

First Quarter 2025

ECONOMIC INDICATORS (NOT SEASONALLY ADJUSTED, UNLESS NOTED)

Employment Growth Rates (% change from year ago, unless noted)		Q1-25	Q4-24	Q1-24	2024	2023
Total Nonfarm (share of trailing four quarter employment in parentheses)		0.5%	0.6%	0.8%	0.7%	1.5%
Manufacturing	(15%)	-1.3%	-1.9%	-2.5%	-2.3%	-0.8%
Other (non-manufacturing) Goods-Producing	(4%)	0.9%	2.4%	3.6%	2.6%	4.0%
Private Service-Providing	(66%)	0.8%	0.9%	1.2%	1.0%	1.8%
Government	(14%)	1.3%	1.4%	2.1%	1.9%	1.7%
Unemployment Rate (% of labor force, seasonally adjusted)		3.2%	3.1%	2.9%	3.0%	2.8%
Other Indicators (% change of 4-qtr moving total, unless noted)		Q1-25	Q4-24	Q1-24	2024	2023
Single-Family Home Permits		7.8%	14.8%	7.1%	14.8%	-4.8%
Multifamily Building Permits		15.0%	27.5%	-7.4%	27.5%	-11.2%
Home Price Index (change from year ago)		6.2%	6.5%	9.7%	7.7%	9.0%
Nonbusiness Bankruptcy Filings per 1000 people (quarterly annualized level)		N/A	1.58	1.48	1.60	1.40

BANKING TRENDS

General Information		Q1-25	Q4-24	Q1-24	2024	2023
Institutions (#)		158	159	161	159	161
Total Assets (in millions)		\$160,833	\$159,394	\$153,075	\$159,394	\$152,452
New Institutions (# < 3 years)		0	0	0	0	0
Subchapter S Institutions (#)		52	52	52	52	52
Asset Quality		Q1-25	Q4-24	Q1-24	2024	2023
Past-Due and Nonaccrual Loans / Total Loans (median %)		0.64	0.54	0.55	0.54	0.49
Noncurrent Loans / Total Loans (median %)		0.32	0.28	0.19	0.28	0.16
Loan and Lease Allowance / Total Loans (median %)		1.12	1.14	1.15	1.14	1.18
Loan and Lease Allowance / Noncurrent Loans (median multiple)		2.95	2.89	3.85	2.89	4.35
Net Loan Losses / Total Loans (median %, year-to-date annualized)		0.00	0.01	0.00	0.01	0.00
Capital / Earnings (year-to-date annualized, unless noted)		Q1-25	Q4-24	Q1-24	2024	2023
Tier 1 Leverage (median %, end of period)		10.65	10.49	10.43	10.49	10.57
Return on Assets (median %)		0.99	0.90	0.82	0.90	0.84
Pretax Return on Assets (median %)		1.15	1.02	0.97	1.02	1.02
Net Interest Margin (median %)		3.36	3.27	3.13	3.27	3.21
Yield on Earning Assets (median %)		5.37	5.30	5.06	5.30	4.67
Cost of Funding Earning Assets (median %)		2.01	2.01	1.93	2.01	1.42
Provisions to Avg. Assets (median %)		0.04	0.03	0.00	0.03	0.03
Noninterest Income to Avg. Assets (median %)		0.40	0.44	0.41	0.44	0.44
Overhead to Avg. Assets (median %)		2.41	2.45	2.42	2.45	2.41
Liquidity / Sensitivity		Q1-25	Q4-24	Q1-24	2024	2023
Net Loans to Assets (median %)		70.70	70.87	69.80	70.87	69.64
Noncore Funding to Assets (median %)		13.35	13.71	14.63	13.71	13.21
Long-term Assets to Assets (median %, call filers)		19.69	20.45	23.21	20.45	24.72
Brokered Deposits (number of institutions)		98	99	100	99	101
Brokered Deposits to Assets (median % for those above)		5.11	4.95	4.60	4.95	4.28

Loan Concentrations

(median % of Tier 1 Capital plus the Reserve for Loan and Lease Losses)	Q1-25	Q4-24	Q1-24	2024	2023
Commercial and Industrial	49	49	51	49	52
Commercial Real Estate	259	259	255	259	249
Construction & Development	35	36	37	36	37
Multifamily Residential Real Estate	33	30	29	30	30
Nonresidential Real Estate	151	151	154	151	153
Residential Real Estate	166	168	162	168	165
Consumer	7	8	8	8	9
Agriculture	19	18	19	18	19

BANKING PROFILE

Largest Deposit Markets (from 2024 Summary of Deposits)		Institutions in Market		Asset Distribution		Institutions	
Minneapolis-St. Paul-Bloomington, MN-WI		132	\$248,384	< \$100 million		14	(8.9%)
Milwaukee-Waukesha, WI		44	\$73,533	\$100 million to \$250 million		36	(22.8%)
Madison, WI		43	\$27,897	\$250 million to \$1 billion		80	(50.6%)
Green Bay, WI		20	\$14,930	\$1 billion to \$10 billion		27	(17.1%)
Duluth, MN-WI		27	\$6,014	\$10 billion		1	(0.6%)