



NCUA Q4-2024

<\$2M

\$2-10M

\$10-\$50M

\$50-100M

\$100-500M

\$500M+

TOTAL

<10M

<\$50M

<\$100M

<\$500M

DEMOGRAPHICS

No. of Credit Unions	262	603	1,209	607	1,046	728	4,455	865	2,074	2,681	3,727
Avg Asset Size (\$Mil)	\$0.877	\$5.6	\$26.3	\$72.1	\$228.1	\$2,733.2	\$518.0	\$4.1	\$17.1	\$29.5	\$85.2
Pct of Credit Unions	5.9%	13.5%	27.1%	13.6%	23.5%	16.3%	100.0%	19.4%	46.6%	60.2%	83.7%
Pct of Industry Assets	0.0%	0.1%	1.4%	1.9%	10.3%	86.2%	100.0%	0.2%	1.5%	3.4%	13.8%

GROWTH RATES

Total Assets	-6.4%	-8.7%	-5.2%	-4.0%	-1.3%	3.0%	2.3%	-8.6%	-5.5%	-4.7%	-2.2%
Total Loans	-7.8%	-10.3%	-8.0%	-6.1%	-3.4%	3.6%	2.6%	-10.1%	-8.2%	-7.0%	-4.2%
- Direct Vehicle Loans	-7.6%	-10.3%	-7.9%	-5.4%	-2.1%	5.3%	4.2%	-10.2%	-8.1%	-6.6%	-3.2%
- Indirect Vehicle Loans	-	13.3%	-12.1%	-12.5%	-10.0%	-3.9%	-4.6%	41.7%	-12.0%	-12.4%	-10.2%
- Real Estate Loans	-15.1%	-10.9%	-55.4%	-2.8%	8.8%	7.4%	6.6%	-11.1%	-54.9%	-29.8%	-0.2%
Total Shares	-6.2%	-7.9%	-5.7%	-3.8%	-0.8%	4.3%	3.5%	-7.8%	-5.9%	-4.8%	-1.8%
- Checking & Savings	-9.0%	-11.9%	-9.0%	-7.9%	-5.4%	0.9%	-0.5%	-11.7%	-9.3%	-8.6%	-6.3%
- Term CDs	-7.8%	6.5%	10.9%	12.7%	15.1%	16.2%	16.0%	6.1%	10.5%	11.8%	14.4%
Net Worth	1.2%	-3.8%	0.2%	0.4%	1.6%	5.5%	4.8%	-3.4%	-0.3%	0.1%	1.2%

BALANCE SHEET ALLOCATION

Net Worth Ratio	21.3%	18.5%	13.8%	13.2%	11.7%	11.0%	11.2%	18.7%	14.3%	13.7%	12.2%
Cash & Inv-to-Assets	49.4%	44.9%	43.6%	39.1%	29.5%	22.6%	24.0%	45.2%	43.7%	41.1%	32.4%
Loans-to-Total Assets	47.5%	52.4%	51.7%	55.8%	64.4%	72.8%	71.3%	52.1%	51.8%	54.0%	61.8%
Vehicle-to-Total Loans	61.3%	67.1%	52.2%	43.8%	36.4%	28.0%	29.3%	66.8%	53.7%	48.1%	39.0%
RELoans-to-Total Loans	0.9%	6.7%	28.9%	40.0%	48.6%	56.8%	55.4%	6.4%	26.6%	34.2%	45.5%
RELoans-to-Net Worth	2.1%	19.0%	108.1%	169.1%	267.5%	374.8%	353.1%	17.7%	96.1%	135.0%	230.5%
Indirect-to-Total Loans	0.0%	0.1%	3.5%	9.0%	15.1%	16.5%	16.1%	0.1%	3.1%	6.5%	13.3%
Loans-to-Shares	61.2%	64.7%	60.8%	64.6%	74.1%	86.0%	84.0%	64.5%	61.2%	63.1%	71.4%
Checking & Savings-to-Total Shares	91.6%	81.3%	72.4%	67.0%	57.8%	45.5%	47.7%	81.9%	73.3%	69.8%	60.7%
Pct of Non-term-Shares	91.7%	82.8%	78.0%	75.5%	69.8%	63.9%	64.9%	83.4%	78.5%	76.9%	71.6%
Term CDs-to-Total Shares	4.7%	13.3%	16.5%	18.1%	23.7%	29.7%	28.6%	12.8%	16.2%	17.3%	22.1%
Liquidity Ratio	26.5%	14.2%	10.4%	9.9%	9.2%	7.7%	8.0%	15.0%	10.9%	10.3%	9.5%
ST Funding Ratio	42.9%	32.8%	26.1%	21.8%	15.2%	11.3%	12.2%	26.7%	24.0%	17.5%	12.2%
ST Cash Flow Ratio	46.3%	36.8%	30.1%	26.2%	20.3%	16.9%	17.7%	37.4%	30.8%	28.3%	22.3%
Net Long Term Assets Ratio	3.7%	7.1%	18.9%	26.0%	31.4%	36.1%	35.2%	17.7%	22.3%	29.1%	35.1%

LOAN QUALITY AND ADEQUACY OF RESERVES

Loan Delinquency Rate	3.36%	1.58%	1.16%	0.94%	0.79%	0.99%	0.97%	1.20%	1.05%	0.85%	0.97%
Net Charge-off Rate	0.75%	0.52%	0.44%	0.44%	0.48%	0.85%	0.80%	0.45%	0.44%	0.47%	0.80%
"Misery" Index	4.11%	2.10%	1.60%	1.38%	1.27%	1.84%	1.77%	1.65%	1.50%	1.32%	1.77%
Core Delinquency Rate	3.40%	1.50%	1.11%	0.90%	0.79%	0.94%	0.92%	1.59%	1.15%	1.00%	0.83%
Core Net Charge-off Rate	0.57%	0.29%	0.31%	0.30%	0.34%	0.60%	0.57%	0.31%	0.31%	0.30%	0.33%
Core "Misery" Index	3.97%	1.79%	1.41%	1.19%	1.13%	1.54%	1.50%	1.90%	1.46%	1.30%	1.17%
RE Loan Delinquency	11.49%	1.22%	0.89%	0.78%	0.67%	0.80%	0.79%	1.31%	0.90%	0.82%	0.69%
Vehicle Loan Delinquency	3.30%	1.50%	1.19%	0.96%	0.90%	0.96%	0.96%	1.60%	1.24%	1.09%	0.95%
- Direct Delinquency	3.30%	1.50%	1.18%	0.94%	0.80%	0.77%	0.82%	1.60%	1.24%	1.10%	0.91%
- Indirect Delinquency	0.00%	0.30%	1.33%	1.03%	1.01%	1.02%	1.02%	0.30%	1.33%	1.09%	1.02%
Loss Allowance Ratio	3.12%	1.35%	0.96%	0.83%	0.86%	1.38%	1.32%	1.45%	1.01%	0.90%	0.87%
Current Loss Exposure	1.50%	0.71%	0.57%	0.53%	0.54%	0.59%	0.58%	0.75%	0.59%	0.56%	0.55%
Coverage Ratio (Adequacy of Reserves)	2.1	1.9	1.7	1.6	1.6	2.4	2.3	1.9	1.7	1.6	1.6

EARNINGS:

Gross Asset Yield	4.92%	4.82%	4.41%	4.40%	4.65%	5.12%	5.05%	4.82%	4.45%	4.42%	4.60%
Cost of Funds	0.60%	0.84%	0.88%	0.98%	1.36%	2.04%	1.93%	0.82%	0.88%	0.93%	1.25%
Gross Margin	4.32%	3.98%	3.53%	3.42%	3.29%	3.08%	3.12%	4.00%	3.58%	3.49%	3.34%
Provision Expense	0.46%	0.33%	0.27%	0.26%	0.35%	0.67%	0.62%	0.34%	0.27%	0.26%	0.33%
Net Margin	3.86%	3.65%	3.26%	3.16%	2.94%	2.41%	2.50%	3.66%	3.30%	3.23%	3.01%
Non-Interest Income	0.84%	0.53%	0.80%	0.98%	1.14%	1.05%	1.05%	0.55%	0.78%	0.89%	1.08%
Non-Interest Expense	4.86%	3.90%	3.46%	3.52%	3.53%	2.95%	3.03%	3.96%	3.51%	3.51%	3.52%
Net Operating Exp	4.02%	3.37%	2.66%	2.54%	2.39%	1.90%	1.98%	3.41%	2.74%	2.63%	2.45%
Net Operating Return	-0.16%	0.28%	0.60%	0.63%	0.56%	0.51%	0.52%	0.25%	0.57%	0.60%	0.57%
Non-recurring Inc(Exp)	0.72%	0.18%	0.07%	0.04%	0.06%	0.12%	0.11%	0.21%	0.09%	0.06%	0.06%
Net Income (ROA)	0.55%	0.46%	0.67%	0.67%	0.61%	0.63%	0.63%	0.47%	0.65%	0.66%	0.63%
Net Op Return on Net Worth	-0.8%	1.6%	4.5%	4.9%	4.8%	4.7%	4.7%	1.4%	4.1%	4.5%	4.7%



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\$500M+

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PORTFOLIO ANALYTICS

Cash and Investments

Cash & Cash Equiv as Pct of Assets	26.5%	14.2%	10.4%	9.9%	9.2%	7.7%	8.0%	15.0%	10.9%	10.3%	9.5%
Investments as Pct of Assets	25.7%	32.0%	34.1%	29.8%	20.9%	15.4%	16.6%	31.6%	33.8%	31.6%	23.6%
Short-term Funding Ratio	42.9%	32.8%	26.1%	21.8%	15.2%	11.3%	12.2%	26.7%	24.0%	17.5%	12.2%
Avg Cash & Investment Rate	2.76%	3.15%	3.02%	2.93%	3.14%	3.71%	3.59%	3.13%	3.03%	2.98%	3.09%

Loan Portfolio

Total Loan Growth YTD-Annl	-7.8%	-10.3%	-8.0%	-6.1%	-3.4%	3.6%	2.6%	-10.1%	-8.2%	-7.0%	-4.2%
Consumer Loan Growth YTD-Annl	-7.7%	-10.2%	62.1%	-8.2%	-12.6%	-0.9%	-1.9%	-10.1%	46.8%	11.8%	-7.3%
Mortgage Loan Growth YTD-Annl	-15.1%	-10.9%	-55.4%	-2.8%	8.8%	7.4%	6.6%	-11.1%	-54.9%	-29.8%	-0.2%
Avg Loan Balance	\$6,591	\$9,158	\$4,223	\$6,703	\$11,393	\$21,266	\$18,410	\$9,012	\$4,721	\$5,842	\$10,149
Avg Loan Rate	7.30%	6.39%	5.86%	5.76%	5.72%	5.86%	5.84%	6.44%	5.92%	5.83%	5.75%
Avg Loan Yield, net	6.33%	5.76%	5.36%	5.31%	5.19%	4.93%	4.97%	5.79%	5.40%	5.35%	5.22%

Credit Mitigation

Delinquency Rates-											
Credit Cards	0.78%	2.99%	1.86%	1.50%	1.30%	2.22%	2.16%	2.94%	1.91%	1.66%	1.37%
New Vehicle Loans	2.45%	0.85%	0.60%	0.53%	0.48%	0.59%	0.58%	0.94%	0.64%	0.58%	0.51%
Used Vehicle Loans	3.77%	1.92%	1.53%	1.16%	1.11%	1.15%	1.16%	0.13%	0.12%	0.14%	0.21%
Total Vehicle Loans	3.30%	1.50%	1.19%	0.96%	0.90%	0.96%	0.96%	1.60%	1.24%	1.09%	0.95%
Real Estate Loans	11.49%	1.22%	0.89%	0.78%	0.67%	0.80%	0.79%	1.31%	0.90%	0.82%	0.69%
Total Loan Delinquency	3.36%	1.58%	1.16%	0.94%	0.79%	0.99%	0.97%	1.20%	1.05%	0.85%	0.97%

Net Charge-off Rates-

Credit Cards	4.13%	1.39%	1.54%	1.73%	2.33%	5.25%	5.04%	1.46%	1.54%	1.65%	2.19%
New Vehicle Loans	0.36%	0.12%	0.12%	0.15%	0.24%	0.45%	0.42%	0.93%	0.64%	0.59%	0.51%
Used Vehicle Loans	0.67%	0.41%	0.56%	0.61%	0.81%	1.14%	1.07%	2.02%	1.59%	1.36%	1.17%
Total Vehicle Loans	0.55%	0.30%	0.40%	0.46%	0.63%	0.90%	0.85%	0.31%	0.39%	0.43%	0.58%
Non-Commercial Real Estate Loans	0.04%	0.02%	0.02%	0.02%	0.01%	0.01%	0.01%	0.02%	0.02%	0.02%	0.01%
Total Net Charge-offs	0.75%	0.52%	0.44%	0.44%	0.48%	0.85%	0.80%	0.45%	0.44%	0.47%	0.80%

"Misery" Indices-

Credit Cards	4.91%	4.38%	3.40%	3.23%	3.63%	7.47%	7.20%	4.39%	3.45%	3.31%	3.56%
New Vehicle Loans	2.81%	0.97%	0.72%	0.68%	0.72%	1.04%	1.00%	1.86%	1.29%	1.17%	1.02%
Used Vehicle Loans	4.44%	2.33%	2.09%	1.77%	1.92%	2.29%	2.23%	2.16%	1.71%	1.50%	1.39%
Total Vehicle Loans	3.85%	1.80%	1.59%	1.42%	1.53%	1.86%	1.81%	1.91%	1.63%	1.52%	1.53%
Non-Commercial Real Estate Loans	11.53%	1.24%	0.91%	0.80%	0.68%	0.81%	0.80%	1.33%	0.92%	0.84%	0.71%
Total "Misery" Index	4.11%	2.10%	1.60%	1.38%	1.27%	1.84%	1.77%	1.65%	1.50%	1.32%	1.77%

Funding Portfolio

Total Share Growth YTD-Annl	-7.9%	-9.7%	-6.6%	-4.4%	-0.9%	5.2%	4.2%	-9.6%	-6.9%	-5.5%	-2.1%
Checking & Savings YTD-Annl	-9.0%	-11.9%	-9.0%	-7.9%	-5.4%	0.9%	-0.5%	-11.7%	-9.3%	-8.6%	-6.3%
Term CDs Growth YTD-Annl	-7.8%	6.5%	10.9%	12.7%	15.1%	16.2%	16.0%	6.1%	10.5%	11.8%	14.4%
Total Funding Growth YTD-Annl	-8.0%	-9.7%	-6.7%	-4.7%	-3.4%	2.7%	1.7%	-9.6%	-7.0%	-5.7%	-4.0%
Avg Share Balance per Member	\$2,485	\$5,178	\$9,075	\$10,640	\$12,526	\$14,194	\$13,765	\$4,857	\$8,372	\$9,502	\$11,616
Avg Share Balance	\$10,772	\$14,154	\$6,943	\$10,379	\$15,370	\$24,721	\$21,925	\$13,885	\$7,296	\$8,745	\$12,954
Avg Share Rate	0.77%	1.03%	1.03%	1.13%	1.57%	2.43%	2.29%	1.01%	1.03%	1.09%	1.45%
Core Shares as Pct of Total Shares	91.6%	81.3%	72.4%	67.0%	57.8%	45.5%	47.7%	81.9%	73.3%	69.8%	60.7%
Term CDs as Pct of Total Shares	4.7%	13.3%	16.5%	18.1%	23.7%	29.7%	28.6%	12.8%	16.2%	17.3%	22.1%
Non-Member Deposit Ratio	2.5%	1.5%	1.0%	1.4%	1.5%	1.3%	1.3%	1.6%	1.1%	1.3%	1.4%
Borrowed Funds as Pct of Total Funding	0.2%	0.3%	0.2%	0.4%	1.9%	5.2%	4.7%	0.3%	0.2%	0.3%	1.5%
Borrowed Funds Growth YTD-Annl	-42.9%	-30.8%	-53.0%	-45.8%	-58.1%	-29.0%	-31.1%	-31.4%	-50.7%	-47.3%	-57.6%
Avg Borrowed Funding Rate	5.45%	4.55%	5.33%	5.48%	3.69%	5.49%	5.38%	4.59%	5.24%	5.41%	3.77%



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Net Operating Profitability-

Earning Asset/Funding	125%	120%	112%	110%	108%	113%	112%	120%	113%	111%	109%
Non-Interest Inc-to-Total Revenue	15%	10%	15%	18%	20%	17%	17%	10%	15%	17%	19%
Net Operating Cash Flow (YTD-\$Mils)	(\$6)	(\$89)	(\$465)	(\$147)	\$3,478	\$32,988	\$35,757	(\$95)	(\$560)	(\$707)	\$2,771
Average Loan Balance	\$6,591	\$9,158	\$4,223	\$6,703	\$11,393	\$21,266	\$18,410	\$9,012	\$4,721	\$5,842	\$10,149
Average Share Balance	\$2,298	\$4,049	\$5,545	\$6,014	\$6,562	\$6,967	\$6,869	\$3,867	\$5,322	\$5,687	\$6,323
Loan Yield (ROA)	3.49%	3.38%	3.08%	3.25%	3.73%	4.25%	4.16%	3.38%	3.11%	3.19%	3.59%
Investment Yield (ROA)	1.43%	1.44%	1.33%	1.15%	0.93%	0.87%	0.89%	1.44%	1.34%	1.23%	1.00%
Shares/Funding	99.8%	99.7%	99.8%	99.6%	98.1%	94.8%	95.3%	99.7%	99.8%	99.7%	98.5%

Net Operating Return per FTE

Interest Income per FTE	\$57,073	\$105,479	\$194,183	\$206,737	\$223,061	\$356,311	\$328,467	\$100,000	\$175,717	\$191,445	\$214,453
Avg Interest Expense per FTE	\$6,976	\$18,369	\$38,850	\$46,105	\$65,269	\$141,699	\$125,372	\$17,079	\$34,582	\$40,424	\$58,505
Gross Interest Income per FTE	\$50,098	\$87,111	\$155,333	\$160,632	\$157,792	\$214,612	\$203,096	\$82,921	\$141,136	\$151,020	\$155,948
Provisions per FTE	\$5,366	\$7,223	\$11,716	\$12,105	\$16,712	\$46,811	\$40,620	\$7,013	\$10,794	\$11,459	\$15,281
Net Interest Income per FTE	\$44,732	\$79,888	\$143,617	\$148,526	\$141,080	\$167,801	\$162,475	\$75,908	\$130,342	\$139,562	\$140,667
Non-Interest Income per FTE	\$9,756	\$11,644	\$35,281	\$46,116	\$54,647	\$73,087	\$68,601	\$11,430	\$30,605	\$38,469	\$50,243
Avg Operating Expense per FTE	\$56,390	\$85,367	\$152,303	\$165,242	\$169,005	\$205,464	\$197,409	\$82,087	\$138,536	\$152,077	\$164,396
Net Operating Expense per FTE	\$46,634	\$73,724	\$117,021	\$119,126	\$114,358	\$132,377	\$128,808	\$70,657	\$107,931	\$113,607	\$114,153
Avg Net Operating Return per FTE	\$ (1,902)	\$6,164	\$26,596	\$29,400	\$26,723	\$35,424	\$33,667	\$5,251	\$22,411	\$25,955	\$26,513

Revenue/Operating Expense Assessment

Revenue-

Avg Revenue per FTE	\$66,829	\$117,123	\$229,464	\$252,853	\$277,708	\$429,398	\$397,068	\$111,430	\$206,322	\$229,914	\$264,696
- Total Revenue Ratio	5.76%	5.35%	5.21%	5.38%	5.79%	6.17%	6.10%	5.37%	5.23%	5.31%	5.67%

Operating Expenses-

Avg Expense per FTE	\$68,732	\$110,959	\$202,868	\$223,453	\$250,985	\$393,974	\$363,401	\$106,179	\$183,911	\$203,960	\$238,182
- Total Expense Ratio	5.93%	5.07%	4.61%	4.76%	5.24%	5.66%	5.58%	5.12%	4.66%	4.71%	5.10%
Avg Compensation & Benefits per FTE	\$26,341	\$43,960	\$71,371	\$77,789	\$84,237	\$108,415	\$103,001	\$41,966	\$65,606	\$71,783	\$80,846
- Compensation & Benefits Exp Ratio	2.27%	2.01%	1.62%	1.66%	1.76%	1.56%	1.58%	2.02%	1.66%	1.66%	1.73%
- Pct of Total Operating Expense	47%	51%	47%	47%	50%	53%	52%	51%	47%	47%	49%
- FTE-to-Ops (Staff Efficiency)	1.82	0.83	0.35	0.30	0.26	0.16	0.17	0.88	0.40	0.34	0.28
- Full-time Equivalents	205	1,606	7,426	9,500	50,085	281,816	350,638	1,811	9,237	18,737	68,822
- Pct Part-time Employees	79%	57%	16%	9%	7%	4%	5%	60%	26%	18%	10%
Avg Occupancy & Ops Exp per FTE	\$17,561	\$22,852	\$40,668	\$42,632	\$42,088	\$48,699	\$47,285	\$22,253	\$37,057	\$39,884	\$41,488
- Occupancy & Ops Expense Ratio	1.51%	1.04%	0.92%	0.91%	0.88%	0.70%	0.73%	1.07%	0.94%	0.92%	0.89%
- Pct of Total Operating Expense	31%	27%	27%	26%	25%	24%	24%	27%	27%	26%	25%
Avg All Other Expense per FTE	\$12,488	\$18,555	\$40,264	\$44,821	\$42,679	\$48,351	\$47,123	\$17,869	\$35,873	\$40,410	\$42,062
- All Other Expense Ratio	1.08%	0.85%	0.91%	0.95%	0.89%	0.70%	0.72%	0.86%	0.91%	0.93%	0.90%
- Pct of Total Operating Expense	22%	22%	26%	27%	25%	24%	24%	22%	26%	27%	26%

Membership Outreach-

Members-to-Potential Members	3.0%	5.9%	2.7%	2.2%	1.9%	3.1%	2.9%	5.3%	2.9%	2.5%	2.1%
Members-to-FTEs	346	327	402	374	331	421	406	329	387	381	344
Borrower-to-Members	23.1%	36.6%	130.7%	102.5%	81.5%	57.4%	62.8%	34.8%	108.5%	102.6%	81.7%
Branches	280	671	1,706	1,409	4,599	12,738	21,402	950	2,656	4,065	8,664
Members per Branch	254	783	1,748	2,521	3,601	9,314	6,651	627	1,347	1,754	2,734
Avg Acct Relationship 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 Loan Account per Member	0.2	0.4	1.3	1.0	0.8	0.6	0.6	0.3	1.1	1.1	0.9
Avg 1 Loan for every XX.X Members	4.3	2.7	0.8	1.0	1.2	1.7	1.6	2.9	0.9	0.9	1.1
Avg Savings Account 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 Members	0.9	0.8	0.6	0.6	0.5	0.5	0.5	0.8	0.6	0.6	0.5



NCUA Q4-2024

<\$2M

\$2-10M

\$10-\$50M

\$50-100M

\$100-500M

\$500M+

TOTAL

<10M

<\$50M

<\$100M

<\$500M

NET INFRASTRUCTURE COST:

Fee Income	0.84%	0.53%	0.80%	0.98%	1.14%	1.05%	1.05%	0.55%	0.78%	0.89%	1.08%
Compensation & Benefits	2.27%	2.01%	1.62%	1.66%	1.76%	1.56%	1.58%	2.02%	1.66%	1.66%	1.73%
Travel & Conference	0.04%	0.02%	0.03%	0.04%	0.03%	0.02%	0.02%	0.02%	0.03%	0.03%	0.03%
Office Occupancy	0.21%	0.17%	0.20%	0.22%	0.22%	0.17%	0.17%	0.17%	0.20%	0.21%	0.22%
Office Operations	1.30%	0.88%	0.73%	0.69%	0.66%	0.53%	0.55%	0.90%	0.74%	0.71%	0.67%
Educational & Promo	0.04%	0.04%	0.07%	0.09%	0.11%	0.12%	0.12%	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 Services	0.55%	0.47%	0.50%	0.50%	0.40%	0.25%	0.28%	0.48%	0.49%	0.50%	0.43%
Member Insurance	0.03%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%
Operating Fees	0.08%	0.03%	0.02%	0.02%	0.02%	0.01%	0.01%	0.04%	0.02%	0.02%	0.02%
Miscellaneous	0.21%	0.14%	0.10%	0.08%	0.08%	0.11%	0.10%	0.15%	0.11%	0.09%	0.08%
Total Ops Expense	4.86%	3.90%	3.46%	3.52%	3.53%	2.95%	3.03%	3.96%	3.51%	3.51%	3.52%
Net Operating Expense	4.02%	3.37%	2.66%	2.54%	2.39%	1.90%	1.98%	3.41%	2.74%	2.63%	2.45%

NET INFRASTRUCTURE COST PER FULL-TIME EQUIVALENT

Fee Income	\$9,756	\$11,644	\$35,281	\$46,116	\$54,647	\$73,087	\$68,601	\$11,430	\$30,605	\$38,469	\$50,243
Compensation & Benefits	\$26,341	\$43,960	\$71,371	\$77,789	\$84,237	\$108,415	\$103,001	\$41,966	\$65,606	\$71,783	\$80,846
Travel & Conference	\$488	\$498	\$1,347	\$1,684	\$1,677	\$1,494	\$1,517	\$497	\$1,180	\$1,436	\$1,611
Office Occupancy	\$2,439	\$3,674	\$8,753	\$10,211	\$10,482	\$11,699	\$11,379	\$3,534	\$7,730	\$8,988	\$10,075
Office Operations	\$15,122	\$19,178	\$31,915	\$32,421	\$31,606	\$36,999	\$35,906	\$18,719	\$29,328	\$30,896	\$31,413
Educational & Promo	\$488	\$809	\$3,232	\$4,105	\$5,371	\$8,147	\$7,501	\$773	\$2,750	\$3,437	\$4,844
Loan Servicing	\$1,463	\$2,802	\$8,214	\$10,842	\$11,560	\$13,278	\$12,808	\$2,650	\$7,124	\$9,009	\$10,866
Professional & Outside Services	\$6,341	\$10,336	\$21,815	\$23,474	\$19,387	\$17,405	\$17,905	\$9,884	\$19,476	\$21,503	\$19,963
Member Insurance	\$293	\$249	\$135	\$84	\$100	\$57	\$66	\$254	\$158	\$121	\$105
Operating Fees	\$976	\$747	\$943	\$947	\$811	\$635	\$679	\$773	\$909	\$929	\$843
Miscellaneous	\$2,439	\$3,113	\$4,579	\$3,684	\$3,774	\$7,335	\$6,648	\$3,037	\$4,276	\$3,976	\$3,829
Total Ops Expense	\$56,390	\$85,367	\$152,303	\$165,242	\$169,005	\$205,464	\$197,409	\$82,087	\$138,536	\$152,077	\$164,396
Net Operating Expense	\$46,634	\$73,724	\$117,021	\$119,126	\$114,358	\$132,377	\$128,808	\$70,657	\$107,931	\$113,607	\$114,153

ALLOCATION OF OPERATING EXPENSES

Compensation & Benefits	46.7%	51.5%	46.9%	47.1%	49.8%	52.8%	52.2%	51.1%	47.4%	47.2%	49.2%
Travel & Conference	0.9%	0.6%	0.9%	1.0%	1.0%	0.7%	0.8%	0.6%	0.9%	0.9%	1.0%
Office Occupancy	4.3%	4.3%	5.7%	6.2%	6.2%	5.7%	5.8%	4.3%	5.6%	5.9%	6.1%
Office Operations	26.8%	22.5%	21.0%	19.6%	18.7%	18.0%	18.2%	22.8%	21.2%	20.3%	19.1%
Educational & Promo	0.9%	0.9%	2.1%	2.5%	3.2%	4.0%	3.8%	0.9%	2.0%	2.3%	2.9%
Loan Servicing	2.6%	3.3%	5.4%	6.6%	6.8%	6.5%	6.5%	3.2%	5.1%	5.9%	6.6%
Professional & Outside Services	11.2%	12.1%	14.3%	14.2%	11.5%	8.5%	9.1%	12.0%	14.1%	14.1%	12.1%
Member Insurance	0.5%	0.3%	0.1%	0.1%	0.1%	0.0%	0.0%	0.3%	0.1%	0.1%	0.1%
Operating Fees	1.7%	0.9%	0.6%	0.6%	0.5%	0.3%	0.3%	0.9%	0.7%	0.6%	0.5%
Miscellaneous	4.3%	3.6%	3.0%	2.2%	2.2%	3.6%	3.4%	3.7%	3.1%	2.6%	2.3%
Total Ops Expense	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%