706 \$256,618 4.03% \$91,231	\$ (3,208) \$57,834 3.41% \$28,163	\$ 5,313 \$132,279 3.41% \$55,319	\$ 12,705 \$156,116 3.63% \$61,970	\$ 22,5 \$181,8 3.899 \$71,9
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio	\$ (10,192) e Assessme \$43,653 3.34%	\$ (2,526) ent \$59,221 3.41%	\$ 7,945 \$155,275 3.41%	\$ 20,181 \$180,222 3.80%	\$ 26,680 \$192,589 3.99%	\$ 59,965 \$277,801 4.05%	\$51,706 \$256,618 4.03%	\$ (3,208) \$57,834 3.41%	\$ 5,313 \$132,279 3.41%	\$ 12,705 \$156,116 3.63%	\$ 22,5 \$ 181,8 3.899 \$71,9 1.549
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% \$1%	\$ 7,945 7,945 3.41% \$155,275 3.41% \$63,708 1.40% 47%	\$ 20,181 \$ 20,181 \$ 180,222 3.80% \$ 568,696 1.45% 47%	\$ 26,680 \$ 192,589 3.99% \$ 76,046 1.58% 51%	\$ 59,965 \$277,801 4.05% \$96,710 1.41% 53%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52%	\$ (3,208) \$57,834 3.41% \$28,163 1.66% 51%	\$ 5,313 5,313 5,132,279 3,41% 5,5,319 1,43% 48%	\$ 12,705 \$156,116 3.63% \$61,970 1.44% 47%	\$ 22,5 \$181,8 3.899 \$71,9 1.549 50%
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24	\$ 7,945 7,945 155,275 3.41% \$63,708 1.40%	\$ 20,181 \$180,222 3.80% \$68,696 1.45% 47% 0.32	\$ 26,680 26,680 5192,589 3.99% 5192,589 3.99% 3.99% 0.27	\$ 59,965 \$ 277,801 4.05% \$ 96,710 1.41%	\$51,706 \$256,618 4.03% \$91,231 1.43%	\$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28	\$ 5,313 5,31 5,31	\$ 12,705 \$ 15,715 \$ 156,116 3.63% \$ 61,970 1.44%	\$ 22,5 \$181,8 3.895 \$71,9 1.549 50% 0.30
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing)	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% \$1%	\$ 7,945 7,945 5,155,275 3.41% 5,63,708 1.40% 47% 0.39	\$ 20,181 \$ 20,181 \$ 180,222 3.80% \$ 568,696 1.45% 47%	\$ 26,680 \$ 192,589 3.99% \$ 76,046 1.58% 51%	\$ 59,965 \$277,801 4.05% \$96,710 1.41% 53% 0.18	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19	\$ (3,208) \$57,834 3.41% \$28,163 1.66% 51%	\$ 5,313 5,313 5,132,279 3.41% 3.41% 5,55,319 1.43% 48% 0.47	\$ 12,705 \$156,116 3.63% \$61,970 1.44% 47% 0.38	\$ 22,5 \$181,8 3.895 \$71,9 1.549 50% 0.30 72,39
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33%	\$ 7,945 7,945 3,155,275 3,41% \$63,708 1,40% 47% 0,39 8,161 16%	\$ 20,181 \$180,222 3.80% \$68,696 1.45% 47% 0.32 10,563 9%	\$ 26,680 \$192,589 3.99% \$76,046 1.58% 51% 0.27 51,154 7%	\$ 59,965 \$277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6%	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39%	\$ 5,313 5,313 5,313 5,313 5,313 5,314 5,31	\$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16%	\$ 22,5 \$181,8 3.89 \$71,9 1.54 50% 0.30 72,39 10%
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297	\$ 7,945 7,945 5,155,275 3.41% 5,63,708 1.40% 47% 0.39 8,161	\$ 20,181 \$ 180,222 3.80% \$ 668,696 1.45% 47% 0.32 10,563	\$ 26,680 \$ 192,589 3.99% \$ 76,046 1.58% \$ 1% 0.27 \$ 1,154	\$ 59,965 \$277,801 4.05% \$96,710 1.41% 53% 0.18 255,342	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740	\$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521	\$ 5,313 5,313 5,132,279 3,41% 3,41% 5,55,319 1,43% 48% 0,47 10,682	\$ 12,705 \$156,116 3.63% \$61,970 1.44% 47% 0.38 21,245	\$ 22,5 \$181,8 3.895 \$71,9 1.545 50% 0.30 72,39 10% \$37,60
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153	\$ 7,945 7,945 3.41% \$63,708 1.40% 47% 0.39 8,161 16% \$37,339	\$ 20,181 \$ 20,181 \$ 180,222 3.80% \$ 68,696 1.45% 47% 0.32 10,563 9% \$ 38,400	\$ 26,680 \$ 26,680 \$ 192,589 3.99% \$ 76,046 1.58% 51% 0.27 51,154 7% \$ 38,582	\$ 59,965 \$ 277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966	\$ (3,208) \$ (3,208) \$ \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181	\$ 5,313 5,313 5,313 5,313 5,313 5,313 1,43% 48% 0,47 10,682 22% \$32,109	\$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237	\$ 22,5 \$ 181,8 3.899 1.544 50% 0.30 72,39 10% \$37,6 0.809
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ra - Pct of Total Op Expense Avg All Other Expense per FTE	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949	7,945 7,945 7,945 1 1 5 3.41% 1 5 3.41% 0.39 8,161 16% 16% 28% \$33,3991	\$ 20,181 \$ 180,222 3.80% \$ 568,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351	\$ 26,680 \$ 192,589 3.99% \$ 192,589 3.99% \$ 192,589 0.27 51,54 51% 0.27 51,154 7% \$ 38,582 0.80% 26% \$ 35,939	\$ 59,965 \$ 277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716	\$,313 \$,313 \$,313 \$,313 \$,313 1,32,279 3,41% 3,41% 1,43% 48% 0,47 10,682 22% \$,32,109 0,83% 28% \$,28,734	\$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012	\$ 22,5 \$ 22,5 \$181,6 3.899 1.549 50% 0.30 72,39 10% \$37,6 0.809 26% \$35,3
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ratio - Pct of Total Op Expense Avg All Other Expense Ratio	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336 0.71%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949 0.69%	\$ 7,945 7,945 3.41% 5,155,275 3.41% 6,3708 1.40% 47% 0.39 8,161 16% 3,37,339 0.82% 28% 28% 28%	\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83%	\$ 26,680 \$ 192,589 3.99% \$ 192,589 3.99% \$ 192,589 0.27 51,154 7% \$ 2,1154 7% \$ 38,582 0.80% 26% \$ 35,939 0.74%	\$ 59,965 \$ 277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62%	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69%	\$,313 \$,5,313 \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,28,734 \$,74%	\$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012 0.79%	\$ 22,5 \$ 22,5 \$181,8 3.899 \$71,9 1.549 50% 0.30 72,39 10% \$37,66 0.809 26% \$35,3 0.769
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ra - Pct of Total Op Expense Avg All Other Expense per FTE	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949	7,945 7,945 7,945 1 1 5 3.41% 1 5 3.41% 0.39 8,161 16% 16% 28% \$33,3991	\$ 20,181 \$ 180,222 3.80% \$ 568,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351	\$ 26,680 \$ 192,589 3.99% \$ 192,589 3.99% \$ 192,589 0.27 51,54 51% 0.27 51,154 7% \$ 38,582 0.80% 26% \$ 35,939	\$ 59,965 \$ 277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716	\$,313 \$,313 \$,313 \$,313 \$,313 1,32,279 3,41% 3,41% 1,43% 48% 0,47 10,682 22% \$,32,109 0,83% 28% \$,28,734	\$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012	\$ 22,5 \$ 22,5 \$181,8 3.899 \$71,9 1.549 50% 0.30 72,39 10% \$37,66 0.809 26% \$35,3 0.769
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - FUI-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ratio - Pct of Total Op Expense Avg All Other Expense Partio - Pct of Total Ops Expense	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336 0.71%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949 0.69%	\$ 7,945 7,945 3.41% 5,155,275 3.41% 6,3708 1.40% 47% 0.39 8,161 16% 3,37,339 0.82% 28% 28% 28%	\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83%	\$26,680 \$26,680 \$192,589 3.99% \$3.99% \$76,046 1.58% \$1% 0.27 \$1,154 7% \$38,582 0.80% 26% \$35,939 0.74%	\$ 59,965 \$ 277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62%	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69%	\$,313 \$,5,313 \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,132,279 3.41% \$,28,734 \$,74%	\$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012 0.79%	\$ 22,5 \$ 22,5 \$181,8 3.899 \$71,9 1.549 50% 0.30 72,39 10% \$37,66 0.809 26% \$35,3 0.769
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ra - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio - Pct of Total Ops Expense Membership Outreach- Members-to-Potential Mbers	\$ (10,192) # Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336 0.71% 20% 14.0%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949 0.69% 21% \$6.9%	\$ 7,945 \$ 7,945 \$ 7,945 \$ 3,41% \$ 3,738 1,40% 47% 0,39 8,161 16% 16% 10% 28% \$ 33,991 0,75% 25%	\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 38,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83% 27% \$ 2.2%	\$26,680 \$192,589 3.99% \$192,589 3.99% \$1,154 \$1,154 \$1,154 \$1,154 \$38,582 0.80% 26% \$35,939 0.74% 24% 2.3%	\$ 59,965 2277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60% 22% 1.1%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62% 23%	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69% 21%	\$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,32,109 0,83% 28% \$,28,734 0,74% 25% 3.7%	\$ 12,705 \$ 15,116 3.63% \$ 15,116 3.63% 0.38 21,245 16% 0.38 27% 0.82% 27% 0.79% 0.7	\$ 22,5 \$ 22,5 \$181,8 3.899 \$71,92 1.549 50% 0.30 72,39 10% \$37,60 0.809 26% \$35,37 0.769 24% \$2,4%
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ratio - Pct of Total Op Expense Avg All Other Expense Partie - All Other Expense Ratio - Pct of Total Ops Expense Membership Outreach- Members-to-Potential Mbers Members-to-FTEs	\$ (10,192) e Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336 0.71% 20% \$14.0% 396	(2,526) (2,526) (2,526) (2,559,221) (3,41%) (4,41%) <p< td=""><td>7,945 7,945 7,945 7,945 7,155,275 3,41% 8,155,275 3,40% 47% 0,39 8,161 16% 0,39 8,161 16% 28% \$33,991 0,75% 25% 3.4% 421</td><td>\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 38,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83% 27% \$ 2.2% 393</td><td>\$26,680 \$192,589 3.99% 3.99% \$3.99% \$76,046 1.58% 51% 0.27 51,154 7% \$38,582 0.80% 26% \$35,939 0.74% 24% 24% 2.3% 343</td><td>\$ 59,965 2277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60% 22% \$40,896 0.60% 22%</td><td>\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62% 23% \$39,681 0.62% 23%</td><td>\$ (3,208) \$ (3,208) \$ \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69% 21% \$ 7.4% 268</td><td>\$,313 \$,313 \$,313 \$,313 \$,313 1,43% 48% 0,47 1,682 22% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 25% 3.74% 3.7% 385</td><td> \$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012 0.79% 26% 2.7% 389 </td><td>\$ 22,5 \$ 22,5 \$ 181,8 3.899 \$71,9: 1.549 50% 0.30 72,39 10% \$37,60 0.809 26% \$35,3: 0.769 24% \$35,3: 0.769 24%</td></p<>	7,945 7,945 7,945 7,945 7,155,275 3,41% 8,155,275 3,40% 47% 0,39 8,161 16% 0,39 8,161 16% 28% \$33,991 0,75% 25% 3.4% 421	\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 38,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83% 27% \$ 2.2% 393	\$26,680 \$192,589 3.99% 3.99% \$3.99% \$76,046 1.58% 51% 0.27 51,154 7% \$38,582 0.80% 26% \$35,939 0.74% 24% 24% 2.3% 343	\$ 59,965 2277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60% 22% \$40,896 0.60% 22%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62% 23% \$39,681 0.62% 23%	\$ (3,208) \$ (3,208) \$ \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69% 21% \$ 7.4% 268	\$,313 \$,313 \$,313 \$,313 \$,313 1,43% 48% 0,47 1,682 22% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 28% \$,32,109 0,83% 25% 3.74% 3.7% 385	 \$ 12,705 \$ 12,705 \$ 156,116 3.63% \$ 61,970 1.44% 47% 0.38 21,245 16% \$ 35,237 0.82% 27% \$ 34,012 0.79% 26% 2.7% 389 	\$ 22,5 \$ 22,5 \$ 181,8 3.899 \$71,9: 1.549 50% 0.30 72,39 10% \$37,60 0.809 26% \$35,3: 0.769 24% \$35,3: 0.769 24%
Net Op Expense per FTE Avg Net Op Return per FTE Revenue/Operating Expense Revenue- Avg Revenue per FTE - Total Revenue Ratio Operating Expenses- Avg Comp & Benefits per FTE - Comp & Benefits Ratio - Pct of Total Operating Exp - FTE-to-Ops (Staffing) - Full-time Equivalents - Pct Part-time Employees Avg Occ & Ops Exp per FTE - Occupancy & Ops Expense Ra - Pct of Total Op Expense Avg All Other Expense per FTE - All Other Expense Ratio - Pct of Total Ops Expense Membership Outreach- Members-to-Potential Mbers	\$ (10,192) # Assessme \$43,653 3.34% \$22,272 1.70% 47% 1.99 225 79% \$15,465 1.18% 33% \$9,336 0.71% 20% 14.0%	\$ (2,526) ent \$59,221 3.41% \$28,739 1.65% 51% 1.24 2,297 33% \$15,153 0.87% 27% \$11,949 0.69% 21% \$6.9%	\$ 7,945 \$ 7,945 \$ 7,945 \$ 3,41% \$ 3,738 1,40% 47% 0,39 8,161 16% 16% 10% 28% \$ 33,991 0,75% 25%	\$ 20,181 \$ 180,222 3.80% \$ 180,222 3.80% \$ 38,696 1.45% 47% 0.32 10,563 9% \$ 38,400 0.81% 26% \$ 39,351 0.83% 27% \$ 2.2%	\$26,680 \$192,589 3.99% \$192,589 3.99% \$1,154 \$1,154 \$1,154 \$1,154 \$38,582 0.80% 26% \$35,939 0.74% 24% 2.3%	\$ 59,965 2277,801 4.05% \$96,710 1.41% 53% 0.18 255,342 5% \$44,486 0.65% 24% \$40,896 0.60% 22% 1.1%	\$51,706 \$256,618 4.03% \$91,231 1.43% 52% 0.19 327,740 6% \$42,966 0.67% 25% \$39,681 0.62% 23%	\$ (3,208) \$ (3,208) \$57,834 3.41% \$28,163 1.66% 51% 1.28 2,521 39% \$15,181 0.89% 28% \$11,716 0.69% 21%	\$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,313 \$,32,109 0,83% 28% \$,28,734 0,74% 25% 3.7%	\$ 12,705 \$ 15,116 3.63% \$ 15,116 3.63% 0.38 21,245 16% 0.38 27% 0.82% 27% 0.79% 0.7	\$ 22,5 \$ 22,5 \$181,8 3.899 1.549 50% 0.30 72,39 10% \$37,60 0.809 26% \$35,37 0.769 24% 2.4%



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RESOURCES

Q1-2022	<\$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 Millior</th></million<>	\$50-100 Million	\$100-500 Million	\$500> Million	TOTAL	<\$10 Million	<\$50 Million	<\$100 Million	<\$500 Millior
NET INFRASTRUCTURE COST											
Fee Income	0.48%	0.61%	0.90%	1.13%	1.23%	1.09%	1.10%	0.60%	0.87%	1.01%	1.17%
Compensation & Benefits	1.70%	1.65%	1.40%	1.45%	1.58%	1.41%	1.43%	1.66%	1.43%	1.44%	1.54%
Travel & Conference	0.01%	0.02%	0.02%	0.03%	0.02%	0.01%	0.02%	0.02%	0.02%	0.02%	0.02%
Office Occupancy	0.23%	0.14%	0.18%	0.21%	0.21%	0.17%	0.17%	0.15%	0.18%	0.19%	0.209
Office Operations	0.95%	0.73%	0.64%	0.60%	0.59%	0.48%	0.50%	0.75%	0.65%	0.63%	0.609
Educational & Promo	0.01%	0.02%	0.05%	0.08%	0.09%	0.10%	0.10%	0.02%	0.05%	0.06%	0.099
Loan Servicing	0.11%	0.10%	0.16%	0.20%	0.21%	0.18%	0.18%	0.10%	0.15%	0.18%	0.20%
Professional & Outside Svc	0.36%	0.38%	0.42%	0.44%	0.34%	0.21%	0.24%	0.38%	0.41%	0.43%	0.379
Member Insurance	0.03%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.01%	0.00%	0.009
Operating Fees	0.05%	0.03%	0.02%	0.02%	0.01%	0.01%	0.01%	0.03%	0.02%	0.02%	0.019
Miscellaneous	0.13%	0.12%	0.08%	0.06%	0.06%	0.08%	0.07%	0.12%	0.08%	0.07%	0.069
Total Ops Expense	3.60%	3.22%	2.97%	3.09%	3.12%	2.66%	2.73%	3.24%	3.00%	3.05%	3.10
Net Operating Expense	3.12%	2.60%	2.07%	1.96%	1.89%	1.57%	1.62%	2.64%	2.13%	2.03%	1.93

NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT

Foo Income	6C 22C	610 COF	641.024	652 624	650 533	674 750	670 2CC	¢10.224	622 750	642 C2F	CT 4 0C1
Fee Income	\$6,236	\$10,625	\$41,024	\$53,624	\$59,523	\$74,756	\$70,366	\$10,234	\$33,758	\$43,635	\$54,861
Compensation & Benefits	\$22,272	\$28,739	\$63,708	\$68,696	\$76,046	\$96,710	\$91,231	\$28,163	\$55,319	\$61,970	\$71,915
Travel & Conference	\$160	\$279	\$784	\$1,212	\$1,196	\$998	\$1,025	\$268	\$662	\$936	\$1,120
Office Occupancy	\$2,993	\$2,438	\$8,234	\$9,770	\$10,072	\$11,443	\$11,027	\$2,488	\$6,878	\$8,316	\$9,557
Office Operations	\$12,472	\$12,715	\$29,104	\$28,630	\$28,510	\$33 <i>,</i> 043	\$31,939	\$12,693	\$25,231	\$26,921	\$28,044
Educational & Promo	\$160	\$348	\$2,402	\$3 <i>,</i> 598	\$4,528	\$7,071	\$6,397	\$332	\$1,913	\$2,751	\$4,006
Loan Servicing	\$1,497	\$1,742	\$7,156	\$9,657	\$10,189	\$12,351	\$11,717	\$1,720	\$5,873	\$7,754	\$9,475
Professional & Outside Svc	\$4,757	\$6,619	\$19,042	\$21,018	\$16,515	\$14,605	\$15,158	\$6,453	\$16,071	\$18,530	\$17,106
Member Insurance	\$374	\$348	\$147	\$114	\$86	\$58	\$68	\$351	\$195	\$155	\$106
Operating Fees	\$624	\$523	\$833	\$738	\$680	\$594	\$618	\$532	\$762	\$750	\$701
Miscellaneous	\$1,764	\$2,090	\$3,627	\$3,014	\$2,745	\$5,220	\$4,698	\$2,061	\$3,257	\$3,137	\$2,860
Total Ops Expense	\$47,073	\$55,841	\$135,037	\$146,446	\$150,566	\$182,092	\$173,878	\$55,061	\$116,163	\$131,219	\$144,889
Net Operating Expense	\$40,837	\$45,217	\$94,013	\$92,823	\$91,044	\$107,335	\$103,512	\$44,827	\$82,405	\$87,584	\$90,029