



PUBLIC DISCLOSURE

April 20, 2026

ILLINOIS COMMUNITY REINVESTMENT ACT PERFORMANCE EVALUATION

Abbott Laboratories Employees Credit Union
Charter Number: 96071
325 Tri State Parkway
Gurnee, Illinois 60031

Illinois Department of Financial and Professional Regulation
555 West Monroe Street, 5th Floor, Chicago, IL 60661

**THIS ILLINOIS COMMUNITY REINVESTMENT ACT (ILCRA) EVALUATION IS
AVAILABLE FOR PUBLIC REVIEW AND COMMENT.**

This evaluation reflects the Secretary's assessment pursuant to Section 35-10(b) of the Illinois Community Reinvestment Act [205 ILCS 735/35-10(b)] of the performance of this credit union in helping to meet the financial services needs of its local communities, including low- and moderate-income neighborhoods (LMI), consistent with the safe and sound operation of the institution. This evaluation is not, nor should it be construed as, an assessment of the financial condition of this institution. The rating assigned herein does not represent an analysis, conclusion, or opinion of the Illinois Department of Financial and Professional Regulation, Division of Financial Institutions, concerning the safety and soundness of this financial institution.

Table of Contents

INSTITUTION RATING..... 3

DESCRIPTION OF INSTITUTION 4

DESCRIPTION OF ASSESSMENT FIELD..... 6

SCOPE OF EVALUATION..... 8

**CONCLUSIONS ON INTERMEDIATE SMALL CREDIT UNION PERFORMANCE
CRITERIA**..... 9

APPENDICES..... 11

INTERMEDIATE SMALL CREDIT UNION PERFORMANCE CRITERIA..... 11

GLOSSARY..... 13

INSTITUTION RATING

INSTITUTION'S ILCRA RATING: This institution is rated **Satisfactory**.

An institution in this group has a satisfactory record of helping to meet the credit needs of its assessment field (assessment field or AF), including low- and moderate-income members, in a manner consistent with its resources and capabilities.

The Lending Test ¹ is rated **Satisfactory.**

Abbott Laboratories Employees Credit Union's (ALEC) ILCRA performance under the lending test is supported by the following:

- The loan-to-share (LTS) ratio is reasonable (considering seasonal variations and taking into account lending-related activities), given the institution's size, financial condition, and assessment field credit needs.
- The distribution of loans among borrowers of different income levels is reasonable, given the credit union's assessment field, field of membership, and product lines offered.
- The institution did not receive any ILCRA-related complaints; therefore, this factor did not affect the rating.

Discriminatory or Other Illegal Credit Practices

Examiners did not identify any evidence of discriminatory or other illegal credit practices; therefore, these factors did not affect the institution's ILCRA rating.

Assessment Factors

ILCRA examiners reviewed the credit union's activities in its assessment field against the performance standards outlined in 38 Ill. Adm. Code 185.200 and did not find evidence that the credit union is not meeting the financial services needs of its members. Therefore, the credit union's ILCRA rating was not affected.

¹ 38 Ill. Adm. Code 185.260.

DESCRIPTION OF INSTITUTION

Background

Abbott Laboratories Employees Credit Union was formed in 1990 and is an Illinois state-chartered credit union headquartered in Gurnee, Illinois. ALEC operates as a select employee group (SEG) credit union with a single sponsor, Abbott Laboratories. Membership is limited to eligible Abbott and AbbVie employees and retirees (and eligible family members, as applicable) who reside in the United States or Puerto Rico, consistent with the credit union's field of membership. As of December 31, 2024, the credit union had approximately 35,007 members. Of this total, 19,851, or 56.7 percent, resided in Illinois and comprised the assessment field for this evaluation. Although the credit union serves members outside Illinois, pursuant to ALEC's AF, the examination focused on the credit union's record of serving only its Illinois members².

Operations

The credit union maintains a total of eight (8) branch locations. The credit union and its sponsor are headquartered in Gurnee, IL. ALEC's headquarters serves as its primary public office and is open to the public, providing in-person member services. The remaining seven (7) branch locations are located at sponsor sites and are accessible to sponsor employees. These locations support member access and convenience, as membership is sponsor-based and member activity is primarily concentrated at employer sites. This structure provides service points where members work to support efficient delivery of services.

ALEC supplements branch access with an ITM (Interactive Teller Machine)/ATM (Automated Teller Machine) network structured around sponsor locations. The main office location has a deposit-taking ATM available to members. ALEC also operates a standalone public ATM at an AbbVie location. In addition, the credit union maintains ATMs across sponsor locations that are not open to the public, including deposit-taking capability at select locations. This delivery system is aligned with a SEG credit union model and supports member access where members work and conduct daily activities. The credit union's sponsor site delivery approach is supported by routine onsite engagement, including 64 onsite business development visits across 10 sponsor locations during the evaluation period.

ALEC offers a range of deposit and lending products, available through in-person and digital channels, to meet its membership's routine financial needs. Deposit products include share savings and share draft checking accounts, money market accounts, certificates, and specialized accounts such as Health Savings Accounts and Individual Retirement Accounts. ALEC's lending program includes consumer and real estate credit options. Consumer lending includes auto and recreational vehicle loans, credit cards, personal loans, stock loans, and other secured loan products. Real estate lending includes first mortgages and home equity loans, and the credit union also offers student loan options.

² A credit union may choose to include or exclude any members for membership pursuant to its occupational or associational common bonds located outside of the State of Illinois from its assessment. 38 Ill. Adm. Code 185.400(c).

Members can access products and services through multiple delivery methods, including branch service, online and mobile banking, and self-service channels. Transaction services include debit card access, direct deposit, electronic bill pay, person-to-person payments, digital wallet options, wire transfers, notary and medallion services, and gift cards. ALEC also provides shared branching services to expand member access beyond its own locations. In addition to core banking services, ALEC offers wealth management and insurance-related services, as well as member education and financial tools. These include retirement and investment planning support, insurance options, and financial education resources such as webinars, seminars, and online learning tools. The credit union did not open or close any offices, and no mergers or acquisitions occurred during the evaluation period.

The credit union’s assessment field is defined by eligible Illinois members within its sponsor-based field of membership. Consistent with this structure, performance context indicators of member focus during the evaluation period included regular employer site engagement and member education. Specifically, the credit union conducted 64 on-site business development visits across 10 sponsor locations and delivered 26 member education events, with a total of 657 attendees. These activities support member access, product awareness, and ongoing needs ascertainment within the assessment field.

Ability and Capacity

As of December 31, 2024, ALEC reported approximately \$1 billion in total assets, \$588 million in total loans, and \$902.6 million in total shares. By dollar volume, loans secured by residential properties accounted for 65.8 percent of the loan portfolio, while consumer loans accounted for 34.2 percent. However, portfolio composition differs when measured by the number of originations in Illinois. During the evaluation period, the credit union originated 1,605 consumer loans and 89 residential loans to Illinois members.

The following table provides an overview of the credit union’s loan portfolio.

Loan Portfolio Distribution as of 12/31/2024				
Loan Category	\$	%	#	%
Loans/Lines of Credit Secured by a First Lien on a single 1- to 4-Family Residential Property	335,235,121	57.0	1,366	0.9
Loans/Lines of Credit Secured by a Junior Lien on a single 1- to 4-Family Residential Property	51,464,216	8.8	847	0.6
Total Real Estate Loans	386,699,337	65.8	2,213	1.5
Unsecured Credit Card Loans	34,397,539	5.8	9,722	6.5
All Other Unsecured Loans/Lines of Credit	11,436,316	1.9	1,312	0.9
New Vehicle Loans	57,019,086	9.7	42,214	28.2
Used Vehicle Loans	68,618,157	11.7	93,816	62.6
All Other Secured Non-Real Estate Loans/Lines of Credit	29,847,567	5.1	561	0.4
Total Consumer Loans	201,318,665	34.2	147,625	98.5
Total Loans	588,018,002	100.0	149,838	100.0
<i>Source: National Credit Union Administration Call Report Form 5300</i>				

In addition to product availability, the credit union’s operating model reflects a return of value to members through rates and fees. As described in management’s performance context materials, the credit union emphasizes higher deposit rates and lower loan rates relative to peers as a primary mechanism for returning value to its membership.

Examiners did not identify any financial, legal, or other impediments that affect the credit union’s ability to meet assessment field credit needs.

DESCRIPTION OF ASSESSMENT FIELD

The ILCRA requires each credit union to delineate an assessment field within which its ILCRA performance will be evaluated. ALEC delineated its assessment field as “members from our occupational common bond – Employees, retirees, and family members of Abbott Laboratories and AbbVie that reside in the State of Illinois”. ALEC is a single-sponsored employee group credit union, and the delineated assessment field is reasonable, consistent with its field of membership, and provides for a meaningful ILCRA evaluation. The assessment field does not arbitrarily exclude low or moderate-income persons eligible for membership. Of the credit union’s total membership, approximately 19,851 members or 56.7 percent, resided in Illinois and comprised the assessment field for this evaluation.

The following table shows member composition by location.

Membership Location	# of Members	% of Total Members
Illinois members	19,851	56.7
Members outside Illinois	15,156	43.3
Total members	35,007	100.0
<i>Source: Credit Union data</i>		

Full membership income data was not available for all Illinois members. Therefore, examiners reviewed member residence data by census-tract income level as performance context to describe the composition of the Illinois membership and assessment field. This analysis was used only to provide context on where members reside, including the extent to which they reside in low- and moderate-income geographies, and does not substitute for borrower income data when evaluating the distribution of loans among borrowers of different income levels.

The Federal Financial Institutions Examination Council (FFIEC) updated median family income level is used to analyze home mortgage loans under the Borrower Profile criterion. The low-, moderate-, middle-, and upper-income categories are presented in the following table:

Median Family Income Ranges				
Median Family Incomes	Low <50%	Moderate 50% to <80%	Middle 80% to <120%	Upper ≥120%
Bloomington, IL MSA Median Family Income (14010)				
2024 (\$109,400)	<\$54,700	\$54,700 to <\$87,520	\$87,520 to <\$131,280	≥\$131,280
Cape Girardeau, MO-IL MSA Median Family Income (16020)				
2024 (\$83,100)	<\$41,550	\$41,550 to <\$66,480	\$66,480 to <\$99,720	≥\$99,720
Champaign-Urbana, IL MSA Median Family Income (16580)				
2024 (\$99,000)	<\$49,500	\$49,500 to <\$79,200	\$79,200 to <\$118,800	≥\$118,800
Chicago-Naperville-Schaumburg, IL Median Family Income (16984)				
2024 (\$109,800)	<\$54,900	\$54,900 to <\$87,840	\$87,840 to <\$131,760	≥\$131,760
Davenport-Moline-Rock Island, IA-IL MSA Median Family Income (19340)				
2024 (\$89,500)	<\$44,750	\$44,750 to <\$71,600	\$71,600 to <\$107,400	≥\$107,400
Decatur, IL MSA Median Family Income (19500)				
2024 (\$86,900)	<\$43,450	\$43,450 to <\$69,520	\$69,520 to <\$104,280	≥\$104,280
Elgin, IL Median Family Income (20994)				
2024 (\$113,700)	<\$56,850	\$56,850 to <\$90,960	\$90,960 to <\$136,440	≥\$136,440
Kankakee, IL MSA Median Family Income (28100)				
2024 (\$102,400)	<\$51,200	\$51,200 to <\$81,920	\$81,920 to <\$122,880	≥\$122,880
Lake County, IL Median Family Income (29404)				
2024 (\$129,600)	<\$64,800	\$64,800 to <\$103,680	\$103,680 to <\$155,520	≥\$155,520
Paducah, KY-IL MSA Median Family Income (37140)				
2024 (\$78,000)	<\$39,000	\$39,000 to <\$62,400	\$62,400 to <\$93,600	≥\$93,600
Peoria, IL MSA Median Family Income (37900)				
2024 (\$94,700)	<\$47,350	\$47,350 to <\$75,760	\$75,760 to <\$113,640	≥\$113,640
Rockford, IL MSA Median Family Income (40420)				
2024 (\$89,000)	<\$44,500	\$44,500 to <\$71,200	\$71,200 to <\$106,800	≥\$106,800
St. Louis, MO-IL MSA Median Family Income (41180)				
2024 (\$103,200)	<\$51,600	\$51,600 to <\$82,560	\$82,560 to <\$123,840	≥\$123,840
Springfield, IL MSA Median Family Income (44100)				
2024 (\$105,600)	<\$52,800	\$52,800 to <\$84,480	\$84,480 to <\$126,720	≥\$126,720
IL NA Median Family Income (99999)				
2024 (\$82,800)	<\$41,400	\$41,400 to <\$66,240	\$66,240 to <\$99,360	≥\$99,360
<i>Source: FFIEC</i>				

SCOPE OF EVALUATION

General Information

The ILCRA examination, conducted by the Illinois Department of Financial and Professional Regulation (IDFPR or Department) - Division of Financial Institutions, encompasses the period from January 1, 2024, through December 31, 2024. Examiners used the ILCRA Intermediate Small Credit Union Performance Standards based on ALEC's asset size³ to evaluate ALEC's ILCRA performance. The criteria are detailed in the Appendices. The credit union's performance was evaluated under the applicable performance criteria in Appendix A Ratings and in accordance with Section 185.200, Section 185.210, Section 185.260, and Section 185.280. The evaluation references demographic and economic information from the 2020 U.S. Census. Credit union financial data are based on the NCUA 5300 Quarterly Call Report as of December 31, 2024.

This evaluation did not include a formal geographic distribution analysis by census tract because the credit union's assessment field consists of its Illinois members by occupation and consistent with its field of membership; ALEC does not have a community common bond geographic area. The evaluation was based on an analysis of the credit union's loan-to-share ratio, its performance in lending to borrowers across income levels, its lending to Illinois members, its response to ILCRA-related complaints, and its fair lending performance. Member residence-by-tract income was reviewed as performance context only and was not used as a substitute for borrower income data.

A satisfactory rating under the Lending Test is needed in this evaluation to obtain an overall satisfactory rating. However, evidence of discrimination and/or negative evaluation of assessment factors can lower the overall ILCRA rating.

Activities Reviewed

As part of the Lending Test, examiners reviewed home mortgage and consumer loans based on the credit union's business strategy and the number and dollar volume of loans originated during the evaluation period. The volume of consumer loans substantially exceeded that of home mortgage loans. Therefore, examiners assigned greater weight to consumer lending performance when determining overall conclusions.

Examiners analyzed home mortgage loans reported on the credit union's 2024 Home Mortgage Disclosure Act (HMDA) loan application register (LAR) as part of the Lending Test. The credit union reported 299 HMDA applications totaling \$106.6 million for 2024. Of the 299 HMDA applications reported for 2024, 177 (59.2 percent) were submitted by Illinois members within the assessment field.

The credit union originated 2,801 consumer loans, of which 1,605 (57.3 percent) were originated to Illinois members. Loan records provided by the credit union included borrower income and

³ "Intermediate small credit union" means a credit union with assets of at least \$412 million as of December 31 of both of the prior two calendar years and less than \$1.649 billion as of December 31 of either of the prior two calendar years. *See* Glossary.

address. At the time of the evaluation, the credit union reported approximately 19,851 members in Illinois.

CONCLUSIONS ON INTERMEDIATE SMALL CREDIT UNION PERFORMANCE CRITERIA

LENDING TEST

ALEC demonstrated reasonable performance under the Lending Test. Reasonable performance under the borrower profile criteria, a reasonable loan-to-share ratio, and a majority of its loans are in its assessment field support the conclusion.

Loan-to-Share Ratio

The Loan-to Share (LTS) performance criterion determines what percentage of the credit union's share base is reinvested in the form of loans and evaluates the appropriateness of that reinvestment. The average net LTS ratio for the last 16 quarters is reasonable given the institution's size, financial condition, and membership needs. The credit union's net LTS ratio, as calculated from the NCUA 5300 Quarterly Call Report data, averaged 58.8 percent over the past 16 calendar quarters from March 31, 2021, through December 31, 2024. The ratio ranged from a low of 50.1 percent as of March 31, 2022, to a high of 65.5 percent as of December 31, 2023. Total loans increased by 24.7 percent over the last 16 quarters, reflecting an ongoing willingness to reinvest member shares in loans while operating in a safe and sound manner.

Borrower Profile

Based on the number of consumer loans originated, the distribution of consumer loans among borrowers of different income levels is reasonable. The credit union originated 44.1 percent of its Illinois consumer loans to low and moderate-income borrowers, including 26.5 percent to low-income borrowers and 17.6 percent to moderate-income borrowers. Examiners reviewed consumer loans originated during the evaluation period and found the portfolio consisted primarily of vehicle loans (48.6 percent), followed by credit cards (24.2 percent), unsecured consumer loans (14.5 percent), and home equity loans not secured by residential real estate (12.7 percent). This level of lending supports a reasonable distribution conclusion under Appendix A. In addition, the credit union originated 1,605 of 2,801 consumer loans, or 57.3 percent, to Illinois members within the assessment field. This supports the conclusion that lending activity was primarily directed to membership the credit union is expected to serve, consistent with its field of membership and assessment field delineation.

The following table presents the distribution of consumer loans by borrower income.

Distribution of Consumer Loans by Borrower Income Level		
Borrower Income Level	#	%
Low	425	26.5
Moderate	283	17.6
Middle	284	17.7
Upper	613	38.2
Total	1,605	100.0
<i>Source: Credit Union Data. Distribution reflects 1,605 consumer loans originated to Illinois members.</i>		

Home mortgage lending was reviewed as part of the examination scope; however, consumer lending was the primary product evaluated for borrower distribution, as it accounted for the substantial majority of lending activity by number. The following table presents the distribution of home mortgage loans by borrower income.

Distribution of Home Mortgage Loans by Borrower Income Level		
Borrower Income Level	#	%
Low	1	1.1
Moderate	8	9.0
Middle	13	14.6
Upper	66	74.2
Not Available	1	1.1
Total	89	100.0
<i>Source: Credit Union Data. Distribution reflects 89 home mortgage loans originated to Illinois members.</i>		

Examiners also considered sponsor-based performance context, including recurring employer-site engagement and member education programming, to understand how the credit union serves its membership within the assessment field.

Response to Complaints

The credit union did not receive any ILCRA-related complaints for the evaluation period; therefore, this criterion did not affect the Lending Test rating.

FAIR LENDING, DISCRIMINATORY, OR OTHER ILLEGAL CREDIT PRACTICES REVIEW

Pursuant to its examination authority [205 ILCS 735/15], the IDFPR - Division of Financial Institutions examines an institution's compliance with applicable State and federal fair lending laws and provides comments regarding the institution's fair lending policies and procedures. Examiners found the credit union's record relative to fair lending policies and practices to be reasonable and did not identify any evidence of discriminatory or other illegal credit practices; therefore, the results did not affect the institution's overall ILCRA rating.

APPENDICES

INTERMEDIATE SMALL CREDIT UNION PERFORMANCE CRITERIA

Lending Test – Section 185.260(b)

An intermediate small credit union's lending performance in home mortgage, small business, community development lending, consumer lending, or any other type of lending, as applicable, is evaluated pursuant to the following criteria:

1. the credit union's loan-to-share ratio, adjusted for seasonal variation and, as appropriate, other lending-related activities, such as loan originations for sale to the secondary markets, community development loans, or qualified investments;
2. the credit union's record of lending to and, as appropriate, engaging in other lending-related activities for borrowers of different income levels and businesses of different sizes;
3. the geographic distribution of the credit union's loans in the context of its relevant field of membership;
4. the credit union's record of taking action, if warranted, in response to written complaints about its performance in helping to meet credit needs in its assessment field and its performance with regard to fair lending policies and practices; and
5. the origination of loans to businesses with gross annual revenues of \$1,000,000 or less, particularly those in low-income and moderate-income neighborhoods. This subsection (b)(5) applies only to credit unions that make business loans.

Community Development Test – Section 185.260(c)

An intermediate small credit union's community development performance is also evaluated pursuant to the following criteria:

1. the number and amount of community development loans;

2. the extent to which the credit union provides community development services;
3. the credit union's responsiveness through such activities to community development lending, investment and service needs; and
4. at the election of the credit union, the number and amount of qualified investments.

GLOSSARY

"Affiliate" means any company that controls, is controlled by, or is under common control with another company. The term "control" has the meaning given to that term in 12 U.S.C. 1841(a)(2), and a company is under common control with another company if both companies are directly or indirectly controlled by the same company.

"Alternative financial products or services" means financial products or services offered by persons other than an insured depository institution at a higher cost than comparable services offered by an insured depository institution.

"Area median income" means the median family income for the MSA/CBSA, if a person or geography is located in an MSA/CBSA; or the statewide nonmetropolitan median family income, if a person or geography is located outside an MSA/CBSA.

"Assessment field" means the persons delineated in accordance with Section 400 as subject to the ILCRA evaluation.

"Automated teller machine" or "ATM" means an automated, unstaffed banking facility owned or operated by, or operated exclusively for, the credit union at which deposits are received, cash is dispensed, or money is lent.

"Branch" means a staffed facility established or acquired as a branch under Illinois law means a staffed facility established or acquired as a branch under Illinois law.

"CBSA" refers to a Core Based Statistical Area, as defined by the Director of the Office of Management and Budget.

"Community development" means:

Affordable housing (including multifamily rental housing) for low- and moderate-income individuals;

Community services targeted to low- and moderate-income individuals; Activities that promote economic development by financing businesses or farms that meet the size eligibility standards of the Small Business Administration's Development Company or Small Business Investment Company programs (13 CFR 121.301) or have gross annual revenues of \$1 million or less; or

Activities that revitalize or stabilize –

low- or moderate-income geographies;

designated disaster areas; or

distressed or underserved nonmetropolitan middle-income geographies designated by the Board of Governors of the Federal Reserve System, the Federal Deposit Insurance Corporation, and the Office of the Comptroller of the Currency, based on – rates of poverty, unemployment, and population loss; or

population size, density, and dispersion. Activities revitalize and stabilize geographies designated based on population size, density, and dispersion

if they help to meet essential community needs, including needs of low- and moderate-income individuals; or unbanked or underbanked geographies;

Activities targeted to directly and tangibly –
increase climate resilience in low- and moderate-income neighborhoods; or
mitigate environmental harm in low-income to moderate-income neighborhoods;
and

Any other such area as determined by the Secretary based on –
Rates of poverty, unemployment, and population loss; or
Population size, density, and dispersion. Activities revitalize and stabilize geographies designated based on population size, density, and dispersion if they help to meet essential community needs, including needs of low- and moderate-income individuals.

“Community Development Financial Institutions (CDFIs)” are private intermediaries (either for-profit or nonprofit) with community development as their primary mission. A CDFI facilitates the flow of lending and investment capital into distressed communities and to individuals who have been unable to access the services offered by traditional financial institutions. Some basic types of CDFIs include community development banks, community development loan funds, community development credit unions, micro enterprise funds, and community development venture capital funds.

A certified CDFI must meet the following eligibility requirements:

- Having a primary mission of promoting community development;
- Serving an investment area or target population;
- Providing development services;
- Maintaining accountability to residents of its investment area or targeted population through representation on its governing board of directors or by other means;
- Not constituting an agency or instrumentality of the United States, of any state or political subdivision of a state.

“Community development loan” is a loan that has as its primary purpose community development

- Except in the case of a wholesale or limited-purpose credit union:
 - Has not been reported or collected by the credit union or an affiliate for consideration in the credit union’s assessment as a home mortgage or consumer loan, unless it is a multifamily dwelling loan (as described in Appendix A to 12 CFR 203, the Consumer Financial Protection Bureau's implementing regulations for the Home Mortgage Disclosure Act); and directly or indirectly benefits the credit union's assessment field.

“Community development service” means a service that:
has as its primary purpose community development;
is related to the provision of financial services; and
has not been considered in the evaluation of the credit union’s retail banking services
under Section 185.240(d).

“Community Reinvestment Act” unless context indicates otherwise means the Illinois Community Reinvestment Act (“ILCRA”).

“Consumer loan” means a loan to one or more individuals for household, family, or other personal expenditures. A consumer loan does not include a home mortgage or small business loan. Consumer loans include the following categories of loans:

- Motor vehicle loan, a consumer loan extended for the purchase of and secured by a motor vehicle;
- Credit card loan, a line of credit for household, family, or other personal expenditures that is accessed by a borrower's use of a "credit card", as this term is defined in 12 CFR 1026.2;
- Other secured consumer loan, a secured consumer loan that is not included in one of the other categories of consumer loans; and
- Other unsecured consumer loan, an unsecured consumer loan that is not included in one of the other categories of consumer loans.

“Core Based Statistical Area (CBSA)” The county or counties or equivalent entities associated with at least one core (urbanized area or urban cluster) of at least 10,000 population, plus adjacent counties having a high degree of social and economic integration with the core as measured through commuting ties with the counties associated with the core. Metropolitan and Micropolitan Statistical Areas are the two categories of CBSAs.

“Credit union” means a corporation chartered as a cooperative, non-profit association, incorporated under the Illinois Credit Union Act [205 ILCS 305].

“Department” means the Illinois Department of Financial and Professional Regulation.

“Distressed middle-income nonmetropolitan geography” means a nonmetropolitan middle-income geography will be designated as distressed if it is in a county that meets one or more of the following triggers:

- (1) An unemployment rate of at least 1.5 times the national average;
- (2) A poverty rate of 20 percent or more; or
- (3) A population loss of 10 percent or more between the previous and most recent decennial census or a net migration loss of 5 percent or more over the 5 years preceding the most recent census.

“Family” includes a householder and one or more other persons living in the same household who are related to the householder by birth, marriage, or adoption. The number of family households always equals the number of families; however, a family household may also include non-relatives living with the family. Families are classified by type as either a married-couple family or other family. Other family is further classified into “male householder” (a family with a male householder and no wife present) or “female householder” (a family with a female householder

and no husband present).

“**FDIC**” means the Federal Deposit Insurance Corporation.

“**Field of membership**” means the members or persons eligible to join a credit union consisting of members or persons:

within one or more of the following common bonds: association, occupation, or community as defined in 205 ILCS 305; and
as otherwise authorized under 205 ILCS 305.

“**Fiscal year**” means the fiscal year for the State of Illinois (starts July 1 and ends June 30).

“**Geography**” means a census tract or a block numbering area delineated by the United States Bureau of the Census in the most recent decennial census.

“**Home Mortgage Disclosure Act (HMDA)**” is a statute that requires specific mortgage lenders doing business or having banking offices in a metropolitan statistical area to file annual summary reports of their mortgage lending activity. The reports include data such as the applicant's race, gender, and income, the amount of the requested loan, and the disposition of the application (approved, denied, or withdrawn).

“**Home mortgage loan**” means a closed-end mortgage loan or an open-end line of credit, as these terms are defined under 12 CFR 1003.2, and that is not an excluded transaction under 12 CFR 1003.3(c)(1) through (10) and (13).

“**Housing unit**” includes a house, an apartment, a mobile home, a group of rooms, or a single room that is occupied as separate living quarters.

“**Income level**” includes:

Low-income, an individual income that is less than 50% of the area median income, or a median family income that is less than 50%, in the case of a geography.

Moderate-income, an individual income that is at least 50% and less than 80% of the area median income, or a median family income that is at least 50% and less than 80%, in the case of a geography.

Middle-income, an individual income that is at least 80% and less than 120% of the area median income, or a median family income that is at least 80% and less than 120%, in the case of a geography.

Upper-income, an individual income that is 120% or more of the area median income, or a median family income that is 120% or more, in the case of a geography.

“**Institution**”, unless context indicates otherwise, means a credit union.

“**Limited purpose institution or limited purpose credit union**” means an institution that offers only a narrow product line (such as credit card or motor vehicle loans) to a regional or broader market and for which a designation as a limited purpose institution is in effect, in accordance with Section 185.250(b).

“Loan location” means a loan is located as follows:

- a consumer loan is located in the geography where the borrower resides;
- a home mortgage loan is located in the geography where the property to which the loan relates is located; and
- a small business loan is located in the geography where the main business facility or farm is located or where the loan proceeds will otherwise be applied, as indicated by the borrower.

“Loan production office” means a staffed facility of a credit union, other than a branch, that is open to the public or members and that provides lending-related services, such as loan information and applications.

“Median income” divides the income distribution into two equal parts, one having incomes above the median and the other having incomes below the median.

“Metropolitan division (MD)” means a metropolitan division as defined by the United States Director of the Office of Management and Budget.

“Metropolitan Statistical Area (MSA)” means a metropolitan statistical area or a primary metropolitan statistical area as defined by the United States Director of the Office of Management and Budget.

"Person" means any individual, partnership, joint venture, trust, estate, firm, corporation, cooperative society or association, or any other form of business association or legal entity.

"Public lobby" means an area generally accessible to a credit union's members or some of a credit union's members, which allows for easy reading of notices in the place of business.

“Qualified Investment” means a lawful investment, deposit, membership share, or grant that has as its primary purpose community development, and lawful investments include the following:

- corporations* for the purpose of micro-lending in the area of small business and small farms;
- corporations* for the purpose of providing technical assistance to nonprofit housing corporations, small businesses, and farms for the purpose of establishing creditworthiness;
- contributions* to any private nonprofit organization organized for improving the social and economic conditions, such as community development and redevelopment programs, small business technical assistance, and educational institutions, in communities in which the credit union has an office; and
- contributions* for the purpose of relieving suffering or distress resulting from disaster or other calamity, such as hurricane or flood, occurring in any part of the State; and
- contributions* to community development and redevelopment programs.

“Rural area” means territories, populations, and housing units that are not classified as urban.

"Secretary" means the Secretary or Acting Secretary of the Financial and Professional Regulation and his or her authorized representatives.

“Small credit union” means a credit union that, as of December 31 of either of the prior two calendar years, had total assets of less than \$412 million. "Intermediate small credit union" means a credit union with assets of at least \$412 million as of December 31 of both of the prior two calendar years and less than \$1.649 billion as of December 31 of either of the prior two calendar years. The asset-size thresholds (dollar figures) for small credit unions and intermediate small credit unions shall be automatically adjusted to remain consistent with the asset-size thresholds in effect for small banks and intermediate small banks as published by the Federal Deposit Insurance Corporation. The Secretary shall publish each adjustment of the asset-size thresholds for small credit unions and intermediate small credit unions on the Department's website. "Very Small Credit Union" means a credit union that is eligible for the Very Small Credit Union Examination Procedures set forth in 185.Appendix D pursuant to Section 185.450.

“Small Business Investment Company (SBIC)” SBICs are privately-owned investment companies that are licensed and regulated by the Small Business Administration (SBA). SBICs provide long-term loans and/or venture capital to small firms.

“Small business loan” means a loan to a business with gross annual revenues of \$1,000,000.00 or less. For purposes of this Part, small business loan includes small farm loans.

"Special Credit Program" means any credit program offered by a credit union to meet special social needs which is in conformity with and explicitly authorized by the Equal Credit Opportunity Act, 15 U.S.C. 1691(c) and Regulation B, 12 CFR 1002.8, and the Illinois Human Rights Act [775 ILCS 5/4-104(C)].

"Substantial majority" means a portion of the credit union's lending activity so significant by number and dollar volume of loans that the lending test evaluation would not meaningfully reflect its lending performance if consumer loans were excluded.

"Unbanked person" refers to an individual who does not have a checking or savings account with an insured bank, savings bank, or credit union.

"Underbanked person" means a person who has a checking or savings account with an insured depository institution but who has used alternative financial products or services in the past 12 months.

“Underserved Middle-Income Nonmetropolitan Geographies” means a nonmetropolitan middle-income geography will be designated as underserved if it meets criteria for population size, density, and dispersion, indicating the area’s population is sufficiently small, thin, and distant from a population center that the tract is likely to have difficulty financing the fixed costs of meeting essential community needs.

"Wholesale credit union" means a credit union that is not in the business of extending home mortgage, small business, small farm, or consumer loans to retail customers, and for which a designation as a wholesale credit union is in effect, in accordance with Section 185.250(b). means an individual that does not have a checking or savings account with an insured depository institution.