



**PUBLIC DISCLOSURE**

November 9, 2020

**COMMUNITY REINVESTMENT ACT  
PERFORMANCE EVALUATION**

PyraMax Bank, FSB  
Charter Number 717954

7001 W. Edgerton Avenue  
Greenfield, WI 53220

Office of the Comptroller of the Currency

1200 North Mayfair Road, Suite 200  
Wauwatosa, WI 53226

**NOTE:** This document is an evaluation of this institution's record of meeting the credit needs of its entire community, including low- and moderate-income neighborhoods, consistent with safe and sound operation of the institution. This evaluation is not, and should not be construed as, an assessment of the financial condition of this institution. The rating assigned to this institution does not represent an analysis, conclusion, or opinion of the federal financial supervisory agency concerning the safety and soundness of this financial institution.

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## Overall CRA Rating

**Institution's CRA Rating:** This institution is rated **Outstanding**.

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

**The Community Development Test is rated: Outstanding.**

The major factors that support this rating include:

- The Lending Test rating is based on reasonable performance in the state of Wisconsin.
- The Community Development (CD) Test is based on excellent performance in the state of Wisconsin.
- The LTD ratio is more than reasonable given the bank's size, financial condition, and the credit needs of its AA.
- PyraMax Bank, FSB (PyraMax) originated a substantial majority of loans in its assessment area (AA). The bank originated or purchased 81.9 percent of its total loans by number and 82.3 percent by dollar amount inside its AAs during the evaluation period.
- The borrower distribution of loans among borrowers of different incomes and small loans to businesses is considered reasonable.
- The geographic distribution of home mortgage loans reflects reasonable distribution among geographies and excellent distribution of small loans to businesses.
- PyraMax demonstrated excellent responsiveness to CD needs by engaging in a combination of CD loans, qualified investments, and CD services.

### Loan-to-Deposit Ratio

Considering the bank's size, financial condition, and credit needs of the AA, the bank's loan-to-deposit (LTD) ratio is more than reasonable.

The bank's quarterly LTD ratio averaged 88.14 percent, ranging from 82.98 percent to 91.99 percent, over the 13 quarters from September 30, 2017 through September 30, 2020. The bank ranks 10th in its peer group that includes 17 other similarly situated banks with LTD ratios ranging from 142.00 percent to 39.75 percent.

### Lending in Assessment Area

A substantial majority of the bank's loans are inside its AA.

The bank originated or purchased 81.9 percent of its total loans by number and 82.3 percent by dollar amount inside its AAs during the evaluation period. This analysis is performed at the bank, rather than

the AA, level. These percentages do not include extensions of credit by affiliates that may be considered under the other performance criteria. See the chart below for additional detail.

<b>Table D - Lending Inside and Outside of the Assessment Area</b>										
Loan Category	Number of Loans				Total #	Dollar Amount of Loans \$(000s)				Total \$(000s)
	Inside		Outside			Inside		Outside		
	#	%	#	%		\$	%	\$	%	
Home Mortgage										
2017	346	81.4	79	18.6	425	85,128	83.6	16,656	16.4	101,784
2018	314	82.2	68	17.8	382	69,181	80.8	16,482	19.2	85,663
2019	351	80.3	86	19.7	437	77,226	78.5	21,122	21.5	98,348
<b>Subtotal</b>	<b>1,011</b>	<b>81.3</b>	<b>233</b>	<b>18.7</b>	<b>1,244</b>	<b>231,535</b>	<b>81.0</b>	<b>54,260</b>	<b>19.0</b>	<b>285,795</b>
Small Business										
2017 - 2019	58	95.1	3	4.9	61	30,394	93.5	2,098	6.5	32,492
<b>Subtotal</b>	<b>58</b>	<b>95.1</b>	<b>3</b>	<b>4.9</b>	<b>61</b>	<b>30,394</b>	<b>93.5</b>	<b>2,098</b>	<b>6.5</b>	<b>32,492</b>
<b>Total</b>	<b>1069</b>	<b>81.9</b>	<b>236</b>	<b>18.1</b>	<b>1305</b>	<b>261,929</b>	<b>82.3</b>	<b>56,358</b>	<b>17.7</b>	<b>318,287</b>

*Source: Bank Data  
Due to rounding, totals may not equal 100.0%*

## Description of Institution

PyraMax is a federally chartered bank headquartered in Greenfield, Wisconsin. The bank is wholly owned by 1895 Bancorp of Wisconsin Inc., a single bank holding company. The bank was founded in 1895 and took on the PyraMax name in 2000 after a merger between South Milwaukee Savings Bank and Mitchell Savings Bank. PyraMax has total assets of \$505 million as of September 30, 2020.

PyraMax has six full-service branches in Grafton, Franklin, Mukwonago, Waukesha, South Milwaukee, and Greenfield, Wisconsin, with non-deposit taking ATMs located at each branch. Three branches have been closed since the previous evaluation as part of a cost reduction strategy. The bank sold the Milwaukee branch on January 4, 2019 and closed the Third Ward and West Allis branches on December 31, 2019. The Milwaukee branch was located in a low-income census tract (CT), while the Third Ward and West Allis branches were in an upper- and moderate-income CT, respectively.

PyraMax is a full-service financial institution, offering traditional banking products and services. As of September 30, 2020, the loan portfolio totaled \$337 million and represented 66.63 percent of total assets. The loan portfolio based on dollar volume outstanding is comprised of 70.19 percent commercial real estate, 29.22 percent residential, 0.47 percent agricultural, and 0.13 percent consumer loans. Tier 1 capital as of September 30, 2020 totaled \$49 million.

PyraMax previously operated primarily as a one-to four-family lender, but has since adjusted its strategy to operate more as a traditional commercial bank. The bank has experienced continued growth in commercial real estate and commercial and industrial loans. Operations are funded primarily by retail deposits with some reliance on Federal Home Loan Bank advances and brokered deposits. PyraMax also offers non-deposit investment products.

PyraMax received an outstanding rating at its prior CRA examination dated October 12, 2017. There are no financial, legal, or other factors impeding the bank's ability to help meet the credit needs in its AA.

## **Scope of the Evaluation**

### **Evaluation Period/Products Evaluated**

We evaluated PyraMax's performance under the Intermediate Small Bank Lending Test. The Lending Test assesses the bank's record of meeting the credit needs of its AA through lending activities. We reviewed data for the bank's primary loan products, home mortgage and business loans, to evaluate the bank's lending performance.

This evaluation covers the period since the prior CRA examination, October 12, 2017, through November 9, 2020. The evaluation period for the Lending Test is January 1, 2017 through December 31, 2019. We relied on Home Mortgage Disclosure Act (HMDA) data to complete our analysis of home mortgage loans.

The evaluation period for the CD Test is January 1, 2017 through December 31, 2019. We reviewed CD loans, investments, donations, and services submitted by bank management. The activities that meet the definition of CD are included in this evaluation.

### **Selection of Areas for Full-Scope Review**

In each state where the bank has an office, one or more AAs within that state were selected for a full-scope review. For purposes of this evaluation, bank delineated assessment areas located within the same metropolitan statistical area (MSA), multistate metropolitan statistical area (MMSA), or combined statistical area (CSA) are combined and evaluated as a single AA. Similarly, bank delineated non-MSA AAs within the same state are combined and evaluated as a single area. These combined AAs may be evaluated as full- or limited-scope. Refer to the "Scope" section under each State Rating for details regarding how full-scope AAs were selected. Refer to appendix A, Scope of Examination, for a list of full- and limited-scope AAs.

### **Ratings**

The bank's overall rating is based on those areas that received full-scope reviews.

## **Discriminatory or Other Illegal Credit Practices Review**

Pursuant to 12 CFR 25.28(c) or 195.28(c), respectively, in determining a national bank's or federal savings association's (collectively, bank) CRA rating, the OCC considers evidence of discriminatory or other illegal credit practices in any geography by the bank, or in any AA by an affiliate whose loans have been considered as part of the bank's lending performance. As part of this evaluation process, the OCC consults with other federal agencies with responsibility for compliance with the relevant laws and regulations, including the U.S. Department of Justice, the U.S. Department of Housing and Urban Development, and the Bureau of Consumer Financial Protection, as applicable.

The OCC has not identified that this institution has engaged in discriminatory or other illegal credit practices that require consideration in this evaluation.

The OCC will consider any information that this institution engaged in discriminatory or other illegal credit practices, identified by or provided to the OCC before the end of the institution's next performance evaluation in that subsequent evaluation, even if the information concerns activities that occurred during the evaluation period addressed in this performance evaluation.

## State Rating

### State of Wisconsin

**CRA rating for the State of Wisconsin<sup>1</sup>:** Outstanding

**The Lending Test is rated:** Satisfactory

**The Community Development Test is rated:** Outstanding

The major factors that support this rating include:

- The LTD ratio is more than reasonable given the bank's size, financial condition, and the credit needs of its AA.
- A substantial majority of loan originations are made within the bank's AA.
- The borrower distribution of home mortgage loans reflects reasonable distribution among borrowers of different incomes. The borrower distribution of small loans to businesses reflects reasonable distribution among businesses of different sizes.
- The geographic distribution of home mortgages loans reflects reasonable distribution among geographies. The geographic distribution of small loans to businesses reflects excellent distribution among geographies.
- The bank's CD performance through CD loans, qualified investments, and services demonstrates excellent responsiveness to CD needs in the AA.

### Description of Institution's Operations in Wisconsin

PyraMax has one AA that is considered in the Wisconsin rating area: the Milwaukee-Waukesha-West Allis MSA AA. The AA received a full-scope review.

#### Milwaukee-Waukesha-West Allis MSA AA

The Milwaukee-Waukesha-West Allis MSA AA consists of Milwaukee, Waukesha, and Ozaukee Counties. The number of CTs within the AA represent 100 percent of the total number of CTs in the MSA. PyraMax operates all six branches in the AA as of December 31, 2019. Two branches are located in moderate-income CTs, three branches are located in middle-income CTs, and one branch is located in an upper-income CT.

According to the FDIC Deposit Market Share Report as of June 30, 2020, there is strong competition within the Milwaukee-Waukesha-West Allis MSA AA. PyraMax ranks 20th among 45 deposit-taking institutions with 0.50 percent of the deposit market share. U.S. Bank and BMO Harris are the largest competitors in the market, holding a combined 52.0 percent of the deposit market share.

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<sup>1</sup> This rating reflects performance within the state. The statewide evaluations do not reflect performance in the parts of those states contained within the MMSA.

Employment and Economic Factors

The economy in the AA is considered stable. Major employers in the AA include Aurora Health Care, Ascension Wisconsin, and Froedtert Health in Milwaukee County; Kohl's, Quad Graphics, and GE Healthcare Technologies in Waukesha County; and Concordia University and Rockwell Automation Inc. in Ozaukee County.

The unemployment rate as of August 2020 for Milwaukee County was 8.9 percent, Waukesha County 5.5 percent, and Ozaukee County 5.4 percent. The unemployment rate for the State of Wisconsin was 6.1 percent during the same time period.

<b>Table A – Demographic Information of the Assessment Area</b>						
<b>Assessment Area: PyraMax Milwaukee MSA</b>						
<b>Demographic Characteristics</b>	<b>#</b>	<b>Low % of #</b>	<b>Moderate % of #</b>	<b>Middle % of #</b>	<b>Upper % of #</b>	<b>NA* % of #</b>
Geographies (Census Tracts)	403	24.6	16.9	29.5	28.3	0.7
Population by Geography	1,437,085	18.3	16.2	30.4	35.1	0.0
Housing Units by Geography	616,165	17.5	16.5	32.1	33.8	0.0
Owner-Occupied Units by Geography	335,285	8.2	13.4	32.5	45.9	0.0
Occupied Rental Units by Geography	235,964	26.9	21.0	33.5	18.7	0.0
Vacant Units by Geography	44,916	37.8	16.1	22.4	23.7	0.0
Businesses by Geography	84,776	11.8	13.0	31.9	43.3	0.0
Farms by Geography	1,694	7.0	8.6	30.9	53.5	0.0
Family Distribution by Income Level	350,314	24.6	16.1	19.0	40.2	0.0
Household Distribution by Income Level	571,249	26.2	15.6	16.9	41.4	0.0
Median Family Income MSA - 33340 Milwaukee-Waukesha, WI MSA		\$71,764	Median Housing Value			\$184,234
			Median Gross Rent			\$841
			Families Below Poverty Level			12.0%
<i>Source: 2015 ACS and 2019 D&amp;B Data</i>						
<i>Due to rounding, totals may not equal 100.0%</i>						
<i>(* The NA category consists of geographies that have not been assigned an income classification.</i>						

**Scope of Evaluation in Wisconsin**

The Wisconsin state rating is based on the results of the Milwaukee-Waukesha-West Allis MSA AA since this AA is the only AA and received a full-scope review.

**CONCLUSIONS WITH RESPECT TO PERFORMANCE TESTS IN WISCONSIN****LENDING TEST**

The bank's performance under the Lending Test in Wisconsin is rated Satisfactory.

Based on a full-scope review, the bank's lending performance in the state of Wisconsin is reasonable.

## **Distribution of Loans by Income Level of the Geography**

The bank exhibits excellent geographic distribution of loans in the state.

### ***Home Mortgage Loans***

Refer to table O in the state of Wisconsin section of appendix D for the facts and data used to evaluate the geographic distribution of the bank's home mortgage loan originations and purchases.

The geographic distribution of home mortgage loans reflects reasonable distribution among geographies. The bank originated 5.3 percent of home mortgage loans in low-income geographies. The percentage of the bank's originated loans is below the demographics that show 8.2 percent of owner-occupied housing is in low-income geographies. The percentage of bank loans is above peer lending data, which shows 4.1 percent of peer home mortgage lending was in low-income geographies. The bank originated 9.8 percent of home mortgage loans in moderate-income geographies. The percentage of the bank's originated loans is below the demographics that show 13.4 percent of owner-occupied housing is in moderate-income geographies. The percentage of bank loans is below the peer lending data, which show 11.0 percent of peer home mortgage lending was in moderate-income geographies.

### ***Small Loans to Businesses***

Refer to table Q in the state of Wisconsin section of appendix D for the facts and data used to evaluate the geographic distribution of the bank's originations and purchases of small loans to businesses.

The geographic distribution of business loans is excellent. The bank originated 19.0 percent of loans in low-income geographies, which exceeds the percent of AA businesses of 11.8 percent. The bank's lending also exceeded the aggregate peer data which shows 8.9 percent.

The bank originated 22.4 percent of loans in moderate-income geographies, which exceeds the demographic of 13.0 percent. The bank's lending also exceeded the aggregate peer data which shows 11.3 percent.

## **Distribution of Loans by Income Level of the Borrower**

The bank exhibits a reasonable distribution of loans to individuals of different income levels and businesses of different sizes, given the product lines offered by the bank.

### ***Home Mortgage Loans***

Refer to table P in the state of Wisconsin section of appendix D for the facts and data used to evaluate the borrower distribution of the bank's home mortgage loan originations and purchases.

The borrower distribution of home mortgage loans within the AA reflects reasonable distribution among borrowers of different incomes. The bank originated 8.2 percent of its home mortgages to low-income families, which is below the demographics that show 24.6 percent of families in the AA are low-income. The percentage of bank loans to low-income families exceeds the aggregate peer lending data, which show 7.1 percent of peer lending within the AA was to low-income families. The bank originated

17.2 percent of home mortgages to moderate-income families, which exceeds the demographics that show 16.1 percent of families in the AA are moderate-income. The bank’s lending is slightly below the aggregate peer lending data, which show 17.9 percent of peer lending within the AA was to moderate-income families.

***Small Loans to Businesses***

Refer to table R in the state of Wisconsin section of appendix D for the facts and data used to evaluate the borrower distribution of the bank’s originations and purchases of small loans to businesses.

The bank’s borrower distribution of small loans to businesses is reasonable. The percentage of small loans to small businesses (businesses with gross annual revenues of \$1.0 million or less), at 48.3 percent, is significantly below the percentage of small businesses in the AA, at 80.6 percent. The percentage of small loans to small business is slightly above the aggregate lending which is at 47.8 percent.

**Responses to Complaints**

PyraMax demonstrated adequate responsiveness to complaints. There were no consumer complaints regarding the bank’s CRA performance, nor any indicating illegal or discriminatory lending practices during this evaluation.

**COMMUNITY DEVELOPMENT TEST**

The bank’s performance under the Community Development Test in the state of Wisconsin is rated Outstanding.

**Conclusions for Area Receiving a Full-Scope Review**

Based on a full-scope review, the bank exhibits excellent responsiveness to community development needs in the state through community development loans, qualified investments, and community development services, as appropriate, considering the bank’s capacity and the need and availability of such opportunities for community development in the bank’s AA.

**Number and Amount of Community Development Loans**

The Community Development Loans Table, shown below, sets forth the information and data used to evaluate the bank’s level of CD lending. The table includes all CD loans, including multifamily loans that also qualify as CD loans.

<i>Community Development Loans</i>				
Assessment Area	Total			
	#	% of Total #	\$(000’s)	% of Total \$
PyraMax Milwaukee MSA	21	100%	35,206	100%

PyraMax originated 21 CD loans totaling \$35.2 million during the evaluation period in the bank’s AA. Some examples include, but are not limited to, the following:

- A loan for \$93,000 to an LLC that produces affordable housing for sale to income eligible homeowners. The homes must be sold to households who meet the HUD income guidelines as being low income, defined as having income no greater than 80 percent of County Median Income.
- Two loans to a nonprofit organization totaling \$88,000 that provides affordable transportation to the elderly and/or disabled citizens living within the Mukwonago area community to help them maintain their independence.

### Number and Amount of Qualified Investments

Qualified Investments										
Assessment Area	Prior Period*		Current Period		Total				Unfunded Commitments**	
	#	\$(000's)	#	\$(000's)	#	% of Total #	\$(000's)	% of Total \$	#	\$(000's)
Milwaukee MSA	1	1,789	83	391	84	100%	2,180	100%	0	0

\* Prior Period Investments' means investments made in a previous evaluation period that are outstanding as of the examination date.

\*\* Unfunded Commitments' means legally binding investment commitments that are tracked and recorded by the institution's financial reporting system.

The level of qualified community development investments is excellent, totaling \$2.2 million during the review period.

The bank invested in a mortgage-backed security pool, which is collateralized by home loans made to low-and moderate-income (LMI) borrowers inside the banks AA. The investment consisted of 20 mortgages made to LMI borrowers. We considered this prior period investment with an outstanding balance as of our evaluation period for \$1.8 million.

PyraMax made 40 qualifying donations or sponsorships to organizations that help provide community services to LMI individuals and families, totaling \$126 thousand during the evaluation period.

The bank administered grants for down payment assistance and for first-time homebuyers totaling \$265 thousand. PyraMax worked with local organizations to provide grants under the City of Milwaukee Homebuyer Assistance, DownPayment Plus, and the Affordable Housing Program.

### Extent to Which the Bank Provides Community Development Services

PyraMax provides a reasonable level of community development services through its branches, products, and activities with local organizations that support many activities that directly benefit LMI populations. The bank's main office is located in a moderate-income CT. The bank provides affordable banking services in its AA.

Several bank employees participated in numerous home buyer education events and provided financial literacy education. Services included home buyer education and financial consulting and coaching.

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\* 'Prior Period Investments' means investments made in a previous evaluation period that are outstanding as of the examination date.

## Appendix A: Scope of Examination

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The following table identifies the time period covered in this evaluation, affiliate activities that were reviewed, and loan products considered. The table also reflects the MSA(s) and non-MSA(s) that received comprehensive examination review, designated by the term “full-scope,” and those that received a less comprehensive review, designated by the term “limited-scope”.

<b>Time Period Reviewed:</b>	January 1, 2017 through December 31, 2019	
<b>Bank Products Reviewed:</b>	Home mortgage, small business, Community development loans, qualified investments, community development services	
<b>Affiliate(s)</b>	<b>Affiliate Relationship</b>	<b>Products Reviewed</b>
None.		
<b>List of Assessment Areas and Type of Examination</b>		
<b>Rating and Assessment Areas</b>	<b>Type of Exam</b>	<b>Other Information</b>
Milwaukee-Waukesha-West Allis MSA AA	Full-scope	Milwaukee, Waukesha, and Ozaukee Counties

## Appendix B: Summary of MMSA and State Ratings

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RATINGS		PYRAMAX BANK, FSB	
Overall Bank:	Lending Test Rating*	CD Test Rating	Overall Bank
PyraMax Bank, FSB	Satisfactory	Outstanding	Outstanding

(\*) The Lending Test and Community Development Test carry equal weight in the overall rating.

## Appendix C: Definitions and Common Abbreviations

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The following terms and abbreviations are used in this performance evaluation, including the CRA tables. The definitions are intended to provide the reader with a general understanding of the terms, not a strict legal definition.

**Affiliate:** Any company that controls, is controlled by, or is under common control with another company. A company is under common control with another company if the same company directly or indirectly controls both companies. For example, a bank subsidiary is controlled by the bank and is, therefore, an affiliate.

**Aggregate Lending (Aggt.):** The number of loans originated and purchased by all reporting lenders (HMDA or CRA) in specified income categories as a percentage of the aggregate number of loans originated and purchased by all reporting lenders in the state/assessment area.

**Census Tract (CT):** A small, relatively permanent statistical subdivision of a county delineated by a local committee of census data users for the purpose of presenting data. Census tracts nest within counties, and their boundaries normally follow visible features, but may follow legal geography boundaries and other non-visible features in some instances, Census tracts ideally contain about 4,000 people and 1,600 housing units.

**Combined Statistical Area (CSA):** A geographic entity consisting of two or more adjacent Core Based Statistical Areas with employment interchange measures of at least 15. An employment interchange measure is a measure of ties between two adjacent entities. The employment interchange measure is the sum of the percentage of workers living in the smaller entity who work in the larger entity and the percentage of employment in the smaller entity that is accounted for by workers who reside in the larger entity.

**Community Development (CD):** Affordable housing (including multifamily rental housing) for low- or moderate-income individuals; community services targeted to low- or moderate-income individuals; activities that promote economic development by financing businesses or farms that meet Small Business Administration Development Company or Small Business Investment Company programs size eligibility standards or have gross annual revenues of \$1 million or less; or activities that revitalize or stabilize low- or moderate-income geographies, distressed or underserved nonmetropolitan middle-income geographies, or designated disaster areas.

**Community Reinvestment Act (CRA):** The statute that requires the OCC to evaluate a bank's record of meeting the credit needs of its entire community, including LMI areas, consistent with the safe and sound operation of the bank, and to take this record into account when evaluating certain corporate applications filed by the bank.

**Consumer Loan(s):** A loan(s) to one or more individuals for household, family, or other personal expenditures. A consumer loan does not include a home mortgage, small business, or small farm loan. This definition includes the following categories: motor vehicle loans, credit card loans, other secured consumer loans, and other unsecured consumer loans.

**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, which 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).

**Full-Scope Review:** Performance under the Lending, Investment, and Service Tests is analyzed considering performance context, quantitative factors (e.g., geographic distribution, borrower distribution, and total number and dollar amount of investments), and qualitative factors (e.g., innovativeness, complexity, and responsiveness).

**Geography:** A census tract delineated by the United States Bureau of the Census in the most recent decennial census.

**Home Mortgage Disclosure Act (HMDA):** The statute that requires certain mortgage lenders that conduct business or have banking offices in a metropolitan statistical area to file annual summary reports of their mortgage lending activity. The reports include such data as the race, gender, and the income of applicants, the amount of loan requested, the disposition of the application (e.g., approved, denied, and withdrawn), the lien status of the collateral, any requests for preapproval, and loans for manufactured housing.

**Home Mortgage Loans:** 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 (c)(10) and (c)(13).

**Household:** Includes all persons occupying a housing unit. Persons not living in households are classified as living in group quarters. In 100 percent tabulations, the count of households always equals the count of occupied housing units.

**Limited-Scope Review:** Performance under the Lending, Investment, and Service Tests is analyzed using only quantitative factors (e.g., geographic distribution, borrower distribution, total number and dollar amount of investments, and branch distribution).

**Low-Income Individual:** Individual income that is less than 50 percent of the area median income.

**Low Income Geography:** A census tract with a median family income that is less than 50 percent.

**Market Share:** The number of loans originated and purchased by the institution as a percentage of the aggregate number of loans originated and purchased by all reporting lenders in the state/assessment area.

**Median Family Income (MFI):** The median income determined by the U.S. Census Bureau every five years and used to determine the income level category of geographies. The median is the point at which half of the families have income above, and half below, a range of incomes. Also, the median income determined by the Federal Financial Institutions Examination Council (FFIEC) annually that is used to determine the income level category of individuals. For any given area, the median is the point at which half of the families have income above, and half below, a range of incomes.

**Metropolitan Division:** As defined by Office of Management and Budget, a county or group of counties within a Core Based Statistical Area that contains an urbanized population of at least 2.5 million. A Metropolitan Division consists of one or more main/secondary counties that represent an employment center or centers, plus adjacent counties associated with the main/secondary county or counties through commuting ties.

**Metropolitan Statistical Area:** An area, defined by the Office of Management and Budget, as a core based statistical area associated with at least one urbanized area that has a population of at least 50,000. The Metropolitan Statistical Area comprises the central county or counties containing the core, plus adjacent outlying counties having a high degree of social and economic integration with the central county or counties as measured through commuting.

**Middle-Income:** Individual income that is at least 80 percent and less than 120 percent of the area median income, or a median family income that is at least 80 percent and less than 120 percent, in the case of a geography

**Moderate-Income:** Individual income that is at least 50 percent and less than 80 percent of the area median income, or a median family income that is at least 50 percent and less than 80 percent, in the case of a geography.

**Multifamily:** Refers to a residential structure that contains five or more units.

**Owner-Occupied Units:** Includes units occupied by the owner or co-owner, even if the unit has not been fully paid for or is mortgaged.

**Qualified Investment:** A qualified investment is defined as any lawful investment, deposit, membership share, or grant that has as its primary purpose community development.

**Rating Area:** A rated area is a state or multi-state metropolitan statistical area. For an institution with domestic branches in only one state, the institution's CRA rating would be the state rating. If an institution maintains domestic branches in more than one state, the institution will receive a rating for each state in which those branches are located. If an institution maintains domestic branches in two or more states within a multi-state metropolitan statistical area, the institution will receive a rating for the multi-state metropolitan statistical area.

**Small Loan(s) to Business(es):** A loan included in 'loans to small businesses' as defined in the Consolidated Report of Condition and Income (Call Report) instructions. These loans have original amounts of \$1 million or less and typically are either secured by nonfarm or nonresidential real estate or are classified as commercial and industrial loans.

**Small Loan(s) to Farm(s):** A loan included in 'loans to small farms' as defined in the instructions for preparation of the Consolidated Report of Condition and Income (Call Report). These loans have original amounts of \$500,000 or less and are either secured by farmland, or are classified as loans to finance agricultural production and other loans to farmers.

**Tier 1 Capital:** The total of common shareholders' equity, perpetual preferred shareholders' equity with non-cumulative dividends, retained earnings and minority interests in the equity accounts of consolidated subsidiaries.

**Upper-Income:** Individual income that is at least 120 percent of the area median income, or a median family income that is at least 120 percent, in the case of a geography.

## Appendix D: Tables of Performance Data

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### Content of Standardized Tables

A separate set of tables is provided for each state. All multistate metropolitan statistical areas, if applicable, are presented in one set of tables. References to the “bank” include activities of any affiliates that the bank provided for consideration (refer to appendix A: Scope of the Examination). For purposes of reviewing the Lending Test tables, the following are applicable: (1) purchased are treated as originations; and (2) “aggregate” is the percentage of the aggregate number of reportable loans originated and purchased by all HMDA or CRA-reporting lenders in the MMSA/assessment area. Deposit data are compiled by the FDIC and are available as of June 30<sup>th</sup> of each year. Tables without data are not included in this PE.

The following is a listing and brief description of the tables included in each set:

- Table O. Assessment Area Distribution of Home Mortgage Loans by Income Category of the Geography** - Compares the percentage distribution of the number of loans originated and purchased by the bank in low-, moderate-, middle-, and upper-income geographies to the percentage distribution of owner-occupied housing units throughout those geographies. The table also presents aggregate peer data for the years the data is available.
- Table P. Assessment Area Distribution of Home Mortgage Loans by Income Category of the Borrower** - Compares the percentage distribution of the number of loans originated and purchased by the bank to low-, moderate-, middle-, and upper-income borrowers to the percentage distribution of families by income level in each MMSA/AA. The table also presents aggregate peer data for the years the data is available.
- Table Q. Assessment Area Distribution of Loans to Small Businesses by Income Category of the Geography** - The percentage distribution of the number of small loans (less than or equal to \$1 million) to businesses that were originated and purchased by the bank in low-, moderate-, middle-, and upper-income geographies compared to the percentage distribution of businesses (regardless of revenue size) in those geographies. Because aggregate small business data are not available for geographic areas smaller than counties, it may be necessary to compare bank loan data to aggregate data from geographic areas larger than the bank’s assessment area.
- Table R. Assessment Area Distribution of Loans to Small Businesses by Gross Annual Revenue** - Compares the percentage distribution of the number of small loans (loans less than or equal to \$1 million) originated and purchased by the bank to businesses with revenues of \$1 million or less to: 1) the percentage distribution of businesses with revenues of greater than \$1 million; and, 2) the percentage distribution of businesses for which revenues are not available. The table also presents aggregate peer small business data for the years the data is available.
- Table S. Assessment Area Distribution of Loans to Farms by Income Category of the Geography** - The percentage distribution of the number of small loans (less than or equal to \$500,000) to farms originated and purchased by the bank in low-, moderate-, middle-,

and upper-income geographies compared to the percentage distribution of farms (regardless of revenue size) throughout those geographies. The table also presents aggregate peer data for the years the data is available. Because aggregate small farm data are not available for geographic areas smaller than counties, it may be necessary to use geographic areas larger than the bank's assessment area.

- Table T. Assessment Area Distribution of Loans to Farms by Gross Annual Revenues -** Compares the percentage distribution of the number of small loans (loans less than or equal to \$500 thousand) originated and purchased by the bank to farms with revenues of \$1 million or less to: 1) the percentage distribution of farms with revenues of greater than \$1 million; and, 2) the percentage distribution of farms for which revenues are not available. The table also presents aggregate peer small farm data for the years the data is available.
- Table U. Assessment Area Distribution of Consumer Loans by Income Category of the Geography -** Compares the percentage distribution of the number of loans originated and purchased by the bank in low-, moderate-, middle-, and upper-income geographies to the percentage distribution of households in those geographies.
- Table V. Assessment Area Distribution of Consumer Loans by Income Category of the Borrower -** Compares the percentage distribution of the number of loans originated and purchased by the bank to low-, moderate-, middle-, and upper-income borrowers to the percentage distribution of households by income level in each MMSA/AA.

<b>Table O: Assessment Area Distribution of Home Mortgage Loans by Income Category of the Geography</b>																			<b>2017-19</b>	
Assessment Area:	Total Home Mortgage Loans				Low-Income Tracts			Moderate-Income Tracts			Middle-Income Tracts			Upper-Income Tracts			Not Available-Income Tracts			
	#	\$	% of Total	Overall Market	% of Owner-Occupied Housing Units	% Bank Loans	Aggregate	% of Owner-Occupied Housing Units	% Bank Loans	Aggregate	% of Owner-Occupied Housing Units	% Bank Loans	Aggregate	% of Owner-Occupied Housing Units	% Bank Loans	Aggregate	% of Owner-Occupied Housing Units	% Bank Loans	Aggregate	
PyraMax Milwaukee MSA	1,011	231,535	100.0	53,878	8.2	5.3	4.1	13.4	9.8	11.0	32.5	34.3	31.4	45.9	50.5	53.5	0.0	0.0	0.0	
<b>Total</b>	<b>1,011</b>	<b>231,535</b>	<b>100.0</b>	<b>53,878</b>	<b>8.2</b>	<b>5.3</b>	<b>4.1</b>	<b>13.4</b>	<b>9.8</b>	<b>11.0</b>	<b>32.5</b>	<b>34.3</b>	<b>31.4</b>	<b>45.9</b>	<b>50.5</b>	<b>53.5</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	

*Source: 2015 ACS Census; 01/01/2017 - 12/31/2019 Bank Data, 2019 HMDA Aggregate Data, "--" data not available.  
Due to rounding, totals may not equal 100.0%*

<b>Table P: Assessment Area Distribution of Home Mortgage Loans by Income Category of the Borrower</b>																			<b>2017-19</b>	
Assessment Area:	Total Home Mortgage Loans				Low-Income Borrowers			Moderate-Income Borrowers			Middle-Income Borrowers			Upper-Income Borrowers			Not Available-Income Borrowers			
	#	\$	% of Total	Overall Market	% Families	% Bank Loans	Aggregate	% Families	% Bank Loans	Aggregate	% Families	% Bank Loans	Aggregate	% Families	% Bank Loans	Aggregate	% Families	% Bank Loans	Aggregate	
PyraMax Milwaukee MSA	1,011	231,535	100.0	53,878	24.6	8.2	7.1	16.1	17.2	17.9	19.0	24.9	22.1	40.2	43.9	41.3	0.0	5.7	11.5	
<b>Total</b>	<b>1,011</b>	<b>231,535</b>	<b>100.0</b>	<b>53,878</b>	<b>24.6</b>	<b>8.2</b>	<b>7.1</b>	<b>16.1</b>	<b>17.2</b>	<b>17.9</b>	<b>19.0</b>	<b>24.9</b>	<b>22.1</b>	<b>40.2</b>	<b>43.9</b>	<b>41.3</b>	<b>0.0</b>	<b>5.7</b>	<b>11.5</b>	

*Source: 2015 ACS Census; 01/01/2017 - 12/31/2019 Bank Data, 2019 HMDA Aggregate Data, "--" data not available.  
Due to rounding, totals may not equal 100.0%*

<b>Table Q: Assessment Area Distribution of Loans to Small Businesses by Income Category of the Geography</b>																			<b>2017-19</b>	
<b>Assessment Area:</b>	<b>Total Loans to Small Businesses</b>				<b>Low-Income Tracts</b>			<b>Moderate-Income Tracts</b>			<b>Middle-Income Tracts</b>			<b>Upper-Income Tracts</b>			<b>Not Available-Income Tracts</b>			
	#	\$	% of Total	Overall Market	% Businesses	% Bank Loans	Aggregate	% Businesses	% Bank Loans	Aggregate	% Businesses	% Bank Loans	Aggregate	% Businesses	% Bank Loans	Aggregate	% Businesses	% Bank Loans	Aggregate	
Pyramax Milwaukee MSA	58	30,394	100	26,581	11.8	19	8.9	13.0	22.4	11.3	31.9	22.4	31.2	43.3	36.2	48.6	0.0	0	0.0	
<b>Total</b>	<b>58</b>	<b>30,394</b>	<b>100</b>	<b>26,581</b>	<b>11.8</b>	<b>19</b>	<b>8.9</b>	<b>13.0</b>	<b>22.4</b>	<b>11.3</b>	<b>31.9</b>	<b>22.4</b>	<b>31.2</b>	<b>43.3</b>	<b>36.2</b>	<b>48.6</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	

*Source: 2019 D&B Data; 01/01/2017 - 12/31/2019 Bank Data; 2019 CRA Aggregate Data, "--" data not available.  
Due to rounding, totals may not equal 100.0%*

<b>Table R: Assessment Area Distribution of Loans to Small Businesses by Gross Annual Revenues</b>												<b>2017-19</b>	
<b>Assessment Area:</b>	<b>Total Loans to Small Businesses</b>				<b>Businesses with Revenues &lt;= 1MM</b>			<b>Businesses with Revenues &gt; 1MM</b>		<b>Businesses with Revenues Not Available</b>			
	#	\$	% of Total	Overall Market	% Businesses	% Bank Loans	Aggregate	% Businesses	% Bank Loans	% Businesses	% Bank Loans		
PyraMax Milwaukee MSA	58	30,394	100.0	26,581	80.6	48.3	47.8	8.3	51.7	11.1	0.0		
<b>Total</b>	<b>58</b>	<b>30,394</b>	<b>100.0</b>	<b>26,581</b>	<b>80.6</b>	<b>48.3</b>	<b>47.8</b>	<b>8.3</b>	<b>51.7</b>	<b>11.1</b>	<b>0.0</b>		

*Source: 2019 D&B Data; 01/01/2017 - 12/31/2019 Bank Data; "--" data not available.  
Due to rounding, totals may not equal 100.0%*