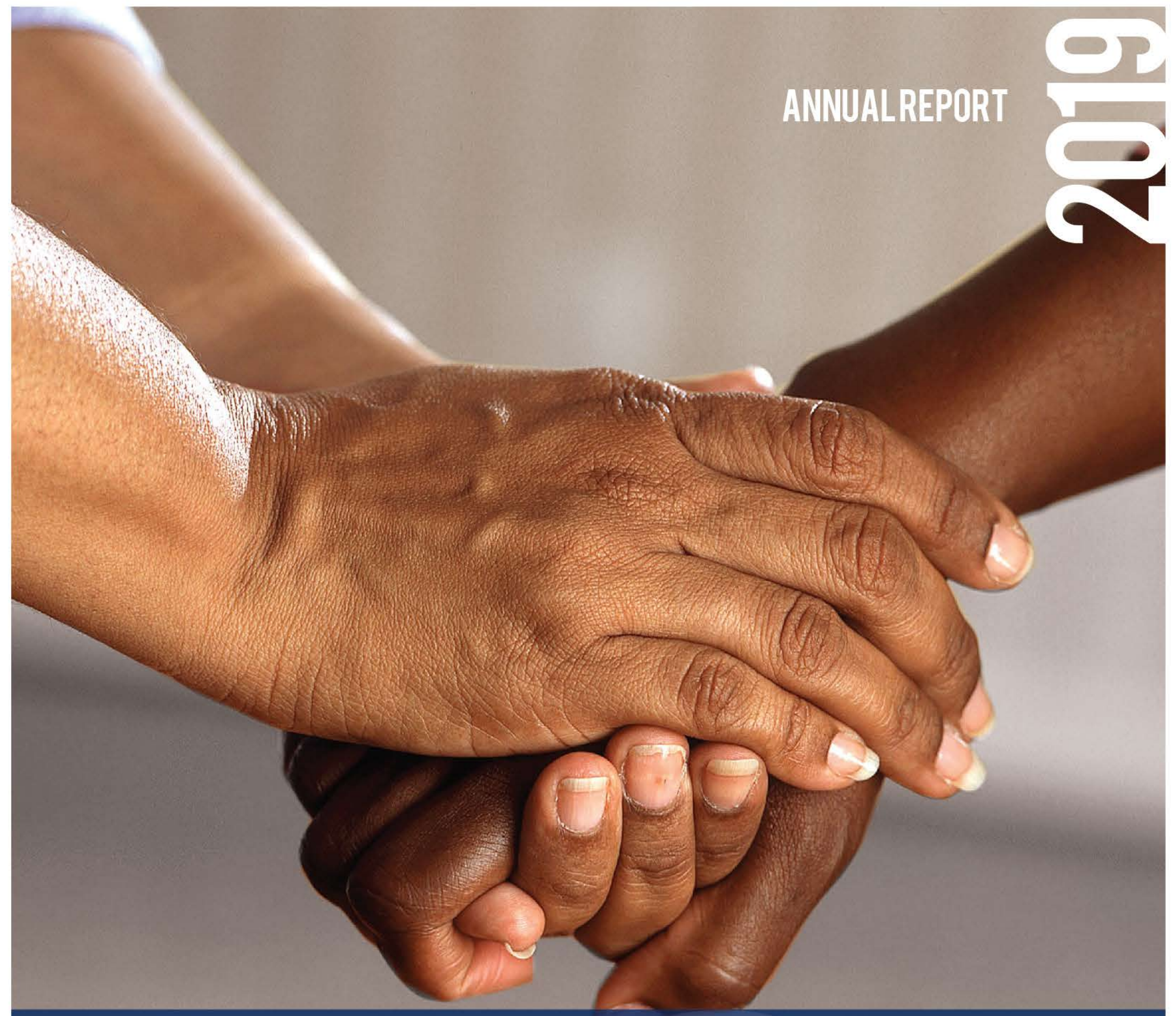


- IOWA**
 709 E 46th St.
 Davenport, Iowa 52807
 563.391.2850
- 915 Short Street, Suite 105
 Decorah, IA 52101
 563.382.8900
- 3701 E 14th Street Suite 109
 Des Moines, IA 50313
 515.266.3030
- 404 Cleveland Street
 Muscatine, IA 52761
 563.263.2221
- 909 9th Street
 West Des Moines, IA 50265
 515.867.2200
- MINNESOTA**
 218 S Mill Street
 Rushford, MN 55971
 507.864.2999
- 940 Frontenac Drive Suite 160
 Winona, MN 55987
 507.474.4600
- WISCONSIN**
 302 Bay Street
 Chippewa Falls, WI 54729
 715.438.6361
- 150 N Ludington
 Columbus, WI 53925
 920.626.9062
- 316 W Spring Street, Suite 1
 Dodgeville, WI 53533
 608.425.6001
- 3406 Oakwood Hills Pkwy, Suite 100
 Eau Claire, WI 54701
 715.930.1549
- 80 W Rees Street
 Fond du Lac, WI 54935
 920.923.7280
- 201 Wisconsin American Drive
 Fond du Lac, WI 54937
 920.923.7280
- 661 W Pioneer Road
 Fond du Lac, WI 54935
 920.923.7280
- 1981 E Mason Street, Suite 102
 Green Bay, WI 54302
 920.489.8322
- 1779 School Lane
 Green Bay, WI 54313
 920.661.9027
- 6310 Green Bay Road
 Kenosha, WI 53142
 262.657.5020
- ★ Headquarters
 811 Monitor Street
 La Crosse, WI 54603
- 300 N. 2nd Street
 La Crosse, WI 54601
 800.923.7280
- WISCONSIN (cont.)**
 127 West Avenue N
 La Crosse, WI 54601
 608.784.7329
- 708 N Madison Street
 Lancaster, WI 53813
 608.723.1140
- 1320 Broadway Street N, Suite 8
 Menomonie, WI 54751
 715.309.4750
- 333 North 35th Street
 Milwaukee, WI 53208
 414.342.7660
- 3333 S 27th Street
 Milwaukee, WI 53215
 414.831.2090
- 1712 12th Street
 Monroe, WI 53566
 608.328.1200
- 618 State Road 69
 New Glarus, WI 53574
 608.527.3170
- 854 Fox Point Plaza
 Neenah, WI 54956
 920.486.1648
- 815 Wisconsin Avenue
 North Fond du Lac, WI 54937
 920.923.7280
- 1848 East Main Street
 Onalaska, WI 54650
 608.783.4000
- 2110 Silvernail Road
 Pewaukee, WI 53072
 262.522.3990
- 80 S Court Street
 Platteville, WI 53818
 608.342.4280
- 1415 South Marquette Road
 Prairie du Chien, WI 53821
 608.326.1901
- 5133 Douglas Avenue
 Racine, WI 53402
 262.639.1975
- 3039 S. Green Bay Road
 Racine, WI 53403
 262.554.7440
- 1074 W Fond du Lac Street
 Ripon, WI 54971
 920.748.2870
- 801 N. 8th Street
 730 N. 9th Street (drive thru location)
 Sheboygan, WI 53081
 920.458.4678
- 101 N Broadway Street
 Stanley, WI 54768
 715.644.2920
- 1 Gateway Drive
 Waupun, WI 53963
 920.324.3101
- 7600 W Bluemound Road
 Wauwatosa, WI 53213
 414.476.4151



MarineCU.com/Careers
Info@MarineCU.com
800.923.7280



Our
 Mission.
 Advancing Lives.

Here, you're more than a credit score.





We are on a mission to advance the lives of people from a place of financial need to a life of ownership and giving back in our communities.

MESSAGE FROM THE CHAIRMAN

Over the past year, Marine has shifted our focus to our members' individual financial journeys more than ever. Relationships are born the first moment they walk in the door, and it is our team's purpose to help them reach their financial goals, whether that happens tomorrow or 20 years from now. On behalf of the Board of Directors, I'm pleased to help lead an organization that is motivated by advancing lives, not the numbers. Marine offers tools and products to our members to help them reach their financial goals, whatever those goals may be. Marine is working to advance the lives of our members and I'm honored to be involved.

Highlights of our accomplishments include:

- Over 38,500 members increased their credit scores throughout the year.
- We distributed over \$383 million in 2019 by granting loans in the communities we serve.
- We launched the Get Credit program and more than 800 members utilized the program to build credit and savings for the future.
- The Marine Credit Union Foundation gave out \$221,000 to worthy organizations in our communities. Over \$97,000 was donated by Marine employees, matched 2:1 by Marine, and \$42,000 was donated by Marine members.

Thank you all for your support as we continue to grow and advance the lives of our members year after year.



Tom Knothe
Chairman of
the Board

MESSAGE FROM THE CEO

In 2019, we expanded our mission to advance the lives of people from a place of financial need to a life of ownership and giving back in our communities. We have refocused on what's really important – advancement. We are focused on moving our members and our employees forward.

In this report, you'll read stories of our members who needed help getting back on track or were turned down when they truly needed help. You'll see examples of our employees' career advancement and dedication to their communities. You'll explore our new initiatives that are necessary to help our members achieve their goals.

I'm honored to share these stories with you and I'm excited about the future of Marine Credit Union.



Shawn L. Hanson
CEO

BOARD MEMBER PROFILE

MARK REED



Years on Board:
4

Board Committees:
ALCO, Audit & CEO Compensation (Chair), Certified

Volunteer Expert with the National Association of Insured Credit Unions

Professional:

Attorney at Marberry Law Firm, P.C.

Personal:

Mark resides in Des Moines, Iowa. He is a father of two, grandfather of three, recently retired from officiating high school and college football, and active in the leadership of his local church. When he's not in Des Moines, Mark's enjoying his home-away-from-home in Colorado's Rocky Mountains. He's an avid Iowa Hawkeye football fan and Bowl game attendee.

What was your journey to the MCU Board?

I came to the Board through the 2015 merger with West Des Moines' United Service Community Credit Union (USCCU). I had been a board member there for nine years, chairing the audit committee. USCCU began as the United Methodist Ministers Service Credit Union (UMMSCU) in 1955. My father and grandfather were both Methodist ministers, and I had been a member since I was a child. My grandfather got me my first bank account through UMMSCU and through college I continued to be a member. One of my good friends from college had been serving on the Board and was transitioning off. He said to me, "Hey Mark, would you be interested?" That started my journey as a credit union board member.

My maternal grandfather spent his whole career as a community banker in Muscatine, Iowa – where Marine now has a branch. The bank he worked at, now part of a larger group of holding companies, is still there. He started working there without a college education, was hired in the mail room and eventually advanced to Senior Vice President by the time he retired.

Another interesting connection to Marine is the nature of my law practice. A large portion of my clients have a similar profile of financial challenges to some of our Marine members. I know from experience what their needs and concerns are and where they are in life. Now, serving on the Board, I get to help people on the other end of things – help them prevent some of the legal challenges I have seen.

What do you enjoy most about serving on the Board?

I most enjoy the learning aspect. We get exposed to so much – international issues, national issues, local issues, politics, finance, accounting, investments, human resources. We're also afforded a great opportunity to attend conferences to increase our knowledge and experience in these areas.

What do you envision for the future of Marine Credit Union?

We have an amazing opportunity to support where this credit union is going to go in the next five years. We have a great program of growth and advancement, and I would like to see Marine continue its relationship with all the communities that it's in today. We also aspire to make Marine a top workplace for our employees. That is one of my top goals as a Board member: help develop and give



Grandfather Reed (top) and Grandfather Horst (middle), who both influenced Mark's career. Below, a photo of the bank where Mark's Grandfather Horst worked, still stands.

guidance to the credit union as a workplace and nurturing the work environment. Baby Boomers are no longer the largest group in our workforce. It's now the Millennials and for businesses of all sizes, small and large, there is a big challenge on how you attract people and how you keep them. I'm looking forward to being a part of the rewards of the Marine Credit Union culture as we go forward.

BOARD OF DIRECTORS



David Amborn
Director,
Marine Credit Union Foundation



Robert Carney
Treasurer,
Marine Credit Union



Amelia Dittman
Treasurer,
Marine Credit Union Foundation



Tom Knothe
Chair,
Marine Credit Union



Michael Linse
Chair,
Marine Credit Union Foundation



William Maas
Director,
Marine Credit Union



Kathryn Moen
Director,
Marine Credit Union Foundation



Mark Reed
Secretary,
Marine Credit Union



William Sacia
Vice Chair,
Marine Credit Union



Anne Snow
Director,
Marine Credit Union



Dick Swantz 1935 - 2019

Marine Credit Union was honored to have Dick Swantz serve on our Board of Directors for the last 10 years. Dick passed away October 15, but his legacy will endure as we continue to advance the lives of our members, employees and communities.

Dick served our organization, like he did many others, with purpose, compassion and love. He will be truly missed as the heart and soul of our Board.

MCU CEO Shawn Hanson credits Dick as an embodiment of the philosophy of Marine's mission. "Like he did when he was superintendent of the School District of La Crosse, he recognized we are here for everybody."

THE MEANING BEHIND OUR MISSION

In 2019, Marine Credit Union now serves over 76,500 members to meet their financial needs. We helped over 38,500 members increase their credit scores. Each and every one of our team members plays a part in advancing the lives of our members. The stories on these pages are examples of what we do every single day.



Domingo

DOMINGO ALONZO Fond du Lac

As a single father working 12-hour shifts and caring for a 2 ½ year old daughter, Domingo Alonzo of Fond du Lac knows even a minor hiccup in life can create large, disruptive impacts. It's happened to him. But he also knows a friendly hand offered at just the right time can help put everything back together again. Because that's also happened to him, courtesy of his work with Marine.

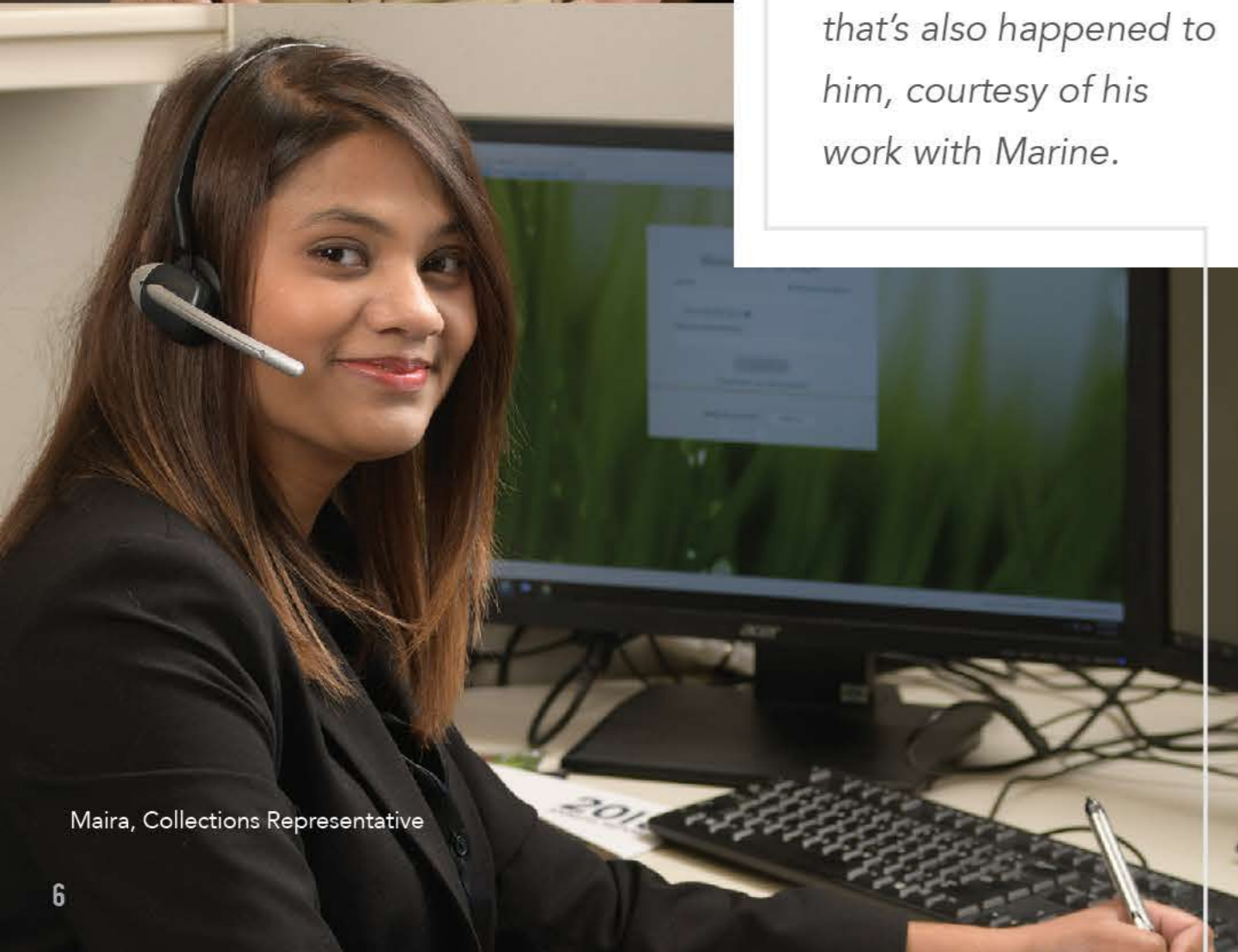
Domingo explains, "I moved out at 17, started working, had my daughter, and ended up getting primary custody of her. It's a lot of responsibility, and in order for me to be successful, I had to have and keep a reliable car."

Domingo had secured a car loan through Marine but ended up losing his job and was unable to make his loan payments. He hit rock bottom, falling behind on his loan and struggling to support himself and his daughter. He was worried, thinking he'd have to go back to relying on his bike and pull-behind child cart to take his daughter to daycare and commute to his job. His experience with Marine's Collections Department staff alleviated his worries.

"Not many people smile when the bank calls, but I do," says Domingo. "When I got behind, I talked with Maira Sarfraz in the Collections Department at Marine, and that made all the difference. I'm not very well educated in financial things but talking to Maira was like talking to a friend. She was open, polite, and thorough. She told me I had options and explained what they were. It was exactly what I needed."

Through his conversations with Maira, Domingo was able to get back on track and catch up on his loan. He's back to work, and he knows having and keeping his vehicle played a major part in that success.

"I have a lot going on in my life, but my loan through Marine and my relationship with Maira gives me one less thing to worry about."



Maira, Collections Representative



Linda and Tom Grams, daughter Heather, and granddaughter Alexis (seated right to left) with their lender, Shenna Horton (back)

LINDA AND TOM GRAMS Milwaukee

Linda Grams and her husband Tom are proud of their daughter, Heather. And the Grams are doting grandparents to three amazing grandkids, which is why it left Linda hurt and frustrated and feeling powerless when she and Tom couldn't help Heather find a vehicle suitable to her family's unique transportation needs.

"We have one grandchild who has autism," explains Linda. "His condition makes him sensitive to sound and stimuli, so riding a school bus is too much for him. Our daughter Heather runs him to and from school, and she also shuttles around her two other kids. Without a suitable vehicle, Heather couldn't get the kids where they needed to go in a way that accommodated their physical needs."

Heather reached out to multiple lenders to secure a loan for the vehicle she desperately needed. But a low credit score stood in her way - until she reached Shenna Horton at Marine Credit Union.

"Shenna was the only lender we spoke with who offered to have us cosign Heather's loan," says Linda. "She didn't make us feel bad that Heather needed a cosigner. She was just kind and helpful throughout the whole process. She was true to her word in making the loan happen as quickly as possible - we started the paperwork at 3PM on a Wednesday and Heather picked up her minivan at 9AM on Friday morning. Shenna kept us informed on the status the whole time, confirming every step of the way. Every time she said she'd call back, she did."

That attention to detail, clear communication, and compassionate approach made the Grams and Heather thankful for Marine's work in securing the vehicle loan.

"Marine has so many options for loans, but the big thing is they believe in people. Shenna's mix of professionalism plus her caring heart made the difference for us, but I think it's the standard for Marine, and it's a reflection of the leadership there."

LUKE LEFEBVRE
Rochester



Luke (right) with his lender, Brian Bartelt (left)

Some say the hardest part of losing a loved one is figuring out how to carry on once they're gone. In Luke LeFebvre's case, assistance came in the form of Brian Bartelt from Marine's Winona branch.

"My dad had financed his truck with a car loan from Marine. He ended up getting cancer, and in spite of his treatments in Rochester, he passed away," says Luke. "I was trying to keep up, paying bills while he was sick, but lots of things ended up getting dropped or going on a credit card. By the time Dad died, everything was behind and there was a lot of debt."

Luke's dad had always gotten good service on his car loan with Marine, so Luke decided to start there as he tried to untangle his financial troubles. He spoke with Brian, who was able to consolidate Luke's and his parents' mortgage, the credit card debt, and the car loan. Luke and his mom were able to keep their homes, and Luke kept his dad's truck.

"I can't say enough good about Brian. We had about a gazillion phone calls, but Brian was always reachable and always made sure I knew what was going on. And every time something had to be done – we needed to meet, some paperwork needed a signature, whatever – Brian would come up from Winona to Rochester," says Luke. "It made it a lot easier for me, and kept the whole process moving."

Despite the hardship that necessitated the relationship, Luke feels good about how everything happened.



We are on a mission to advance the lives of people from a place of financial need to a life of ownership and giving back in our communities.

MARINE BY THE NUMBERS



MARINE AWARDS 10 SCHOLARSHIPS TO MIDWEST STUDENTS

We continued our mission of advancing the lives of people by awarding 10 scholarships to high school seniors and current college students. This tradition started more than 20 years ago, helping hardworking, deserving students achieve their education goals. Marine is committed to serving our members and investing in our communities and our people. The Marine Credit Union scholarship program has distributed more than \$700,000 in scholarships to students in our footprint, including the following 2019 recipients:

Member Scholarships – \$1000

Given to an MCU member or family member

Autumn Bell – Dodgeville, WI
University of Wisconsin – Madison

Bobbi Burgess – Cadott, WI
University of Wisconsin – Madison

Kyleigh Collins-Krueger – Ripon, WI
University of Wisconsin – Madison

Alethia Knutson – La Crosse, WI
Western Technical College

Nina Kudimova – La Crosse, WI
Luther College

Rylee Petit – Appleton, WI
Winona State University

Alexia Stumpf – Des Moines, IA
Iowa State University

Lillian Wagner – Milwaukee, WI
University of Pennsylvania

*"Seeing that Marine Credit Union has confidence in my future successes inspires me to try harder and strive to do more."
– Nina Kudimova*



Employee Scholarship – \$1000

Given to a current MCU employee or family member

Stephanie Bednar – Green Bay, WI
University of Wisconsin – Fond du Lac

Ranger Scholarship – \$1000

Given to a current La Crosse Logan High School attendee and member of the in-school branch of Ranger (Marine) Credit Union

Tanner Boge – La Crosse, WI
Mankato State University

"I would never have had this same outcome without Marine. A bigger bank or other financial organization wouldn't have provided the personal service I got from Brian. They wouldn't have been as empathetic or engaged. They would have treated me as just another number, without understanding everything that happened to reach that point. And it wouldn't have worked out as well in the end."

"We're very proud of the scholarship programs here at Marine Credit Union," said scholarship program coordinator Robert Richardson. "Through the scholarships, we directly see our impact on members in our service areas. We receive thank you notes from recipients explaining how the scholarship helps reduce their financial burden, allowing them to concentrate on school and perhaps minimizing the time they need to spend at a part-time job or work study. That's important, because we genuinely want to help them succeed. If an MCU scholarship gives them more time for studying and less stress about finances, that's a good thing."



THE POSITIVE IMPACT OF GROWTH

Marine’s rapid growth has brought noticeable positive effects for members – additional branch locations, new products, and expanded financial services offerings. Marine’s growth also has significant impacts internally, creating new career opportunities and encouraging professional growth within Marine’s staff.

Chief Operating Officer Katie Tolokken explains, “When we evaluate a merger or acquisition partnership, we look at the impact in three ways – how it impacts our members, communities, and team. We value partnerships that allow us to help more members and their communities, and provide growth opportunities for our team.”

The experience of Marine Consumer Loan Officer Alicia Stegall is a prime example of the positive impact of growth on employees. Alicia worked at the New Glarus branch of Old National Bank as a Universal Banker and joined Marine through that acquisition. Marine’s leadership, including Katie, worked one-on-one with the team to discuss their goals and desires, and helps them chart a course for continued success at Marine.

In Alicia’s case moving from a Universal Banker position into a Senior Member Services Representative position was a good first step. After Marine purchased the New Glarus branch office where she worked, Alicia’s family moved 100 miles north to Fond du Lac. Marine’s large network of offices, including three in Fond du Lac, allowed Alicia to not only transfer within the Marine organization, but grow professionally with a transition into a new role as a Consumer Loan Officer.

Katie sees the value in growth from both the member and employee perspectives. “Having opportunities for career growth within Marine is excellent for our employees on a personal level. Organizationally we also win, because we retain those members of our team, and that’s great for our members. When members see faces they know and trust in our branch locations, it creates lasting relationships. Preserving those relationships and building member confidence in the people who work within our organization fulfill our mission to advance member’s financial lives.”



“Of all the changes, this has been the best. I joined a great crew at the MCU branch already in Prairie du Chien and was welcomed to the team.”

– Mary Ann Fox, joined Marine from Old National Bank in 2018, celebrated 40 years with the team in 2019.

TECHNOLOGY AND THE CUSTOMER EXPERIENCE

We’ve entered a new decade. In today’s world, consumers want more and more convenience. They want what they want, when they want it, where they want it. From having our coffee ready when we arrive at the cafe to watching sports on our mobile devices anywhere we want to keeping an eye on our home through a doorbell when we’re away, it’s all about making things more convenient for the consumer.

Marine is here to do just that. Our members have access to their funds 24/7 through our Marine Mobile application on their smart devices. But we can do more.

Our technology is expanding. Over the next year, we will provide opportunities for our members to open and make changes to accounts, make payments, and apply for a loan AND get approved, all digitally. These things will only take seconds, as a convenience to our members.

The continued growth of our services will provide consistent service and availability to our members and allow us to serve more people the way they need us to. We will anticipate the needs of our members and offer services to advance their lives from a place of financial need to a life of ownership and giving back in our communities. Our investment in technology will give our members more time back in their day for what really matters.

Allowing technology to do what it does best frees up our teammates to do what they do best. Meeting our members, listening and learning who they are and what they do, helping to counsel our members to advance their lives and meet their financial goals and engaging in our communities. Our members are important to us and we will provide what’s important to them. The compassion and empathy our team provides is vital to meet our members’ needs.



GET CREDIT
Exclusively at Marine Credit Union

In 2019, Marine introduced our Get Credit program. Get Credit provides a safe and simple way for members to build credit and save money without the hassle of a down payment, unnecessary fees or additional debt. The member picks an amount of money they’d like to have saved by the end of the program. Each month, they make on-time payments toward that amount. At the end of the program, the member unlocks their cash and have an improved credit score.

But that’s not all. Marine takes the extra steps necessary to help members stay on track with their payments, offer instant access to the financial services and products, and provide ongoing financial education to help the member long into the future, all digitally.

Learn more and enroll at MarineCU.com/GetCredit.

MATT MARTINSON

Branch Manager, Des Moines

For Matt Martinson, joining the Navy wasn't a decision made in a recruiter's office or at a career fair. Rather, it was something he felt called to do.

"I'm a Petty Officer 1st Class (E6) in the Navy Reserve," says Matt. "I have a history of sailors in my family, including some World War II vets, so serving was always something I had interest in. I joined the Reserves in 2009, and I train one weekend a month with a longer two-week training each year. I've been deployed twice, in February of 2016 and again in August of 2017, both times to Bagram Air Base in Afghanistan. And through all my military obligations, the staff and leadership at Marine have been behind me."

Matt's appreciation for Marine's support for his military career led him to nominate Marine CEO Shawn Hanson for the Employer Support of Guard and Reserve (ESGR) Patriot Award. The Patriot Award recognizes a supervisor who provides direct support to a Guard member or Reservist.

"Legally, companies have to be accommodating to military employees," says Matt. "But MCU has gone above and beyond the baseline requirements, and that all trickles down from Shawn's leadership."

And Matt's been quick to see the benefits of his dual roles as citizen banker and sailor.

"I teach a personal financial management class focusing on credit and lending for new sailors. I find many of them don't have that education when they join up, and it's a natural extension of my work at Marine to teach them." he says. "Then I bring my military training in management and teamwork back to my career here – things like using the resources provided, developing the people you have, building relationships organically, and recognizing and modeling leadership to develop future leaders. It's a lot of balancing, but it also opens up a lot of opportunities."



KELLY RACICH

Central Consumer Loan Officer, La Crosse

When you've been down the path, it makes it easier to guide others along their way. That's exactly what Kelly Racich has found as she works with Marine members to protect and improve their financial futures.

"I was working as a banker at a national bank when I experienced a family tragedy. As a result, I lost my home," recalls Kelly. "I saw a job opening at Marine, did some research and fell in love with the mission. So I applied for, and received, a job here. I then secured a car loan from Marine and used it to improve my credit. And every day I work to produce similar outcomes for our members."

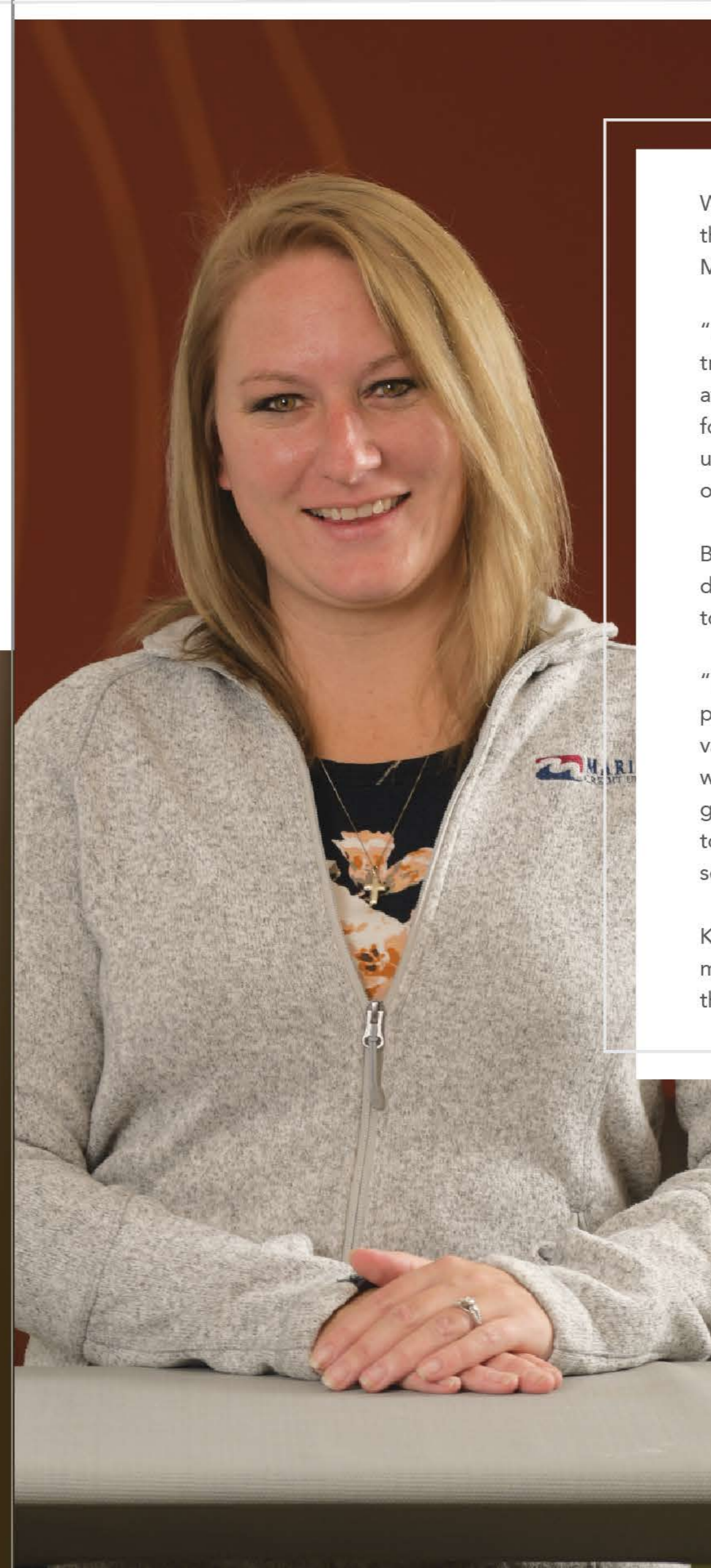
Because Kelly knows firsthand the challenges that come from financial difficulties, she loves connecting members with the resources available to them through Marine.

"I'm people driven," she says. "I have a huge heart for taking care of people and helping them succeed, and that corresponds to the core values here at Marine. I advocate for my members, and I go to bat for them when it's important. I recently was able to secure a \$250 Marine Foundation grant for a student who's going through a rough time, allowing that student to get clothes, shoes, and supplies for going back to school. That might seem like a little thing, but to that person, it means everything."

Kelly values her own accountability at Marine, taking ownership of her members' experiences, building their financial knowledge, and helping them thrive.

"My personal financial challenges were the hardest experiences of my life. But having lived through it, I think it makes me a better resource for our Marine members. I can tell people with complete certainty that there is a way out of their current situation."

Kelly continues, "It's easy for someone with financial hardships to feel frustrated and exhausted and angry. I get it. But if I can help them see the larger picture, understand short-term needs versus long-term solutions, and help them build a ladder to get out of the hole they're in, then it makes all the difference. For some people, just knowing there's hope is enough to be able to move forward with positivity."



CHRISTINA TESSMER

Compliance Manager, La Crosse

Marine's commitment to serving members permeates all departments throughout the organization, even those who don't work directly, face-to-face with members.

"The role of the compliance department within Marine is to protect the credit union and make us stronger," explains Compliance Manager Christina Tessmer. "We work within the complex state and federal regulatory environment financial institutions are subject to, but we have to balance that with providing exceptional, timely service to our members and making sure they're well-informed when making financial decisions."

At Marine, that means involving the Compliance department in projects that impact how members get services from the credit union, including setting up new accounts, advancing technological communications, or processing loans and mortgages.

"We have a project team that works with other departments as business partners, making sure consumer protections are in place and disclosures are made in accordance with our regulations. But our collaborative approach also helps make our processes flow more quickly," Christina explains. "For instance, when the new mortgage rules took effect in 2015, the industry said mortgage closings under 30 days would be impossible. At MCU that was not acceptable, and the teams worked together to meet acceptable service standards. From initial application to closing, processes at MCU allow mortgages to close within a 30-day timeframe. That's great peace of mind for our members while still maintaining the safety and soundness of our organization."

Christina and her team regularly survey other departments to understand their regulatory challenges and work toward improving the quality of the interactions with members when it comes to regulatory issues.

"Compliance isn't always black and white – there is a lot of gray," says Christina. "In other institutions, that ambiguity can turn the compliance department into the 'NO' department. That's not our approach at Marine. We want compliance to be the 'YES' department – the place where other departments go to feel supported in the services we offer, and where members get the best outcomes possible from a safe, responsible institution."



EMPLOYEE DEVELOPMENT

Building leaders doesn't come easily. It takes planning, processes, and perseverance, which is why Liz Malott and her team at Marine have developed and implemented a series of employee development tools within Marine's organizational structure.

"When employees achieve personally, they're better positioned to help our members," explains Liz. "What we hope to do with these structural tools is give Marine's future leaders a formalized pathway for career development."

Quarterly Review – a conversation between an employee and his/her supervisor, the Quarterly Review is intended to address daily activities and training, but also allow for a formal personalized discussion about an employee's career development goals and future plans.

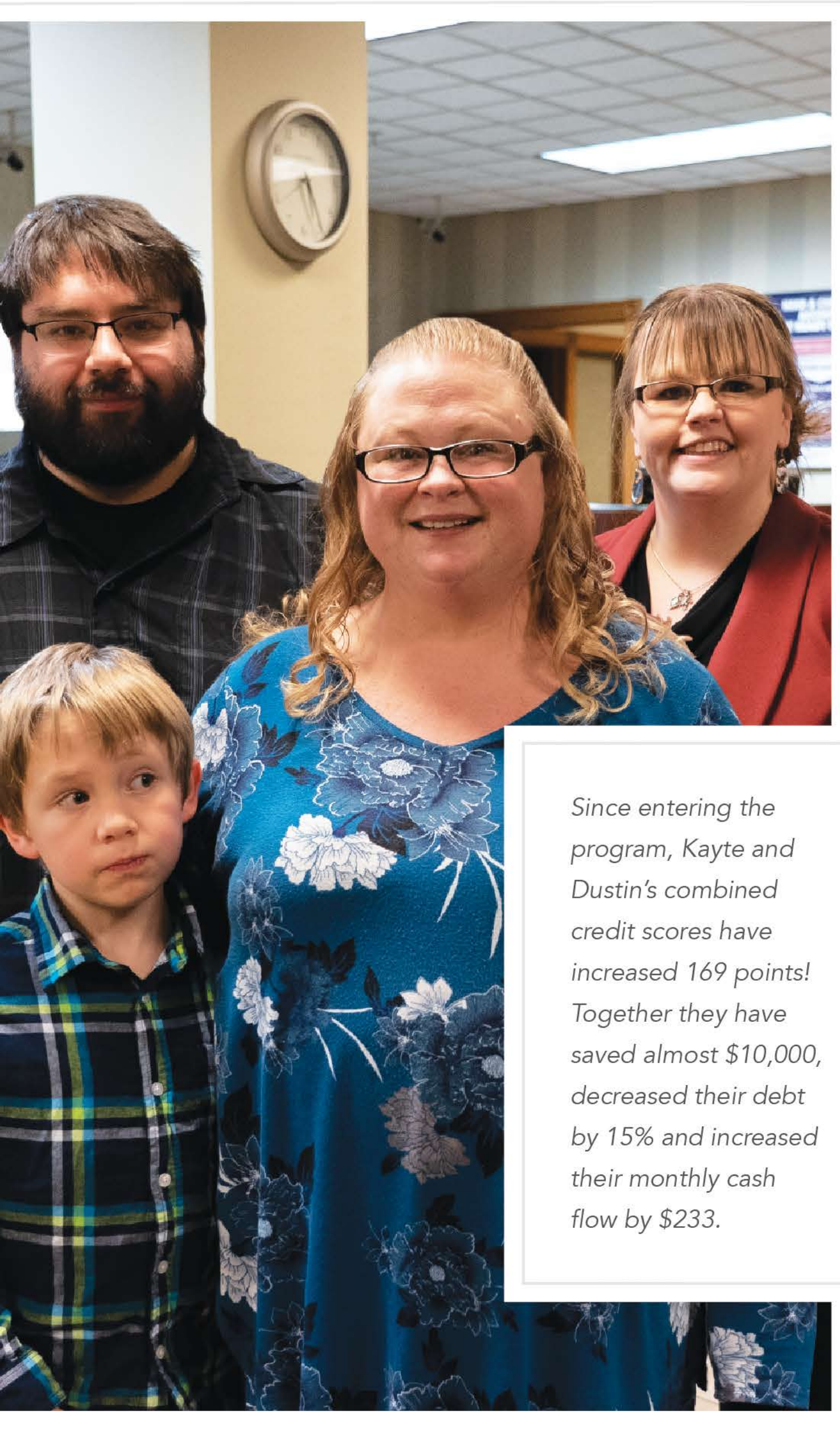
Employee Development Plan – a result of a Quarterly Review, the Employee Development Plan formalizes an employee's goals, assigning them a priority and providing a clear pathway for career development and advancement.

Pre-District Manager Program – a program for employees interested in a leadership career development track, the Pre-District Manager program gives employees insight into what it takes to be a leader at Marine.

Assistant Manager Program – a program for those employees who have completed an internal application for a management position, the Assistant Manager program rotates prospective managers through internal departments, giving them hands-on experience in major functional aspects of institutional operations.

"We want employees to view Marine as a partner in their life, not just as their employer," says Liz. "Developing leaders from within gives us the chance to become a trusted advisor and community partner. The more tenured our workforce is, the better and more valuable we become as an organization. If we can stoke that competitive passion for personal development, it flows over into our service to our communities and our mission to advance the lives of our members."





Since entering the program, Kayte and Dustin's combined credit scores have increased 169 points! Together they have saved almost \$10,000, decreased their debt by 15% and increased their monthly cash flow by \$233.

In 2008 Kayte LaDue was attending Viterbo University and working at a call center where she met Dustin Seidel. The two began dating and thought nothing could stop them. Unfortunately, life had other plans.

In 2012 they welcomed their son, Noah, into the family. Around the same time, both Kayte and Dustin suffered medical emergencies. Between medical bills, rent, a car payment, housing expenses, and child care, their wages were not enough to make ends meet. After struggling for a year, they came home to an eviction notice on the door of their apartment and their hearts broke instantly.

They were forced to live separately with family members in neighboring towns. They tried to spend as much time possible together as a family, but it was hard on everyone. Whether it was medical debt, student loans or car payments, they could not catch up or save anything for their own home.

After living like this for a few years, Kayte transferred to a job nearly an hour away to earn a higher income. However, this forced her to purchase a new vehicle that would last through the winter, making it even harder to save money.

Sometimes, even successful people struggle.

That's when Kayte heard about Finding HOME and Marine's Financial Literacy Counselor, Majel Hein.

"I remember making the call to Majel on one of my long commutes home to ask about the program," recalls Kayte. "She set up a meeting and the next week we were in her office discussing our spending habits and our dream of buying a home."

In the fall of 2018, Kayte took a supervisor position closer to home and the family was accepted into the Finding HOME program. "I remember leaving Majel's office holding Dustin's hand and saying, 'we have to do this, this is our only hope,'" said Kayte.

Majel assisted Kayte and Dustin by giving them the tools and guidance to rebuild their credit and get over their fear of budgeting by calling it a 'spending plan.'

"With Majel as our fearless guide, we quickly became more conscientious of our spending habits and how much we were spending on things like weekend fast food trips," said Kayte.

Even after hitting a rough patch a few months in, Majel reassured the family that it is okay to have some hiccups. Sometimes you just need to reset and get back on track. And they did just that!

In October 2019, Kayte and Dustin made an offer on their first home! Their dream was becoming a reality. "What seemed like a far-off distant chance, is now at our fingertips," said Kayte. "Our son will have a home where both mom and dad live; a home where we can be together as a family. And this time, it's for good; we now have the skills we need to succeed at managing our budget."

"[Finding Home] has brought us together to have a chance at something that once seemed impossible. A chance to live our lives successfully, together, under the same roof," said Kayte.



In 2019:

<p>\$221,987 has been donated to 403 charitable organizations.</p>	<p>Marine employees have donated</p> <p>\$97,169</p>
<p>2:1 The credit union matches each employee donation 2:1.</p>	<p>Marine members have donated more than</p> <p>\$42,670</p>

Finding Home Stats since 2018



FINDING HOME
HOPE • OPPORTUNITY • MASTERY • EMPOWERMENT



Counseled 74 families



27 families entered program



2 graduated program and purchased home



17 families directed to more appropriate mortgage lending products or programs



60% of applicants connected to Finding HOME or another mortgage lending product/program

\$31,120 of debt paid down

Treasurer's Report

Marine Credit Union had another successful year in 2019. Loan growth of \$93,517,189 resulting in assets of \$857,608,584.

The Wisconsin Department of Financial Institutions and the National Credit Union Administration receive detailed financial information from Marine Credit Union on a quarterly basis. The net worth to asset ratio is used to measure strength and stability. Your credit union's net worth to asset ratio is 10.94% for the year ended December 31, 2019 and is deemed "Well Capitalized."

The enclosed financial statements are summarized from the complete financial statements of Marine Credit Union.

Robert Carney
Treasurer

Audit Report

The Audit Committee acts independently of management and the Board of Directors and is responsible for maintaining oversight of the credit union's management and financial records.

To meet these responsibilities, the committee contracted with CliftonLarsonAllen to conduct an independent audit of the consolidated financial statements of Marine Credit Union for the year ended December 31, 2018. The opinion from this audit revealed that the consolidated financial statements were presented fairly with no material findings.

Additional audits, reviews and risk assessments are conducted to monitor operational practices and procedures for effectiveness in safeguarding members' assets. Any material findings are reported to the Board of Directors.

It is the opinion of this committee that the financial condition of Marine Credit Union remains strong, and internal controls, policies and operations are in compliance with all governmental regulations.

Robert Carney
Treasurer
Audit Committee Chair

Assets	2015	2016	2017	2018	2019
Cash	\$84,474,035	\$85,459,242	\$75,066,024	\$47,047,283	\$68,802,336
Investments	29,742,543	22,110,378	17,603,555	33,482,731	20,477,528
Consumer Loans	196,657,241	220,461,662	245,472,486	248,506,454	272,270,259
Real Estate Loans	271,135,109	318,744,692	364,941,390	353,314,332	423,067,716
Total Loans	467,792,350	539,206,354	610,413,876	601,820,786	695,337,975
Allowance for Loan Loss	(5,844,080)	(6,301,977)	(9,729,605)	(10,532,496)	(9,897,901)
Other Assets	49,216,837	49,311,897	62,191,269	82,007,716	82,888,646
Total Assets	\$625,381,685	\$689,785,894	\$755,545,119	\$753,826,020	\$857,608,584
Liability & Equity					
Savings	\$412,734,599	\$430,658,627	\$495,995,668	\$654,925,264	\$630,372,490
Borrowings	138,644,851	176,964,000	170,764,000	-	124,030,204
Other Liabilities	8,066,413	6,539,526	7,464,618	11,514,360	9,205,942
Member Equity	65,935,822	75,623,741	81,320,833	87,386,396	93,999,948
Total Liabilities & Equity	\$625,381,685	\$689,785,894	\$755,545,119	\$753,826,020	\$857,608,584

INCOME STATEMENT

	2015	2016	2017	2018	2019
Loan Income	\$31,311,612	\$38,051,211	\$44,769,277	\$46,000,032	\$47,677,056
Investment Income	278,479	768,984	755,261	1,478,697	1,587,126
Total Interest Income	\$31,590,091	\$38,820,195	\$45,524,538	\$47,478,729	\$49,264,182
Dividend Expense	\$1,169,691	\$1,378,875	\$1,966,996	\$2,359,797	\$3,042,754
Interest Paid on Borrowed Money	458,300	554,076	1,346,926	2,153,953	689,223
Net Interest Margin	29,962,100	36,887,244	42,210,616	42,964,979	45,532,205
Provision for Loan Loss	2,403,108	3,627,230	10,010,371	8,204,074	4,685,790
Net Interest Margin after PLL	\$27,558,992	\$33,260,014	\$32,200,245	\$34,760,905	\$40,846,415
Operating Expense	\$34,430,540	\$40,726,061	\$42,389,461	\$46,764,839	\$52,794,771
Fee & Other Operating Income	16,253,007	16,649,708	16,022,136	16,495,266	18,099,559
Non Operating Income	0	0	0	0	121,455
Gain (Loss) on Sale of Assets	(26,700)	459,335	(111,970)	(196,531)	158,583
NCUA Stabilization Expense	0	0	0	0	0
Net Income	\$9,354,759	\$9,642,996	\$5,720,950	\$4,294,801	\$6,431,241

