

2017 SRCUS

University of Georgia, Athens

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Financial Ratio & CAMEL Score Analysis

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Today's Objectives:

1. Outline Year 2 Project
2. CAMEL Analysis
3. Top 20 Ratios

Understanding the CAMEL System

CAMEL

- NCUA's internal tool to measure risk and allocate resources for supervision purposes
- Used to provide an accurate and consistent assessment of a CU's financial condition and operations

5 Components of CAMEL

CAPITAL ADEQUACY



Net Capital-to-Assets

- Cushions fluctuations in earnings
- Protection against insolvency
- Supports asset growth
- CUs can be innovative and provide more financial services

ASSET QUALITY

- Measures quality and trends of all major assets
- Determines soundness of assets

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Net Capital-to-Assets

- Cushions fluctuations in earnings
- Protection against insolvency
- Supports asset growth
- CUs can be innovative and provide more financial services

ASSET QUALITY



1. Delinquency Rate
2. Net Charge-offs

- Measures quality and trends of all major assets
- Determines soundness of assets

CAMEL

MANAGEMENT

- Most forward looking indicator of condition
- Can management correctly diagnose and respond to financial stress?

Letter 161 introduced Structured System

1. Business strategy/financial performance
2. Internal controls
3. Management conduct
4. Service to members

Well thought out strategic plan

EARNINGS

- Funds expansion
- CU remains competitive and viable
- Replenish or increase capital

ASSET/LIABILITY MANAGEMENT

- Identify, monitor and control interest rate risk and liquidity risk

CAMEL

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- Most forward looking indicator of condition
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Does Auditor report directly to
Supervisory committee

EARNINGS

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- Replenish or increase capital

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- Regulatory compliance
- Compensation structure
- Conflicts of interest
- Nepotism

EARNINGS

- Funds expansion
- CU remains competitive and viable
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ASSET/LIABILITY MANAGEMENT

- Identify, monitor and control interest rate risk and liquidity risk

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4. Service to members



- Rate Structure
- Cost/Benefit analysis on new products/services
- Equitable assessment of fees
- Loan-to-share,.....members-to-potential members

EARNINGS

- Funds expansion
- CU remains competitive and viable
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1. Business strategy/financial performance
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EARNINGS



- Capital management
- Loss absorption

- Funds expansion
- CU remains competitive and viable
- Replenish or increase capital

ASSET/LIABILITY MANAGEMENT

- Identify, monitor and control interest rate risk and liquidity risk

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- Most forward looking indicator of condition
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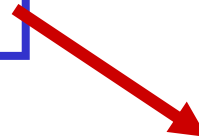
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1. Business strategy/financial performance
2. Internal controls
3. Management conduct
4. Service to members

EARNINGS



- Capital management
- Loss absorption



Net Income-to-Average Assets

- Funds expansion
- CU remains competitive and viable
- Replenish or increase capital

ASSET/LIABILITY MANAGEMENT

- Identify, monitor and control interest rate risk and liquidity risk

CAMEL

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- Funds expansion
- CU remains competitive and viable
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ASSET/LIABILITY MANAGEMENT

- Identify, monitor and control interest rate risk and liquidity risk

$\Delta i \Rightarrow \Delta \text{ net interest margin (NIM)}$

$\Delta i \Rightarrow \Delta \text{ net economic value (NEV)}$

COMPOSITE CAMEL RATING

- 1 = Financially Sound in every respect
- 2 = Financially sound, modest weakness, correctable
- 3 = Unsatisfactory weaknesses, barely resistant to adverse business conditions. Extra supervisory attention. Failure only remote possibility
- 4 = Major asset weakness, future viability in question. Potential for failure, close supervisory attention. Letter of understanding and agreement (LUA) developed and signed
- 5 = Worse than 4. Not survive more than 12 months, clearly insolvent, once a 5 the credit union will be merged, purchased and assumed or liquidated. No more routine supervision
Start sending out resume'

Your CAMEL Score

CAMEL Component Ratings

- Analyze quantitative and qualitative factors
- Assessment of CU's risk management programs relating to credit, interest rate, liquidity, transaction, compliance, reputation, and strategic risks.

CAMEL Code for letter C _____

CAMEL Code for letter A _____

CAMEL Code for letter M _____

CAMEL Code for letter E _____

CAMEL Code for letter L _____

Composite CAMEL Rating _____

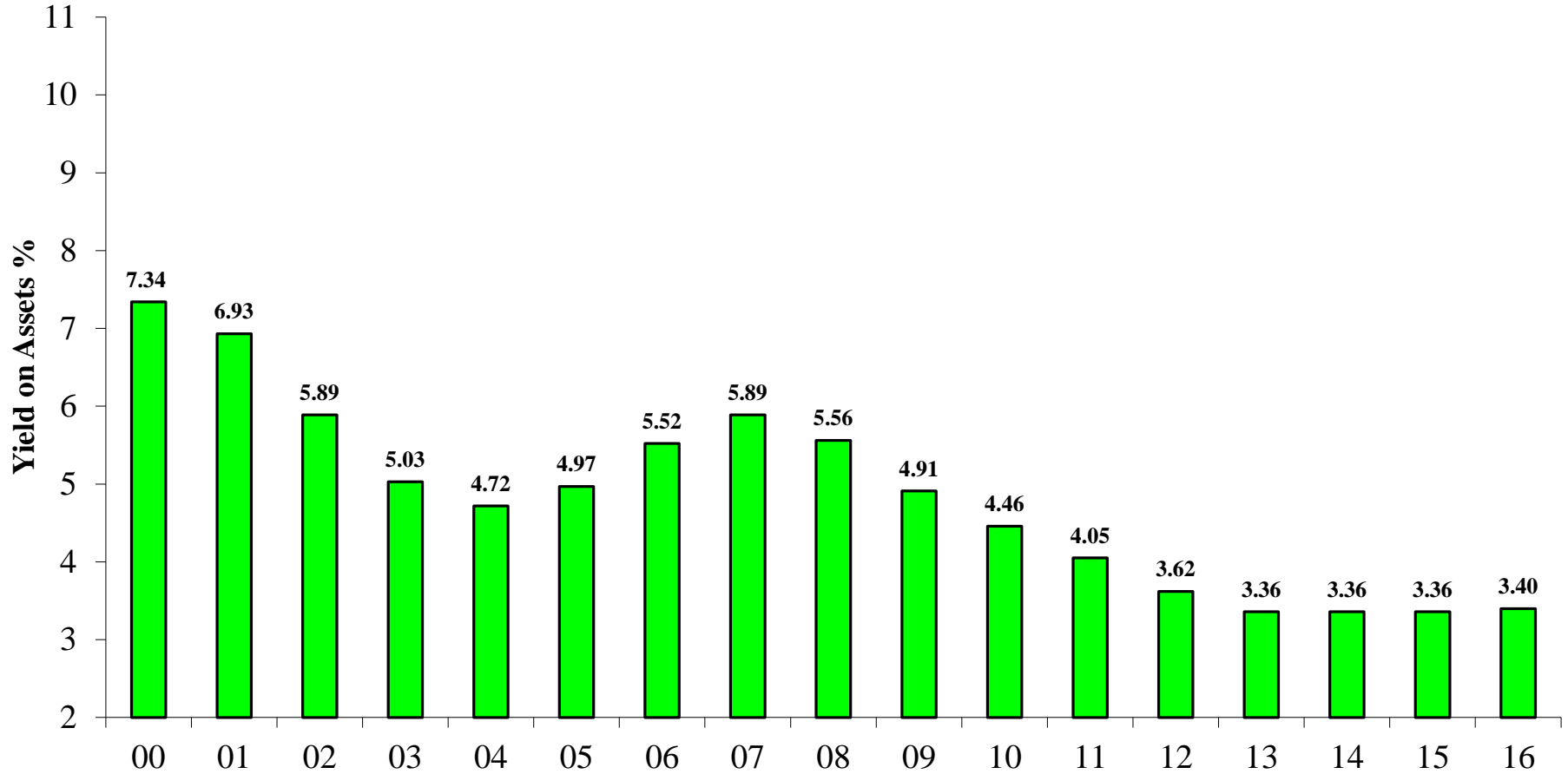
- Not an arithmetic average of component ratings
- Consider component interrelationships when assigning overall rating

20 Important Ratio's

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.03	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

Ratio 1 (PG 161)

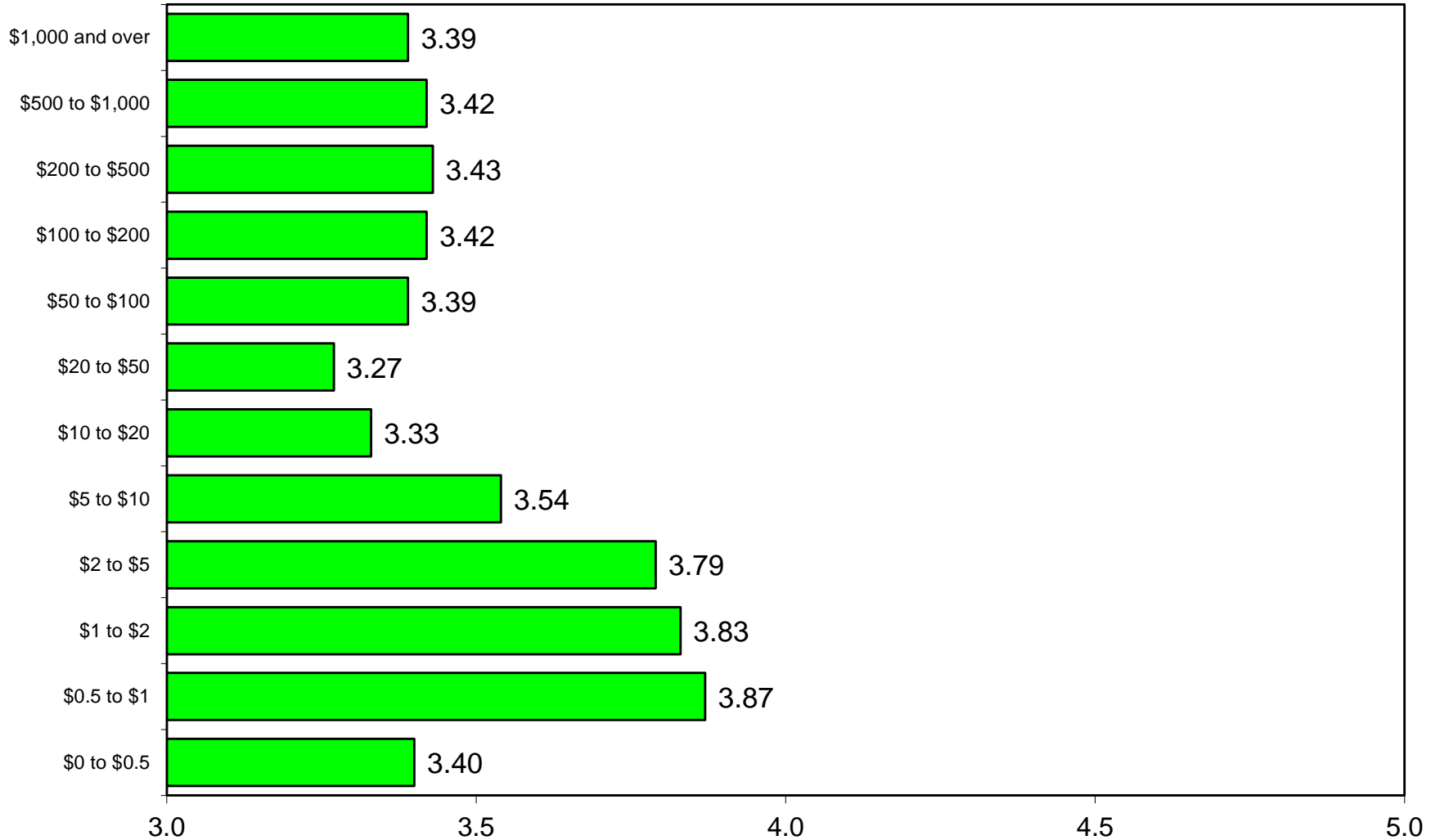
Yield on Assets
2000-2016



■ Yield on Assets

Ratio 1

Credit Union Yield on Assets
(By CU Asset Size, \$ millions)



Source: CUNA & NCUA.

Ratio 1: Yield on Assets

Measure: The combined income of loans and investments, Earnings and Rate of Return of Assets

Definition: [Loan Income + Investment Income] ÷ Average Total Assets

Industry Standard: Determined by market conditions. Refer to current Peer Group Statistics and/or current market rates

$$YOA - COF = NIM$$

$$YOA = COF + NIM$$

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Current Market Rates

Asset mix (Earning vs non-earning assets)

Loan Mix & Loan Yield

Investment Mix & Investment Yield

Repricing Characteristics

Cash Management Procedures

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
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5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
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2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
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	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
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12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
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	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Table 3
Credit union spreads
(All items divided by average assets)

By asset size (\$ in millions)	Interest yield on assets	(-)	Div & int cost of assets (%)	(=)	Gross spread (basis points)	(+)	Fee income (basis points)	(+)	Other income (basis points)	(-)	Operating expenses (basis points)
0.0 - 0.5	3.81		0.82		299		62		30		426
0.5 - 1.0	4.26		0.61		365		24		20		436
1.0 - 2.0	4.35		0.62		373		40		14		436
2.0 - 5.0	4.28		0.63		365		46		15		416
5.0 - 10.0	4.15		0.60		355		55		18		396
10.0 - 20.0	4.00		0.58		342		69		21		391
20.0 - 50.0	4.05		0.66		339		79		29		389
50.0 -100.0	4.15		0.70		344		87		40		396
100.0 - 200.0	4.12		0.77		336		96		43		388
200.0 - 500.0	4.09		0.80		328		95		54		371
500.0 - 1000.0	4.01		0.88		314		78		57		335
1000.0 and over	4.02		1.08		295		61		67		280
National total	4.05%		0.92%		312		74		57		326
Low income	4.43		0.91		352		98		46		389
Federally chartered	4.11		0.97		314		72		59		327
State chartered	3.97		0.87		310		76		55		325

Table 4
Distribution of net spread

(All items divided by average assets; All items in basis points)

By asset size (\$ in millions)	Net spread	(-)	Provision for loan loss	(=)	Net income before Stabilization	Net income after Stabilization	(=)	Gross required reserve transfer	(+)	Other transfers to capital w/o Stabilization
0.0 - 0.5	-35		47		-67	-82		1		-83
0.5 - 1.0	-26		57		-68	-83		1		-84
1.0 - 2.0	-8		46		-37	-54		3		-57
2.0 - 5.0	9		38		-12	-29		3		-32
5.0 - 10.0	31		36		12	-5		4		-9
10.0 - 20.0	41		34		25	7		3		4
20.0 - 50.0	58		36		39	21		3		18
50.0 -100.0	75		39		55	37		3		34
100.0 - 200.0	87		41		63	45		4		41
200.0 - 500.0	106		49		76	58		5		53
500.0 - 1000.0	113		46		84	67		6		61
1000.0 and over	143		56		105	87		4		83
National total	117		50		86	68		4		64
Low income	107		47		78	59		3		56
Federally chartered	118		49		87	69		2		67
State chartered	116		50		85	66		7		60

(1) Corporate Stabilization Expense is an extraordinary item resulting from OTTI changes at corporate credit unions

Ratio 1: Yield on Assets

Measure: The combined income of loans and investments, Earnings and Rate of Return of Assets

Definition: $[\text{Loan Income} + \text{Investment Income}] \div \text{Average Total Assets}$

Industry Standard: Determined by market conditions. Refer to current Peer Group Statistics and/or current market rates

$$\text{YOA} - \text{COF} = \text{NIM}$$

$$\text{YOA} = \text{COF} + \text{NIM}$$

Your Ratio 3.98%

5-Year Trend: Improving or Worsening

Why? Falling market interest rates, weak loan growth

Asset Peer Ratio 3.36% Our CU is Better or Worse (circle one)

State Peer Ratio 3.15% Our CU is Better or Worse (circle one)

Membership Peer Ratio 3.28% Our CU is Better or Worse (circle one)

P. 161

P. 176

P. 168

Determining Factors:

Current Market Rates

Asset mix (Earning vs non-earning assets)

Loan Mix & Loan Yield

Investment Mix & Investment Yield

Repricing Characteristics

Cash Management Procedures

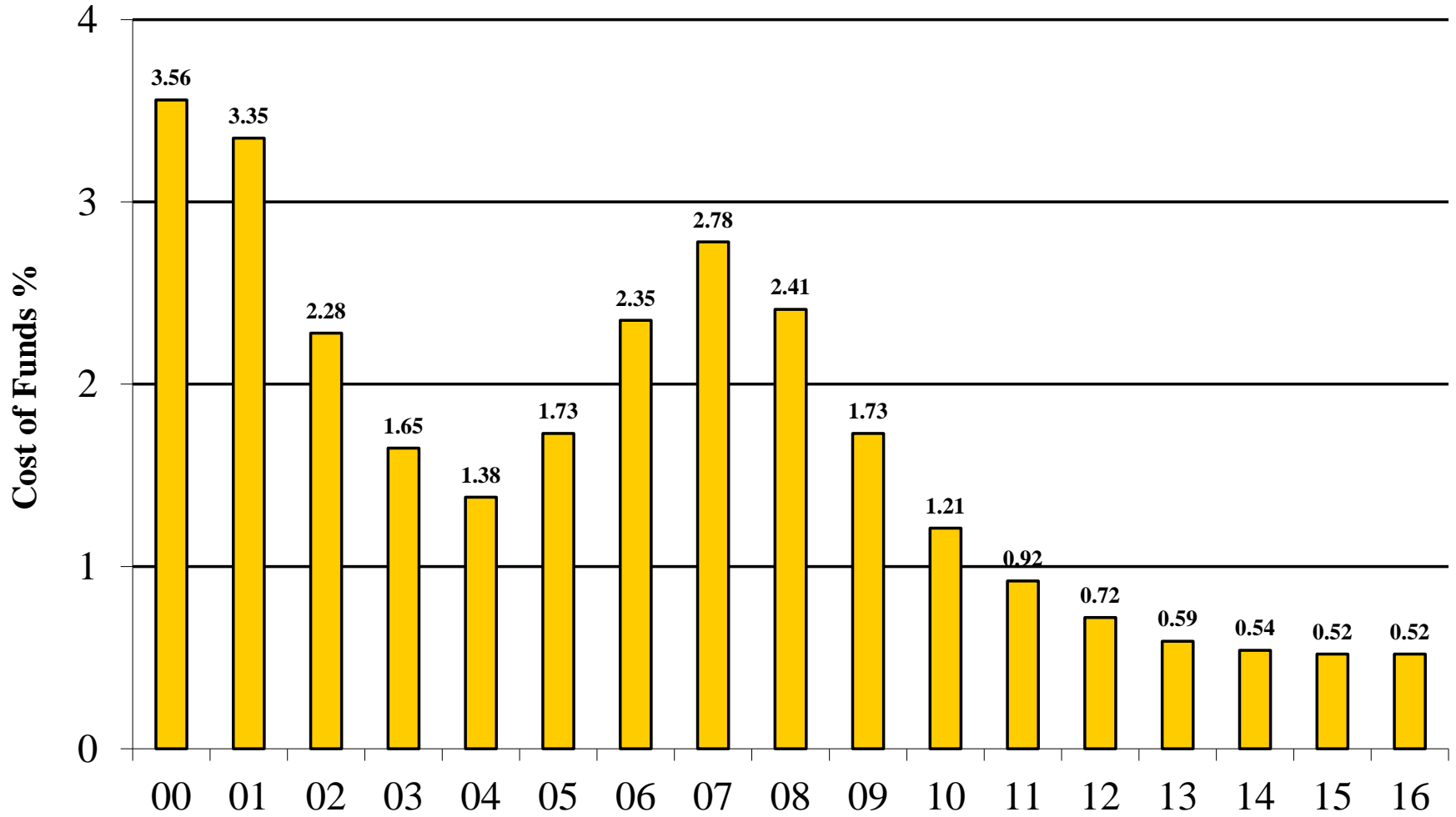
Ratio 1: Yield on Assets

Steps to Improve this Ratio:

1. Increase loan-to-asset ratio
2. Risk-based lending
3. Indirect lending
4. Participation loans
5. Automated lending
6. Low-income lending
7. Business lending
8. Switch to long-term lending
9. Increase consumer lending

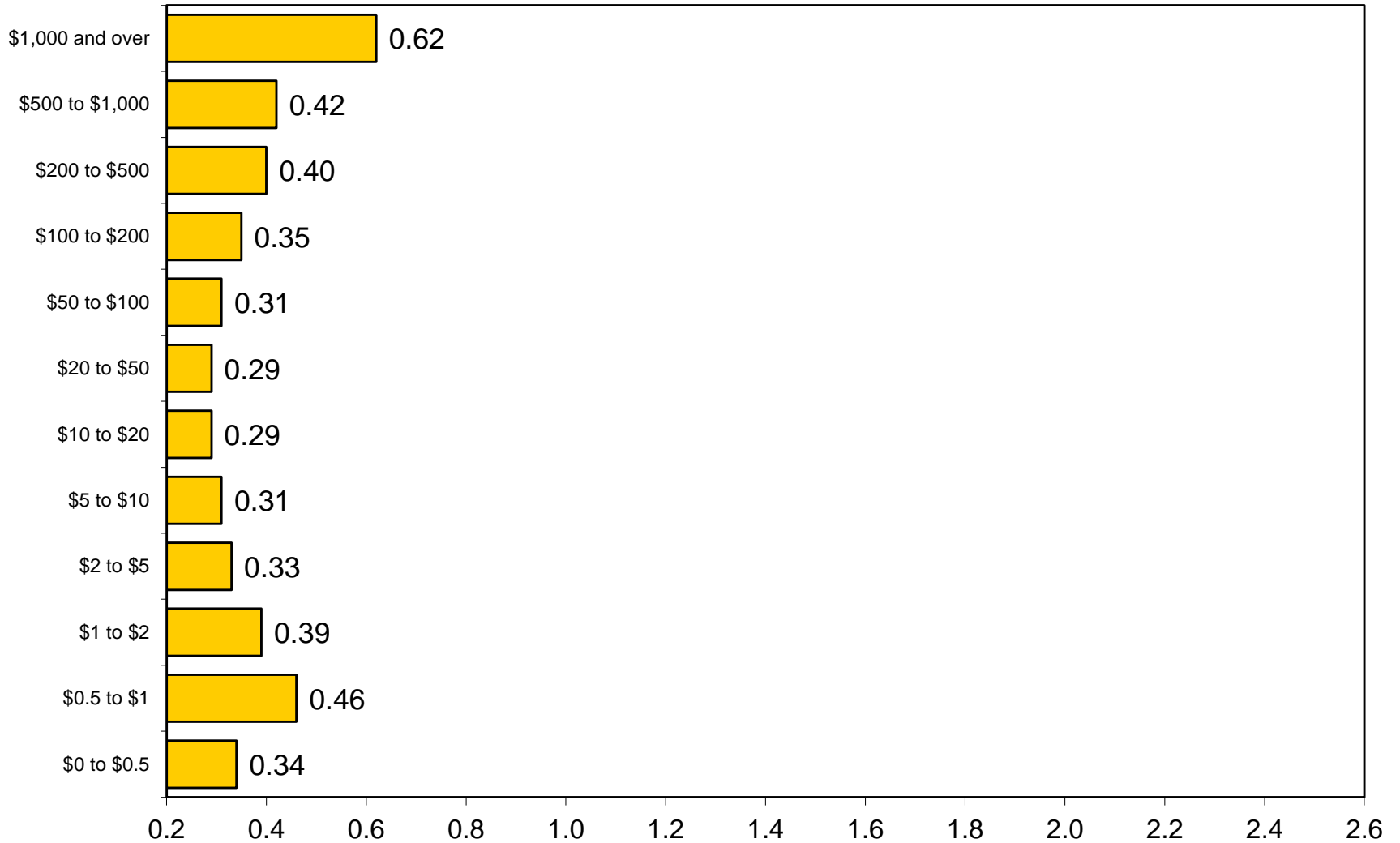
Ratio 2

Cost Of Funds
2000-2016



Ratio 2

Credit Union Cost of Funds
(By CU Asset Size, \$ millions)



Source: CUNA & NCUA.

Ratio 2: Cost of Funds

Measure: The combined cost of money purchased from the member, borrowed from a liquidity source, and the credit union's net worth dollars, which have zero direct cost

Definition: $[\text{Dividend Expense} + \text{Borrow Expense}] \div \text{Average Total Assets}$

Industry Standard: Determined by market conditions. Refer to current Peer Group Statistics and/or current market rates

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Current Market Rates & Dividend Rates & Repricing Characteristics

Savings Mix & Borrowing Mix

Account Rate Structures

Net Worth Ratio

Liquidity Position

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
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5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Table 3
Credit union spreads
(All items divided by average assets)

By asset size (\$ in millions)	Interest yield on assets	(-)	Div & int cost of assets (%)	(=)	Gross spread (basis points)	(+)	Fee income (basis points)	(+)	Other income (basis points)	(-)	Operating expenses (basis points)
0.0 - 0.5	3.81		0.82		299		62		30		426
0.5 - 1.0	4.26		0.61		365		24		20		436
1.0 - 2.0	4.35		0.62		373		40		14		436
2.0 - 5.0	4.28		0.63		365		46		15		416
5.0 - 10.0	4.15		0.60		355		55		18		396
10.0 - 20.0	4.00		0.58		342		69		21		391
20.0 - 50.0	4.05		0.66		339		79		29		389
50.0 -100.0	4.15		0.70		344		87		40		396
100.0 - 200.0	4.12		0.77		336		96		43		388
200.0 - 500.0	4.09		0.80		328		95		54		371
500.0 - 1000.0	4.01		0.88		314		78		57		335
1000.0 and over	4.02		1.08		295		61		67		280
National total	4.05%		0.92%		312		74		57		326
Low income	4.43		0.91		352		98		46		389
Federally chartered	4.11		0.97		314		72		59		327
State chartered	3.97		0.87		310		76		55		325

Table 4
Distribution of net spread

(All items divided by average assets; All items in basis points)

By asset size (\$ in millions)	Net spread	(-)	Provision for loan loss	(=)	Net income before Stabilization	Net income after Stabilization	(=)	Gross required reserve transfer	(+)	Other transfers to capital w/o Stabilization
0.0 - 0.5	-35		47		-67	-82		1		-83
0.5 - 1.0	-26		57		-68	-83		1		-84
1.0 - 2.0	-8		46		-37	-54		3		-57
2.0 - 5.0	9		38		-12	-29		3		-32
5.0 - 10.0	31		36		12	-5		4		-9
10.0 - 20.0	41		34		25	7		3		4
20.0 - 50.0	58		36		39	21		3		18
50.0 -100.0	75		39		55	37		3		34
100.0 - 200.0	87		41		63	45		4		41
200.0 - 500.0	106		49		76	58		5		53
500.0 - 1000.0	113		46		84	67		6		61
1000.0 and over	143		56		105	87		4		83
National total	117		50		86	68		4		64
Low income	107		47		78	59		3		56
Federally chartered	118		49		87	69		2		67
State chartered	116		50		85	66		7		60

(1) Corporate Stabilization Expense is an extraordinary item resulting from OTTI changes at corporate credit unions

Ratio 2: Cost of Funds

Measure: The combined cost of money purchased from the member, borrowed from a liquidity source, and the credit union's net worth dollars, which have zero direct cost

Definition: $[\text{Dividend Expense} + \text{Borrow Expense}] \div \text{Average Total Assets}$

Industry Standard: Determined by market conditions. Refer to current Peer Group Statistics and/or current market rates

Your Ratio 1.11%

5-Year Trend: Improving or Worsening.

Why? Decreasing market interest rates, changing deposit mix

Asset Peer Ratio .52% Our CU is Better or Worse (circle one)

State Peer Ratio .36% Our CU is Better or Worse (circle one)

Membership Peer Ratio .54% Our CU is Better or Worse (circle one)

P. 161

P. 176

P. 168

Determining Factors:

Current Market Rates & Dividend Rates & Repricing Characteristics

Savings Mix & Borrowing Mix

Account Rate Structures

Net Worth Ratio

Liquidity Position

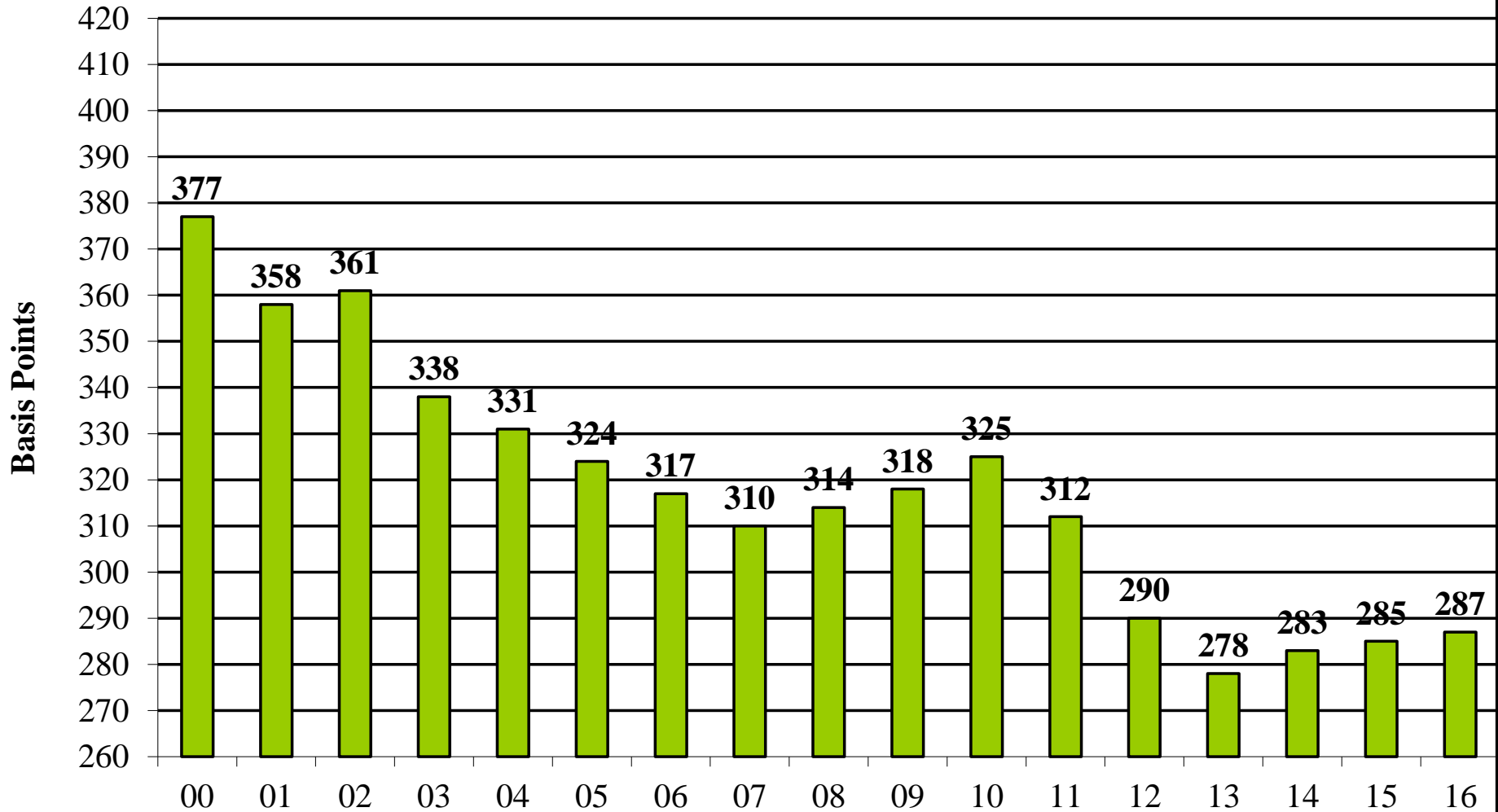
Ratio 2: Cost of Funds

Steps to Improve this Ratio:

1. Segment rate sensitive vs non-rate sensitive members
2. Borrow on the margin
3. Use Marginal cost pricing, not average cost
4. Offer special term (odd term) CDs
5. In a rising rate environment, offer new, high rate, tiered, indexed MMAs
6. Review borrowing opportunities, (Corporate, FHLB)
7. Increase share drafts (switch kits)
8. 2nd chance checking
9. Offer bill payments/checks/online banking
10. If expect rates to increase, then pay up on long-term CDs
11. Slow rate increases on core deposits

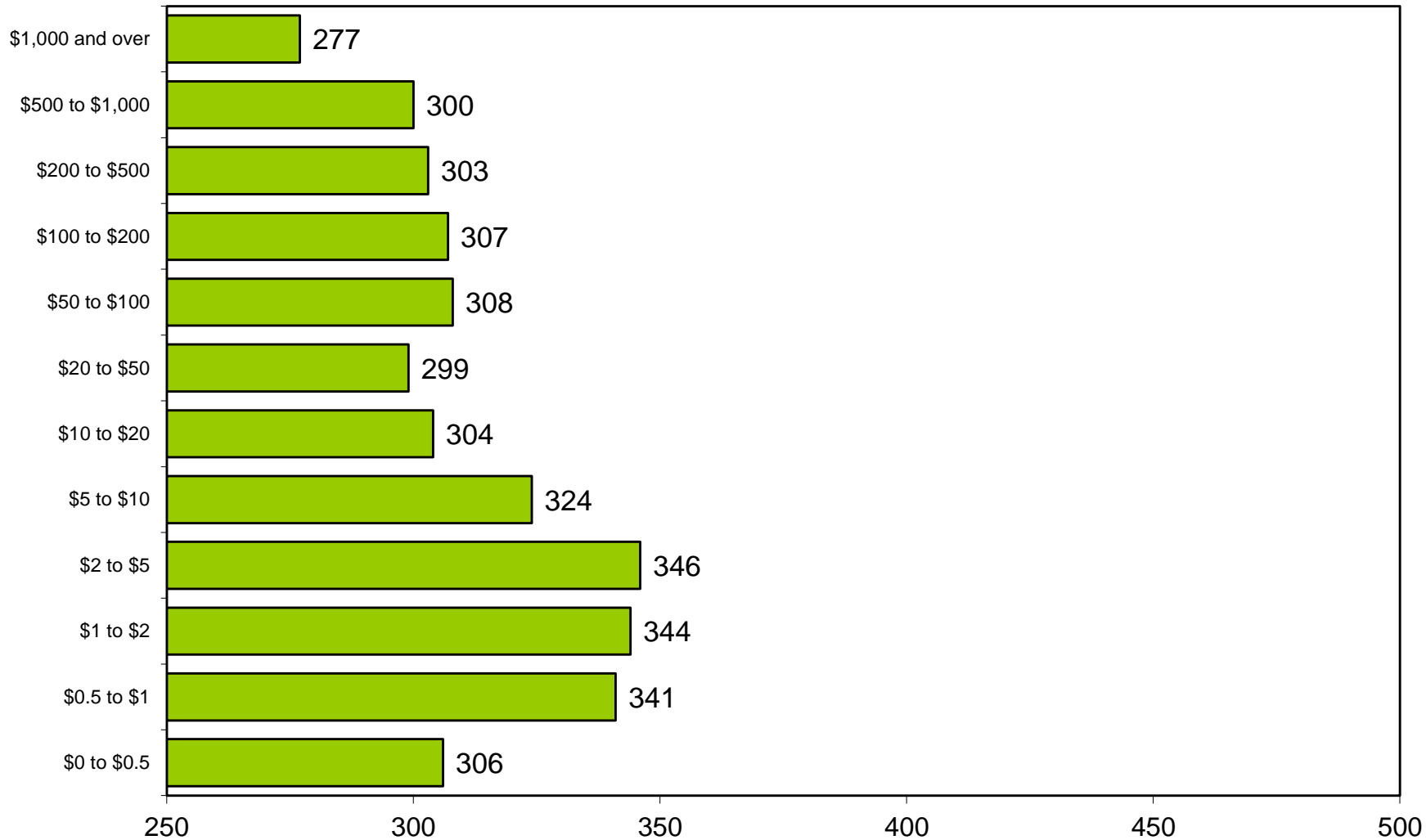
Ratio 3

Net Interest Margin (Gross Spread)
2000-2016



Ratio 3

Credit Union Net Interest Margin
(Basis Points of Average Assets - By CU Size)



Source: CUNA & NCUA.

Ratio 3: Net Interest Margin

Measure: Profitability of Financial Intermediation

Definition: $[\text{Interest Income} - \text{Interest Expense}] \div \text{Average Total Assets}$

Industry Standard: 3.5-4.5%

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Asset Mix

Loan & Investment Mix

Loan & Investment Yield

Liquidity Position & Cash Management Procedures

Savings Mix & Dividend Rates & Account rate structures

Repricing Characteristics

Net Worth Ratio

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 3: Net Interest Margin

Measure: Profitability of Financial Intermediation

Definition: $[\text{Interest Income} - \text{Interest Expense}] \div \text{Average Total Assets}$

Industry Standard: 3.5-4.5%

Your Ratio 2.87%

5-Year Trend: Improving or Worsening.
Why? _____

Asset Peer Ratio 2.83% Our CU is Better or Worse (circle one)
State Peer Ratio 2.46% Our CU is Better or Worse (circle one)
Membership Peer Ratio 2.83% Our CU is Better or Worse (circle one)

P. 161
P. 176
P. 168

Determining Factors:

Asset Mix

Loan & Investment Mix

Loan & Investment Yield

Liquidity Position & Cash Management Procedures

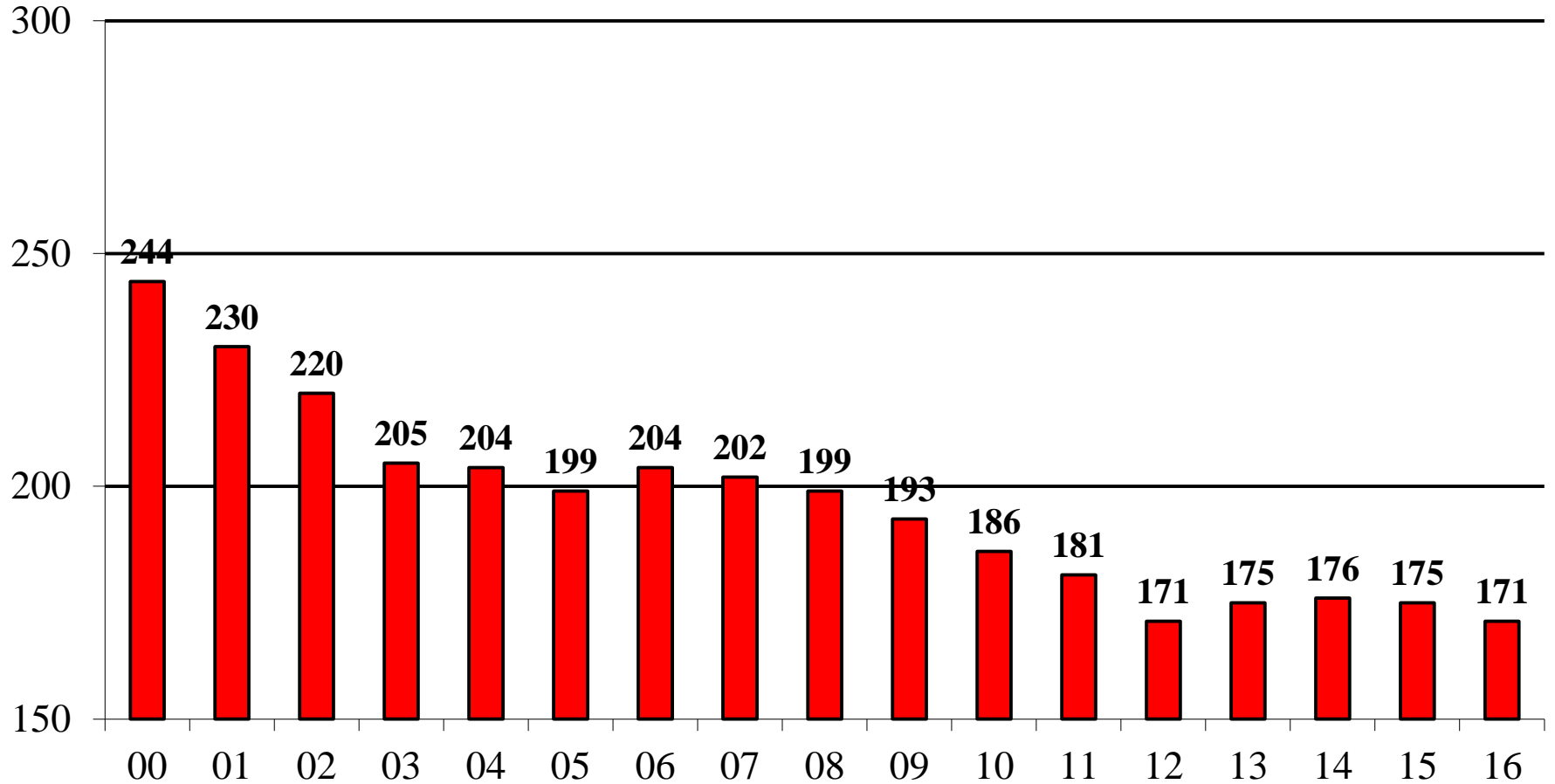
Savings Mix & Dividend Rates & Account rate structures

Repricing Characteristics

Net Worth Ratio

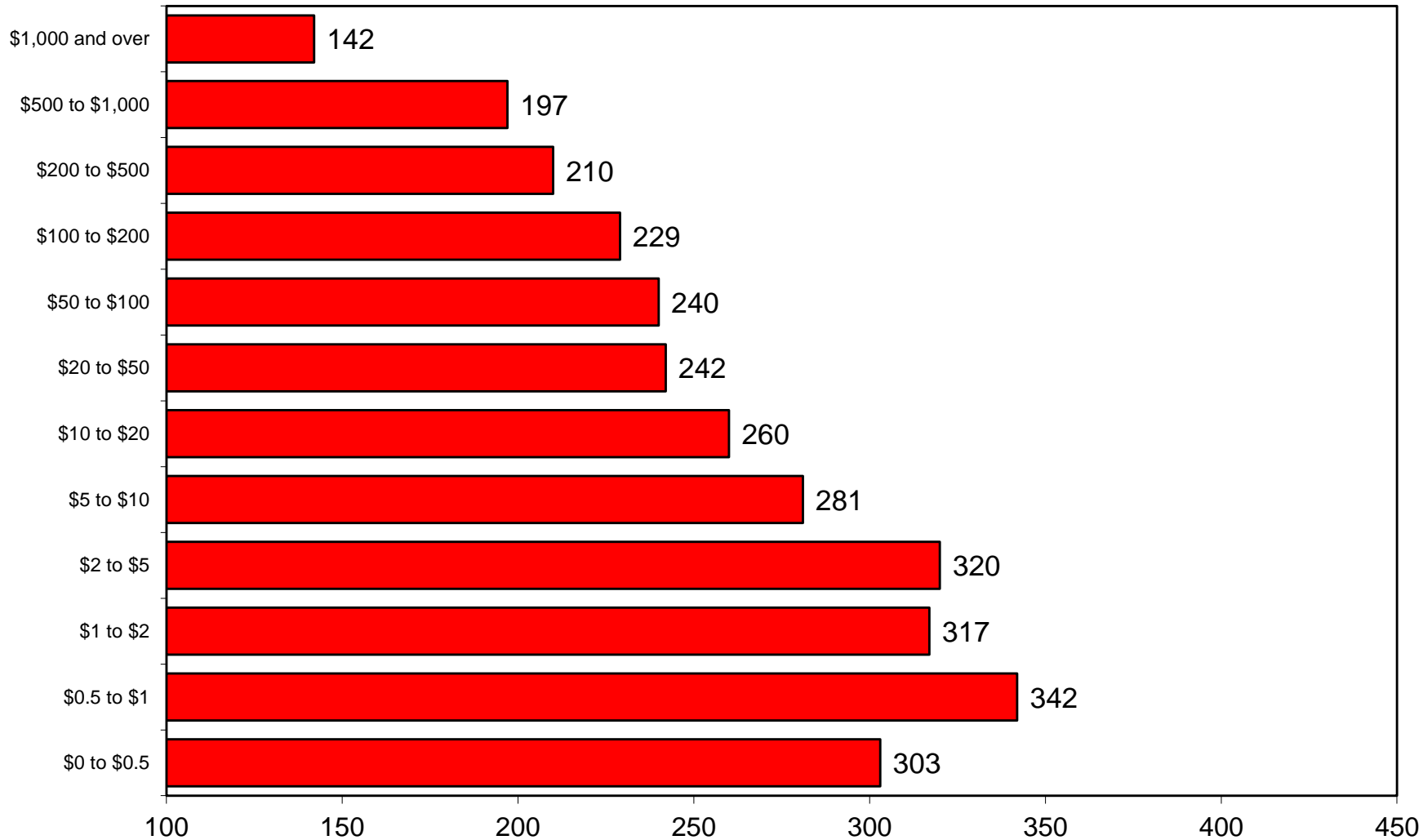
Ratio 4

Net Operating Expense to Average Assets



Ratio 4

Credit Union Net Operating Expense
(Basis Points of Average Assets - By CU Size)



Source: CUNA & NCUA.

Ratio 4: Net Operating Expense Ratio

Measure: Cost of managing the asset base, Efficiency, Productivity and Economies of Scale

Definition: $[\text{Operating Expenses} - \text{Non-interest Income}] \div \text{Average Total Assets}$

Industry Standard: 2.5% - 3.5% range is typical, but varies by asset size. Refer to current Peer Group Statistics.

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Expense Amounts (Budgets)

Fee Income Structure

Asset size

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
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	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
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3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.02	2.58
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5.0 - 10.0	4.15		0.60		355		55		18		396
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20.0 - 50.0	4.05		0.66		339		79		29		389
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Distribution of net spread

(All items divided by average assets; All items in basis points)

By asset size (\$ in millions)	Net spread	(-)	Provision for loan loss	(=)	Net income before Stabilization	Net income after Stabilization	(=)	Gross required reserve transfer	(+)	Other transfers to capital w/o Stabilization
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0.5 - 1.0	-26		57		-68	-83		1		-84
1.0 - 2.0	-8		46		-37	-54		3		-57
2.0 - 5.0	9		38		-12	-29		3		-32
5.0 - 10.0	31		36		12	-5		4		-9
10.0 - 20.0	41		34		25	7		3		4
20.0 - 50.0	58		36		39	21		3		18
50.0 -100.0	75		39		55	37		3		34
100.0 - 200.0	87		41		63	45		4		41
200.0 - 500.0	106		49		76	58		5		53
500.0 - 1000.0	113		46		84	67		6		61
1000.0 and over	143		56		105	87		4		83
National total	117		50		86	68		4		64
Low income	107		47		78	59		3		56
Federally chartered	118		49		87	69		2		67
State chartered	116		50		85	66		7		60

(1) Corporate Stabilization Expense is an extraordinary item resulting from OTTI changes at corporate credit unions

Ratio 4: Net Operating Expense Ratio

Measure: Cost of managing the asset base, Efficiency, Productivity and Economies of Scale

Definition: $[\text{Operating Expenses} - \text{Non-interest Income}] \div \text{Average Total Assets}$

Industry Standard: 2.5% - 3.5% range is typical, but varies by asset size. Refer to current Peer Group Statistics.

Your Ratio 2.33%

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 161

P. 176

P. 168

Determining Factors:

Expense Amounts (Budgets)

Fee Income Structure

Asset size

Operating expense ratio – (fee income + other income)

$310 - (75 + 64)$

$310 - (139)$

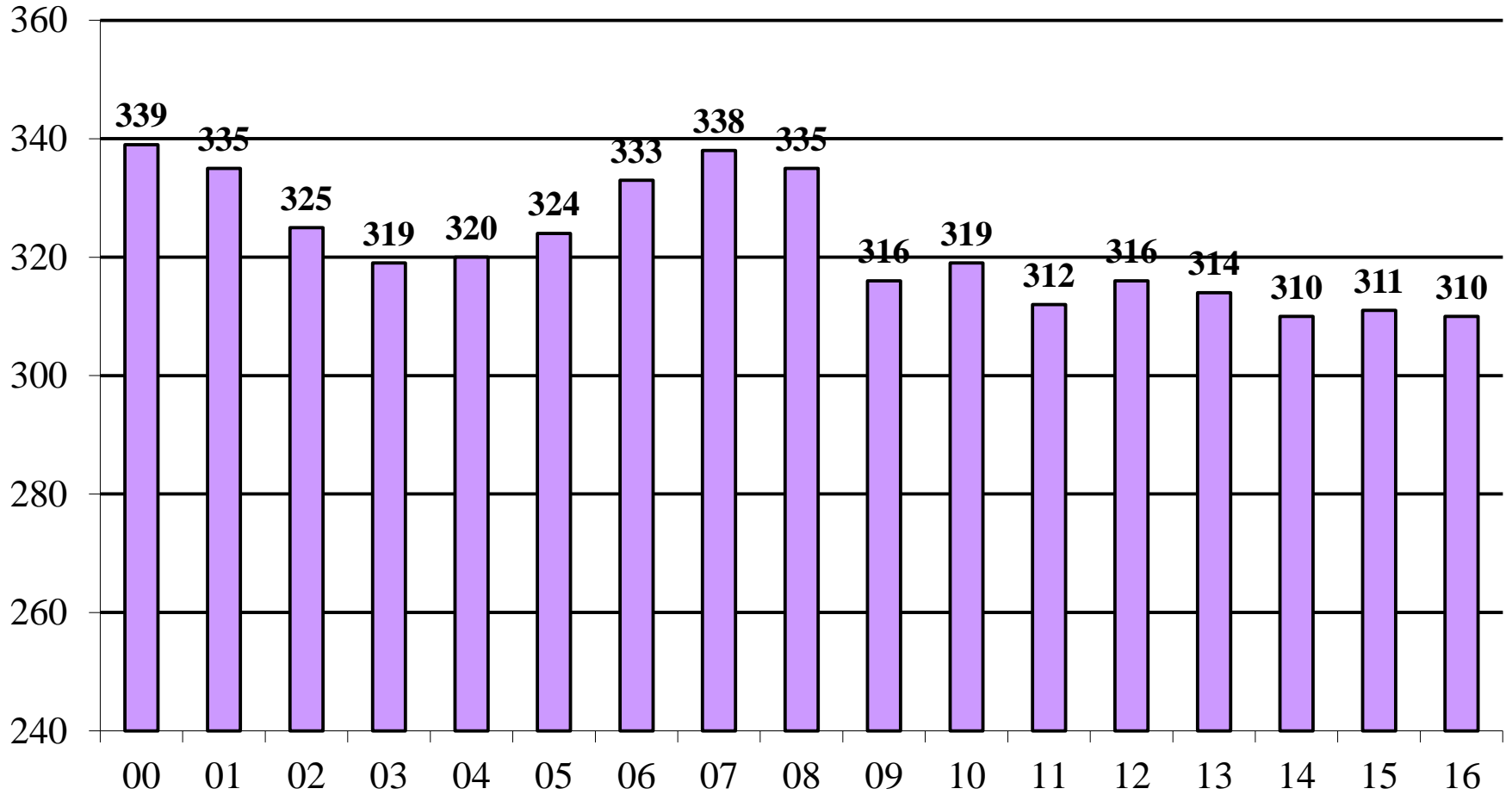
171

Ratio 4: Net Operating Expense Ratio

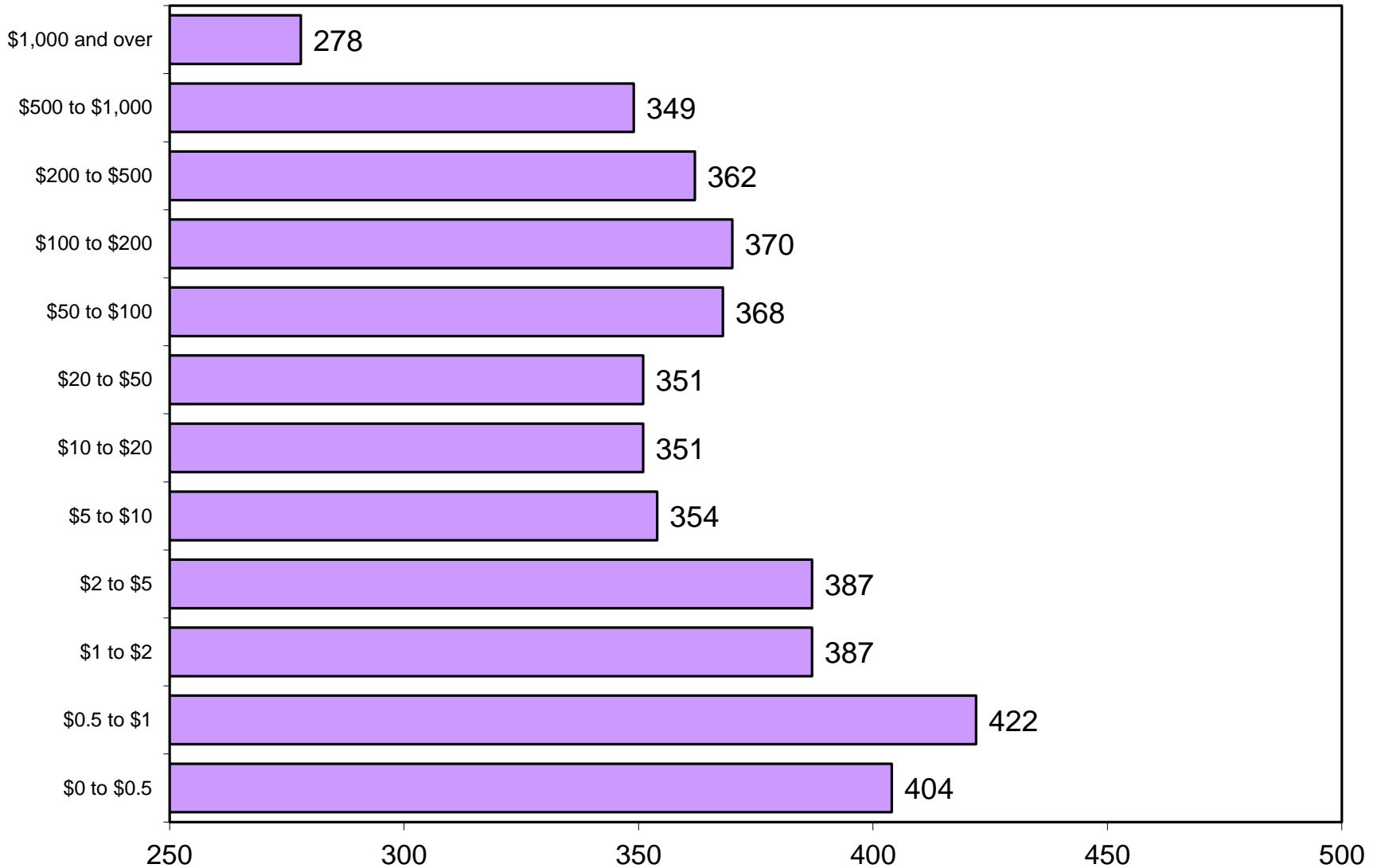
Steps to Improve this Ratio:

- 1. Electronic transactions (e-statements, e-checking)**
- 2. Review vendor relationships**
- 3. Review fee structure**
- 4. Cross-selling training**
- 5. Increase services per member**
- 6. Provide incentives to staff and members to bring in new funds**
- 7. Asset growth to decrease ratio**
- 8. Branch cost/benefit analysis**
- 9. Electronic online training**
- 10. Loan department restructuring**
- 11. Upgrade technology**
- 12. Off-shore outsourcing**
- 13. Courtesy pay fee income**

Operating Expense to Average Assets

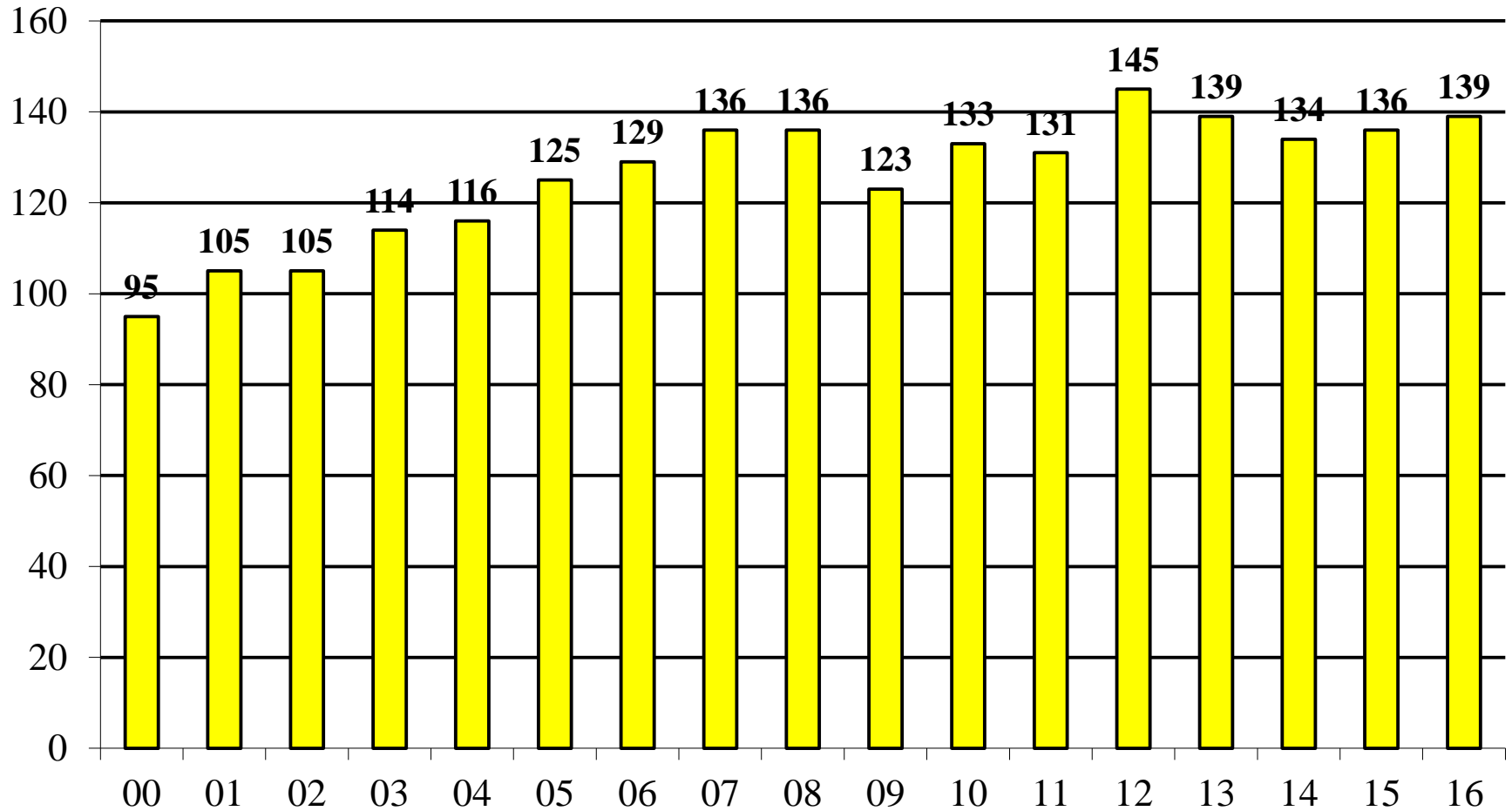


Credit Union Operating Expense
(Basis Points of Average Assets - By CU Size)

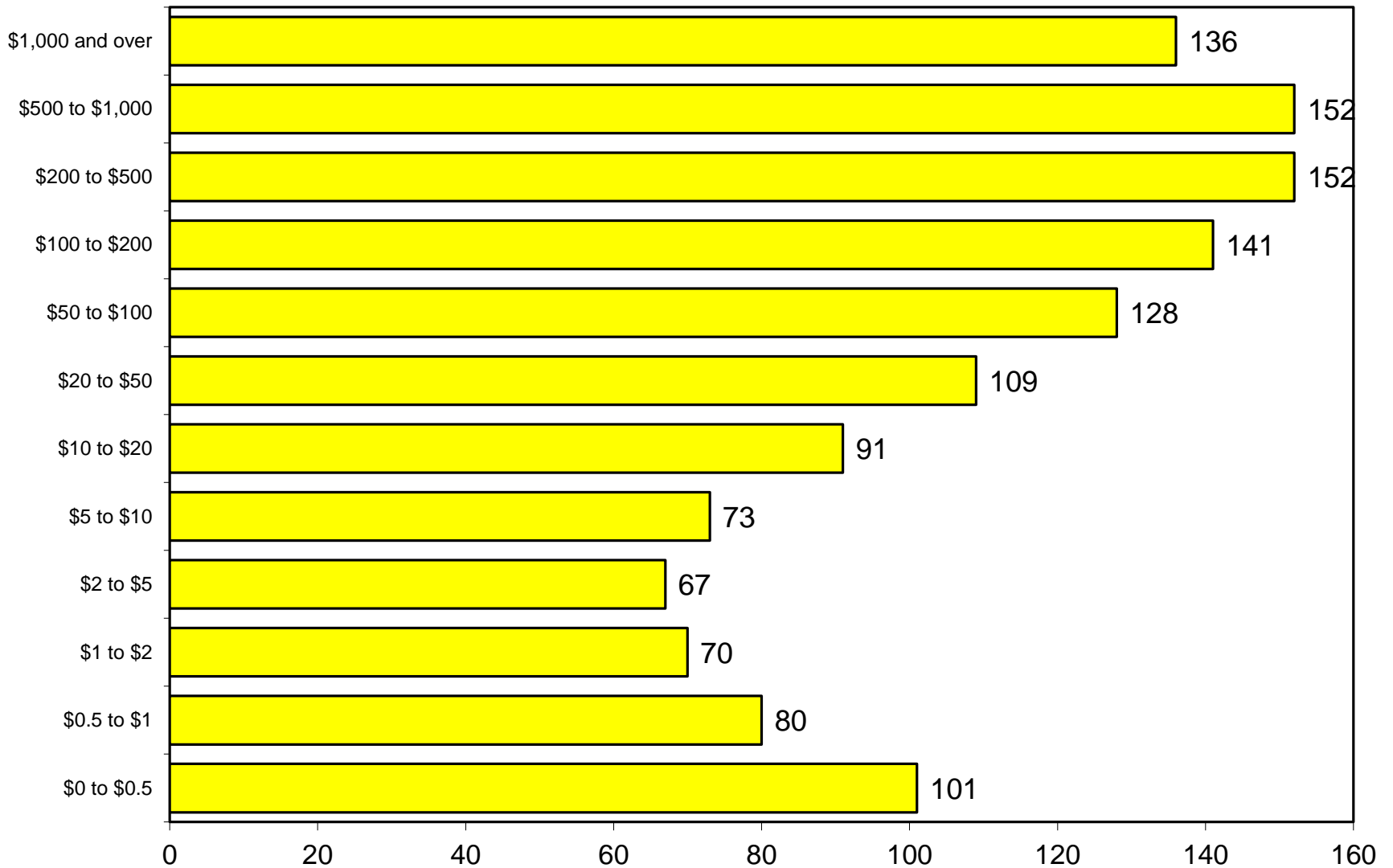


Source: CUNA & NCUA.

Non-Interest Income to Average Assets



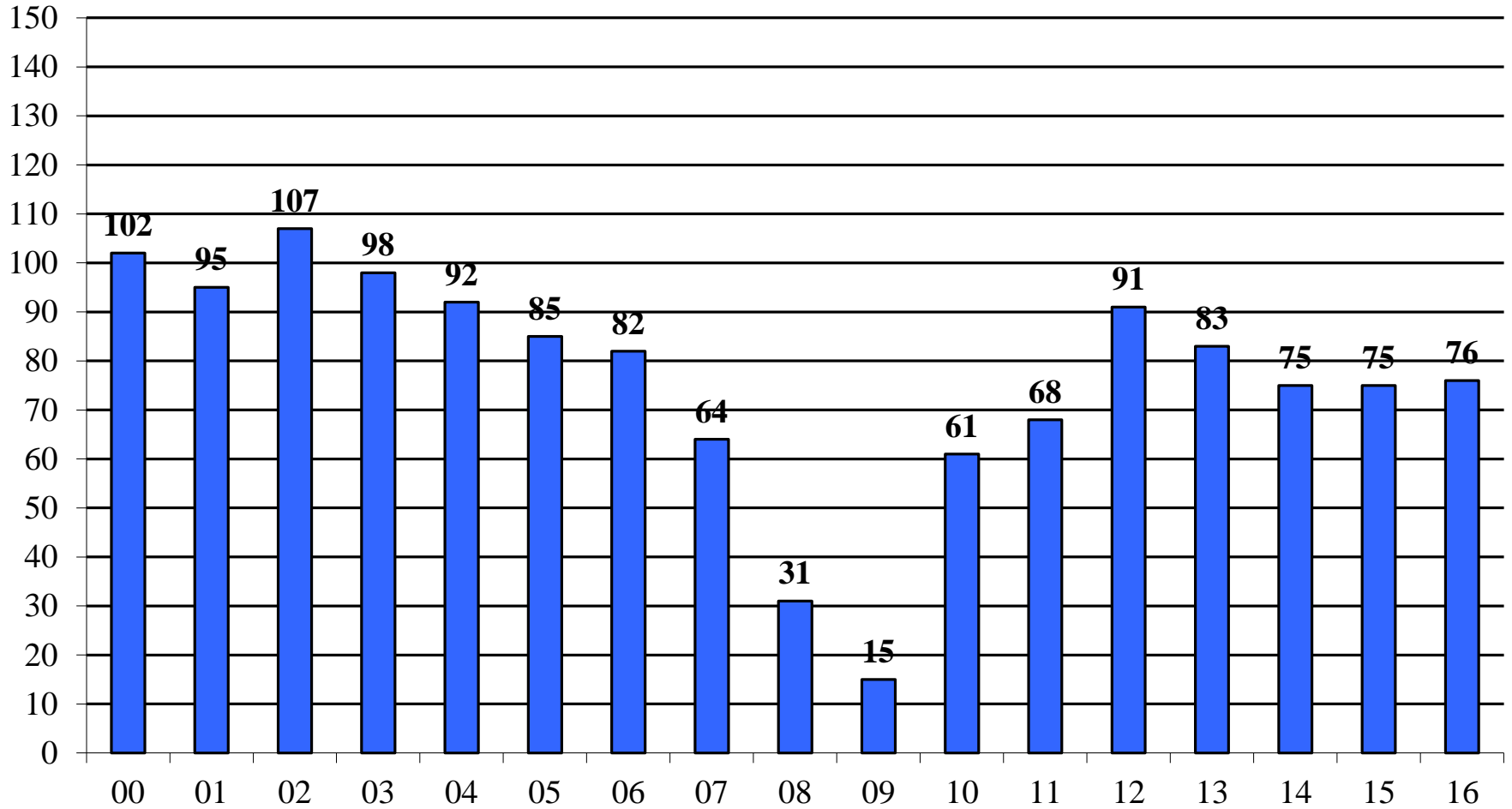
Credit Union Other Income
(Basis Points of Average Assets - By CU Size)



Source: CUNA & NCUA.

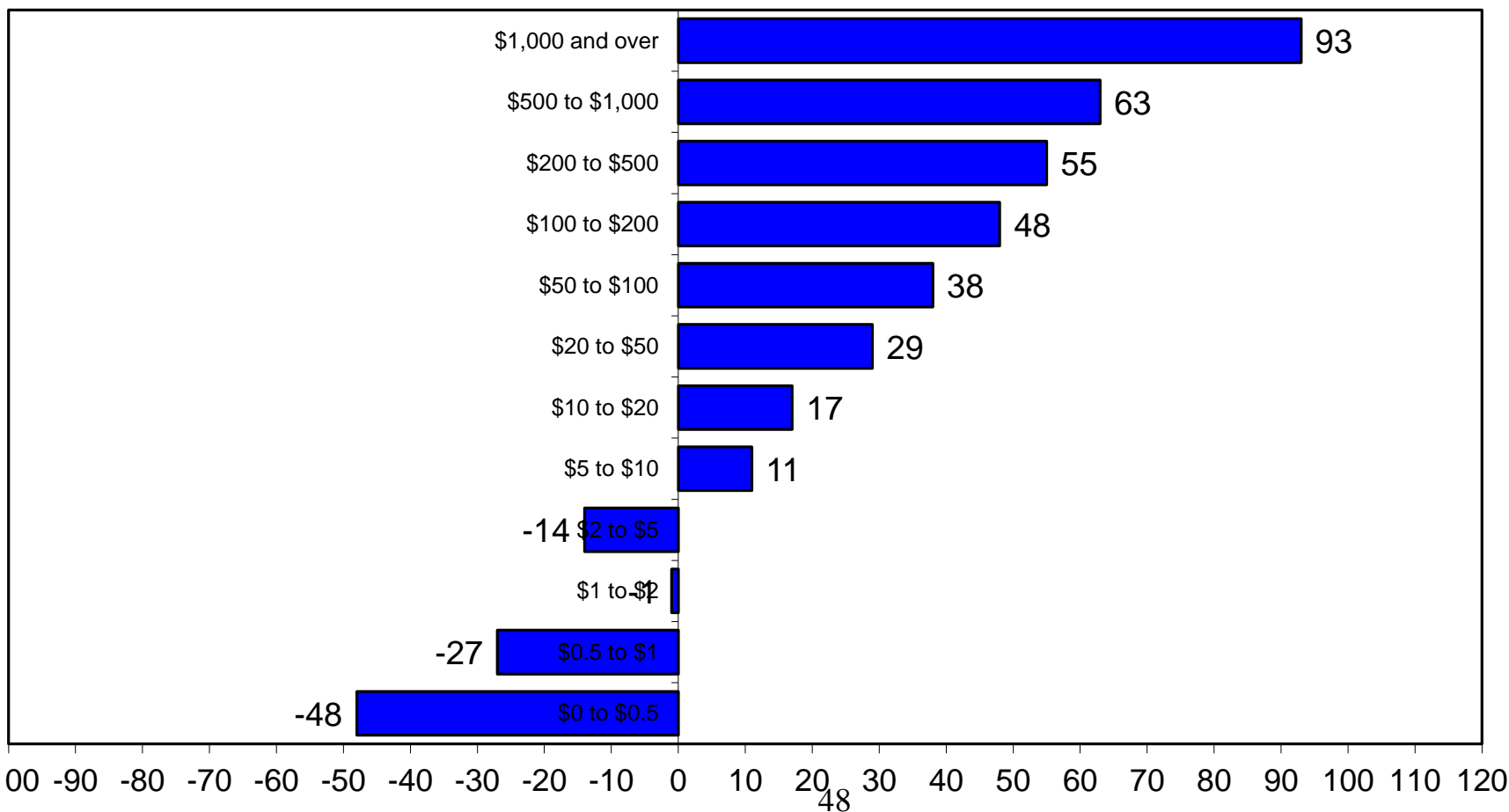
Ratio 5

Net Income to Average Assets
2000-2016



Ratio 5

CU ROA (before Stab) (Basis Points of Average Assets - By CU Size)



Ratio 5: Return on Average Assets

Measure: Earnings, Rate of Return and Capital Contributions

Definition: Net Income ÷ Average Assets

Industry Standard: An NCUA CAMEL Key Ratio, 1% or higher

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Asset Mix & Size

Loan & Investment Mix

Loan & Investment Yield

Liquidity Position & Cash Management Procedures

Savings Mix & Dividend Rates & Account rate structures

Loan & Collection Policies and Procedures

Net Worth Ratio

Operating Expenses & Fee Income Structure

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.85	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.85	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 5: Return on Average Assets

Measure: Earnings, Rate of Return and Capital Contributions

Definition: Net Income ÷ Average Assets

Industry Standard: An NCUA CAMEL Key Ratio, 1% or higher

Your Ratio 0.42%

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 161

P. 177

P. 169

Determining Factors:

Asset Mix & Size

Loan & Investment Mix

Loan & Investment Yield

Liquidity Position & Cash Management Procedures

Savings Mix & Dividend Rates & Account rate structures

Loan & Collection Policies and Procedures

Net Worth Ratio

Operating Expenses & Fee Income Structure

*Table 3
Credit union spreads
(All items divided by average assets)*

By asset size (\$ in millions)	Interest yield on assets	(-)	Div & int cost of assets (%)	(=)	Gross spread (basis points)	(+)	Fee income (basis points)	(+)	Other income (basis points)	(-)	Operating expenses (basis points)
0.0 - 0.5	3.81		0.82		299		62		30		426
0.5 - 1.0	4.26		0.61		365		24		20		436
1.0 - 2.0	4.35		0.62		373		40		14		436
2.0 - 5.0	4.28		0.63		365		46		15		416
5.0 - 10.0	4.15		0.60		355		55		18		396
10.0 - 20.0	4.00		0.58		342		69		21		391
20.0 - 50.0	4.05		0.66		339		79		29		389
50.0 -100.0	4.15		0.70		344		87		40		396
100.0 - 200.0	4.12		0.77		336		96		43		388
200.0 - 500.0	4.09		0.80		328		95		54		371
500.0 - 1000.0	4.01		0.88		314		78		57		335
1000.0 and over	4.02		1.08		295		61		67		280
National total	4.05%		0.92%		312		74		57		326
Low income	4.43		0.91		352		98		46		389
Federally chartered	4.11		0.97		314		72		59		327
State chartered	3.97		0.87		310		76		55		325

*Table 4
Distribution of net spread*

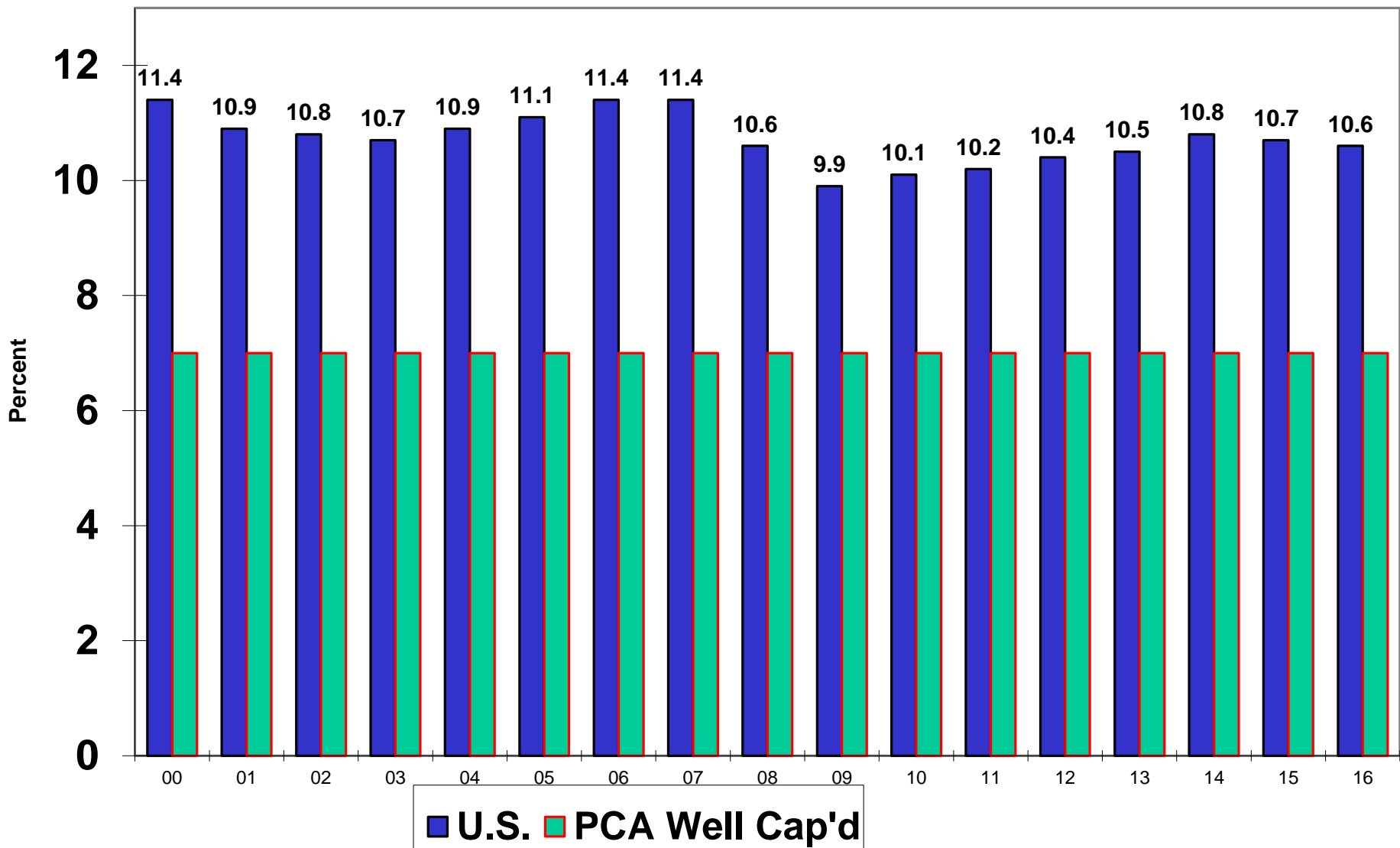
(All items divided by average assets; All items in basis points)

By asset size (\$ in millions)	Net spread	(-)	Provision for loan loss	(=)	Net income before Stabilization	Net income after Stabilization	(=)	Gross required reserve transfer	(+)	Other transfers to capital w/o Stabilization
0.0 - 0.5	-35		47		-67	-82		1		-83
0.5 - 1.0	-26		57		-68	-83		1		-84
1.0 - 2.0	-8		46		-37	-54		3		-57
2.0 - 5.0	9		38		-12	-29		3		-32
5.0 - 10.0	31		36		12	-5		4		-9
10.0 - 20.0	41		34		25	7		3		4
20.0 - 50.0	58		36		39	21		3		18
50.0 -100.0	75		39		55	37		3		34
100.0 - 200.0	87		41		63	45		4		41
200.0 - 500.0	106		49		76	58		5		53
500.0 - 1000.0	113		46		84	67		6		61
1000.0 and over	143		56		105	87		4		83
National total	117		50		86	68		4		64
Low income	107		47		78	59		3		56
Federally chartered	118		49		87	69		2		67
State chartered	116		50		85	66		7		60

(1) Corporate Stabilization Expense is an extraordinary item resulting from OTTI changes at corporate credit unions

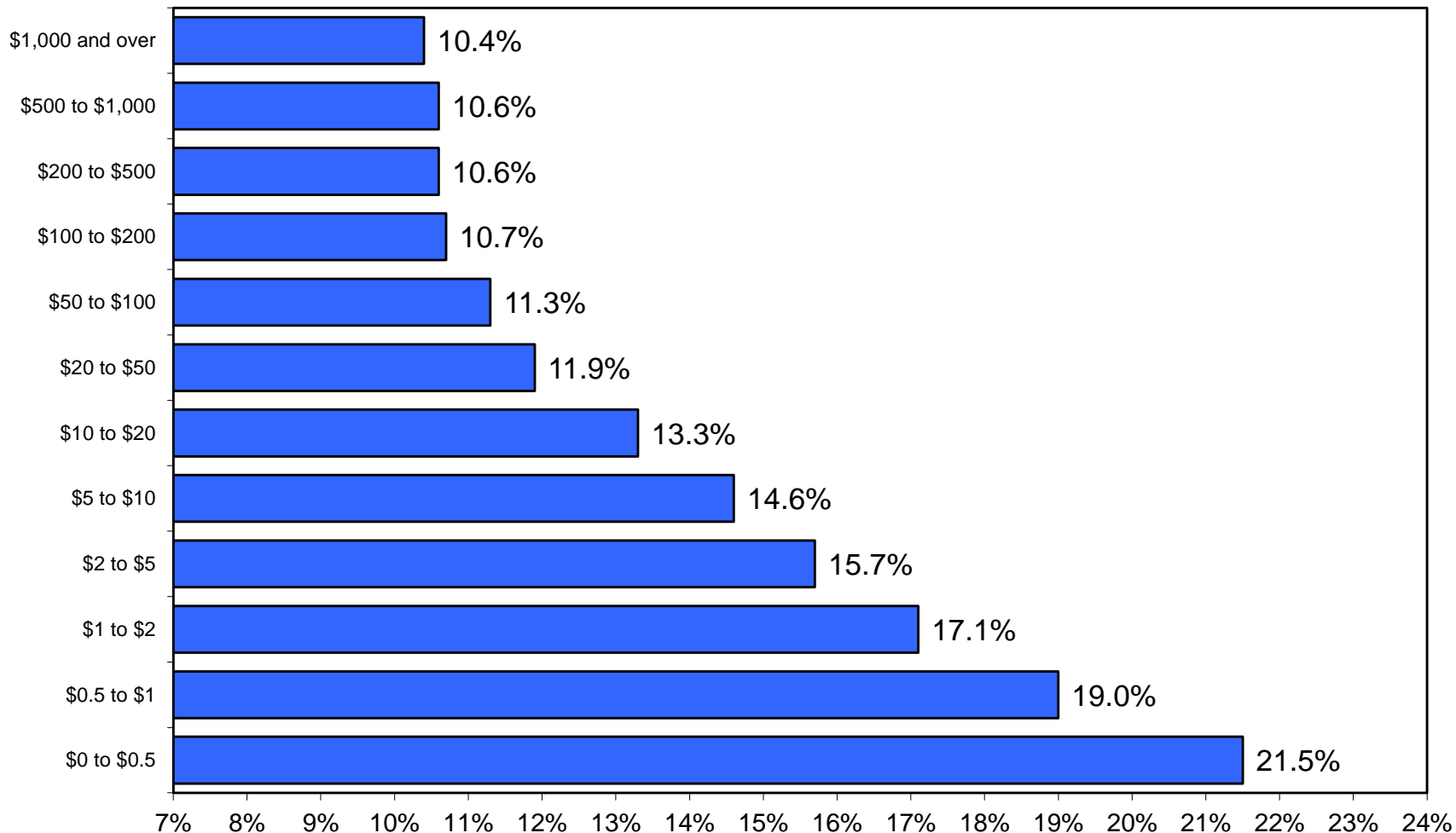
Ratio 6

Net Worth to Assets



Ratio 6

Credit Union Net Worth to Assets By Asset Size



Source: CUNA & NCUA.

Ratio 6: Net Worth to Total Assets

Measure: Capital Adequacy & Insolvency

Definition: $[\text{All Reserves} + \text{Undivided Earnings}] \div \text{Total Assets}$

Industry Standard: An NCUA CAMEL Key Ratio & Prompt Corrective Action (PCA), 7% or higher.

Your Ratio _____

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Profitability (Operating ROA & Net ROA)

Provision for Loan Losses

Asset Growth

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 6: Net Worth to Total Assets

Measure: Capital Adequacy & Insolvency

Definition: [All Reserves + Undivided Earnings] ÷ Total Assets

Industry Standard: An NCUA CAMEL Key Ratio & Prompt Corrective Action (PCA), 7% or higher.

Your Ratio 9.06%

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 42

P. 108

P. 66

Determining Factors:

Profitability (Operating ROA & Net ROA)

Provision for Loan Losses

Asset Growth

P. 42

Table 1
Distribution of assets
(Items as a percent of total assets)

By asset size (\$ in millions)	Loans	Allowance for loan loss	Cash on hand	Investments ¹	Fixed assets	Other assets
0.0 - 0.5	39.4	2.1	0.5	60.3	0.4	1.4
0.5 - 1.0	46.5	1.5	0.8	52.4	0.4	1.4
1.0 - 2.0	48.3	1.2	0.5	50.4	0.3	1.7
2.0 - 5.0	48.6	0.8	0.7	49.6	0.6	1.3
5.0 - 10.0	47.8	0.6	1.1	49.3	1.1	1.4
10.0 - 20.0	48.1	0.6	1.3	47.8	1.8	1.6
20.0 - 50.0	51.1	0.6	1.3	44.0	2.3	1.9
50.0 - 100.0	54.9	0.7	1.3	39.6	2.7	2.2
100.0 - 200.0	58.6	0.7	1.2	35.5	2.8	2.6
200.0 - 500.0	59.4	0.9	1.0	35.1	2.7	2.7
500.0 - 1000.0	60.6	0.9	0.8	34.8	2.2	2.5
1000.0 and over	61.8	1.0	0.6	34.5	1.8	2.3
National total	59.8%	0.9%	0.8%	35.8%	2.1%	2.4%
Low income	60.9	0.8	1.3	33.4	2.7	2.5
Federally chartered	59.2	0.9	0.8	36.4	2.1	2.3
State chartered	60.5	1.0	0.8	35.0	2.2	2.5

¹ Investments: Includes cash on deposits and cash equivalents.

Table 2
Distribution of liabilities & equity
(Items as a percent of total assets)

By asset size (\$ in millions)	Savings	Borrowings	Other liabilities	Regular reserves (excluding allowance for loan loss)	Other reserves	Accumul. unrealized gains (losses) on afs secs.	Undivided earnings	Net capital (excluding allowances for loan & inv. loss)	Memo* Corporate Stabilization
0.0 - 0.5	77.4	0.2	0.6	6.5	0.6	0.0	14.7	21.8	0.16
0.5 - 1.0	80.9	0.2	0.4	5.3	0.5	0.0	12.7	18.5	0.16
1.0 - 2.0	82.5	0.1	0.4	4.3	0.3	0.0	12.3	16.9	0.17
2.0 - 5.0	84.1	0.1	0.4	3.9	0.4	0.0	11.1	15.4	0.17
5.0 - 10.0	85.6	0.1	0.4	3.3	0.5	0.0	10.1	13.9	0.17
10.0 - 20.0	86.4	0.1	0.5	2.9	0.5	0.0	9.6	13.1	0.17
20.0 - 50.0	87.6	0.1	0.6	2.7	0.5	0.0	8.5	11.7	0.18
50.0 - 100.0	88.2	0.3	0.7	2.6	0.4	0.0	7.9	10.8	0.18
100.0 - 200.0	88.3	0.7	0.8	2.4	0.5	0.0	7.4	10.3	0.18
200.0 - 500.0	87.4	1.3	1.0	2.0	0.4	0.0	7.8	10.3	0.18
500.0 - 1000.0	86.6	2.0	1.0	2.2	0.7	0.1	7.5	10.4	0.17
1000.0 and over	84.8	4.4	1.1	1.7	1.9	0.0	6.1	9.7	0.17
National total	86.1%	2.7%	1.0%	2.0%	1.2%	0.0%	7.0%	10.2%	0.17
Low income	87.8	1.2	0.8	2.0	0.4	-0.1	7.8	10.1	0.18
Federally chartered	85.5	3.3	1.0	1.7	1.5	0.0	7.0	10.3	0.17
State chartered	86.8	2.0	1.0	2.4	0.8	0.0	7.0	10.1	0.18

*Corporate stabilization is a large extraordinary item which reduced NCUSIF deposit and Undivided Earnings and increased Accounts Payable and Other Liabilities.

This column provides an indication of the impact of this item.

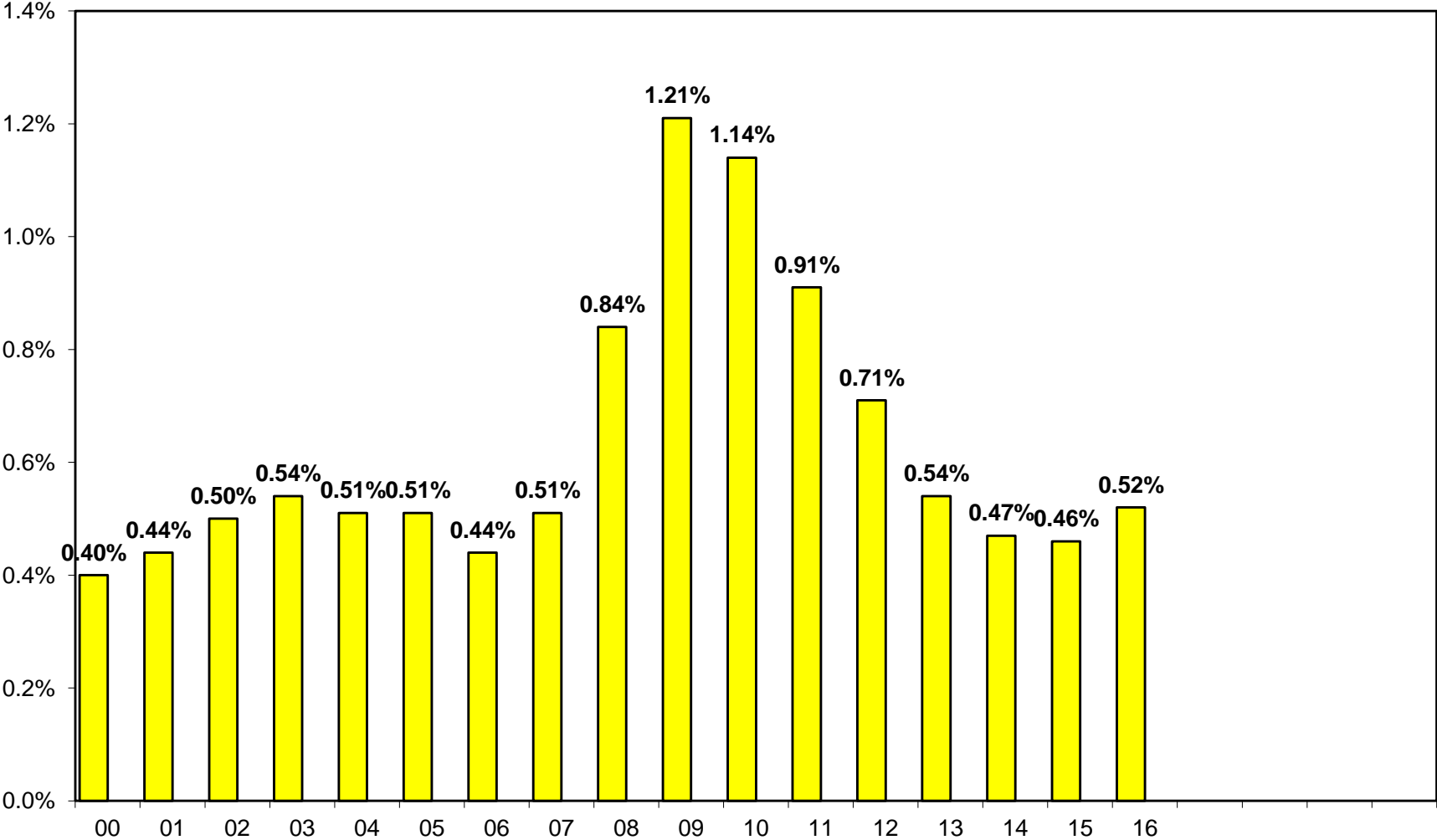
Ratio 6: Net Worth to Total Assets

Three Steps to Improve this Ratio:

$$\begin{array}{l} \text{Required ROA} \\ \text{(dependent variable)} \end{array} = \begin{array}{l} \text{Growth Rate} \\ \text{(choice variable)} \end{array} \times \begin{array}{l} \text{Capital Ratio} \\ \text{(current)} \end{array}$$

Ratio 7 (Pg 52)

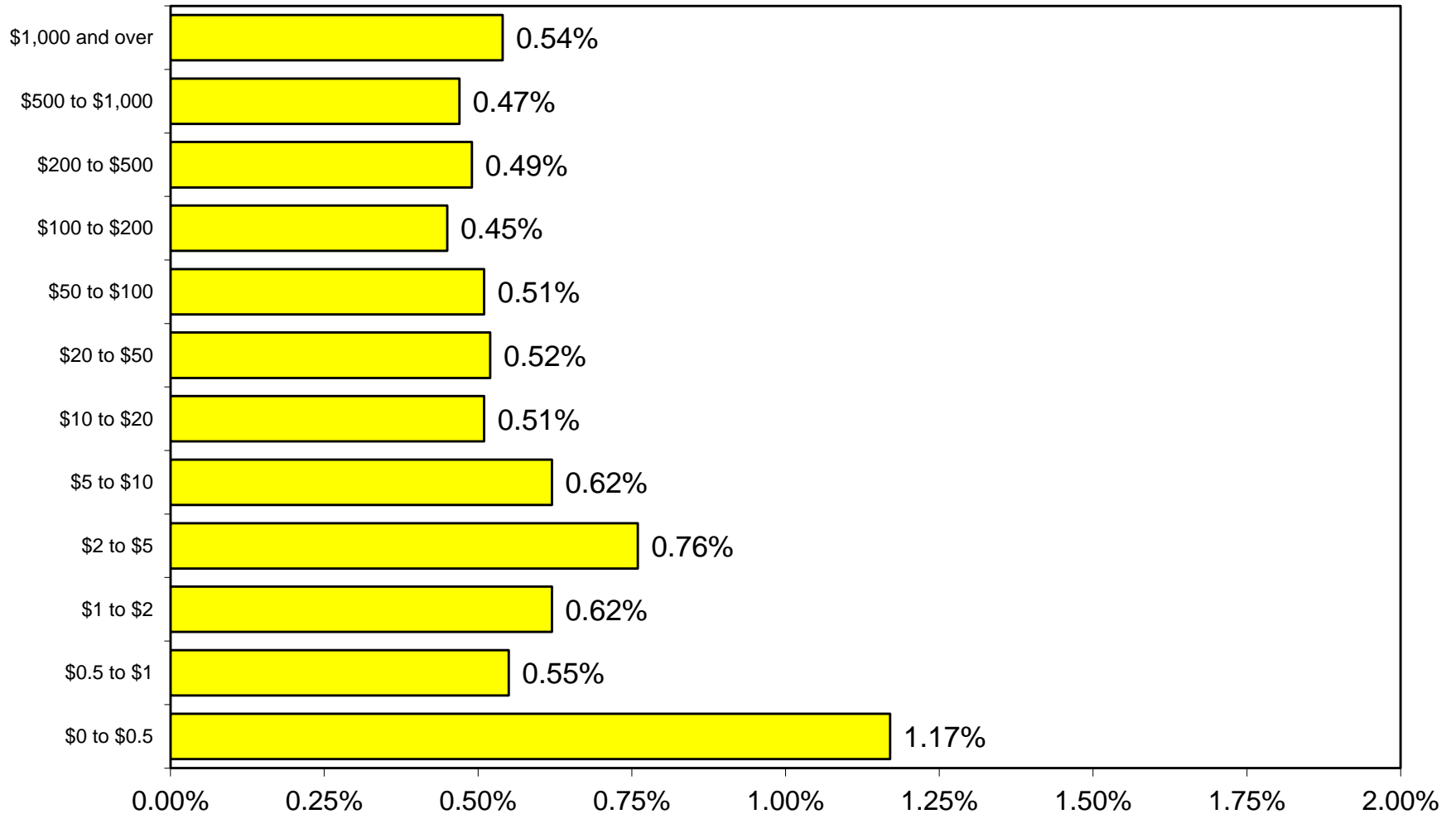
Credit Union Net Chargeoffs/Loans
(Dollar Chargeoffs Net of Recoveries)



Source: CUNA & NCUA.

Ratio 7

Credit Union Net Chargeoffs By Asset Size



Source: CUNA & NCUA.

Ratio 7: Net Charge Offs

Measure: Asset Quality, Lending and Collection Practices Effectiveness, Delinquency Control, Potential Losses, Capital Exposure,

Definition: [Charge offs – Recoveries] ÷ Average Loans

Industry Standard: An NCUA CAMEL Key Ratio, .25%-.75%

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12

1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.

* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)

Ratio 7: Net Charge Offs

Measure: Asset Quality, Lending and Collection Practices Effectiveness, Delinquency Control, Potential Losses, Capital Exposure,

Definition: [Charge offs – Recoveries] ÷ Average Loans

Industry Standard: An NCUA CAMEL Key Ratio, .25%-.75%

Your Ratio 0.61

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 52

P. 128

P. 86

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

Table 17
Allowance for loan loss and bankruptcy

By asset size (\$ in millions)	Allowance for loan loss as % of		Bankruptcy				
	loans outstanding	Delinquent loans	Number of	Number of	Number of	Loan balances subject to bankruptcies as % of total loans	% of \$ Net charge off due to bankruptcy
			chapter 7 bankruptcies per CU	chapter 13 bankruptcies per CU	chapter 11 bankruptcies per CU		
0.0 - 0.5	5.24	63.59	0.04	0.06	0.00	0.29	4.0
0.5 - 1.0	3.16	65.25	0.07	0.11	0.00	0.27	9.3
1.0 - 2.0	2.44	67.05	0.23	0.25	0.00	0.34	13.6
2.0 - 5.0	1.64	63.97	0.46	0.89	0.01	0.37	22.9
5.0 - 10.0	1.35	64.73	1.14	1.08	0.01	0.45	26.8
10.0 - 20.0	1.28	71.62	2.00	1.55	0.02	0.44	32.1
20.0 - 50.0	1.23	76.41	4.97	2.98	0.04	0.51	30.7
50.0 - 100.0	1.20	81.50	13.23	6.83	0.06	0.57	31.1
100.0 - 200.0	1.28	86.93	27.25	12.99	0.09	0.61	29.9
200.0 - 500.0	1.47	98.04	68.35	28.53	0.37	0.68	31.2
500.0 - 1000.0	1.45	103.16	135.48	53.27	0.39	0.68	28.4
1000.0 and over	1.69	98.89	533.30	208.01	3.24	0.73	25.8
National total	1.54%	95.95%	26.87	11.46	0.14	0.68%	27.7%
Low income	1.35	66.12	6.79	4.74	0.09	0.56	31.9
Federally chartered	1.47	97.12	22.18	9.93	0.07	0.64	27.9
State chartered	1.62	94.78	34.35	13.89	0.25	0.73	27.3

Table 18
Foreclosed and repossessed assets, chargeoffs

By asset size (\$ in millions)	Foreclosed & repossessed assets/ assets	Annualized Chargeoffs (as a percent of period-end loans)						
		\$ Charged off/ \$ loans out	\$ Recoveries/ \$ charged off	\$ Net charged off/ loans out	% Net credit card	% Net 1st Mortgages	% Net Other RE	\$ Net MBLs charged off ¹ / MBLs
					charged off/ credit card loans	charged off/ 1st Mortgages	charged off/ Other RE loans	
0.0 - 0.5	0.00	1.95	33.04	1.30	31.34	1.36	3.51	0.00
0.5 - 1.0	0.02	1.54	25.56	1.14	1.93	0.00	0.00	0.00
1.0 - 2.0	0.01	1.24	30.47	0.86	3.18	0.00	0.00	0.00
2.0 - 5.0	0.04	1.03	26.78	0.75	1.87	0.23	0.42	0.00
5.0 - 10.0	0.07	0.99	24.74	0.74	1.79	0.31	0.67	0.40
10.0 - 20.0	0.12	0.90	21.41	0.71	2.00	0.30	0.62	0.85
20.0 - 50.0	0.15	0.85	18.69	0.69	2.19	0.27	0.67	0.29
50.0 - 100.0	0.20	0.85	17.62	0.70	2.25	0.30	0.75	0.31
100.0 - 200.0	0.21	0.88	15.04	0.75	2.51	0.34	0.85	0.33
200.0 - 500.0	0.22	1.04	13.77	0.90	2.72	0.40	1.04	1.30
500.0 - 1000.0	0.19	0.94	12.57	0.82	2.83	0.36	1.14	0.44
1000.0 and over	0.18	1.14	13.03	1.00	3.20	0.43	1.55	0.99
National total	0.19%	1.04%	13.78%	0.90%	2.96%	0.40%	1.25%	0.83%
Low income	0.32	1.00	15.33	0.85	2.17	0.33	0.64	2.41
Federally chartered	0.16	1.06	14.14	0.91	2.91	0.32	1.17	0.93
State chartered	0.22	1.02	13.36	0.89	3.05	0.47	1.35	0.75

¹ Member business loan charged off includes ag-related business loans.

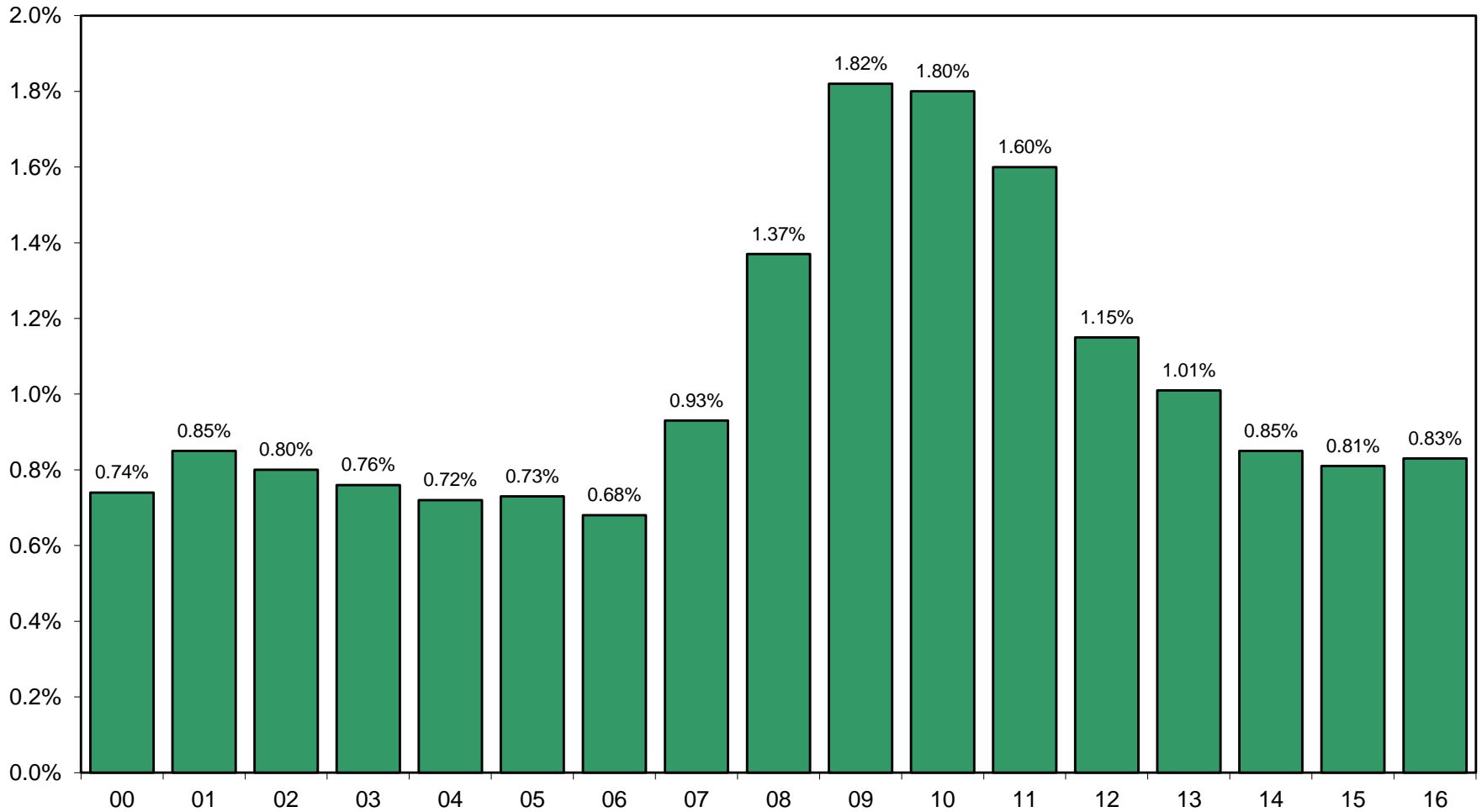
Ratio 7: Net Charge Offs

Three Steps to Improve this Ratio:

1. Charge-off autopsy
2. Decrease unsecured lending activity
3. Decrease indirect lending activity
4. Increase payroll deduction/loan payments
5. Loan diversification
6. Member workout payment plans
7. Tighten underwriting standards
8. Rewrite policies/procedures/practices
9. Restructure collections department

Ratio 8 (Pg 50)

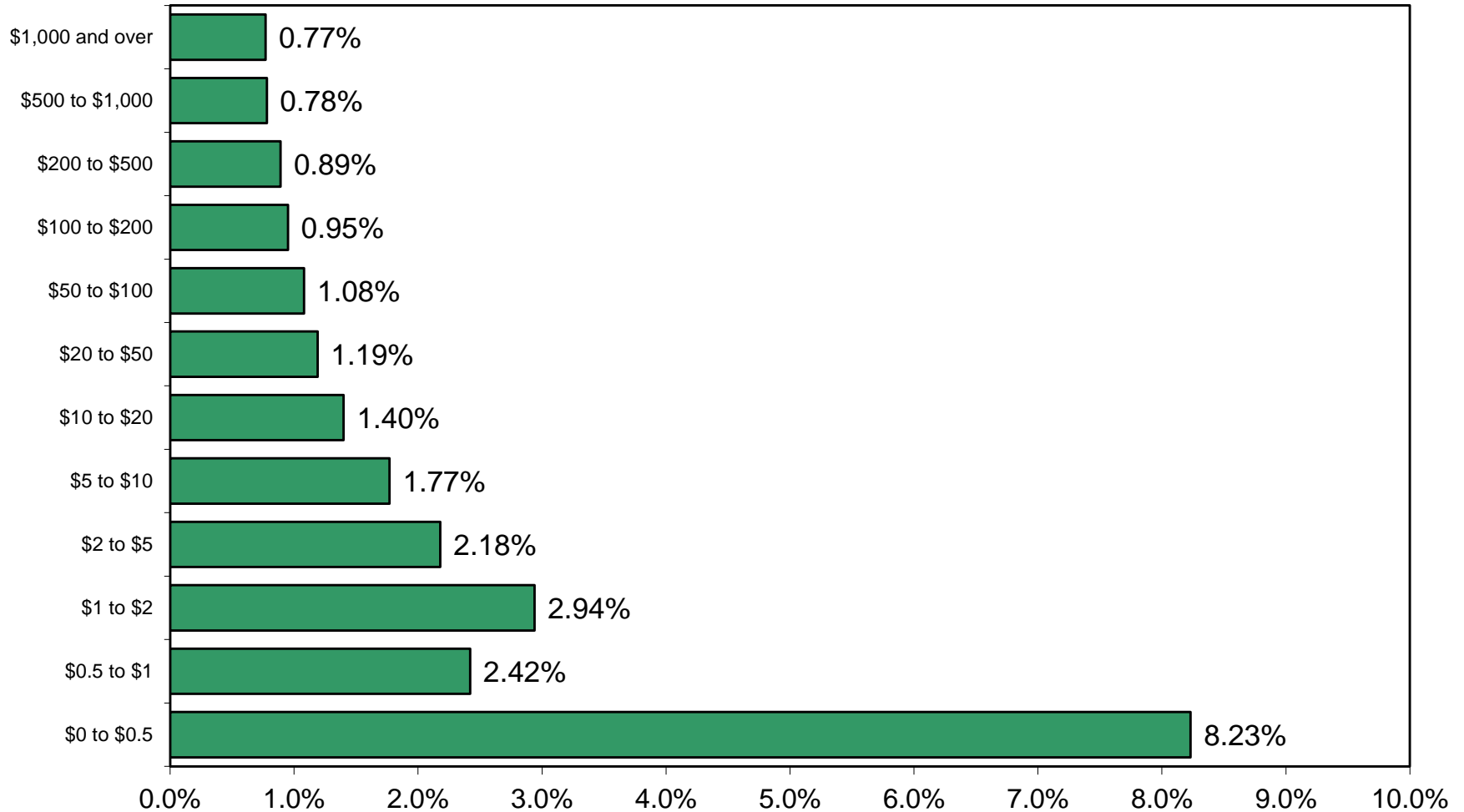
Credit Union Delinquency Rates
(Dollar Delinquency as a % of Outstandings)



Source: CUNA & NCUA.

Ratio 8

Credit Union Delinquency Rates By Asset Size



Ratio 8: Loan Delinquency

Measure: Asset Quality, Delinquency Control, Potential Losses

Definition: \$ Amount of Delinquent Loans (60+days) ÷ Total Loans

Industry Standard: An NCUA CAMEL Key Ratio, 2% or less.

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

2 + 3 = 1

Ratio 8: Loan Delinquency

Measure: Asset Quality, Delinquency Control, Potential Losses

Definition: \$ Amount of Delinquent Loans (60+days) ÷ Total Loans

Industry Standard: An NCUA CAMEL Key Ratio, 2% or less.

Your Ratio 1.15

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 50

P. 123

P. 81

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

Table 13
Loan delinquency ratios (%)

By asset size (\$ in millions)	2-6 months delinquent		6-12 months delinquent		Over 12 months delinquent		Total	
	Dollar	Number	Dollar	Number	Dollar	Number	Dollar	Number
0.0 - 0.5	4.38	4.51	2.03	2.48	1.83	1.81	8.24	8.80
0.5 - 1.0	3.03	3.10	1.12	1.27	0.70	0.93	4.85	5.30
1.0 - 2.0	2.15	2.02	0.96	0.90	0.54	0.52	3.64	3.43
2.0 - 5.0	1.66	1.73	0.60	0.62	0.31	0.31	2.57	2.66
5.0 - 10.0	1.36	1.41	0.45	0.47	0.27	0.23	2.08	2.11
10.0 - 20.0	1.18	1.14	0.39	0.32	0.22	0.13	1.79	1.59
20.0 - 50.0	1.04	0.95	0.36	0.26	0.22	0.10	1.62	1.31
50.0 - 100.0	0.96	0.84	0.32	0.21	0.19	0.08	1.47	1.12
100.0 - 200.0	0.90	0.76	0.34	0.19	0.23	0.07	1.47	1.02
200.0 - 500.0	0.88	0.80	0.35	0.16	0.28	0.05	1.50	1.01
500.0 - 1000.0	0.81	0.71	0.34	0.13	0.25	0.04	1.41	0.89
1000.0 and over	0.97	0.82	0.39	0.13	0.35	0.05	1.71	1.00
National total	0.94%	0.83%	0.37%	0.17%	0.30%	0.06%	1.60%	1.05%
Low income	1.11	1.02	0.46	0.25	0.46	0.10	2.04	1.38
Federally chartered	0.91	0.84	0.33	0.16	0.27	0.06	1.51	1.07
State chartered	0.97	0.80	0.42	0.17	0.32	0.06	1.71	1.04

Table 14
Consumer loan delinquency ratios (%)

By asset size (\$ in millions)	Unsecured credit card loans				All other consumer loans			
	Dollar amount delinquent				Dollar amount delinquent			
	2-6 months	6-12 months	Over 12 months	Total	2-6 months	6-12 months	Over 12 months	Total
0.0 - 0.5	0.00	0.07	0.00	0.07	4.44	1.93	1.83	8.20
0.5 - 1.0	8.79	1.36	0.04	10.19	2.86	1.13	0.73	4.72
1.0 - 2.0	2.07	3.65	0.40	6.12	2.17	0.95	0.53	3.65
2.0 - 5.0	1.37	0.67	0.30	2.33	1.65	0.57	0.29	2.51
5.0 - 10.0	1.41	0.73	0.13	2.27	1.41	0.44	0.26	2.11
10.0 - 20.0	1.21	0.54	0.07	1.82	1.22	0.33	0.15	1.69
20.0 - 50.0	1.08	0.41	0.07	1.55	1.04	0.29	0.11	1.45
50.0 - 100.0	1.04	0.29	0.05	1.39	0.89	0.22	0.08	1.20
100.0 - 200.0	0.91	0.22	0.05	1.18	0.84	0.22	0.14	1.20
200.0 - 500.0	0.95	0.18	0.03	1.17	0.78	0.19	0.09	1.06
500.0 - 1000.0	0.86	0.10	0.01	0.96	0.70	0.16	0.06	0.92
1000.0 and over	1.03	0.09	0.01	1.13	0.82	0.15	0.06	1.03
National total	1.00%	0.13%	0.02%	1.15%	0.84%	0.19%	0.08%	1.11%
Low income	1.02	0.23	0.06	1.31	1.06	0.28	0.22	1.56
Federally chartered	1.01	0.14	0.02	1.17	0.86	0.19	0.08	1.13
State chartered	0.97	0.13	0.01	1.11	0.81	0.18	0.09	1.08

Ratio 8: Loan Delinquency

Three Steps to Improve this Ratio:

See charge-off ratio

Ratio 9: Delinquent Loans to Net Worth

Measure: Potential Drop in Capital Due to Credit Losses

Definition: \$ Amount of Delinquent Loans (60+days) ÷ Net Worth

Industry Standard: 3%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

Net Worth

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 9: Delinquent Loans to Net Worth

Measure: Potential Drop in Capital Due to Credit Losses

Definition: \$ Amount of Delinquent Loans (60+days) ÷ Net Worth

Industry Standard: 3%. Refer to current Peer Group Statistics

Your Ratio 1.02%

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Loan Policies

Loan Portfolio Content

Collection Policies and Procedures

Economic Conditions

Loan Growth

Net Worth

Table 13
Loan delinquency ratios (%)

By asset size (\$ in millions)	2-6 months delinquent		6-12 months delinquent		Over 12 months delinquent		Total	
	Dollar	Number	Dollar	Number	Dollar	Number	Dollar	Number
0.0 - 0.5	4.38	4.51	2.03	2.48	1.83	1.81	8.24	8.80
0.5 - 1.0	3.03	3.10	1.12	1.27	0.70	0.93	4.85	5.30
1.0 - 2.0	2.15	2.02	0.96	0.90	0.54	0.52	3.64	3.43
2.0 - 5.0	1.66	1.73	0.60	0.62	0.31	0.31	2.57	2.66
5.0 - 10.0	1.36	1.41	0.45	0.47	0.27	0.23	2.08	2.11
10.0 - 20.0	1.18	1.14	0.39	0.32	0.22	0.13	1.79	1.59
20.0 - 50.0	1.04	0.95	0.36	0.26	0.22	0.10	1.62	1.31
50.0 - 100.0	0.96	0.84	0.32	0.21	0.19	0.08	1.47	1.12
100.0 - 200.0	0.90	0.76	0.34	0.19	0.23	0.07	1.47	1.02
200.0 - 500.0	0.88	0.80	0.35	0.16	0.28	0.05	1.50	1.01
500.0 - 1000.0	0.81	0.71	0.34	0.13	0.25	0.04	1.41	0.89
1000.0 and over	0.97	0.82	0.39	0.13	0.35	0.05	1.71	1.00
National total	0.94%	0.83%	0.37%	0.17%	0.30%	0.06%	1.60%	1.05%
Low income	1.11	1.02	0.46	0.25	0.46	0.10	2.04	1.38
Federally chartered	0.91	0.84	0.33	0.16	0.27	0.06	1.51	1.07
State chartered	0.97	0.80	0.42	0.17	0.32	0.06	1.71	1.04

Table 14
Consumer loan delinquency ratios (%)

By asset size (\$ in millions)	Unsecured credit card loans Dollar amount delinquent				All other consumer loans Dollar amount delinquent			
	2-6 months	6-12 months	Over 12 months	Total	2-6 months	6-12 months	Over 12 months	Total
0.0 - 0.5	0.00	0.07	0.00	0.07	4.44	1.93	1.83	8.20
0.5 - 1.0	8.79	1.36	0.04	10.19	2.86	1.13	0.73	4.72
1.0 - 2.0	2.07	3.65	0.40	6.12	2.17	0.95	0.53	3.65
2.0 - 5.0	1.37	0.67	0.30	2.33	1.65	0.57	0.29	2.51
5.0 - 10.0	1.41	0.73	0.13	2.27	1.41	0.44	0.26	2.11
10.0 - 20.0	1.21	0.54	0.07	1.82	1.22	0.33	0.15	1.69
20.0 - 50.0	1.08	0.41	0.07	1.55	1.04	0.29	0.11	1.45
50.0 - 100.0	1.04	0.29	0.05	1.39	0.89	0.22	0.08	1.20
100.0 - 200.0	0.91	0.22	0.05	1.18	0.84	0.22	0.14	1.20
200.0 - 500.0	0.95	0.18	0.03	1.17	0.78	0.19	0.09	1.06
500.0 - 1000.0	0.86	0.10	0.01	0.96	0.70	0.16	0.06	0.92
1000.0 and over	1.03	0.09	0.01	1.13	0.82	0.15	0.06	1.03
National total	1.00%	0.13%	0.02%	1.15%	0.84%	0.19%	0.08%	1.11%
Low income	1.02	0.23	0.06	1.31	1.06	0.28	0.22	1.56
Federally chartered	1.01	0.14	0.02	1.17	0.86	0.19	0.08	1.13
State chartered	0.97	0.13	0.01	1.11	0.81	0.18	0.09	1.08

P. 42

Table 1
Distribution of assets
(Items as a percent of total assets)

By asset size (\$ in millions)	Loans	Allowance for loan loss	Cash on hand	Investments ¹	Fixed assets	Other assets
0.0 - 0.5	39.4	2.1	0.5	60.3	0.4	1.4
0.5 - 1.0	46.5	1.5	0.8	52.4	0.4	1.4
1.0 - 2.0	48.3	1.2	0.5	50.4	0.3	1.7
2.0 - 5.0	48.6	0.8	0.7	49.6	0.6	1.3
5.0 - 10.0	47.8	0.6	1.1	49.3	1.1	1.4
10.0 - 20.0	48.1	0.6	1.3	47.8	1.8	1.6
20.0 - 50.0	51.1	0.6	1.3	44.0	2.3	1.9
50.0 - 100.0	54.9	0.7	1.3	39.6	2.7	2.2
100.0 - 200.0	58.6	0.7	1.2	35.5	2.8	2.6
200.0 - 500.0	59.4	0.9	1.0	35.1	2.7	2.7
500.0 - 1000.0	60.6	0.9	0.8	34.8	2.2	2.5
1000.0 and over	61.8	1.0	0.6	34.5	1.8	2.3
National total	59.8%	0.9%	0.8%	35.8%	2.1%	2.4%
Low income	43.8	0.8	1.3	33.4	2.7	2.5
Federally chartered	59.2	0.9	0.8	36.4	2.1	2.3
State chartered	60.5	1.0	0.8	35.0	2.2	2.5

¹ Investments: Includes cash on deposits and cash equivalents.

Table 2
Distribution of liabilities & equity
(Items as a percent of total assets)

By asset size (\$ in millions)	Savings	Borrowings	Other liabilities	Regular reserves (excluding allowance for loan loss)	Other reserves	Accumul. unrealized gains (losses) on afs secs.	Undivided earnings	Net capital (excluding allowances for loan & inv. los.)	Memo* Corporate Stabilization
0.0 - 0.5	77.4	0.2	0.6	6.5	0.6	0.0	14.7	21.8	0.16
0.5 - 1.0	80.9	0.2	0.4	5.3	0.5	0.0	12.7	18.5	0.16
1.0 - 2.0	82.5	0.1	0.4	4.3	0.3	0.0	12.3	16.9	0.17
2.0 - 5.0	84.1	0.1	0.4	3.9	0.4	0.0	11.1	15.4	0.17
5.0 - 10.0	85.6	0.1	0.4	3.3	0.5	0.0	10.1	13.9	0.17
10.0 - 20.0	86.4	0.1	0.5	2.9	0.5	0.0	9.6	13.1	0.17
20.0 - 50.0	87.6	0.1	0.6	2.7	0.5	0.0	8.5	11.7	0.18
50.0 - 100.0	88.2	0.3	0.7	2.6	0.4	0.0	7.9	10.8	0.18
100.0 - 200.0	88.3	0.7	0.8	2.4	0.5	0.0	7.4	10.3	0.18
200.0 - 500.0	87.4	1.3	1.0	2.0	0.4	0.0	7.8	10.3	0.18
500.0 - 1000.0	86.6	2.0	1.0	2.2	0.7	0.1	7.5	10.4	0.17
1000.0 and over	84.8	4.4	1.1	1.7	1.9	0.0	6.1	9.7	0.17
National total	86.1%	2.7%	1.0%	2.0%	1.2%	0.0%	7.0%	10.2%	0.17
Low income	87.8	1.2	0.8	2.0	0.4	-0.1	7.8	10.1	0.18
Federally chartered	85.5	3.3	1.0	1.7	1.5	0.0	7.0	10.3	0.17
State chartered	86.8	2.0	1.0	2.4	0.8	0.0	7.0	10.1	0.18

*Corporate stabilization is a large extraordinary item which reduced NCUSIF deposit and Undivided Earnings and increased Accounts Payable and Other Liabilities.

This column provides an indication of the impact of this item.

Ratio 9: Delinquent Loans to Net Worth

$$\frac{\text{D.L. Loans}}{\text{Loans}} \times \frac{\text{Loans}}{\text{Assets}} \times \frac{1}{\text{N.W./Assets}}$$

$$\frac{\text{D.L. Loans}}{\text{Loans}} \times \frac{\text{Loans}}{\text{Assets}} \times \frac{\text{Assets}}{\text{N.W.}}$$

$$0.0160 \times 0.60 \times 1/0.102$$

$$0.1569 \Rightarrow 15.7\%$$

Ratio 10: Net Long-Term Assets to Total Assets

Measure: Interest Rate Risk & Asset Liability Management

Definition: $[\text{Long-term Real Estate Loans} + \text{Member Business Loans} + \text{Long-term Investments} + \text{NCUSIF Deposit} + \text{Land/Building} + \text{Other Fixed Assets}] \div \text{Total Assets}$

Industry Standard: 25%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Asset Mix

Loan Mix

Investment Mix

Fixed Asset Mix

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 10: Net Long-Term Assets to Total Assets

Measure: Interest Rate Risk & Asset Liability Management

Definition: $[\text{Long-term Real Estate Loans} + \text{Member Business Loans} + \text{Long-term Investments} + \text{NCUSIF Deposit} + \text{Land/Building} + \text{Other Fixed Assets}] \div \text{Total Assets}$

Industry Standard: 25%. Refer to current Peer Group Statistics

Your Ratio 15.58%

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Asset Mix

Loan Mix

Investment Mix

Fixed Asset Mix

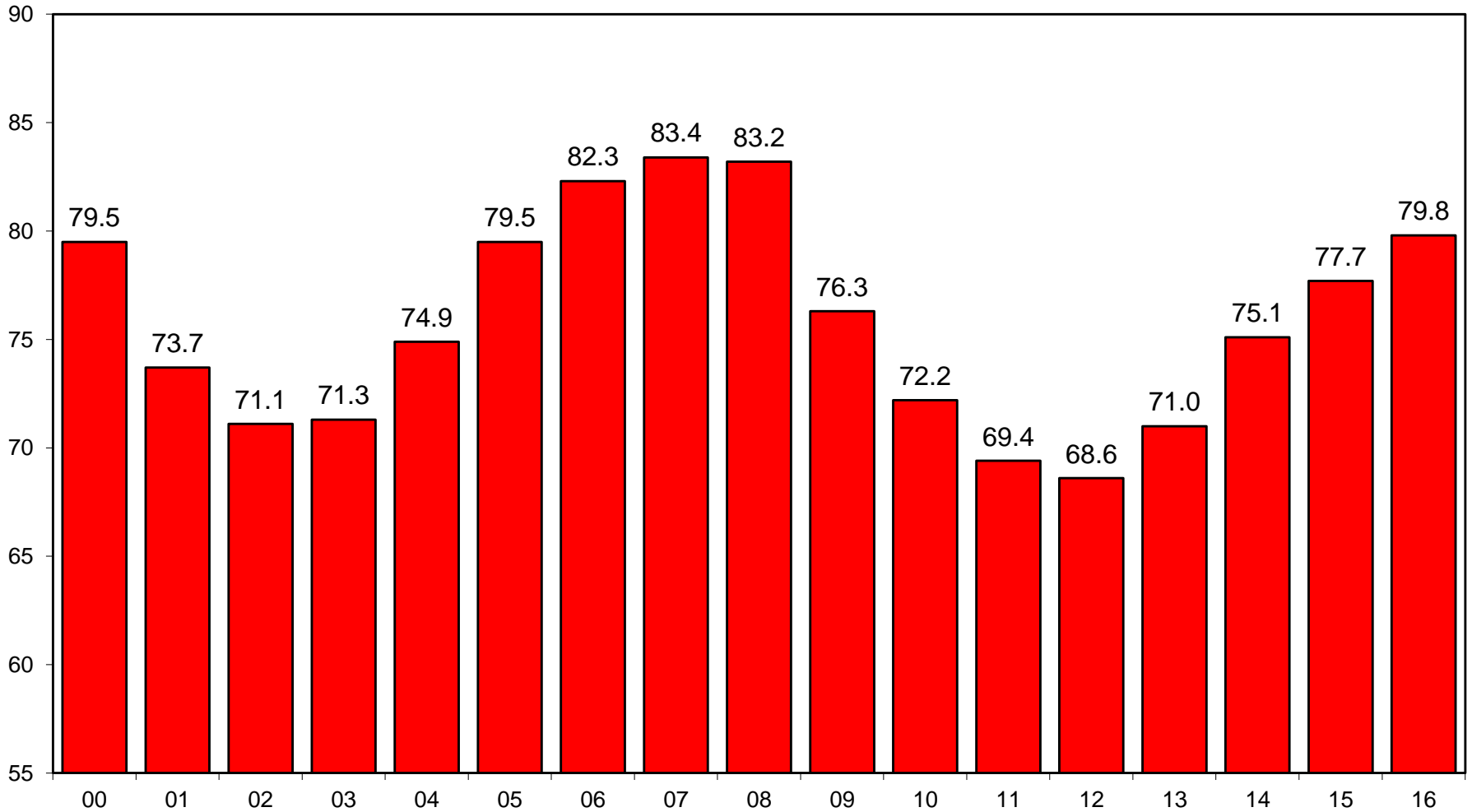
Ratio 10: Net Long-Term Assets to Total Assets

Steps to Improve this Ratio:

1. Decrease FRM, increase ARM
2. Sell long-term investments, buy short-term

Ratio 11

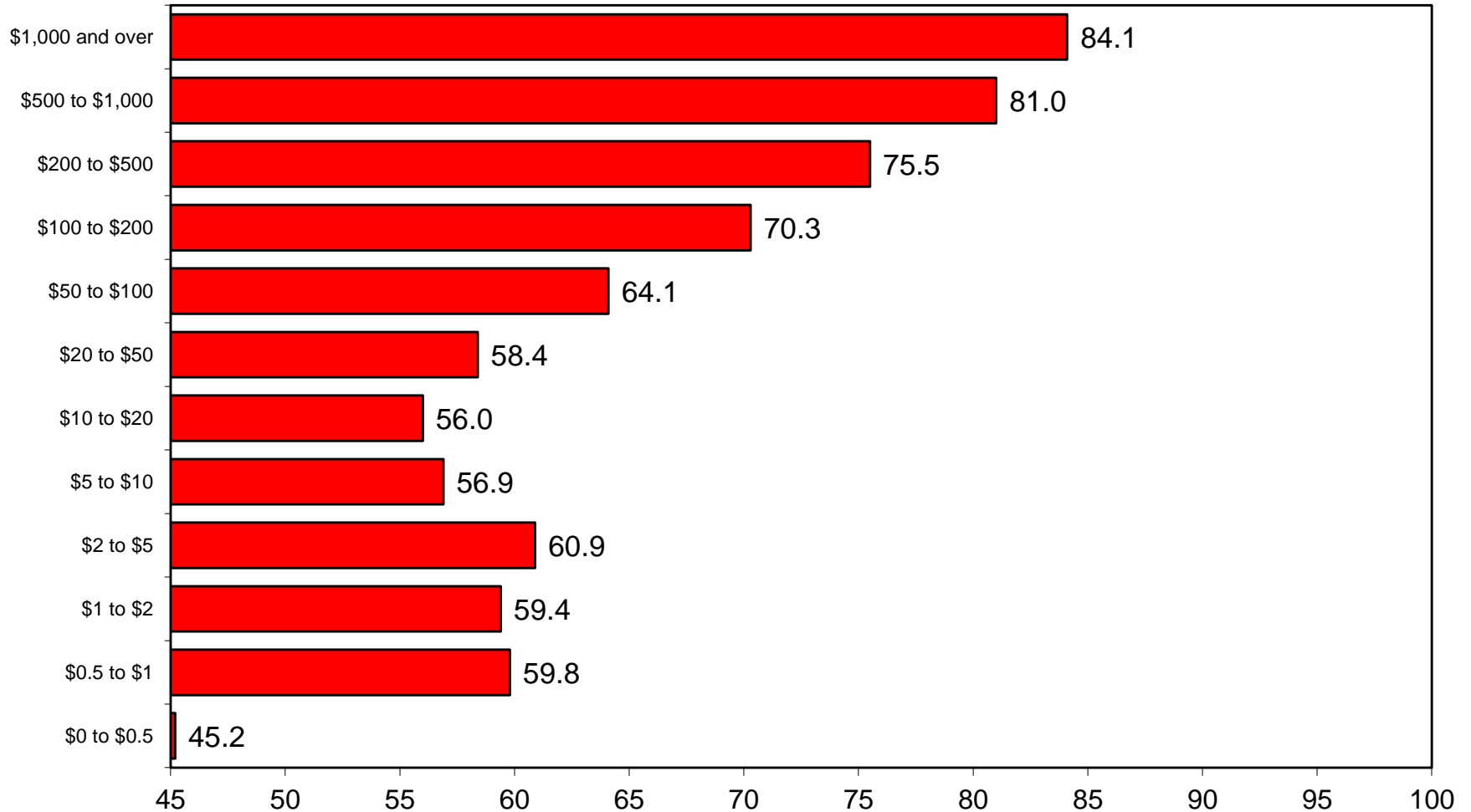
Credit Union Loan-to-Savings Ratios
(Percent)



Source: CUNA & NCUA.

Ratio 11

Credit Union Loan-to-Savings Ratios By Asset Size



Source: CUNA & NCUA.

Ratio 11: Loans to Shares

Measure: Liquidity, Loan/Savings Policies and Rates, and Demographics

Definition: Total Loans ÷ Total Shares

Industry Standard: > 65% or determined by market conditions. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Loan Rates & Types

Savings Rates & Types

Demographics

Marketing Efforts

Economic Conditions

Management Strategy

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 11: Loans to Shares

Measure: Liquidity, Loan/Savings Policies and Rates, and Demographics

Definition: Total Loans ÷ Total Shares

Industry Standard: > 65% or determined by market conditions. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 60
P. 142
P. 100

Determining Factors:

Loan Rates & Types

Savings Rates & Types

Demographics

Marketing Efforts

Economic Conditions

Management Strategy

Table 31
Additional ratios and averages

By asset size (\$ in millions)	Loans/ savings	Surplus funds/ savings and borrowings	Assets per member	Full-time employees			Part-time employees		
				Per credit union	Per \$1 mil. of assets	Members/ FTE	Per credit union	Per \$1 mil. of assets	Members/ PTE
0.0 - 0.5	50.8	78.4	1,189	0.08	0.31	2,742	0.82	3.19	264
0.5 - 1.0	57.5	65.6	2,309	0.30	0.40	1,087	1.07	1.44	300
1.0 - 2.0	58.5	61.7	3,064	0.65	0.44	748	1.30	0.87	373
2.0 - 5.0	57.8	59.8	4,032	1.38	0.40	616	1.15	0.34	737
5.0 - 10.0	55.8	58.8	4,977	2.62	0.36	562	1.16	0.16	1,269
10.0 - 20.0	55.7	56.8	6,054	4.82	0.33	494	1.19	0.08	1,993
20.0 - 50.0	58.4	51.6	7,068	10.13	0.31	451	1.77	0.05	2,584
50.0 -100.0	62.3	46.2	7,809	22.07	0.31	410	3.29	0.05	2,745
100.0 - 200.0	66.4	41.2	8,615	43.46	0.31	374	5.59	0.04	2,910
200.0 - 500.0	67.9	40.6	9,606	88.72	0.28	372	10.32	0.03	3,202
500.0 - 1000.0	70.0	40.1	11,107	167.69	0.24	377	18.30	0.03	3,453
1000.0 and over	72.9	39.4	12,816	451.51	0.17	447	53.30	0.02	3,785
National total	69.4%	41.2%	\$10,463	30.99	0.23	415	4.26	0.03	3,020
Low income	69.4	39.0	7,537	14.57	0.34	385	2.20	0.05	2,555
Federally chartered	69.2	42.0	10,355	27.24	0.23	419	3.78	0.03	3,017
State chartered	69.7	40.4	10,592	36.97	0.23	410	5.02	0.03	3,023

Table 32
Branch information and service offerings

By asset size (\$ in millions)	% of CUs				% of Credit Unions offering									
	Aver. # of branches per CU ¹	providing shared branches	Risk based loans	Direct Financing Leases	Direct Mortgage Processing	Approved Mortgage Seller	Debt Cancellation/ Suspension	Borrowing Repurchase Agreements	Overdraft Protection	Overdraft Lines of Credit	ATM/Debt card program	Interest only first mortgages	Insurance/ Investment sales	Brokered Deposits
0.0 - 0.5	0.1	6.6	10.3	0.3	0.0	0.0	0.7	0.0	0.0	0.0	1.4	0.0	2.1	0.3
0.5 - 1.0	0.0	10.7	13.6	0.0	0.0	0.0	0.4	0.4	0.8	0.4	1.2	0.0	0.4	0.4
1.0 - 2.0	0.1	7.1	23.0	0.0	0.5	0.0	0.3	0.0	2.4	2.4	8.7	0.0	3.4	0.5
2.0 - 5.0	0.1	6.5	34.1	0.1	2.6	0.3	1.3	0.1	10.3	10.1	32.4	0.0	4.8	1.0
5.0 - 10.0	0.1	6.6	46.9	0.0	6.8	0.6	1.4	0.0	20.6	24.8	62.9	0.2	9.1	1.7
10.0 - 20.0	0.3	8.4	57.0	0.2	12.3	0.8	2.0	0.1	32.0	41.2	83.4	0.6	15.1	2.9
20.0 - 50.0	0.8	17.7	68.9	0.4	22.6	5.0	3.9	0.2	51.5	56.6	94.7	3.9	23.2	5.8
50.0 -100.0	1.8	22.9	80.8	1.2	35.0	14.3	7.1	0.2	70.4	71.0	98.3	8.7	35.7	8.5
100.0 - 200.0	3.4	30.7	83.6	0.9	51.5	32.3	9.8	0.7	78.9	75.2	98.3	16.2	51.7	7.9
200.0 - 500.0	6.1	38.6	85.3	1.9	62.7	49.6	18.5	1.1	86.0	84.7	99.6	22.6	68.5	7.5
500.0 - 1000.0	10.5	37.7	88.7	2.8	75.0	67.0	28.3	4.7	89.6	82.5	100.0	35.4	85.4	6.6
1000.0 and over	22.6	43.7	89.1	6.0	83.1	82.0	33.3	8.7	86.3	85.8	99.5	49.2	86.3	8.2
National total	2.0	16.7%	58.6%	0.7%	23.4%	12.5%	5.8%	0.6%	42.3%	44.6%	72.0%	6.8%	25.5%	4.3%
Low income	1.0	14.3	54.0	0.5	15.8	7.0	2.9	0.1	32.7	32.6	63.8	2.9	15.4	3.8
Federally chartered	1.7	15.2	58.1	0.4	21.2	10.5	4.3	0.5	39.3	42.0	70.3	5.3	22.1	4.4
State chartered	2.4	19.0	59.3	1.1	26.8	15.7	8.2	0.8	47.2	48.8	74.9	9.2	31.0	4.2

¹ Average number of branches per credit union excludes main office.

Ratio 11: Loans to Shares

Steps to Improve this Ratio:

- 1. Offer premium rates on long-term CDs**
- 2. Offer low rates on short-term loans**
- 3. Dividend rate adjustments**
- 4. Loan rate adjustments**
- 5. Access to external borrowings**

Ratio 12: Cash & Short-Term Investments to Assets

Measure: Liquidity Risk

Definition: [Cash + Investments (<1 year)] ÷ Total Assets

Industry Standard: 10-15% or determined by market conditions. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Yield Curve

Market Interest Rate Expectations

Earning vs Non-earning assets

Investment Mix

Cash Management Procedures

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 12: Cash & Short-Term Investments to Assets

Measure: Liquidity Risk

Definition: [Cash + Investments (<1 year)] ÷ Total Assets

Industry Standard: 10-15% or determined by market conditions. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Yield Curve

Market Interest Rate Expectations

Earning vs Non-earning assets

Investment Mix

Cash Management Procedures

Ratio 12: Cash & Short-Term Investments to Assets

Three Steps to Improve this Ratio:

Ratio 13: Core Deposits to Total Shares & Borrowings

Measure: Amount of Stable (non-rate sensitive) Funds

Definition: $[\text{Regular Share} + \text{Share Drafts}] \div [\text{Total Shares} + \text{Borrowings}]$

Industry Standard: 50-60%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Scope of Savings Products

Savings Rates

Demographics

Borrowings

Competition

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 13: Core Deposits to Total Shares & Borrowings

Measure: Amount of Stable (non-rate sensitive) Funds

Definition: $[\text{Regular Share} + \text{Share Drafts}] \div [\text{Total Shares} + \text{Borrowings}]$

Industry Standard: 50-60%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Scope of Savings Products

Savings Rates

Demographics

Borrowings

Competition

Ratio 13: Core Deposits to Total Shares & Borrowings

Steps to Improve this Ratio:

Ratio 14: Assets Per Employee

Measure: Assets managed per employee, Efficiency, Productivity and Economies of Scale

Definition: $\text{Assets} \div [\text{Full-time} + (.5 \times \text{Part-time})]$

Industry Standard: \$3 million. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 60

State Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 142

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

P. 100

Determining Factors:

Number of Services

Number of Branches

Technology

Membership Demographics

Number of ATMs

Staff

Hours of Operation & Transaction Volume

Ratio 14: Assets Per Employee

Steps to Improve this Ratio:

Ratio 15: Adjusted Gross Income Per Employee

Measure: Sales per Employee, Productivity Trends, Efficiency

Definition: [Net Interest Income + Non-Int. Oper. Income] ÷ Employees

Industry Standard: \$138,000. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Pay, Recognition, and Reward Systems

Staff Incentives & Competency

Number of Services

Membership Demographics

Hours of Operation

Training

Technology

Ratio 16: Operating Expenses to Adjusted Gross Income

Measure: Spending per Dollar of Sales, Productivity, & Economies of Scale

Definition: Non-Interest Operating Expenses ÷ Adjusted Gross Income

Industry Standard: 75%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Technology

Training

Staff Incentives & Competency

Number of Services & Number of Branches

Membership Demographics

Hours of Operation

Employee Turnover & Absenteeism

Ratio 17: Personnel Expense to Assets

Measure: Unit Labor Costs, Efficiency, Productivity & Economies of Scale

Definition: Personnel Expense ÷ Average Total Assets

Industry Standard: 1.57%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Local Labor Market Conditions

Excessive Management Compensation

Technology

Staff Training & Competency

Number of Services

Membership Demographics

Hours of Operation

Employee Turnover & Absenteeism

Ratio 18: Borrowings to Shares & Net Worth

Measure: Reliance on Borrowings

Definition: Total Borrowings ÷ [Total Shares + Net Worth]

Industry Standard: 2.5%. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Cash Management Procedures

Liquidity Position

Loan Demand

Loan Mix (Mortgage vs Consumer)

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12

1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.

* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)

Ratio 18: Borrowings to Shares & Net Worth

Measure: Reliance on Borrowings

Definition: Total Borrowings ÷ [Total Shares + Net Worth]

Industry Standard: 2.5%. Refer to current Peer Group Statistics

Your Ratio 0.00%

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Cash Management Procedures

Liquidity Position

Loan Demand

Loan Mix (Mortgage vs Consumer)

Ratio 19: Members to Employees

Measure: Efficiency, Productivity & Economies of Scale

Definition: $\text{Members} \div [\text{Full-time} + (.5 \times \text{Part-time})]$

Industry Standard: 400-500. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Competition

Membership Growth

Technology

Staff Training & Competency

Number of Services

Membership Demographics

Hours of Operation

Employee Turnover & Absenteeism

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.31	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,335	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

2 + 3 = 1

Ratio 19: Members to Employees

Measure: Efficiency, Productivity & Economies of Scale

Definition: $\text{Members} \div [\text{Full-time} + (.5 \times \text{Part-time})]$

Industry Standard: 400-500. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening. Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Competition

Membership Growth

Technology

Staff Training & Competency

Number of Services

Membership Demographics

Hours of Operation

Employee Turnover & Absenteeism

Ratio 20: Solvency Evaluation

Measure: Members' Deposit Coverage if CU Liquidation

Definition: $[\text{Total Assets} + \text{ALL} - \text{Liabilities} - \text{Estimated Losses}] \div \text{Shares}$

Industry Standard: 112. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Net Worth

Credit Risk

Interest Rate Risk

Operational Risk

	Line Item	Dec-08	Mar-09	Jun-09	Sep-09	Dec-09	Peer Avg.
	CAPITAL ADEQUACY						
6	Net Worth/Total Assets	9.09	8.05	8.99	9.02	9.04	9.69
	Net Worth/Total Assets--Including Optional Total Assets Election (if used)	9.09	8.05	8.99	9.02	9.04	9.72
9	Total Delinquent Loans / Net Worth	7.78	8.82	7.76	9.59	10.3	14.13
20	Solvency Evaluation (Estimated)	110.21	109.59	110.07	110.13	110.12	111.51
	Classified Assets (Estimated) / Net Worth	6.36	7.46	7.25	8.49	9.21	13.15
	ASSET QUALITY						
8	Delinquent Loans / Total Loans	0.84	0.93	0.89	1.07	1.15	1.7
7	*Net Charge-Offs / Average Loans	0.43	0.56	0.61	0.61	0.61	1.16
	Fair (Market) HTM Invest Value/Book Value HTM Invest.	0	0	0	0	0	102
	Accum Unreal G/L On AFS/Cost Of AFS	1.34	0.44	0.73	1	1.59	0.59
	Delinquent Loans / Assets	0.71	0.71	0.7	0.87	0.93	1.16
	EARNINGS						
	*Return On Average Assets	0.11	-0.33	1.38	1	0.82	0.29
5	*Return On Average Assets Before NCUSIF Stabilization Income/Expense	N/A	0.58	1.66	0.47	0.43	0.22
	*Gross Income/Average Assets	7.04	6.41	6.46	6.32	6.22	6.32
	*Yield on Average Loans	6.05	5.15	4.95	4.77	4.69	6.14
	*Yield on Average Investments	3.42	1.09	1.2	1.13	1.15	2.41
	*Fee & Other Op.Income / Avg. Assets	1.7	2.15	2.31	2.27	2.24	1.4
2	*Cost of Funds / Avg. Assets	1.85	1.29	1.23	1.19	1.11	1.77
	*Net Margin / Avg. Assets	5.19	5.12	5.22	5.14	5.11	4.55
	*Operating Exp./ Avg. Assets	4.54	4.66	4.16	4.02	4.01	3.43
	*Provision For Loan & Lease Losses / Average Assets	0.52	0.8	0.75	0.83	0.83	1.16
3	*Net Interest Margin/Avg. Assets	3.49	2.97	2.92	2.87	2.87	3.15
	Operating Exp./Gross Income	64.44	72.73	64.39	63.79	64.43	53.69
	Fixed Assets & Foreclosed & Repossessed Assets / Total Assets \1	3.07	3.01	3.29	3.25	3.62	2.58
4	*Net Operating Exp. /Avg. Assets	3.96	4.02	3.46	3.35	3.33	2.58
	ASSET / LIABILITY MANAGEMENT						
10	Net Long-Term Assets / Total Assets	17.65	14.89	17.13	15.49	15.58	34.07
	Reg. Shares / Total Shares. & Borrowings	16.62	17.33	19.23	19.35	19	22.43
11	Total Loans / Total Shares	94.04	90.55	88.08	90.8	90.56	77.36
12	Total Loans / Total Assets	83.89	76.21	78.81	81.19	81.12	65.81
	Cash + Short-Term Investments / Assets	8.66	15.76	11.51	11.8	10.44	15.43
	Total Shares, Dep. & Borr. / Earning Assets	96.21	98.14	98.71	96.02	97.65	93.59
13	Reg Shares + Share Drafts / Total Shares & Borr.	33.81	32.47	35.42	36.22	37.67	33.39
18	Borrowings / Total Shares & Net Worth	0	6.78	0	0	0	4.59
	PRODUCTIVITY						
	Members / Potential Members	10.86	11.04	11.22	11.82	12.03	24.78
	Borrowers / Members	122.74	123.81	124.77	137.42	138.79	54.41
19	Members / Full-Time Employees	399.03	412.25	418.72	436.54	453.41	399.54
	Avg. Shares Per Member	\$7,348	\$7,625	\$7,793	\$7,404	\$7,333	\$10,899
	Avg. Loan Balance	\$5,630	\$5,577	\$5,502	\$4,892	\$4,785	\$15,830
	*Salary And Benefits / Full-Time Empl.	\$57,434	\$59,894	\$63,155	\$61,055	\$62,681	\$65,579
	OTHER RATIOS						
	*Net Worth Growth	1.89	-3.84	15.92	11.45	9.44	3.16
	*Market (Share) Growth	10.86	22.24	19.17	12.95	10.61	12.39
	*Loan Growth	11.25	6.57	5.28	7.91	6.52	3.22
	*Asset Growth	6.01	47.52	18.5	12.6	10.15	10.92
	*Investment Growth	-33.08	406.84	92.89	64.02	32.31	51.19
	*Membership Growth	12.8	6.92	6.65	11.86	10.84	5.12
	1/ For periods before 2004, the Fixed Assets & Foreclosed and Repossessed assets did not include repossessed vehicles.						
	* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)						

$$2 + 3 = 1$$

Ratio 20: Solvency Evaluation

Measure: Members' Deposit Coverage if CU Liquidation

Definition: $[\text{Total Assets} + \text{ALL} - \text{Liabilities} - \text{Estimated Losses}] \div \text{Shares}$

Industry Standard: 112. Refer to current Peer Group Statistics

Your Ratio _____

5-Year Trend: Improving or Worsening.

Why? _____

Asset Peer Ratio _____ Our CU is Better or Worse (circle one)

State Peer Ratio _____ Our CU is Better or Worse (circle one)

Membership Peer Ratio _____ Our CU is Better or Worse (circle one)

Determining Factors:

Net Worth

Credit Risk

Interest Rate Risk

Operational Risk

We are Done!!!!