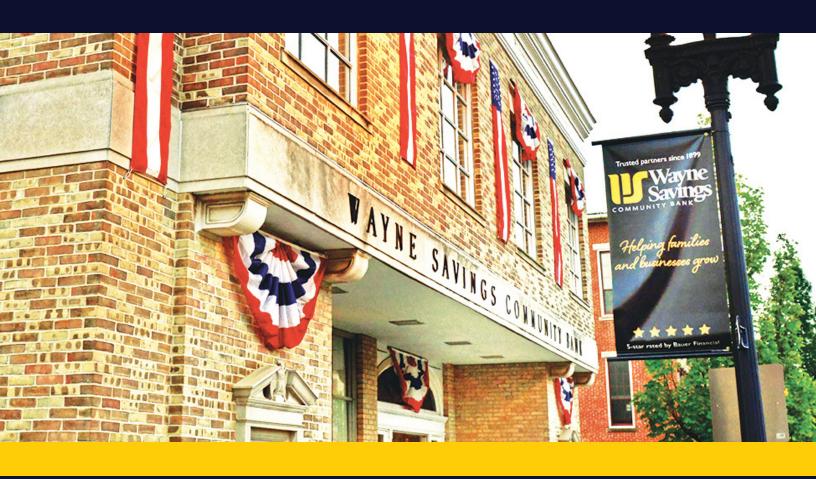
2018 ANNUAL REPORT





BOARD CHAIR'S LETTER

To Wayne Savings Bancshares, Inc. Stockholders:

As we celebrate 120 years of business, we are extremely pleased to report the results of operations of Wayne Savings Bancshares, Inc., the parent company of Wayne Savings Community Bank.

James R. VanSickle II, our President and CEO, described 2017 as a transformational year for Wayne Savings, and indeed it was, as 2018 proved. The seeds that were sown in 2017 became the foundation on which continued success was built in 2018, as we ended the year with an unprecedented six consecutive quarters of record earnings and achieved many of the ambitious goals we set for our performance metrics well ahead of schedule.

To highlight just a few of these accomplishments:

- Our net income in 2018 totaled \$5.1 million, or \$1.92 per common share, an increase of 65.6% over 2017.
- The return on average equity and the return on average assets for the year were 12.03% and 1.12%, respectively, compared to 7.39% and 0.69% in 2017.
- 2018 also saw net interest income increase by 7.9% over the prior year, thanks, in part, to a \$21.9 million increase over the prior year in the annual average net loan balances.
- The net interest margin grew to 3.55% over the previous year end margin of 3.38%. Non-interest expense decreased 7.5% in 2018; and
- The Company's efficiency ratio improved from 72.06% the prior year to 62.04% in 2018. The efficiency ratio represents the number of pennies it takes to earn a dollar.

Do the accomplishments of 2018 mean that you should expect to see the Company coast through 2019? Absolutely not!

Management and the Board are fiercely committed to continuing the course we have set for the benefit of our shareholders, our customers, our staff and our community. We are privileged to be able to contribute to the economy in the communities we serve, to help our customers achieve their dreams, and to provide good jobs with good benefits to our staff, all while delivering shareholder value through increased earnings, cash dividends and a stock repurchase program.

We are proud to be a community bank, and we understand what needs to be done so we can continue to fill that role. We are grateful to each and every one of you for being part of our 120 year success. Here's to the next 120!

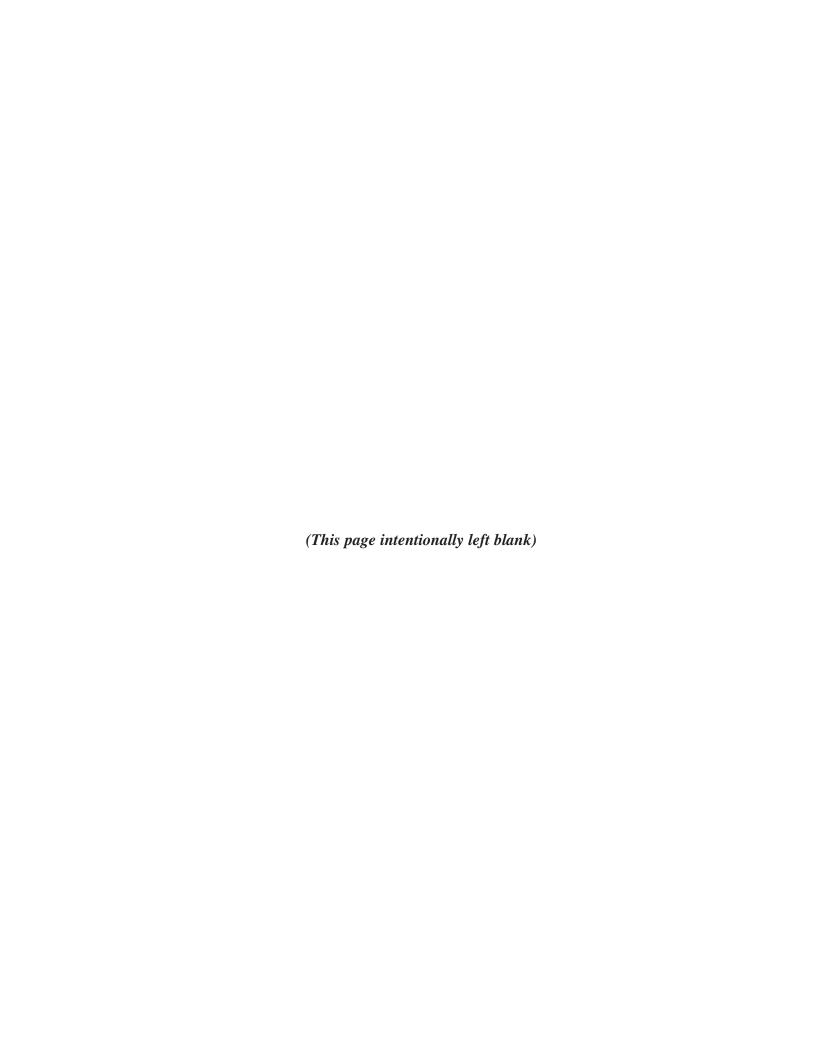
Peggy J. Schmitz

Chair, Board of Directors

Achmitz

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SELECTED FINANCIAL DATA

The financial highlights below indicate, 2018 has been a monumental year in which Wayne Savings is heading towards a high-performing Community Bank. Below are some performance measures year to year detailing the progress the Company has made.

			Dec	ember 31,		
	2018	2017		2016	2015	2014
		_	(In t	housands)		
Selected Financial Condition Data:						
Total assets	\$ 472,887	\$ 439,797	\$	454,791	\$ 433,632	\$ 417,713
Loans receivable, net	377,930	345,900		332,283	293,121	265,609
Mortgage-backed securities (1)	29,162	38,652		59,358	77,433	90,047
Investment securities	29,543	24,359		20,910	26,221	25,911
Cash and cash equivalents (2)	11,161	6,041		16,756	11,156	10,783
Deposits	387,449	372,465		383,733	362,427	348,922
Stockholders' equity	44,878	41,585		41,028	39,905	40,002

⁽¹⁾ Includes mortgage-backed securities and private-label collateralized mortgage obligations.

Year ended December 31, 2018 2015 2014 2017 2016 Selected Operating Data: (In thousands, except per share amounts) 17,983 \$ \$ \$ \$ 14,631 Interest income 16,428 15,551 14,499 2,070 Interest expense 2,399 1,980 1,967 2,063 Net interest income 15,584 14,448 13,481 12,532 12,568 Provision for loan losses 518 301 365 1,175 333 Net interest income after provision for loan losses 15,066 14,147 13,116 11,357 12,235 Noninterest income 2,237 1,996 1,890 2,145 1,852 Noninterest expense 11,056 11,957 12,158 11,187 10,619 Income before income taxes 6,247 4,335 2,954 2,060 3,468 Federal income taxes 1,099 1,226 708 413 837 \$ \$ \$ \$ 1,647 \$ Net income 5,148 3,109 2,246 2,631 Basic and diluted earnings per share \$ 1.92 \$ 1.13 \$ 0.82\$ 0.60 \$ 0.95 Cash dividends declared per common \$ \$ \$ \$ share \$ 0.53 0.37 0.36 0.36 0.35

⁽²⁾ Includes cash and due from banks, interest-bearing deposits in other financial institutions and federal funds sold.

SELECTED FINANCIAL DATA

		Year o	ended Decemb	er 31,	
	2018	2017	2016	2015	2014
Key Operating Ratios and Other Data:					
Return on average assets (net income divided by average total					
assets)	1.12%	0.69%	0.51%	0.39%	0.64%
Return on average equity (net income divided by average equity)	12.03%	7.39%	5.46%	4.11%	6.60%
Average equity to average assets	9.33%	9.39%	9.26%	9.46%	9.63%
Equity to assets at year end	9.49%	9.46%	9.02%	9.20%	9.58%
Interest rate spread (difference between average yield on interest-					
earning assets and average cost of interest-bearing liabilities)	3.55%	3.38%	3.18%	3.11%	3.19%
Net interest margin (net interest income as a percentage of					
average interest-earning assets)	3.58%	3.41%	3.21%	3.14%	3.22%
Noninterest expense to average assets (1)	2.41%	2.67%	2.73%	2.61%	2.56%
Nonperforming and impaired loans to loans receivable, net	1.14%	0.85%	1.16%	1.65%	2.65%
Nonperforming and impaired assets to total assets	0.91%	0.68%	0.85%	1.12%	1.73%
Average interest-earning assets to average interest-bearing					
liabilities	105.59%	105.61%	105.36%	105.39%	105.49%
Allowance for loan losses to nonperforming and impaired loans	78.40%	100.02%	78.70%	57.06%	39.35%
Allowance for loan losses to nonperforming and impaired assets	78.40%	98.51%	78.69%	56.90%	38.38%
Net interest income after provision for losses on loans, to					
noninterest expense (1)	136.59%	118.68%	111.25%	112.39%	115.52%
Number of full-service offices	11	11	11	11	11
Dividend payout ratio	27.61%	32.74%	43.90%	60.00%	36.84%

Management's Discussion and Analysis of Financial Condition Changes December 31, 2018 from December 31, 2017

General

At December 31, 2018, total assets increased \$33.1 million, or 7.5%, to \$472.9 million from the \$439.8 million at December 31, 2017, primarily due to an increase of \$32.0 million in net loans.

Loans

During the year ended December 31, 2018, the Bank disbursed \$99.8 million of loans, received payments of \$67.8 million and transferred \$34,000 to foreclosed assets held for sale. Competition from other financial institutions for quality loans continues to be strong within the Bank's market area. The increase in loan balances was funded by the reduction in the securities portfolio and growth in deposits and increased Federal Home Loan Bank advances.

Allowance for Loan Losses

At December 31, 2018, the allowance for loan losses totaled \$3.4 million, or 0.89% of gross loan balances compared to \$2.9 million, or 0.84% of gross loans at December 31, 2017. The Company incurred net charge-offs for the year of \$76,000. Management recorded a \$518,000 provision for losses on loans for the year ended December 31, 2018, an increase of \$217,000 from the \$301,000 recorded for the year ended December 31, 2017. The increased provision was primarily due to the increased specific reserves described below compared to the prior year period.

Delinquent and classified residential, nonresidential, multi-family and commercial loans of \$2.7 million were analyzed creating a specific valuation reserve requirement of \$596,000 compared to the 2017 balances of \$2.4 million requiring \$295,000 of specific reserve requirements. The increase in required specific reserve was mainly due to our largest commercial real estate loan of \$685,000 which has been evaluated since 2015 requiring additional reserve, coupled with increased commercial credits secured with equipment rather than real estate.

Management systematically determines the risk of loss in the portfolio by evaluating delinquent and classified nonresidential, multi-family and commercial loans for potential impairment in carrying value. The Company then calculates a reserve using the historical loss experience of each individual loan type in the portfolio. Management then incorporates an additional risk factor based on the perception of the overall risk in the economy and engages a third-party loan review which provides an independent validation of the Bank's loan grading process.

⁽¹⁾ In calculating this ratio, noninterest expense does not include provisions for losses or gains on the sale of real estate acquired through foreclosure.

Management's Discussion and Analysis of Financial Condition Changes December 31, 2018 from December 31, 2017 - continued

Deposits

Deposits totaled \$387.4 million at December 31, 2018, an increase of \$15.0 million, or 4.0%, from December 31, 2017. Demand accounts increased \$28.6 million, or 23.2%, savings and money market accounts decreased \$20.7 million, or 14.8%, and time deposits increased \$7.1 million, or 6.5%. The increase in demand accounts is due to the high interest "Platinum" checking products which began during the fourth quarter of 2017. In general, management attempts to benchmark retail certificate of deposit pricing to the cost of alternate sources of funds, including FHLB advances and brokered deposits. Exceptions are made to defend customer relationships with significant value to the Bank while allowing rate sensitive certificate of deposit customers with no relationship with the Bank to move to other alternatives.

Advances

Advances from the FHLB increased \$15.0 million, from \$13.5 million at December 31, 2017, to \$28.5 million at December 31, 2018 mainly due to loan growth. The Bank uses FHLB advances to manage the interest rate risk associated with the longer duration of loans as compared to securities at a lower cost than other funding alternatives, particularly retail term deposits.

Stockholders' Equity

At December 31, 2018, stockholders' equity totaled \$44.9 million, an increase of \$3.3 million compared to the balance at December 31, 2017. This increase is primarily due to net income of \$5.1 million, partially offset by dividends of \$1.4 million, a treasury stock purchase of \$182,000 and a \$412,000 increase in other comprehensive loss. The increase in other comprehensive loss included a \$566,000 increase in unrealized loss on securities available-for-sale partially offset by a \$154,000 increase related to post-retirement benefits.

On October 25, 2018, the Company announced the adoption of a new share buy-back program authorizing the repurchase of an additional 4% or 108,234, shares of its common stock outstanding. As of December 31, 2018, the Company had purchased 9,000 of the shares authorized under this program.

Comparison of operating results for the years ended December 31, 2018 and December 31, 2017

General

Net income totaled \$5.1 million, or \$1.92 per common share, for the year ended December 31, 2018, compared to \$3.1 million, or \$1.13 per common share, for the year ended December 31, 2017. The increase in net income was primarily due to increases in both net interest income and noninterest income and a decrease in both noninterest expense and the provision for federal income taxes, partially offset by an increase in provision for loan losses. The return on average equity and return on average assets for the twelve months ended December 31, 2018, were 12.03% and 1.12%, respectively, compared to 7.39% and 0.69%, respectively for the twelve months ended December 31, 2017.

The Company was involved in a contested proxy solicitation where a shareholder sought to place a representative on the Company's Board of Directors in 2018. The return on average equity and return on average assets for the twelve months ended December 31, 2018, without these proxy costs, would have been 12.33% and 1.15%.

Interest Income

Interest income increased \$1.6 million, and totaled \$18.0 million for the year ended December 31, 2018, compared to the year ended December 31, 2017. This increase was due to a \$11.0 million increase in the average balance of interest-earning assets, and a 26 basis point (bp) increase in the average yield on interest-earning assets from 3.87% at December 31, 2017, to 4.13% at December 31, 2018.

Comparison of operating results for the years ended December 31, 2018 and December 31, 2017 – continued

Interest income on loans increased \$1.6 million for the year ended December 31, 2018, compared to the year ended December 31, 2017. This increase is primarily due to a \$21.9 million, or 6.5%, increase in the average balance of loans outstanding and a 20 bp increase in the weighted-average yield on loans to 4.43% at December 31, 2018 compared to 4.23% at December 31, 2017. The increase in the yield was due to the market interest rate environment moderately increasing over the year.

Interest income on securities decreased \$123,000, or 6.8%, during the year ended December 31, 2018, compared to the year ended December 31, 2017. This decrease was primarily due to a \$9.4 million decrease in the average balance of securities partially offset by an increase of 18 bps in the weighted-average yield to 2.65% at December 31, 2018, compared to 2.47% for the year ended December 31, 2017. The decrease in the average balance was due to investing the cash flow from principal reductions into higher yielding loans.

Interest Expense

Interest expense for the year ended December 31, 2018, totaled \$2.4 million, an increase of \$419,000, or 21.2%, compared to interest expense for the year ended December 31, 2017. The increase in interest expense was substantially due to an increase in the weighted-average cost of funds of 0.58% for December 31, 2018, compared to 0.49% for 2017, partially offset with an increase in the average balance of interest-bearing liabilities of \$10.5 million.

Interest expense on deposits totaled \$1.8 million for the year ended December 31, 2018, an increase of \$83,000, compared to the year ended December 31, 2017. This increase was primarily due to a 2 bp increase in the weighted-average cost of deposits from 0.46% for the year ended December 31, 2017, to 0.48% for the year ended December 31, 2018, partially offset by a \$2.0 million decrease in the average balance of deposits. The increase in the weighted-average cost of deposits was primarily due to a \$12.6 million decrease in average certificate of deposit balances and a \$13.2 million decrease in savings and money market balances partially offset by an increase of \$23.8 million in demand deposits, most of which was the result of the fourth quarter high interest checking product.

Interest expense on Federal Home Loan Bank advances totaled \$583,000 for the year ended December 31, 2018, an increase of \$336,000, compared to the year ended December 31, 2017. This increase was due a \$12.7 million increase in the average balance and a 53 bp increase in rate.

Net Interest Income

Net interest income totaled \$15.6 million for the year ended December 31, 2018, an increase of \$1.1 million, compared to the year ended December 31, 2017. The increase in net interest income was due to a 17 bp increase in the interest rate spread to 3.55% at December 31, 2018, compared to 3.38% at December 31, 2017, and a \$11.0 million increase in net interest-earning assets. The increase in the interest rate spread is due to the rates earned on interest-earning assets repricing upward at a higher pace than paid on interest-bearing liabilities. During the year ended December 31, 2018, yields earned on interest-earning assets increased 26 bp, while rates paid on interest-bearing liabilities increased by 9 bps compared to the year ended December 31, 2017.

Provision for Losses on Loans

The Company recorded a provision for loan losses totaling \$518,000 for the year ended December 31, 2018, compared to \$301,000 for the year ended December 31, 2017. The increase in the provision is mainly due to an increase in the required specific reserves as the Company increased specific reserves on its largest classified credit, an increase in classified commercial equipment loans and the growth in loan balances compared to the prior the period.

Noninterest Income

Noninterest income totaled \$2.2 million for the year ended December 31, 2018, and increased by \$92,000, or 4.3%, compared to the year-ended December 31, 2017. The increase was primarily due to a \$37,000 increase in gain on sale of loans and a \$56,000 increase in non-deposit investment fees. The increase in interchange fees was mainly due to changing interchange vendors and increased volume. The gain on sale of loans was primarily due to loans sold of \$10.4 million for the year ended December 31, 2017, compared to \$14.3 million for the year ended December 31, 2018.

Comparison of operating results for the years ended December 31, 2018 and December 31, 2017 - continued

Noninterest Expense

Noninterest expense decreased by \$901,000, or 7.5%, and totaled \$11.1 million for the year ended December 31, 2018 compared to \$12.0 million for the year ended December 31, 2017. This decrease includes a \$362,000 decrease in salaries and employee benefits, a \$331,000 decrease in legal expense and a 131,000 decrease in audit and accounting. The decrease in salaries and employee benefits was due to decreased pension expense related to planned retirements occurring in 2017and reduced healthcare and training costs. Reduced legal and stockholder expenses were mostly related to the proxy contest as the Company utilized our prior proxy contest experience. Auditing and accounting expenses were reduced mainly due to deregistration from the Securities and Exchange Commission.

Federal Income Taxes

Provision for Federal income taxes was \$1.1 million for the year ended December 31, 2018, reflecting a decrease of \$127,000 from the year ended December 31, 2017. This decrease is primarily due to the Tax Cuts and Jobs Act (the "Tax Reform Act") which changed the tax rate for corporations from 35% to 21% partially offset with a \$1.9 million increase in pre-tax income. The difference in the effective tax rates of 17.6% and 28.3% for the years ended December 31, 2018 and 2017, respectively, from the 21% for 2018 and 34% for 2017 statutory rate was mainly due to the beneficial effects of tax-exempt income from the cash surrender value of life insurance and other tax-exempt obligations.

AVERAGE BALANCE SHEET

The following tables set forth certain information relating to the Company's average balance sheet and reflects the average yield on assets and average cost of liabilities for the periods indicated. Such yields and costs are derived by dividing income or expense by the average balance of assets or liabilities, respectively, for the periods presented.

		I	For the years ended December 31,	d December 31,		
		2018			2017	
	Average		Average	Average		Average
	Balance	Interest	Rate	Balance	Interest	Rate
			(Dollars in thousands)	housands)		
Interest-earning assets:						
Loans receivable, net(1)	\$ 360,934	\$ 15,981	4.43%	\$ 339,002	\$ 14,347	4.23%
Securities ⁽²⁾	63,876	1,691	2.65%	73,320	1,814	2.47%
Interest-earning deposits ⁽³⁾	10,410	311	2.99%	11,919	267	2.24%
Total interest-earning assets	435,220	17,983	4.13%	424,241	16,428	3.87%
Noninterest-earning assets	23,704			23,588		
Total assets	\$ 458,924			\$ 447,829		
Interest-bearing liabilities:						
Deposits	\$ 374,497	\$ 1,806	0.48%	\$ 376,511	\$ 1,723	0.46%
Other short-term borrowings	6,683	10	0.15%	6,941	10	0.14%
Вошоміпдя	31,000	583	1.88%	18,260	247	1.35%
Total interest-bearing liabilities	412,180	2,399	0.58%	401,712	1,980	0.49%
Noninterest-bearing liabilities	3,947			4,059		
Total liabilities	416,127			405,771		
Stockholders' equity	42,797			42,058		
Total liabilities and stockholders' equity	\$ 458,924			\$ 447,829		
Net interest income		\$ 15,584			\$ 14,448	
Interest rate spread ⁽⁴⁾			3.55%	•		3.38%
Net yield on interest-earning assets(5)			3.58%			3.41%
Ratio of average interest-earning assets to average interest-bearing liabilities			105.59%			105.61%

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Includes non-accrual loan balances.
Includes mortgage-backed securities designated as available-for-sale.
Includes federal funds sold and interest-bearing deposits in other financial institutions.
Interest rate spread represents the difference between the average yield on interest-earning assets and the average cost of interest-bearing liabilities.
Net yield on interest-earning assets represents net interest income as a percentage of average interest-earning assets.



Independent Auditor's Report

Stockholders and Board of Directors Wayne Savings Bancshares, Inc. Wooster, Ohio

We have audited the accompanying consolidated financial statements of Wayne Savings Bancshares, Inc. and its subsidiary, which comprise the consolidated balance sheets as of December 31, 2018 and 2017, and the related consolidated statements of income and comprehensive income, stockholders' equity and cash flows for the years then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Wayne Savings Bancshares, Inc. and its subsidiary as of December 31, 2018 and 2017, and the results of their operations and their cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Fort Wayne, Indiana March 8, 2019

BKD,LLP



WAYNE SAVINGS BANCSHARES, INC. CONSOLIDATED BALANCE SHEETS

December 31, 2018 and 2017 (In thousands, except share data)

		2018	2	2017
Assets				• 0.44
Cash and due from banks	\$	3,362	\$	3,066
Interest-bearing deposits	-	7,799		2,975
Cash and cash equivalents		11,161		6,041
Available-for-sale securities		47,542		51,441
Held-to-maturity securities		11,163		11,570
Loans held for sale – at lower of cost or market		213		-
Loans, net of allowance for loan losses of \$3,383 and \$2,941 at December 31, 2018 and 2017, respectively		377,930		345,900
Premises and equipment, net		5,406		6,051
Federal Home Loan Bank stock		4,226		4,226
Foreclosed assets held for sale, net		-		45
Accrued interest receivable		1,358		1,154
Bank-owned life insurance		10,368		10,097
Goodwill		1,719		1,719
Other assets		1,801		1,553
Total assets	\$	472,887	\$	439,797
Liabilities and Stockholders' Equity				
Liabilities				
Deposits				
Demand	\$	152,020	\$	123,373
Savings and money market		119,176		139,920
Time		116,253		109,172
Total deposits		387,449		372,465
Other short-term borrowings		7,172		7,409
Federal Home Loan Bank advances		28,500		13,500
Interest payable and other liabilities		4,888		4,838
Total liabilities		428,009		398,212
Commitments and Contingencies Stockholders' Equity		-		-
Preferred stock, 500,000 shares of \$.10 par value authorized; no shares issued		_		-
Common stock, \$.10 par value; authorized 9,000,000 shares; 3,978,731 shares issued		398		398
Additional paid-in capital		36,152		36,093
Retained earnings		28,290		24,414
Shares acquired by ESOP		(142)		(206)
Accumulated other comprehensive loss		(1,277)		(753)
Treasury stock, at cost: Common: 1,281,887 and 1,272,887 shares at December 31, 2018 and 2017, respectively		(18,543)		(18,361)
Total stockholders' equity		44,878		41,585
- · · · · · · · · · · · · · · · · · · ·	\$	472,887	\$	439,797
Total liabilities and stockholders' equity	<u> </u>	7/2,00/	Ŷ.	732,/2/

WAYNE SAVINGS BANCSHARES, INC. CONSOLIDATED STATEMENTS OF INCOME AND COMPREHENSIVE INCOME Years Ended December 31, 2018 and 2017

(In thousands, except per share data)

	20)18	2	017
Interest and Dividend Income				
Loans	\$	15,981	\$	14,347
Securities		1,691		1,814
Dividends on Federal Home Loan Bank stock and other	-	311		267
Total interest and dividend income		17,983		16,428
Interest Expense				
Deposits		1,806		1,723
Other short-term borrowings		10		10
Federal Home Loan Bank advances		583		247
Total interest expense		2,399		1,980
Net Interest Income		15,584		14,448
Provision for Loan Losses		518		301
Net Interest Income After Provision for Loan Losses		15,066		14,147
Noninterest Income				
Deposit service charges		642		623
Gain on loan sales		317		280
Gain on sale of investments		-		3
Earnings on bank-owned life insurance		303		301
Interchange fees		500		450
Other Total noninterest income	-	475		2,145
		2,237		2,145
Noninterest Expense Salaries and employee benefits		6,012		6,374
Net occupancy and equipment expense		1,946		1,960
Federal deposit insurance premiums		166		1,500
Franchise taxes		367		362
Advertising and marketing		299		271
Legal		155		486
Professional fees		154		282
ATM network		277		246
Audit and accounting		222		353
Other		1,458		1,456
Total noninterest expense		11,056		11,957
Income Before Federal Income Taxes		6,247		4,335
Provision for Federal Income Taxes		1,099		1,226
Net Income	\$	5,148	\$	3,109
Other Comprehensive Loss:				
Unrealized losses on available-for-sale securities, net of taxes				
of (\$150) and (\$152) for 2018 and 2017 respectively		(566)		(296)
Change in split-dollar life insurance policy unrecognized net loss		147		(54)
Change in defined benefit plan settlement charge, net of taxes		32		102
of \$9 and \$53 for 2018 and 2017 respectively Change in defined benefit plan unrecognized net gain, net of taxes		32		103
of (\$6) and \$20 for 2018 and 2017 respectively		(25)		38
Amortization of net (gain) loss included in net periodic pension cost,				
net of taxes of (\$13) for 2017				(25)
Other Comprehensive Loss		(412)		(234)
Total Comprehensive Income	\$	4,736	\$	2,875
Basic Earnings Per Share	\$	1.92	\$	1.13
Diluted Earnings Per Share	\$	1.92	\$	1.13

WAYNE SAVINGS BANCSHARES, INC.
CONSOLIDATED STATEMENTS OF STOCKHOLDERS' EQUITY
Years Ended December 31, 2018 and 2017
(In thousands, except per share data)

		Additional		Shares	Accumulated Other		
	Common Stock	Paid-in Capital	Retained Earnings	Acquired by ESOP	Comprehensive Loss	Treasury Stock	Total
Balance, December 31, 2016	\$ 398	\$ 36,041	\$ 22,317	\$ (273)	\$ (519)	\$ (16,936)	\$ 41,028
Net Income	1	•	3,109	1		•	3,109
Other comprehensive loss	1	•	•	1	(234)		(234)
Purchase Treasury Shares							
at cost	1	ı	1	1	1	(1,425)	(1,425)
Cash dividends - \$0.37 per							
Share	1	1	(1,012)	1	ı	1	(1,012)
ESOP shares earned	•	52	•	29	•	I	119
Balance, December 31, 2017	398	36,093	24,414	(206)	(753)	(18,361)	41,585
Adoption of ASU 2016-01							
cumulative effect	1	1	38	•			38
Balance, December 31, 2017,							
adjusted	398	36,093	24,452	(206)	(753)	(18,361)	41,623
Net Income	1	1	5,148	1		ı	5,148
Other comprehensive loss	1	I	1	1	(412)	1	(412)
rurchase Treasury Shares	1	1	,	1	,	(182)	(182)
Cash dividends - \$0.53 per							
Share	1	1	(1,422)	ı	1	1	(1,422)
Adoption of ASU 2018-02	ı	ı	112	ı	(112)	ı	. 1
ESOP shares earned	1	59		64	1	1	123
Balance, December 31, 2018	\$ 398	\$ 36,152	\$ 28,290	\$ (142)	\$ (1,277)	\$ (18,543)	\$ 44,878

WAYNE SAVINGS BANCSHARES, INC. CONSOLIDATED STATEMENTS OF CASH FLOWS Years Ended December 31, 2018 and 2017 (In thousands)

	 2018	 2017
Operating Activities	_	_
Net income	\$ 5,148	\$ 3,109
Items not requiring (providing) cash		
Depreciation and amortization	731	688
Provision for loan losses	518	301
Amortization of premiums and discounts on securities	635	816
Amortization of mortgage servicing rights	114	44
Accretion of net deferred loan origination fees	(63)	(68)
Deferred income taxes	(245)	(25)
Net gains on sale of loans	(317)	(280)
Proceeds from sale of loans in the secondary market	14,262	10,395
Origination of loans for sale in the secondary market	(14,126)	(10,125)
Amortization expense of stock benefit plan	123	119
Provision for impairment on foreclosed assets held for	25	40
sale	25	49
Gain on sale of foreclosed assets held for sale	-	(7)
Gain on sale of investments	-	(3)
Loss (gain) on sale of premises and equipment	1	(1)
Increase in value of bank-owned life insurance	(271)	(270)
Changes in		
Accrued interest receivable	(204)	(8)
Other assets	26	547
Interest payable and other liabilities	 125	 252
Net cash provided by operating activities	6,482	5,533
Investing Activities		
Purchases of available-for-sale securities	(8,971)	(7,123)
Purchase of held-to-maturity securities	-	(2,273)
Proceeds from maturities, paydowns and sale available- for-sale securities	11,599	25,190
Proceeds from maturities, paydowns and sale of held-to-	11,377	25,190
maturity securities	327	201
Net change in loans	(32,551)	(14,174)
Purchase of premises and equipment	(87)	(320)
Proceeds from the sale of fixed assets	-	1
Proceeds from the sale of foreclosed assets	43	 249
Net cash provided by (used in) investing activities	\$ (29,640)	\$ 1,751

WAYNE SAVINGS BANCSHARES, INC. CONSOLIDATED STATEMENTS OF CASH FLOWS (CONTINUED) Years Ended December 31, 2018 and 2017 (In thousands)

	2	018	 2017
Financing Activities			
Net change in deposits	\$	14,984	\$ (11,268)
Net change in other short-term borrowings		(237)	163
Proceeds from Federal Home Loan Bank advances		22,500	89,050
Repayments of Federal Home Loan Bank advances		(7,500)	(93,550)
Advances by borrowers for taxes and insurance		(25)	22
Dividends on common stock		(1,262)	(991)
Treasury stock purchases		(182)	 (1,425)
Net cash provided by (used in) financing activities		28,278	 (17,999)
Increase (decrease) in Cash and Cash Equivalents		5,120	(10,715)
Cash and Cash equivalents, Beginning of period		6,041	 16,756
Cash and Cash equivalents, End of period	\$	11,161	\$ 6,041
Supplemental Cash Flows Information			
Interest paid on deposits and borrowings	\$	2,394	\$ 1,989
Federal income taxes paid	\$	1,150	\$ 1,035
Supplemental Disclosure of Non-Cash Investing and Financing Activities			
Transfers from loans to foreclosed assets held for sale	\$	34	\$ 334
Recognition of mortgage servicing rights	\$	206	\$ 124
Reserve requirements included in cash balances	\$	2,309	\$ 301
Dividends payable	\$	431	\$ 271

Note 1: Nature of Operations and Summary of Significant Accounting Policies

Nature of Operations

The revenues, operating income and assets are almost exclusively derived from banking. Accordingly, all of the Company's banking operations are considered by management to be aggregated in one reportable operating segment. Customers are mainly located in Wayne, Holmes, Ashland, Medina and Stark Counties, and include a wide range of individuals, businesses and other organizations. The Company has historically conducted its business through its main office in Wooster, Ohio.

The Company's primary deposit products are checking, savings, money market and term certificate accounts. Wayne Savings Community Bank's primary lending products are residential mortgage, commercial and installment loans. Substantially all loans are secured by specific items of collateral including business assets, consumer assets and real estate. Commercial loans are expected to be repaid from cash flow from operations of businesses. Real estate loans are secured by both residential and commercial real estate. Net interest income is affected by the relative amount of interest-earning assets and interest-bearing liabilities and the interest received or paid on these balances. The level of interest rates paid or received by the Company can be significantly influenced by a number of environmental factors, such as governmental monetary policy, that are outside of management's control.

Principles of Consolidation

The consolidated financial statements include the accounts of Wayne Savings Bancshares, Inc. ("Wayne" or the "Company") and its wholly owned subsidiary, Wayne Savings Community Bank (the "Bank"). All intercompany transactions and balances have been eliminated.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Material estimates that are particularly susceptible to significant change relate to the determination of the allowance for loan losses, goodwill and pension and other retirement benefit plans. In connection with the determination of the allowance for loan losses management obtains independent appraisals for significant properties.

Cash Equivalents

The Company considers all liquid investments with original maturities of three months or less to be cash equivalents. Noninterest-bearing transaction accounts are subject to the \$250,000 limit on FDIC insurance per covered institution. From time to time, the Company's interest-bearing cash accounts may exceed the FDIC's insured limit of \$250,000. Management considers the risk of loss to be very low.

Securities

Certain debt securities that management has the positive intent and ability to hold to maturity are classified as "held-to-maturity" and recorded at amortized cost. Securities not classified as held-to-maturity are classified as "available-for-sale" and recorded at fair value, with unrealized gains and losses excluded from earnings and reported in other comprehensive income (loss). Purchase premiums and discounts are recognized in interest income using the interest method over the terms of the securities. Gains and losses on the sale of securities are recorded on the trade date and are determined using the specific identification method.

For debt securities with fair value below carrying value when the Company does not intend to sell a debt security, and it is more likely than not, the Company will not have to sell the security before recovery of its cost

basis, it recognizes the credit component of an other-than-temporary impairment of a debt security in earnings and the remaining portion in other comprehensive income (loss). For held-to-maturity debt securities, the amount of an other-than-temporary impairment recorded in other comprehensive income (loss) for the noncredit portion of a previous other-than-temporary impairment is amortized prospectively over the remaining life of the security on the basis of the timing of future estimated cash flows of the security.

Loans

Loans that management has the intent and ability to hold for the foreseeable future or until maturity or payoffs are reported at their outstanding principal balances adjusted for unearned income, charge-offs, the allowance for loan losses, any unamortized deferred fees or costs on originated loans and unamortized premiums or discounts on purchased loans. For loans amortized at cost, interest income is accrued based on the unpaid principal balance. Loan origination fees, net of certain direct origination costs, as well as premiums and discounts, are deferred and amortized as a level yield adjustment over the respective term of the loan. The accrual of interest on mortgage and commercial loans is discontinued at the time the loan is 90 days past due unless the credit is well secured and in process of collection. Past due status is determined based on contractual terms of the loan. In all cases, loans are placed on non-accrual or charged off at an earlier date if collection of principal or interest is considered doubtful.

All interest accrued but not collected for loans that are placed on non-accrual or charged off is reversed against interest income. The interest on these loans is accounted for on the cash-basis or cost-recovery method, until qualifying for return to accrual. Loans are returned to accrual status when all the principal and interest amounts contractually due are brought current for a period of six months and future payments are reasonably assured.

Allowance for Loan Losses

The allowance for loan losses is established as losses are estimated to have occurred through a provision for loan losses charged to income. Loan losses are charged against the allowance when management believes the uncollectability of a loan balance is confirmed. Subsequent recoveries, if any, are credited to the allowance.

The allowance for loan losses is evaluated on a regular basis by management and is based upon management's periodic review of the collectability of the loans in light of historical experience, the nature and volume of the loan portfolio, adverse situations that may affect the borrower's ability to repay, estimated value of any underlying collateral and prevailing economic conditions. This evaluation is inherently subjective as it requires estimates that are susceptible to significant revision as more information becomes available.

The allowance consists of allocated and general components. The allocated component relates to loans that are classified as impaired. For those loans that are classified as impaired, an allowance is established when the discounted cash flows (or collateral value or observable market price) of the impaired loan is lower than the carrying value of that loan. The general component covers nonclassified loans and is based on historical charge-off experience and expected loss given default derived from the Company's internal risk rating process. Other adjustments may be made to the allowance for pools of loans after an assessment of internal or external influences on credit quality that are not fully reflected in the historical loss or risk rating data.

A loan is considered impaired when, based on current information and events, it is probable that the Company will be unable to collect the scheduled payments of principal or interest when due according to the contractual terms of the loan agreement. Factors considered by management in determining impairment include payment status, collateral value and the probability of collecting scheduled principal and interest payments when due. Loans that experience insignificant payment delays and payment shortfalls generally are not classified as impaired. Management determines the significance of payment delays and payment shortfalls on a case-by-case basis, taking into consideration all of the circumstances surrounding the loan and the borrower, including the length of the delay, the reasons for the delay, the borrower's prior payment record and the amount of the shortfall in relation to the principal and interest owed. Impairment is measured on a loan-by-loan basis for commercial and construction loans by either the present value of expected future cash flows discounted at the loan's effective interest rate, the loan's obtainable market price or the fair value of the collateral if the loan is collateral dependent.

Large groups of smaller balance homogenous loans are collectively evaluated for impairment. Accordingly, the Company does not separately identify individual consumer and residential loans for impairment measurements, unless such loans are the subject of a restructuring agreement due to financial difficulties of the borrower.

Loans Held for Sale

Mortgage loans originated and intended for sale in the secondary market are carried at the lower of cost or fair value in the aggregate. Net unrealized losses, if any, are recognized through a valuation allowance by charges to noninterest income. Gains and losses on loan sales are recorded in noninterest income and direct loan origination costs and fees are deferred at origination of the loan and are recognized in noninterest income upon sale of the loan.

Premises and Equipment, Net

Depreciable assets are stated at cost less accumulated depreciation. Depreciation is charged to expense using the straight-line method over the estimated useful lives of the assets. An accelerated method is used for tax purposes. Leasehold improvements are also stated at cost less accumulated depreciation and are depreciated using the straight-line method over the estimated useful lives of the assets or the term of the lease, whichever is shorter. Gains and losses on dispositions are included in current operations. No asset impairment was recognized during the years ended December 31, 2018 and 2017.

Federal Home Loan Bank Stock

The Company is required as a condition of membership in the Federal Home Loan Bank of Cincinnati ("FHLB") to maintain an investment in FHLB common stock. The required investment in the common stock is based on a predetermined formula. The stock is redeemable at par and, therefore, its cost is equivalent to its redemption value. The stock is periodically evaluated for impairment. At December 31, 2018, the FHLB placed no restrictions on redemption of shares in excess of a member's required investment in the stock.

Foreclosed Assets Held for Sale, Net

Assets acquired through, or in lieu of, loan foreclosure are held for sale and are initially recorded at fair value less estimated selling costs, at the date of foreclosure, establishing a new cost basis. Subsequent to foreclosure, valuations are periodically performed by management and the assets are carried at the lower of carrying amount or fair value less cost to sell. Revenue and expenses from operations and changes in the valuation allowance are included in net income or expense from foreclosed assets.

Bank-Owned Life Insurance

The Bank has purchased life insurance policies on certain key executives. Bank-owned life insurance is recorded at its cash surrender value, or the amount that can be realized.

Goodwill

The composition of goodwill is as follows at December 31, 2018 and 2017:

	2018	<u> </u>	201	17			
		(In thousands)					
Goodwill	\$	1,719	\$	1,719			

Pursuant to FASB ASC 350, the Company is required to annually test goodwill for impairment. The Company performs its annual goodwill impairment test as of November 30 each year. The Company's testing of goodwill in the current year indicated there was no impairment in the carrying value of this asset.

Mortgage Servicing Rights

Mortgage servicing assets are recognized separately when rights are acquired through sale of financial assets. Under the servicing assets and liabilities accounting guidance (ASC 860-50), servicing rights resulting from the sale or securitization of loans originated by the Company are initially measured at fair value at the date of transfer. The Company subsequently measures each class of servicing asset using the amortization method. Under the amortization method, servicing rights are amortized in proportion to and over the period of estimated net servicing income. The amortized assets are assessed for impairment based on fair value at each reporting date.

Fair value is based on market prices for comparable mortgage servicing contracts, when available, or alternatively, is based on a valuation model that calculates the present value of estimated future net servicing income. The valuation model incorporates assumptions that market participants would use in estimating future net servicing income, such as the cost to service, the discount rate, the custodial earnings rate, an inflation rate, ancillary income, prepayment speeds and default rates and losses. These variables change from quarter to quarter as market conditions and projected interest rates change, and may have an adverse impact on the value of the mortgage servicing rights and may result in a reduction to noninterest income.

Each class of separately recognized servicing assets subsequently measured using the amortization method are evaluated and measured for impairment. Impairment is determined by stratifying rights into tranches based on predominant characteristics, such as interest rate, loan type and investor type. Impairment, if necessary, is recognized through a valuation allowance for an individual tranche, to the extent that fair value is less than the carrying amount of the servicing assets for that tranche. The valuation allowance is adjusted to reflect changes in the measurement of impairment after the initial measurement of impairment. Changes in valuation allowances are reported in the income statement. Fair value in excess of the carrying amount of servicing assets for that stratum is not recognized.

Servicing fee income is recorded for fees earned for servicing loans. The fees are based on a contractual percentage of the outstanding principal or a fixed amount per loan and are recorded as income when earned. The amortization of mortgage servicing rights is netted against loan servicing fee income.

Treasury Stock

Common stock shares repurchased are recorded at cost. Cost of shares retired or reissued is determined using the first-in, first-out method.

Income Taxes

The Company accounts for income taxes in accordance with income tax accounting guidance (ASC 740, Income Taxes). The income tax accounting guidance results in two components of income tax expense: current and deferred. Current income tax expense reflects taxes to be paid or refunded for the current period by applying the provisions of the enacted tax law to the taxable income or excess of deductions over revenues. The Company determines deferred income taxes using the liability (or balance sheet) method. Under this method, the net deferred tax asset or liability is based on the tax effects of the differences between the book and tax bases of assets and liabilities, and enacted changes in tax rates and laws are recognized in the period in which they occur.

Deferred income tax expense results from changes in deferred tax assets and liabilities between periods. Deferred tax assets are reduced by a valuation allowance if, based on the weight of evidence available, it is more likely than not that some portion or all of a deferred tax asset will not be realized.

Uncertain tax positions are recognized if it is more likely than not, based on the technical merits, that the tax position will be realized or sustained upon examination. The term more likely than not means a likelihood of more than 50 percent; the terms examined and upon examination also include resolution of the related appeals or litigation processes, if any. A tax position that meets the more-likely-than-not recognition threshold is initially and subsequently measured as the largest amount of tax benefit that has a greater than 50 percent likelihood of being realized upon settlement with a taxing authority that has full knowledge of all relevant information. The determination of whether or not a tax position has met the more-likely-than-not recognition threshold considers the facts, circumstances and information available at the reporting date and is subject to management's judgment.

The Company recognizes interest and penalties on income taxes as a component of income tax expense. The Company files consolidated income tax returns with its subsidiary. With a few exceptions, the Company is no longer subject to tax authorities for years before 2015.

On December 22, 2017, H.R.1, formerly known as the Tax Cuts and Jobs Act (the "Tax Reform Act"), was enacted into law. Beginning in 2018, the Tax Reform Act reduces the federal tax rate for corporations from 35% to 21% and changes or limits certain deductions. The effect of this change is expected to lower the Company's effective tax rate from 28% in 2017 to approximately 18% in 2018. The Tax Reform Act also caused a one-time positive adjustment to retained earnings of \$112,000 to revalue the deferred tax items as a result of adopting ASU 2018-02.

Revenue From Contracts With Customers

The Company records revenue from contracts with customers in accordance with Accounting Standards Codification Topic 606, Revenue from Contracts with Customers (Topic 606). Under Topic 606, the Company must identify the contract with a customer, identify the performance obligations in the contract, determine the transaction price, allocate the transaction price to the performance obligations in the contract, and recognize revenue when (or as) the Company satisfies a performance obligation.

The Company's primary sources of revenue are derived from interest and dividends earned on loans, investment securities and other financial instruments that are not within the scope of Topic 606. The Company has evaluated the nature of its contracts with customers and determined that further disaggregation of revenue from contracts with customers into more granular categories beyond what is presented in the consolidated statements of income was not necessary. The Company generally fully satisfies its performance obligations on its contracts with customers as services are rendered and the transaction prices are typically fixed; charged either on a periodic basis or based on activity. Because performance obligations are satisfied as services are rendered and the transaction prices are fixed, there is little judgment involved in applying Topic 606 that significantly affects the determination of the amount and timing of revenue from contracts with customers

Earnings Per Share

Basic earnings per share represents income available to common stockholders divided by the weighted-average number of common shares outstanding during each period. Diluted earnings per share reflects additional potential common shares that would have been outstanding if dilutive potential common shares had been issued, as well as any adjustment to income that would result from the assumed issuance. The Company has no potential dilutive common shares issued or outstanding.

Treasury stock shares and unearned ESOP shares are not deemed outstanding for earnings per share calculations.

Comprehensive Income

Comprehensive income consists of net income and other comprehensive income (loss), net of applicable income taxes. Other comprehensive income (loss) includes unrealized appreciation (depreciation) on available-for-sale securities, changes in the funded status of the defined benefit pension plan and the split-dollar life insurance plan.

Advertising and Marketing

Advertising and marketing costs are expensed as incurred. The Company's advertising and marketing expense totaled \$299,000 for the year ended December 31, 2018 and \$271,000 for year ended December 31, 2017.

Reclassifications

Certain reclassifications have been made to the prior years' consolidated financial statements to conform to the 2018 consolidated financial statement presentation. These reclassifications had no effect on net income.

Transfers of Financial Assets

Transfers of financial assets are accounted for as sales, when the control over the assets has been relinquished. Control over transferred assets is deemed to be surrendered when the assets have been isolated from the Company, the transferred obtains the right (free of conditions that constrain it from taking advantage of that right) to pledge or exchange the transferred assets and the Company does not maintain effective control over the transferred assets through an agreement to repurchase them before their maturity.

Subsequent Events

Subsequent events have been evaluated through March 8, 2019, which is the date the financial statements were available to be issued.

Note 2: Restriction on Cash and due from banks

The Company is required to maintain reserve funds in cash, and or, on deposit with the Federal Reserve Bank. The reserve required at December 31, 2018, was \$2,309,000.

Note 3: Securities

The amortized cost and fair values, together with gross unrealized gains and losses, of securities are as follows:

	nortized Cost	Unr	iross ealized fains	Unre	ross ealized esses	Fa	ir Value
Available-for-sale securities			(In thou	usands)	_		
December 31, 2018:							
Mortgage-backed securities of government-sponsored entities	\$ 29,700	\$	28	\$	862	\$	28,866
State and political subdivisions	 18,845		121		290		18,676
Totals	\$ 48,545	\$	149	\$	1,152	\$	47,542
	nortized Cost	Unr	Gross ealized Gains	Unre	ross ealized esses	Fa	iir Value
Available-for-sale securities	 		(In thou				
December 31, 2017:				,			
Mortgage-backed securities of government-sponsored entities	\$ 38,654	\$	85	\$	608	\$	38,131
State and political subdivisions	 13,074		250		14		13,310
Totals	\$ 51,728	\$	335	\$	622	\$	51,441
	nortized Cost	Un	Gross realized Gains	Unr	Gross realized osses		Fair Value
Held-to-maturity Securities:			(In tho	usands)			
December 31, 2018: Mortgage-backed securities of government-sponsored entities	\$ 296	\$	-	\$	7	\$	289
State and political subdivisions	10,867		5		196		10,676
Totals	\$ 11,163	\$	5	\$	203	\$	10,965
	nortized Cost	Un	Gross realized Gains	Unr	Gross realized osses		Fair Value
Held-to-maturity Securities: December 31, 2017:			(In tho	usands)			
Mortgage-backed securities of government-sponsored entities	\$ 521	\$	-	\$	6	\$	
State and political subdivisions	 11,049		74		90		11,033
Totals -	\$ 11,570	\$	74	\$	96	\$	11,548

The amortized cost and fair value of available-for-sale securities and held-to-maturity securities at December 31, 2018, by contractual maturity, are shown below. Expected maturities will differ from contractual maturities because issuers may have the right to call or prepay obligations with or without call or prepayment penalties.

	Availabl	e-for-sale	Held-to-maturity			
	Amortized		Amortized			
	cost	Fair Value	cost	Fair Value		
		(In tho	usands)			
Within one year	\$ 1,045	\$ 1,060	\$ 510	\$ 508		
One to five years	1,055	1,064	2,367	2,332		
Five to ten years	3,582	3,633	4,506	4,409		
After ten years	13,163	12,919	3,484	3,427		
	18,845	18,676	10,867	10,676		
Mortgage-backed securities of government-sponsored entities	29,700	28,866	296	289		
Totals	\$ 48,545	\$ 47,542	\$ 11,163	\$ 10,965		

The carrying value of securities pledged as collateral, to secure public deposits, customer repurchase agreements and for other purposes, was \$33.7 million and \$37.0 million at December 31, 2018 and 2017, respectively.

In 2018 there were no sales of securities. There were sales of \$9.5 million of available-for-sale and \$154,000 held-to-maturity investments during the year ended December 31, 2017. These sales were structured to improve the performance of the portfolio by reinvesting the sale proceeds from the smaller mortgage-backed securities balances into higher yielding municipal bonds. The \$9.5 million was mainly mortgage-backed securities with a remaining book balance of under 5% of the original principal amount. Gross gains of \$92,000 and gross losses of \$91,000 resulting from the sale of available-for-sale-securities were realized for 2017 of the original principal amount. The held-to-maturity investments was also mainly mortgage-backed securities with a remaining book balance of less than 1%. Gross gains of \$3,000 and gross losses of \$1,000 resulting from the sale of held-to-maturity securities were realized for 2017. This transaction did not call into question the Bank's intent to hold other securities to maturity.

Certain investments in debt securities are reported in the financial statements at an amount less than their historical cost. The total fair value of these investments at December 31, 2018 and 2017 was \$49.0 million and \$42.1 million, which represented approximately 83% and 67%, respectively, of the Company's aggregate fair market value of the available-for-sale and held-to-maturity investment portfolios. These declines resulted primarily from changes in market interest rates.

Based on evaluation of available evidence, including recent changes in market interest rates, credit rating information and information obtained from regulatory filings, management believes the declines in fair value for these securities are temporary at December 31, 2018.

Should the impairment of any of these securities become other than temporary, the cost basis of the investment will be reduced and the resulting loss recognized in net income in the period the other-than-temporary impairment is identified.

The unrealized losses on the Company's investments in mortgage-backed securities of government-sponsored entities and municipal securities were caused by changes in interest rates. The contractual terms of those investments do not permit the issuer to settle the securities at a price less than the amortized cost bases of the investments. Because the Company does not intend to sell the investments and it is not more likely than not the Company will be required to sell the investments before recovery of their amortized cost bases, which may be maturity, the Company does not consider those investments to be other-than-temporarily impaired at December 31, 2018.

The following table shows the gross unrealized losses and fair value of the Company's available-for-sale and held-to-maturity investments, aggregated by investment category and length of time that individual securities have been in a continuous unrealized loss position at December 31, 2018 and 2017:

						December	31, 2018					
	Less than 12 Months				More than 12 Months				Total			
	Fair	Value	Unrealiz Losse		Fai	r Value	Lo	alized sses	Fair	r Value		alized sses
						(In thous	ands)					
Mortgage-backed securities of government- sponsored entities	\$	1,149	\$	16	\$	26,558	\$	853	\$	27,707	\$	869
State and political subdivisions		8,284		168		12,986		318		21,270		486
Total temporarily impaired securities	\$	9,433	\$	184	\$	39,544	\$	1,171	\$	48,977	\$	1,355

					December	31, 2017				
	Less than 12 Months				More than	12 Month	Т	Total		
	Fair	Value	Unrea Loss		 Fair Value	Los	alized ses	Fair Value		alized sses
					(In thous	sands)				
Mortgage-backed securities of government-sponsored entities	\$	9,702	\$	102	\$ 24,939	\$	512	\$ 34,641	\$	614
State and political subdivisions		3,845		23	 3,600		81	7,445		104
Total temporarily impaired Securities	\$	13,547	\$	125	\$ 28,539	\$	593	\$ 42,086	\$	718

Note 4: Loans and Allowance for Loan Losses

Categories of loans at December 31, include:

,	2018	2017
	(In thousand	ds)
One-to-four family residential	\$ 197,430	\$ 194,396
Multi-family residential	13,527	12,364
Construction	4,146	7,079
Nonresidential real estate and land	147,423	121,261
Commercial	25,117	24,214
Consumer and other	2,434	2,145
	390,077	361,459
Less		
Undisbursed portion of loans in process	7,979	11,892
Deferred loan origination fees	785	726
Allowance for loans losses	3,383	2,941
Total loans	\$ 377,930	\$ 345,900

The risk characteristics of each portfolio segment are as follows:

Residential Real Estate Loans

For residential mortgage loans that are secured by one-to-four family residences and are generally owner occupied, the Company generally establishes a maximum loan-to-value ratio and requires private mortgage insurance if that ratio is exceeded. Home equity loans are typically secured by a subordinate interest in one-to-four family residences.

Repayment can also be impacted by changes in property values on residential properties. Risk is mitigated by the fact that the loans are of smaller individual amounts and spread over a large number of borrowers.

All Other Mortgage Loans

All other mortgage loans consist of residential construction loans, nonresidential real estate loans, land loans and multi-family real estate loans.

Residential construction loan proceeds are disbursed in increments as construction progresses and as inspections warrant. Construction loans are typically structured as permanent one-to-four family loans originated by the Company with a 12-month construction phase. Accordingly, upon completion of the construction phase, there is no change in interest rate or term to maturity of the original construction loan, nor is a new permanent loan originated. These loans are generally owner occupied and the Company generally establishes a maximum loan-to-value ratio and requires private mortgage insurance if that ratio is exceeded.

Nonresidential real estate loans are negotiated on a case-by-case basis. Loans secured by nonresidential real estate generally involve a greater degree of risk than one-to-four family residential mortgage loans and carry larger loan balances. This increased credit risk is a result of several factors, including the concentration of principal in a limited number of loans and borrowers, the effects of general economic conditions on income-producing properties, and the increased difficulty of evaluating and monitoring these types of loans.

Furthermore, the repayment of loans secured by nonresidential real estate is typically dependent upon the successful operation of the related real estate project. If the cash flow from the project is reduced, the borrower's ability to repay the loan may be impaired.

The Company also originates a limited number of land loans secured by individual improved and unimproved lots for future residential construction. In addition, the Company originated loans to commercial customers with land held as the collateral.

Multi-family real estate loans generally involve a greater degree of credit risk than one-to-four family residential mortgage loans and carry larger loan balances. This increased credit risk is a result of several factors, including the concentration of principal in a limited number of loans and borrowers, the effects of general economic conditions on income-producing properties, and the increased difficulty of evaluating and monitoring these types of loans. Furthermore, the repayment of loans secured by multi-family real estate is typically dependent upon the successful operation of the related real estate property. If the cash flow from the project is reduced, the borrower's ability to repay the loan may be impaired.

Commercial Business Loans

Commercial business loans carry a higher degree of risk than one-to-four family residential loans. Such lending typically involves large loan balances concentrated in a single borrower or groups of related borrowers for rental or business properties. In addition, the payment experience on loans secured by income-producing properties is typically dependent on the success of the operation of the related project and thus is typically affected by adverse conditions in the real estate market and in the economy. The Company originates commercial loans generally in the \$50,000 to \$1,000,000 range with the majority of these loans being under \$500,000. Commercial loans are generally underwritten based on the borrower's ability to pay and assets such as buildings, land and equipment are taken as additional loan collateral. Each loan is evaluated for a level of risk and assigned a rating from "1" (the highest quality rating) to "7" (the lowest quality rating).

Consumer Loans

Consumer loans entail greater credit risk than residential mortgage loans, particularly in the case of consumer loans that are unsecured or secured by assets that depreciate rapidly, such as automobiles, mobile homes, boats, and recreational vehicles. In such cases, repossessed collateral for a defaulted consumer loan may not provide an adequate source of repayment for the outstanding loan and the remaining deficiency often does not warrant further substantial collection efforts against the borrower. In particular, amounts realizable on the sale of repossessed automobiles may be significantly reduced based upon the condition of the automobiles and the lack of demand for used automobiles.

The following tables present the balance in the allowance for loan losses and the recorded investment in loans based on the portfolio segment and impairment method as of December 31, 2018 and 2017:

December 31, 2018	fa	-to-four ımily dential		other age loans		mercial ess loans		sumer ans	7	Γotal
Allowance for loan losses:	1051	ucitiai	mortg	age ioans		ousands)		4115		l Otal
Beginning balance	\$	1,210	\$	1,219	\$	506	\$	6	\$	2,941
Provision(credit) charged to expense		(259)		750		16		11		518
Losses charged off		(7)		(60)		(21)		(8)		(96)
Recoveries		13		7		-		-		20
Ending balance	\$	957	\$	1,916	\$	501	\$	9	\$	3,383
Allowance Balances: Individually evaluated for impairment	\$	70	\$	325	\$	200	**************************************	1	\$	596
Collectively evaluated for impairment	\$	887	\$	1,591	\$	301	\$	8	\$	2,787
Loan Balances:										
Ending balance:	\$	197,430	\$	165,096	\$	25,117	\$	2,434	\$	390,077
Individually evaluated for impairment	\$	868	\$	1,266	\$	588	\$	1	\$	2,723
Collectively evaluated for impairment	\$	196,562	\$	163,830	\$	24,529	\$	2,433	\$	387,354
December 31, 2017	fa	-to-four mily dential		other		mercial ess loans		sumer ans	ר '	Γotal
Allowance for loan losses:					(In the	ousands)				
Beginning balance Provision (credit) charged to	\$	1,479	\$	1,108	\$	447	\$	6	\$	3,040
expense		(246)		111		431		5		301
Losses charged off		(53)		-		(373)		(5)		(431)
Recoveries		30		-		1		_		31
Ending balance	\$	1,210	\$	1,219	\$	506	\$	6	\$	2,941
Allowance Balances:										
Individually evaluated for impairment	\$	124	\$	122	\$	49	\$	-	\$	295
Collectively evaluated for impairment	\$	1,086	\$	1,097	\$	457	\$	6	\$	2,646
Loan Balances:										
Ending balance:	\$	194,396	\$	140,704	\$	24,214	\$	2,145	\$	361,459
Individually evaluated for impairment	\$	1,255	\$	1,022	\$	149	\$	_	\$	2,426
Collectively evaluated for	<u> </u>	1,233	Ÿ	1,022	à	147	Ψ			

The following tables present the credit risk profile of the Bank's loan portfolio based on rating category and payment activity as of December 31, 2018 and 2017:

December 31, 2018	 to-four esidential	mortgage ans		nercial ss loans	Consum	er loans
Rating *	 	(In thou	sands)			
Pass (Risk 1-4)	\$ 195,722	\$ 163,077	\$	24,529	\$	2,434
Special Mention (Risk 5)	-	-		-		-
Substandard (Risk 6)	1,708	2,019		588		_
Total	\$ 197,430	\$ 165,096	\$	25,117	\$	2,434
December 31, 2017	 to-four esidential	mortgage ans		nercial ss loans	Consum	er loans
Rating *	 	 (In thou	isands)			
Pass (Risk 1-4)	\$ 191,460	\$ 137,394	\$	22,488	\$	2,145
Special Mention (Risk 5)	-	2,132		255		-
Substandard (Risk 6)	2,936	1,178		1,471		_
Total	\$ 194,396	\$ 140,704	\$	24,214	\$	2,145

^{*} Ratings are generally assigned to consumer and residential mortgage loans on a "pass" or "fail" basis, where "fail" results in a substandard classification. Commercial loans, both secured by real estate or other assets or unsecured, are analyzed in accordance with an analytical matrix codified in the Bank's loan policy that produces a risk rating as described below.

Risk 1 loans are fully secured by cash or widely held marketable securities including an adequate margin. These loans present virtually no risk to the bank. Ongoing financial statements from the borrowers will not typically be required to be submitted.

Risk 2 loans are considered above average and include only the strongest borrowers. The borrower has sufficient cash reserves to help service their debts for typically at least 18-months. The debts are sufficiently covered with collateral with Loan-to-Values well below the maximums advance rates as defined elsewhere in this policy. Business entity borrowers should have personal guarantees of the owner(s), who have significant assets and income to support the debt.

Risk 3 loans are considered average and represent the typical commercial borrower. This category will comprise the largest segment of the commercial portfolio. The borrowers have some cash reserves to help service their debts for a few months. Collateral is within underwriting standards and sufficient to cover the outstanding debt under normal circumstances; however, coverage may be insufficient in a forced liquidation situation. Business entity borrowers should have personal guarantees of the owner(s), even if they provide minimal financial support. Most smaller exposure borrowers will also be included in this category.

Risk 4 loans are considered below average with higher risk than the average borrower. These borrowers warrant slightly more attention than the normal borrower. The borrower may not have sufficient cash reserves to help service their debts. Collateral may be outside underwriting standards and insufficient to cover the outstanding debt under normal circumstances. Business entity borrowers may not have the personal guarantees of the owner(s). This category may also include a group of borrowers related to a specific industry, area, loan type, or other common factor that is deemed to represent more risk than average.

Risk 5 loans have a potential weakness or weaknesses that deserve management's close attention. If left uncorrected, these potential weaknesses may, at some future date, result in deterioration of the payment prospects for the asset or in the institution's credit position. Special Mention assets are not adversely classified and do not expose the bank to sufficient risk to warrant adverse classification. Corrective action by management should be able to remedy the potential weaknesses and therefore the duration within this category should typically be short-term (less than one-year).

Risk 6 loans possess a well-defined weakness or weaknesses that jeopardize the liquidation of the amount owed. Loans may be inadequately protected by the current sound worth and paying capacity of the obligor or of the collateral pledged, if any. They are characterized by the distinct possibility that the bank may sustain some loss if the deficiencies are not corrected.

Risk 7 loans have most of the weaknesses inherent in the Substandard category with the added characteristic that the weaknesses make collection or liquidation in full, on the basis of currently known facts, conditions, and values highly questionable and improbable.

The following tables present the Bank's loan portfolio aging analysis as of December 31, 2018 and 2017:

December 31, 2018		Days Due	60-89 Past	2	Gre Tha Da	n 90 iys	D	l Past	(Current]	Total Loans ceivable
						(In thousa	ınds)					
One-to-four family residential loans All other mortgage	\$	251	\$	363	\$	70	\$	684	\$	196,746	\$	197,430
loans Commercial		146		68		695		909		164,187		165,096
business loans		-		-		-		-		25,117		25,117
Consumer loans						-		-		2,434		2,434
Total	\$	397	\$	431	\$	765	\$	1,593	\$	388,484		\$390,077
December 31, 2017		Days Due	60-89 Past	2	Gre Tha Da	n 90 iys	D	l Past		Current]	Total Loans ceivable
,				2	Tha	n 90	D			Current]	Loans
One-to-four family residential loans				2	Tha	n 90 iys	D		\$	193,517]	Loans
One-to-four family	Past	Due	Past	Due	Tha Da	n 90 nys (In thousa	nnds)	ue			Re	Loans ceivable
One-to-four family residential loans All other mortgage loans	Past	Due 410	Past	Due	Tha Da	n 90 ays (In thousa 411	nnds)	879		193,517	Re	Loans ceivable
One-to-four family residential loans All other mortgage loans Commercial	Past	Due 410	Past	Due	Tha Da	n 90 ays (In thousa 411	nnds)	879		193,517 139,895	Re	194,396 140,704

There were \$10,000 of loans that were past due 90 days or greater that were still accruing at December 31, 2018, and no loans that were past due 90 days or greater that were still accruing at December 31, 2017.

Non-accrual loans were comprised of the following at December 31, 2018 and 2017:

Non-accrual loans	20	18	2017		
		(In thou	isands)		
One-to-four family residential loans	\$	596	\$	959	
Nonresidential real estate loans		685		808	
Commercial business loans		508		144	
Consumer loans				4	
Total	\$	1,789	\$	1,915	

A loan is considered impaired, in accordance with the impairment accounting guidance (ASC 310-10-35-16), when based on current information and events, it is probable the Company will be unable to collect all amounts due from the borrower in accordance with the contractual terms of the loan. Impaired loans include nonperforming commercial loans, but also include loans modified in troubled debt restructurings where concessions have been granted to borrowers experiencing financial difficulties. These concessions could include a reduction in the interest rate on the loan, payment extensions, forgiveness of principal, forbearance or other actions intended to maximize collection.

Included in certain loan categories in the impaired loans are troubled debt restructurings that were classified as impaired. At December 31, 2018 and 2017, the Company had \$827,000 and \$1.3 million, respectively, of residential mortgages; \$879,000 and \$1.0 million of nonresidential mortgages; and \$129,000 and \$149,000, respectively, of commercial loans. Included in these amounts, the Company had troubled debt restructurings that were performing in accordance with their modified terms of \$592,000 and \$806,000 in residential mortgage loans, \$194,000 and \$210,000 in non-residential real estate loans and commercial loans of \$43,000 and \$122,000 for December 31, 2018 and 2017, respectively.

The following tables present impaired loans as of and for the years ended December 31, 2018 and 2017:

Unpaid

Average

	ance	Allowa		Investr Impaire	nent in	Interest Inc	
Loans without a specific	ance		ance	Impaire		Recognized	
			(In thousands)		d Loans	Recogniz	ed
		(111)	thousands)				
One-to-four family residential loans \$ 593 \$	711	\$	-	\$	742	\$	27
All other mortgage loans 581	581		-		395		36
Commercial business loans -	-		-		-		-
Loans with a specific valuation allowance							
One-to-four family							
residential loans 275	325		70		319		10
All other mortgage loans 685	827		325		749		-
Commercial business loans 588	598		200		369		31
Consumer 1	1		1		-		-
Total:							
One-to-four family residential loans \$ 868 \$	1,036	\$	70	\$	1,061	\$	37
All other mortgage loans 1,266	1,408		325		1,144		36
Consumer loans 1	1		1		1		-
Commercial business loans 588	598		200		369		31
\$ 2,723 \$	3,043	\$	596	\$	2,575	\$	104

December 31, 2017	Recorded Balance		Princ	Unpaid Principal Balance		Specific Allowance		rage ment in ed Loans	Interest Income Recognized	
Loans without a specific					(In	thousands)				
Valuation allowance										
One-to-four family residential loans	\$	892	\$	906	\$	-	\$	1,088	\$	30
All other mortgage loans		210		210		-		216		16
Commercial business loans		-		-		-		-		-
Loans with a specific valuation allowance										
One-to-four family										
residential loans		363		363		124		323		9
All other mortgage loans		812		812		122		849		34
Commercial business loans		149		149		49		451		8
Total:										
One-to-four family										
residential loans	\$	1,255	\$	1,269	\$	124	\$	1,411	\$	39
All other mortgage loans		1,022		1,022		122		1,065		50
Commercial business loans		149		149		49		451		8
	\$	2,426	\$	2,440	\$	295	\$	2,927	\$	97

The following tables present information regarding newly classified troubled debt restructurings by class for the years ended December 31, 2018 and 2017.

Troubled Debt Restructurings	Number of loans	Pre-modif Unpaid Pr Balan	incipal	Post-modification Unpaid Principal Balance	
_			(dollars in t	housands)	
December 31, 2018					
Commercial loans	2	\$	53	\$	53
Total	2	\$	53	\$	53
December 31, 2017					
One-to-four family residential loans	2	\$	134	\$	134
Total	2	\$	134	\$	134

All the above TDR classifications occurred as concessions were granted to borrowers experiencing financial difficulties. These concessions may include a reduction in the stated rate, an interest rate that is below market interest rates for similar debt, an extension of the maturity date or delaying principal payments through interest only payments. Each TDR has been individually evaluated for impairment with the appropriate specific valuation allowance included in the allowance for loan losses calculation. There were no TDR classifications which defaulted during the year ended December 31, 2018, or the year ended December 31, 2017. The Company considers TDRs that become 90 days or more past due under modified terms as subsequently defaulted unless the TDR terms indicate annual repayments.

Foreclosed assets held for sale include those properties that the Bank has obtained legal title to, through a formal foreclosure process, or the borrower conveying all interest in the property to the Bank through the completion of a deed in lieu of foreclosure, or similar legal agreement. The following table presents the balance of mortgage loans collateralized by residential real estate properties held as foreclosed assets at December 31, 2018 and December 31, 2017.

	December 31	, 2018	December	r 31, 2017
		Recorded In	vestment	
		(In thous	ands)	
One-to-four family residential loans	\$	<u> </u>	\$	45

Banks foreclose on certain properties in the normal course of business when it is more probable than not that the loan balance will not be recovered through scheduled payments. Foreclosure is usually a last resort and begins after all other collection efforts have been exhausted. The following table presents the balance of those mortgage loans collateralized by residential real estate properties that are in the formal process of foreclosure at December 31, 2018 and December 31, 2017.

	December 31	, 2018	December	31, 2017
		Recorded Inv	estment	
		(In thousa	inds)	
One-to-four family residential loans	<u> </u>		\$	38

Note 5: Premises and Equipment

Major classifications of premises and equipment, stated at cost, at December 31, 2018 and 2017 are as follows:

	2018		20	2017	
Land and improvements	\$	1,799	\$	1,799	
Office buildings and improvements		8,190		8,190	
Furniture, fixtures and equipment		5,505		5,439	
Leasehold improvements		350		350	
		15,844		15,778	
Less accumulated depreciation		10,438	-	9,727	
Total	\$	5,406	\$	6,051	

Note 6: Loan Servicing

The Company has recognized servicing rights for residential mortgage loans sold with servicing retained. Residential mortgage loans serviced for others are subject to credit, prepayment and interest rate risks.

Mortgage loans serviced for others are not included in the accompanying consolidated balance sheets. The unpaid principal balance of mortgage loans serviced for others was \$52.9 million and \$43.4 million at December 31, 2018 and 2017, respectively. Contractually specified servicing fees, late fees and ancillary fees of approximately \$4,000 and \$51,000 are included in loan servicing fees in the consolidated statements of income at December 31, 2018 and 2017, respectively. Custodial escrow balances maintained in connection with the foregoing loan servicing, and included in demand deposits, were approximately \$529,000 and \$694,000 at December 31, 2018 and 2017, respectively.

Comparable market values and a valuation model that calculates the present value of future cash flows were used to estimate fair value. Servicing assets are included in other assets on the consolidated balance sheets.

Activity in the balance of servicing assets was as follows at December 31, 2018 and 2017:

	2018		2017	
		(In thousands)		
Carrying amount, beginning of period	\$	515	\$	407
Additions				
Servicing obligations that result from transfers of financial				
assets		206		152
Subtractions				
Amortization		114		44
<u> </u>		\$607	\$	515

The fair value of servicing rights subsequently measured using the amortization method was as follows:

Fair value, beginning of period	\$552	\$444
Fair value, end of period	\$612	\$552

Note 7: Interest-bearing Time Deposits

Interest-bearing time deposits in denominations of \$250,000 or more were \$10.8 million at December 31, 2018, and \$9.5 million at December 31, 2017.

At December 31, 2018, the scheduled maturities of time deposits are as follows:

Due during the year ending December 31,	(In tho	(In thousands)	
2019	\$	59,677	
2020		23,919	
2021		13,979	
2022		7,909	
2023		5,141	
Thereafter		5,628	
	\$	116,253	

Note 8: Other Short-Term Borrowings

Short-term borrowings included the following at December 31, 2018 and 2017:

	2018		2017	,
		(In thousands)		
Other Short-term borrowings	\$	7.172	\$	7.409

Securities sold under agreements to repurchase consist of obligations of the Bank to other parties. The obligations are secured by available-for-sale securities and such collateral is held by the Bank. The maximum amount of outstanding agreements at any month end during the years ended December 31, 2018 and 2017 totaled \$7.7 million and \$7.9 million for the periods ending December 31, 2018 and 2017. The average daily balance totaled \$6.7 million and \$6.9 million for years ended December 31, 2018 and 2017, respectively. These short-term borrowings were collateralized by \$9.1 million, and \$9.8 million of Mortgage-backed securities of government-sponsored entities at December 31, 2018 and 2017 respectively. The agreements at December 31, 2018, mature daily.

Repurchase agreements are offered by the Bank to commercial business customers to provide them with an opportunity to earn a return on their excess cash balances. These repurchase agreements are considered secured borrowings and are reported in other short-term borrowings. On a daily basis the Bank transfers securities to these customers in exchange for their cash and subsequently agrees to repurchase those same securities the next business day. In the event the Bank is unable to repurchase the securities from the customer, the customer will then have a claim against those securities.

Note 9: Federal Home Loan Bank Advances

At December 31, 2018 and 2017, advances from the Federal Home Loan Bank were as follows:

Interest Rate Range	Maturing year ending December 31,	<u>Amount</u>
2018		(In thousands)
1.47% - 2.45%	2019	\$ 28,500
		\$ 28,500
Interest Rate Range 2017	Maturing year ending December 31,	Amount (In thousands)
-	Maturing year ending December 31, 2018	
2017		(In thousands)

The Federal Home Loan Bank advances are secured by mortgage loans totaling \$139.1 million at December 31, 2018.

Additionally, as a member of the Federal Home Loan Bank system at December 31, 2018, the Bank had the ability to obtain up to \$86.0 million in additional borrowings. Borrowings from the FHLB are secured by a blanket pledge of the one-to-four family residential real estate loan portfolio. The Bank's borrowing capacity can be further increased by the pledge of additional collateral, including additional types of loans from the Bank's loan portfolio and unpledged investment securities.

At December 31, 2018, the Bank had a cash management line of credit with the Federal Reserve Bank in the amount of \$11.7 million, none of which was drawn. The Bank had approximately \$12.4 million of state and political subdivision bonds pledged as collateral for this line of credit.

Note 10: Income Taxes

The provision for income taxes includes the following components at December 31, 2018 and 2017:

	2018		2017	
		(In thou	sands)	
Taxes currently payable	\$	1,344	\$	1,251
Deferred income taxes		(245)		(25)
Income tax expense	\$	1,099	\$	1,226

A reconciliation of income tax expense at the statutory rate to the Company's actual income tax expense is shown below:

	2018		20	17
		(In thous	sands)	
Computed at the statutory rate (21% for 2018 and 34% for 2017) Increase (decrease) resulting from	\$	1,312	\$	1,441
Tax-exempt interest		(151)		(171)
Earnings on bank-owned life insurance		(40)		(102)
Other		(22)		58
Actual tax expense	\$	1,099	\$	1,226

On December 22, 2017, the United States enacted tax reform legislation through the Tax Cuts and Jobs Act, which significantly changes the existing U.S. tax laws, including a reduction in the corporate tax rate from 35 percent to 21 percent, as well as other changes. As a result of enactment of the legislation, the Corporation incurred additional one-time income tax benefit of approximately \$16,000 during the fourth quarter of 2017, primarily related to the re-measurement of certain deferred tax assets and liabilities.

The tax effects of temporary differences related to deferred taxes shown in 2018 and 2017 are at the new tax rate of 21% as on the consolidated balance sheets as follows:

	2018	2017
Deferred tax assets	(In thousas	nds)
Deferred loan origination fees	\$ 165	\$ 152
Allowance for loan losses	710	618
Pension adjustment	119	121
Reserve for uncollected interest	140	124
Benefit plan expenses	98	101
Unrealized losses on securities available-or-sale	211	60
Accrued other expenses	35	15
AMT credit carryover and low-income housing credit	76	29
Total deferred tax assets	1,554	1,220
Deferred tax liabilities		
Prepaid pension	(84)	(80)
Federal Home Loan Bank stock dividends	(632)	(632)
Book/tax depreciation differences	(247)	(324)
Financed loan fees	(76)	(82)
Mortgage servicing rights	(128)	(108)
Total deferred tax liabilities	(1,167)	(1,226)
Net deferred tax asset (liability)	\$ 387	\$ (6)

Prior to fiscal 1997, the Company was allowed a special bad debt deduction based on a percentage of earnings, generally limited to 8% of otherwise taxable income and subject to certain limitations based on aggregate loans and deposit account balances at the end of the year. This cumulative percentage of earnings bad debt deduction totaled approximately \$2.7 million as of December 31, 2018. If the amounts that qualified as deductions for federal income taxes are later used for purposes other than bad debt losses, including distributions in liquidation, such distributions will be subject to federal income taxes at the then current corporate income tax rate. The amount of unrecognized deferred tax liability relating to the cumulative bad debt deduction was approximately \$567,000 at December 31, 2018.

Note 11: Accumulated Other Comprehensive Loss

	2018		2017
	 (In thou	sands)	
Gross unrealized gain (loss) on securities available-for-sale	\$ (1,003)	\$	(287)
Gross unrealized loss for unfunded status of split-dollar life insurance plan			
liability (tax free)	(38)		(185)
Gross unrealized loss for unfunded status of defined benefit plan liability	 (565)		(574)
	(1,606)		(1,046)
Tax effect	329		293
Net-of-tax amount	\$ (1,277)	\$	(753)

Note 12: Regulatory Matters

The Bank is subject to various regulatory capital requirements administered by the federal banking agencies. Failure to meet minimum capital requirements can initiate certain mandatory—and possibly additional discretionary—actions by regulators that, if undertaken, could have a direct material effect on the Company's and the Bank's financial statements. Under capital adequacy guidelines and the regulatory framework for prompt corrective action, the Bank must meet specific capital guidelines that involve quantitative measures of assets, liabilities and certain off-balance-sheet items as calculated under regulatory accounting practices. The capital amounts and classification are also subject to qualitative judgments by the regulators about components, risk weightings and other factors. Furthermore, the Bank's regulators could require adjustments to regulatory capital not reflected in these financial statements.

The Bank must give notice to the Federal Reserve Bank of Cleveland prior to declaring a dividend to the Company and is subject to existing regulatory guidance where, in general, a dividend is permissible without regulatory approval if the institution is considered to be "well capitalized" and the dividend does not exceed current year-to-date net income plus the change in retained earnings for the previous two calendar years. For dividends in excess of the above criteria, the Bank must make application to the Federal Reserve Bank of Cleveland and receive approval before declaring a dividend to the Company.

Quantitative measures established by regulation to ensure capital adequacy require the Bank to maintain minimum amounts and ratios (set forth in the table below) of total and Tier I capital (as defined) to risk-weighted assets (as defined), common equity Tier 1 capital (as defined) to total risk-weighted assets (as defined) and of Tier I capital (as defined) to average assets (as defined). Management believes, as of December 31, 2018, that the Bank met all capital adequacy requirements to which it is subject.

As of December 31, 2018, based on the computations for the call report the Bank is classified as well capitalized under the regulatory framework for prompt corrective action. To be categorized as well capitalized, the Bank must maintain capital ratios as set forth in the table below. There are no conditions or events since December 31, 2018, that management believes have changed the Bank's capital classification.

Effective January 1, 2015, new regulatory capital requirements commonly referred to as "Basel III" were implemented. Management opted out of the accumulated other comprehensive income treatment under the new requirements, and as such unrealized gains and losses from available-for-sale securities will continue to be excluded from Bank regulatory capital.

In addition to the minimum Common Equity Tier 1 "CET1", Tier 1 and total capital ratios, the Bank will be required to maintain a capital conservation buffer consisting of additional CET1 capital greater than 2.5% of risk-weighted assets above the required minimum levels in order to avoid limitations on paying dividends or paying discretionary bonuses based on percentages of eligible retained income that could be utilized for such actions. This new capital conservation buffer requirement is being phased in beginning in January 2016 at 0.625% of risk-weighted assets and increasing each year until fully implemented in January 2019. At December 31, 2018 the Bank had CET1 of 13.7% compared to the requirement of 9.9% using the current 1.875% capital conservation buffer requirement.

The Bank's actual capital amounts and ratios as of December 31, 2018 and 2017 are presented in the following table.

	Actu	ıal	For Capital A	1 ,	To Be Capitalized Prompt Co Action Pro	d Under orrective
	Amount	Ratio	Amount	Ratio	Amount	Ratio
As of December 31, 2018						
Tier I Capital to average assets	\$ 43,975	9.5%	\$ 18,595	4.0%	\$ 23,244	5.0%
Tier 1 Common equity capital to risk-weighted assets	43,975	12.7%	15,608	4.5%	22,545	6.5%
Tier I Capital to risk-weighted assets	43,975	12.7%	20,811	6.0%	27,748	8.0%
Total Risk-based capital to risk-weighted assets	47,369	13.7%	27,748	8.0%	34,685	10.0%
As of December 31, 2017						
Tier I Capital to average assets	\$ 40,023	8.9%	\$ 18,009	4.0%	\$ 22,512	5.0%
Tier 1 Common equity capital to risk-weighted assets	40,023	13.0%	13,826	4.5%	19,971	6.5%
Tier I Capital to risk-weighted assets	40,023	13.0%	18,434	6.0%	24,579	8.0%
Total Risk-based capital to risk-weighted assets	42,968	14.0%	24,579	8.0%	30,724	10.0%

Note 13: Related Party Transactions

At December 31, 2018 and 2017, the Bank had loans outstanding to executive officers, directors, and their affiliates (related parties). In management's opinion, such loans and other extensions of credit and deposits were made in the ordinary course of business and were made on substantially the same terms (including interest rates and collateral) as those prevailing at the time for comparable transactions with other persons. Further, in management's opinion, these loans did not involve more than normal risk of collectability or present other unfavorable features. Such loans are summarized below.

Loans and deposits from Officers and Board Members held by the Bank at December 31, 2018, totaled \$524,000 and \$1.1 million, respectively, and for 2017 \$345,000 and \$908,000, respectively.

The Bank paid legal fees to a law firm of which a director of the Company is a member. The amounts paid totaled approximately \$12,000 and \$15,000 for the years ended December 31, 2018 and 2017, respectively.

Note 14: Employee Benefit Plans

Pension and Other Post-Retirement Benefit Plans

The Company has a frozen noncontributory defined benefit pension plan covering all employees who met the eligibility requirements prior to December 31, 2003. Compensation and service accruals were frozen at the same date. The Company's funding policy is to make the minimum annual contribution that is required by applicable regulations, plus such amounts as the Company may determine to be appropriate from time to time.

The Company expects to contribute approximately \$30,000 to the plan during 2019.

The Company uses a December 31 measurement date for the plan. Information about the plan's funded status and pension cost follows:

	201	2018		2017	
		(In thousan	ds)		
Change in benefit obligation					
Beginning of year	\$	1,652	\$	1,717	
Interest cost		62		70	
Actuarial gain (loss)		(132)		72	
Benefits paid		(52)		(47)	
Settlements		(38)		(160)	
End of year		1,492		1,652	
Change in fair value of plan assets					
Beginning of year		1,460		1,421	
Actuarial return on plan assets		(75)		215	
Employer contribution		31		32	
Benefits paid		(52)		(47)	
Settlements		(38)		(161)	
End of year		1,326		1,460	
Funded status at end of year	\$	(166)	\$	(192)	

Amounts recognized in accumulated other comprehensive income (loss) not yet recognized as components of net periodic benefit cost consist of the following at December 31, 2018 and 2017:

	2018 2017
	(In thousands)
Net loss	\$ (565) \$ (574)

The estimated net loss for the defined benefit pension plan that will be amortized from accumulated other comprehensive loss into net periodic benefit cost over the next year is approximately \$45,000.

The accumulated benefit obligation for the defined benefit pension plan was \$1.5 million at December 31, 2018 and \$1.7 million at December 31, 2017.

	201	8	201	7
Components of net periodic benefit cost	(In thousands)			
Interest cost	\$	61	\$	70
Expected return on plan assets		(87)		(85)
Amortization of net loss		41		62
Settlement charge		_		56
Net periodic benefit cost	\$	15	\$	103

Plan assets are held by a bank-administered trust fund, which invests the plan assets in accordance with the provisions of the plan agreement. The plan agreement permits investment in mutual funds that may invest in common stocks, corporate bonds and debentures, U.S. Government securities, certain insurance contracts, real estate and other specified investments, based on certain target allocation percentages.

Asset allocation is primarily based on a strategy to provide stable earnings while still permitting the plan to recognize potentially higher returns through an investment in equity securities. The target asset allocation percentages for 2018 are as follows:

SMID-Cap stocks	55 - 75%
Fixed income investments	25 - 45%
Cash	0 - 20%

Benefit payments expected to be paid from the plan as of December 31, 2018 are as follows:

	(In thousands)	
2019	\$	70
2020		77
2021		79
2022		78
2023		87
Thereafter	4	1 70
	\$ 8	361

At December 31, 2018 and 2017, the fair value of plan assets as a percentage of the total was invested in the following:

	2018	2017
Equity Securities	59%	65%
Debt securities	39%	34%
Cash and cash equivalents	2%	1%
	100%	100%

Significant assumptions include the following as of December 31, 2018 and 2017:

	Pension Benefits		
	2018	2017	
Weighted-average assumptions used to determine benefit obligation:			
Discount rate	4.45%	3.78%	
Rate of compensation increase (frozen)	N/A	N/A	
Weighted-average assumptions used to determine benefit cost:			
Discount rate	3.78%	4.14%	
Expected return on plan assets	6.00%	6.00%	
Rate of compensation increase (frozen)	N/A	N/A	

The Company has estimated the long-term rate of return on plan assets based primarily on historical returns on plan assets, adjusted for changes in target portfolio allocations and recent changes in long-term interest rates based on publicly available information.

The fair value of the Company's pension plan assets, and the related investment references, at December 31, 2018 and 2017 by asset category are as follows:

December 31, 2018		Fair Value Measurements Using					
Asset Category	 l Fair lue	Quoted I Active M for Ide Ass (Lev	Markets entical eets el 1)	Significan Observ Inpu (Leve	able its	Signific Unobser Inpu (Leve	vable ts
Mutual funds-Equity	=0		•	nousands)			
Large Cap Value (a)	\$ 78	\$	78	\$	-	\$	-
Large Cap Core (b)	106		106		-		-
Mid Cap Core (c)	87		87		-		-
Small-Cap Core (d)	39		39		-		-
International Core (e)	186		186		-		-
Large Cap Growth (f)	162		162		-		-
Small/Midcap Growth (g)	47		47		-		-
Mutual funds-Fixed Income							
Fixed Income-Core Plus (h)	383		383		-		-
Intermediate Duration (i)	128		128		-		-
Common/Collective Trusts-Equity							
Large Cap Value (j)	82		-		82		-
Cash							
Money Market (k)	 28		28				
Total	\$ 1,326	\$	1,244	\$	82	\$	_

- (a) This category consists of a mutual fund holding 100-160 stocks, designed to track and outperform the Russell 1000 Value Index.
- (b) This category contains stocks of the S&P 500 Index. The stocks are maintained in approximately the same weightings as the index.
- (c) This category contains stocks of the MSCI U.S. Mid Cap 450 index Index. The stocks are maintained in approximately the same weightings as the index.
- (d) This category contains stocks whose sector weightings are maintained within a narrow band around those of the Russell 2000 Index. The portfolio will typically hold more than 150 stocks.
- (e) This category consists of investments with long-term growth potential located primarily in Europe, the Pacific Basin, and other developed emerging markets.
- (f) This category consists of two mutual funds, one which invests primarily of large U.S. based growth companies, the other in fast-growing large cap growth companies with sustainable franchises and positive price momentum.
- (g) This category seeks capital appreciation through investments in common stock of small-capitalization companies, defined as those with a total market value of no more than \$2 billion at the time the fund first invests in them.
- (h) This category currently includes equal investments in three mutual funds, two of which usually hold at least 80% of fund assets in investment grade fixed income securities, seeking to outperform the Barclays US Aggregate Bond Index while maintaining a similar duration to that Index. The third fund targets investments of 50% or more in mortgage-backed securities guaranteed by the US government and its agencies.
- (i) This category consists of a mutual fund which invests in a diversified portfolio of high-quality bonds and other fixed income securities, including U.S. Government obligations, mortgage-related and asset-backed securities, corporate and municipal bonds, CMOs, and other securities mostly rated A or better.
- (j) This category contains large-cap stocks with above-average yield. The portfolio typically holds between 60 and 70 stocks.
- (k) This category consists of a money market fund and is used for liquidity purposes.

December 31, 2017 Fair Value Measurements Using

Asset Category	Total F	Total Fair Value		Markets for Significant Other ical Assets Observable Inputs		dentical Assets Observable Inputs		Unobs	ficant ervable (Level 3)
			<u>. </u>	(In the	ousands)				
Mutual funds-Equity									
Large Cap Value (a)	\$	90	\$	90	\$	-	\$	-	
Large Cap Core (b)		122		122		-		-	
Mid Cap Core (c)		106		106		-		-	
Small-Cap Core (d)		50		50		-		-	
International Core (e)		239		239		-		-	
Large Cap Growth (f)		193		193		-		-	
Small/Midcap Growth (g) Mutual funds-Fixed Income		56		56		-		-	
Fixed Income-Core Plus (h)		367		367		-		-	
Intermediate Duration (i) Common/Collective Trusts-Equity		124		124		-		-	
Large Cap Value (j) Cash		92		-		92		-	
Money Market (k)		21		21		-		_	
Total	\$	1,460	\$	1,368	\$	92	\$	-	

- (a) This category consists of a mutual fund holding 100-160 stocks, designed to track and outperform the Russell 1000 Value Index.
- (b) This category contains stocks of the S&P 500 Index. The stocks are maintained in approximately the same weightings as the index.
- (c) This category contains stocks of the MSCI U.S. Mid Cap 450 index Index. The stocks are maintained in approximately the same weightings as the index.
- (d) This category contains stocks whose sector weightings are maintained within a narrow band around those of the Russell 2000 Index. The portfolio will typically hold more than 150 stocks.
- (e) This category consists of investments with long-term growth potential located primarily in Europe, the Pacific Basin, and other developed emerging countries.
- (f) This category consists of two mutual funds, one which invests primarily of large U.S. based growth companies, the other in fast-growing large cap growth companies with sustainable franchises and positive price momentum.
- (g) This category seeks capital appreciation through investments in common stock of small-capitalization companies, defined as those with a total market value of no more than \$2 billion at the time the fund first invests in them.
- (h) This category currently includes equal investments in three mutual funds, two of which usually hold at least 80% of fund assets in investment grade fixed income securities, seeking to outperform the Barclays US Aggregate Bond Index while maintaining a similar duration to that Index. The third fund targets investments of 50% or more in mortgage-backed securities guaranteed by the US government and its agencies.
- (i) This category consists of a mutual fund which invests in a diversified portfolio of high-quality bonds and other fixed income securities, including U.S. Government obligations, mortgage-related and asset-backed securities, corporate and municipal bonds, CMOs, and other securities mostly rated A or better.
- (j) This category contains large-cap stocks with above-average yield. The portfolio typically holds between 60 and 70 stocks.
- (k) This category consists of a money market fund and is used for liquidity purposes.

Also, the Company provides post-retirement benefits to certain officers of the Company under split-dollar life insurance policies. The Company accounts for the policies in accordance with ASC 715-60, which requires companies to recognize a liability and related compensation costs for endorsement split-dollar life insurance policies that provide a benefit to an employee extending to post-retirement periods. The liability is recognized based on the substantive agreement with the employee.

The Company uses a December 31 measurement date for the plan. Information about the plan's funded status and pension cost follows:

	2018		2017	1
	•	(In thousand	s)	
Change in benefit obligation				
Beginning of year	\$	1,043	\$	933
Service cost		3		20
Interest cost		42		40
Loss /(Gain)		(80)		82
Benefits Paid		(32)		(32)
End of year	\$	976	\$	1,043

Amounts recognized in accumulated other comprehensive income (loss) not yet recognized as components of net periodic benefit cost consist of:

	2018		2017	
	(In thousands)			
Prior service cost	\$	41	\$	53
Net loss(gain)		(3)		130

The accumulated benefit obligation for the split-dollar benefit plan was \$976,000 and \$1.0 million at December 31, 2018 and 2017, respectively.

The estimated net gain for the split-dollar plan that will be amortized from accumulated other comprehensive income into net periodic benefit recovery over the next fiscal year is approximately \$25,000.

	2018		201	7
		(In thousan	ds)	
Components of net periodic benefit cost				
Service cost	\$	3	\$	3
Interest cost		42		38
(Gain)/Loss recognized		53		29
Benefits paid		(33)		(30)
Prior service cost		14_		14
Net periodic benefit cost	\$	79	\$	54

The retiree accrued liability expected to be reversed from the plan as of December 31, 2018 is as follows:

	(In thous	sands)
2019	\$	36
2020		39
2021		43
2022		49
2023		53
Thereafter		369
	\$	589

Significant assumptions for the split-dollar plan liability include the following as of December 31, 2018 and 2017:

	2018	2017
Weighted-average assumptions used to determine benefit cost obligation:		
Discount rate	4.45%	3.78%
Rate of compensation increase	1.50%	1.50%
Weighted-average assumptions used to determine benefit cost:		
Discount rate	4.45%	3.78%
Rate of compensation increase	1.50%	1.50%

The Company has an Employee Stock Ownership Plan ("ESOP") covering substantially all employees of the Company. The ESOP acquired 163,265 shares of Company common stock at \$10.00 per share in 2003 with funds provided by a loan from the Company. Accordingly, \$1.6 million of common stock acquired by the ESOP was shown as a reduction of stockholders' equity. Shares are released to participants proportionately as the loan is repaid. Dividends on allocated shares are recorded as dividends and charged to retained earnings. Dividends on unallocated shares, which will be distributed to participants, are treated as compensation expense. Compensation expense is recorded equal to the average fair market value of the stock during the year when contributions, which are determined annually by the Board of Directors of the Company, are made to the ESOP.

ESOP expense was approximately \$134,000 and \$129,000, which includes unallocated dividends of \$11,000 and \$10,000 for years ended December 31, 2018 and 2017, respectively.

Share information for the ESOP is as follows at December 31, 2018 and 2017:

	2018	2017
Allocated shares	149,050	142,683
Unearned shares	14,215	20,582
Total ESOP shares	163,265	163,265
Fair value of unearned shares at end of period	\$ 265,110	\$ 379,738

At December 31, 2018, the fair value of the 149,050 allocated shares held by the ESOP was approximately \$2.8 million.

In addition to the defined benefit plan and ESOP, the Company has a 401(k) plan covering substantially all employees. The Company's 401(k) matching percentage was 100% of the first 4% contributed by the employee and 50% of the employees' next 2% of contributions. Expense related to the 401(k) plan totaled approximately \$137,000 and \$149,000 for the years ended December 31, 2018 and 2017, respectively.

Note 15: Earnings Per Share

Earnings per share (EPS) were computed as follows:

		Ye	ar Ended December 31, 2	2018	
	Net	Income	Weighted- Average Shares	Per St Amor	
	(In the	ousands)			
Net income	\$	5,148			
Basic earnings per share					
Income available to common stockholders			2,683,825	\$	1.92
Income available to common stockholders and assumed conversions	\$	5,148	2,683,825	\$	1.92
		Ye	ar Ended December 31, 2	2017	
			Weighted-	Per Si	nare
	Net	Income	Average Shares	Amo	unt
	(In the	ousands)			
Net income	\$	3,109			
Basic earnings per share					
Income available to common stockholders			2,748,137	\$	1.13
Income available to common stockholders and assumed conversions	\$	3,109	2,748,137	\$	1.13

There were no dilutive securities or stock options outstanding at December 31, 2018 or December 31, 2017.

Note 16: Disclosures about Fair Value of Assets and Liabilities

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three levels of inputs that may be used to measure fair value:

- Level 1 Quoted prices in active markets for identical assets or liabilities
- Level 2 Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities
- **Level 3** Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

Recurring Measurements

Following is a description of the valuation methodologies used for assets measured at fair value on a recurring basis and recognized in the Company's consolidated balance sheets, as well as the general classification of such instruments pursuant to the valuation hierarchy.

Available-for-sale Securities

Where quoted market prices are available in an active market, securities are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available, then fair values are estimated by using quoted prices of securities with similar characteristics or independent asset pricing services and pricing models, the inputs of which are market-based or independently sourced market parameters, including, but not limited to, yield curves, interest rates, volatilities, prepayments, defaults, cumulative loss projections and cash flows. Such securities are classified in Level 2 of the valuation hierarchy. In certain cases where Level 1 or Level 2 inputs are not available, securities are classified within Level 3 of the hierarchy.

The following table presents the fair value measurements of assets measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2018 and 2017:

		Fair Value Measurement Using						
	Fair	r Value	Quoted Pr Active Mar Identical (Leve	rkets for Assets l 1)	Observa (Le	cant other able Inputs evel 2)	Significa Unobservable (Level :	Inputs
December 31, 2018				(In	thousands)			
Mortgage-backed securities of government-sponsored entities State and political subdivisions	\$	28,866 18,676	\$	-	\$	28,866 18,676	\$	-
				Fa	air Value M	easurement U	sing	
	Fair	r Value	Quoted Pr Active Mar Identical (Leve	rkets for Assets	Observa	cant other able Inputs evel 2)	Significa Unobservable (Level :	Inputs
December 31, 2017				(In	thousands)			
Mortgage-backed securities of government-sponsored entities State and political subdivisions	\$	38,131 13,310	\$	-	\$	38,131 13,310	\$	-

Nonrecurring Measurements

Certain assets may be required to be measured at fair value on a nonrecurring basis in periods subsequent to their initial recognition. These assets are not measured at fair value on an ongoing basis; however, they are subject to fair value adjustments in certain circumstances, such as when there is evidence of impairment.

Collateral-dependent Impaired Loans, Net of ALLL

The estimated fair value of collateral-dependent impaired loans is based on the appraised fair value of the collateral, less estimated cost to sell. Collateral-dependent impaired loans are classified within Level 3 of the fair value hierarchy.

The Company considers the appraisal or evaluation as the starting point for determining fair value and then considers other factors and events in the environment that may affect the fair value. Appraisals of the collateral underlying collateral-dependent loans are obtained when the loan is determined to be collateral-dependent and subsequently as deemed necessary by the office of the Chief Financial Officer. Appraisals are reviewed for accuracy and consistency by the office of the Chief Financial Officer. Appraisers are selected from the list of approved appraisers maintained by management. The appraised values are reduced by discounts to consider lack of marketability and estimated cost to sell if repayment or satisfaction of the loan is dependent on the sale of the collateral. These discounts and estimates are developed by the office of the Chief Financial Officer by comparison to historical results.

Foreclosed Assets Held for Sale

Foreclosed assets held for sale are carried at the lower of fair value at acquisition date or current estimated fair value, less estimated cost to sell when the real estate is acquired. Estimated fair value of real estate is based on appraisals or evaluations. Foreclosed assets held for sale are classified within Level 3 of the fair value hierarchy.

Appraisals of real estate are obtained when the real estate is acquired and subsequently as deemed necessary by the office of the Chief Financial Officer. Appraisals are reviewed for accuracy and consistency by the Bank. Appraisers are selected from the list of approved appraisers maintained by management.

The following table presents the fair value measurements of assets measured at fair value on a nonrecurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2018 and 2017.

			Fair Value Measurement Using				
	Fair V	⁷ alue	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significar Observable (Leve	e Inputs	Signif Unobserva (Lev	ble Inputs
				(In thousands)			
December 31, 2018 Collateral-dependent impaired loans	\$	753	\$	- \$	-	\$	753
December 31, 2017 Collateral-dependent impaired loans Foreclosed assets	\$	822 45	\$	- \$	-	\$	822 45

Unobservable (Level 3) Inputs

The following table presents quantitative information about unobservable inputs used in recurring and nonrecurring Level 3 fair value measurements at December 31, 2018 and 2017, in thousands.

				Unobservable	
	Fair V	Value	Valuation Technique	Inputs	Weighted Average
December 31, 2018 Collateral-dependent impaired loans	\$	753	Market Comparable estimates	Marketability Discount	49%
December 31, 2017 Collateral-dependent impaired loans	\$	822	Market Comparable Properties	Marketability Discount	5%
Foreclosed assets		45	Expected selling price	Selling Costs	10%

There were no changes in the inputs or methodologies used to determine fair value at December 31, 2018 as compared to December 31, 2017.

The following table presents estimated fair values of the Company's financial instruments. The fair values of certain of these instruments were calculated by discounting expected cash flows, which involves significant judgments by management and uncertainties. Fair value is the estimated amount at which financial assets or liabilities could be exchanged in a current transaction between willing parties, other than in a forced or liquidation sale. Because no market exists for certain of these financial instruments and because management does not intend to sell these financial instruments, the Company does not know whether the fair values shown below represent values at which the respective financial instruments could be sold individually or in the aggregate.

			Fair Value Measurements Using					
	Carrying Amount		Active M Identic	Prices in Iarkets for al Assets vel 1)	Significat Observabl (Leve	le Inputs	Signit Unobse Inputs (
December 31, 2018				(In th	ousands)			
Financial assets								
Cash and cash equivalents	\$	11,161	\$	11,161	\$	-	\$	-
Held-to-maturity								
Securities		11,163		-		10,965		-
Loans held for sale		213						220
Loans, net of allowance								
for loan losses		377,930		-		-		370,955
Federal Home Loan						4.00 (
Bank stock		4,226		-		4,226		-
Interest receivable		1,358		-		1,358		-
Financial liabilities								
Deposits		387,449		271,196		114,319		-
Other short-term borrowings		7,172		-		7,172		-
Federal Home Loan								
Bank advances		28,500		-		28,460		-
Advances from borrowers								
for taxes and insurance		1,303		-		1,303		-
Interest payable		25		-		25		-

		Fair Value Measurements Using						
	rrying nount	Active M Identica	Prices in arkets for al Assets vel 1)	Significa Observal	ant Other ble Inputs vel 2)	Signi Unobs Inj	ificant servable puts vel 3)	
December 31, 2017		(In t	thousands)					
Financial assets								
Cash and cash equivalents Held-to-maturity	\$ 6,041	\$	6,041	\$	-	\$	-	
Securities	11,570		-		11,548		-	
Loans, net of allowance								
for loan losses	345,900		-		-		359,191	
Federal Home Loan								
Bank stock	4,226		-		4,226		-	
Interest Receivable	1,154		1,154		-		-	
Financial Liabilities								
Deposits	372,465		263,293		107,873			
Other short-term borrowings	7,409		-		7,409		-	
Federal Home Loan								
Bank advances	13,500		-		13,423		-	
Advances from borrowers								
for taxes and insurance	1,328		-		1,328		-	
Interest payable	20		-		20		-	

The following methods and assumptions were used to estimate the fair value of each class of financial instruments.

Cash and Cash Equivalents, Loans Held for Sale, Interest Receivable and Federal Home Loan Bank Stock

The carrying amount approximates fair value.

Held-to-Maturity Securities

The fair value of held-to-maturity securities was estimated by using pricing models that contain market pricing and information, quoted prices of securities with similar characteristics or discounted cash flows that use creditadjusted discount rates.

Loans, Net of Allowance for Loan Losses

The fair value of loans is estimated by discounting the future cash flows using the current rates at which similar loans would be made to borrowers with similar credit ratings and for the same remaining maturities. Loans with similar characteristics were aggregated for purposes of the calculations at December 31, 2017. As of December 31, 2018, fair values of loans are estimated on an exit price basis incorporating discounts for credit, liquidity and marketability factors.

Deposits

Deposits include savings accounts, checking accounts and certain money market deposits. The carrying amount approximates fair value. The fair value of fixed-maturity time deposits is estimated using a discounted cash flow calculation that applies the rates currently offered for deposits of similar remaining maturities.

Interest Payable, Other Short-Term Borrowings and Advances from Borrowers for Taxes and Insurance The carrying amount approximates fair value.

Federal Home Loan Bank Advances

Rates currently available to the Company for debt with similar terms and remaining maturities are used to estimate the fair value of existing debt.

Commitments to Originate Loans, Letters of Credit and Lines of Credit

The fair value of commitments to originate loans is estimated using the fees currently charged to enter into similar agreements, taking into account the remaining terms of the agreements and the present creditworthiness of the counterparties. For fixed-rate loan commitments, fair value also considers the difference between current levels of interest rates and the committed rates. The fair values of letters of credit and lines of credit are based on fees currently charged for similar agreements or on the estimated cost to terminate or otherwise settle the obligations with the counterparties at the reporting date. Fair values of commitments were not material at December 31, 2018 and 2017.

Note 17: Commitments and Credit Risk

Total commercial and commercial real estate loans comprised 47% and 43%, respectively, of the loan portfolio for the years ended December 31, 2018 and December 31, 2017, with substantially all of these loans secured by commercial real estate and business assets mainly located in Ohio. Installment loans account for approximately 1% of the loan portfolio for both years ended December 31, 2018 and 2017. These loans are secured by consumer assets including automobiles, which account for 57% and 55%, respectively, of the installment loan portfolio. Residential one-to-four family real estate loans comprise 52% and 56% of the loan portfolio at December 31, 2018 and 2017, respectively, and primarily include first mortgage loans on residential properties and home equity lines of credit. Included in cash and due from banks as of the years ended December 31, 2018 and 2017, is \$2.3 million and \$2.6 million respectively of uninsured deposits in the form of branch cash on hand.

Commitments to Originate Loans

Commitments to originate loans are agreements to lend to a customer as long as there is no violation of any condition established in the contract. Commitments generally have fixed expiration dates or other termination clauses and may require payment of a fee. Since a portion of the commitments may expire without being drawn upon, the total commitment amounts do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies, but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate.

At December 31, 2018 and 2017 the Company had outstanding commitments to originate fixed-rate loans aggregating approximately \$2.9 million and \$986,000 million respectively. The commitments extended over varying periods of time with the majority being disbursed within a one-year period.

Mortgage loans in the process of origination represent amounts that the Company plans to fund within a normal period of six months. Total mortgage loans in the process of origination amounted to approximately \$1.4 million and \$4.6 million at December 31, 2018 and 2017, respectively.

The Company had undisbursed amounts of nonresidential real estate and land loans of \$6.4 million at December 31, 2018. The Company had undisbursed amounts of nonresidential real estate and land loans of \$6.2 million at December 31, 2017.

The Company had unused extensions of credit totaling \$7.8 million and \$7.9 million at December 31, 2018, and 2017, respectively, related to consumer loans.

Standby Letters of Credit

Standby letters of credit are irrevocable conditional commitments issued by the Company to guarantee the performance of a customer to a third party. Financial standby letters of credit are primarily issued to support public and private borrowing arrangements, including commercial paper, bond financing and similar transactions. Performance standby letters of credit are issued to guarantee performance of certain customers

under non-financial contractual obligations. The credit risk involved in issuing standby letters of credit is essentially the same as that involved in extending loans to customers. Fees for letters of credit are initially recorded by the Company as deferred revenue and are included in earnings at the termination of the respective agreements. Should the Company be obligated to perform under the standby letters of credit, the Company may seek recourse from the customer for reimbursement of amounts paid.

The Company had outstanding standby letters of credit totaling \$158,000 at both December 31, 2018 and 2017, respectively, with terms not exceeding eleven months. At both December 31, 2018 and 2017, the Company had no deferred revenue under standby letter of credit agreements.

Lines of Credit

Lines of credit are agreements to lend to a customer as long as there is no violation of any condition established in the contract. Lines of credit generally have fixed expiration dates. Since a portion of the line may expire without being drawn upon, the total unused lines do not necessarily represent future cash requirements. Each customer's creditworthiness is evaluated on a case-by-case basis. The amount of collateral obtained, if deemed necessary, is based on management's credit evaluation of the counterparty. Collateral held varies but may include accounts receivable, inventory, property, plant and equipment, commercial real estate and residential real estate. Management uses the same credit policies in granting lines of credit as it does for on-balance-sheet instruments.

At December 31, 2018, the Company had granted unused lines of credit to borrowers aggregating approximately \$27.2 million and \$23.0 million for commercial lines and open-end consumer lines, respectively. At December 31, 2017, the Company had granted unused lines of credit to borrowers aggregating approximately \$24.9 million and \$21.8 million for commercial lines and open-end consumer lines, respectively.

Leases

The Company currently leases two branch banking facilities under an operating lease and one additional lease for a loan production office in Poland, Ohio. The first lease originated in fiscal 2000 for a ten year term and 3 five year renewal options ending in October 2018. The Company renewed the lease for a five year term with an five year renewal option. The Company's second operating lease commenced in fiscal 2001 for an original five year term with 3 five year renewal options and has currently renewed the third option to expire in April 2021. The Company's third operating lease is for a five term. The minimum annual lease payments over the current lease term are as follows:

Year ending	(In th	(In thousands)		
2019	\$	70		
2020		73		
2021		53		
2022		44		
2023		35		
Total		\$275		

The Company incurred rental expense under operating leases totaling approximately \$64,000 and \$61,000 for the years ended December 31, 2018 and December 31, 2017, respectively.

There were no other material commitments or contingencies at December 31, 2018.

Note 18: Recent Accounting Developments

FASB ASU 2016-01, Financial Instruments-Overall (Subtopic 825-10), Recognition and Measurement of Financial Assets and Financial Liabilities was issued in January 2016. The amendments in this Update make

targeted improvements to generally accepted accounting principles, and address certain aspects of recognition, measurement, presentation, and disclosure of financial statements. The amendments in this Update are effective for fiscal years beginning after December 15, 2017, including interim periods within those fiscal years. Except as specifically stated, early adoption of the amendments in this Update are not permitted. The Company adopted this standard effective January 1, 2018, and recorded a cumulative effect adjustment in retained earnings of \$38,000.

FASB ASU 2014-09- Revenue from Contracts with Customers (Topic 606) supersedes Topic 605 and was issued in 2014 with subsequent amendments. The core principle of the guidance is that an entity should recognize revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. ASU 2014-09 describes a 5-step process entities can apply to achieve the core principle of revenue recognition and requires disclosures sufficient to enable users of financial statements to understand the nature, amount, timing, and uncertainty of revenue and cash flows arising from contracts with customers and the significant judgments used in determining that information. Originally, the amendments in ASU 2014-09 were effective for annual reporting periods beginning after December 15, 2016, including interim periods within that reporting period and early application is not allowed. In July 2015, the FASB extended the implementation date to annual reporting periods beginning after December 15, 2017, including interim periods within that reporting period. Transitional guidance is included in the update. Earlier adoption is permitted only as of annual reporting periods beginning after December 31, 2016, including interim periods within that reporting period. The Company's revenue is comprised of net interest income, which is explicitly excluded from the scope of ASU 2014-09, and noninterest income. The Company has adopted ASU 2014-09 using the modified retrospective method. The adoption did not have a material impact on the financial statements.

FASB ASU 2016-02 "Leases (Topic 842)." ASU 2016-02 is intended to improve financial reporting about leasing transactions. This ASU affects all companies and other organizations that lease assets such as real estate, airplanes, and manufacturing equipment. Under the current accounting model, an organization applies a classification test to determine the accounting for the lease arrangement. Some leases are classified as capital whereby the lessee would recognize lease assets and liabilities on the balance sheet. Other leases are classified as operating leases whereby the lessee would not recognize lease assets and liabilities on the balance sheet. Under the new guidance, a lessee will be required to recognize assets and liabilities for leases with lease terms of more than 12 months. Consistent with Generally Accepted Accounting Principles (GAAP), the recognition, measurement, and presentation of expenses and cash flows arising from a lease by a lessee primarily will depend on its classification as a finance or operating lease. However, unlike current GAAP—which requires only capital leases to be recognized on the balance sheet—the new ASU will require both types of leases to be recognized on the balance sheet. For public companies, the ASU is effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2018. Thus, for a calendar year company, it would be effective January 1, 2019. The impact is not expected to have a material effect on the Company's financial position or results of operations since the Company does not have a material amount of lease agreements.

FASB ASU 2016-04, Liabilities-Extinguishments of Liabilities (Subtopic 405-20), was issued in March 2016. The amendments in this Update apply to entities that offer certain prepaid stored-value products, including prepaid gift cards, prepaid telecommunication cards, and travelers checks. The amendments in this Update contain specific guidance for the derecognition of pre-paid stored value product liabilities and are an improvement to GAAP because they specify how pre-paid stored-value product liabilities with the Update's scope should be derecognized. This standard did not have a material impact on the Company's consolidated financial statements, as the Company does not currently have any liabilities related to stored value cards.

FASB ASU 2016-13, Financial Instruments - Credit Losses (Topic 326), Measurement of Credit Losses on Financial Instruments, was issued in June 2016. The main objective of this Update is to provide financial statement users with more decision-useful information about the expected credit losses on financial instruments and other commitments to extend credit held by a reporting entity at each reporting date. To achieve this objective, the amendments in this Update replace the incurred loss impairment methodology in current GAAP with a methodology that reflects expected credit losses and requires consideration of a broader range of reasonable and supportable information to inform credit loss estimates. The amendments in this Update are effective for fiscal years beginning after December 15, 2020, including interim periods within those fiscal years. Early adoption of the amendments in this Update are allowed for fiscal years beginning after December 15, 2018, including interim periods within those fiscal years. An entity will apply the amendments in this Update through a cumulative-effect adjustment to retained earnings as of the beginning of the first reporting period in which the guidance is effective (that is, a modified-retrospective approach). A prospective transition approach is required for debt securities for which another-than-temporary impairment had been recognized before the effective date. The effect of a prospective transition approach is to maintain the same amortized cost basis before and after the effective date of this Update. The Company is studying the implications of this update, including following evolving regulatory and industry guidance, and gathering additional detailed historical data. The effect of this Update on the Company's financial statements is not known at this time.

FASB ASU 2016-15, Statement of Cash Flows (Topic 230), Classification of Certain Cash Receipts and Cash Payments, was issued in August 2016. The amendments in this Update provide guidance on how certain cash receipts and cash payments are presented and classified in the statement of cash flows. This Update addresses eight specific cash flow issues with the objective of reducing the diversity in practice. The amendments in this Update are effective for fiscal years beginning after December 15, 2017, and interim periods within those fiscal years. Early adoption is permitted, including adoption in an interim period. If an entity early adopts the amendments in an interim period, any adjustments should be reflected as of the beginning of the fiscal year that includes the interim period. An entity that elects early adoption must adopt all the amendments in the same period. The amendments in this Update should be applied using a retrospective transition method to each period presented. The amendments in this Update did not have a material impact on the Company's consolidated financial statements, as the Company has limited exposure to those cash flow items included in the Update.

FASB ASU 2016-18, Statement of Cash Flows (Topic 230), Restricted Cash, was issued in November 2016. The amendments in this Update require that a statement of cash flows explain the change during the period in the total of cash, cash equivalents, and amounts generally described as restricted cash or restricted cash equivalents. The amendments in this Update are effective for fiscal years beginning after December 15, 2017, and interim periods within those fiscal years. Early adoption is permitted, including adoption in an interim period. If an entity early adopts the amendments in an interim period, any adjustments should be reflected as of the beginning of the fiscal year that includes the interim period. The amendments in this Update did not have a material impact on the Company's consolidated financial statements, however the cash flow presentation will be expanded to include the activity related to restricted cash.

FASB ASU 2016-19, Technical Corrections and Improvements, was issued in December 2016. The amendments in this Update cover a wide range of Topics in the Accounting Standards Codification. The amendments generally fall into one of several categories including, amendments related to differences between original guidance and the Accounting Standards Codification, guidance clarification and reference corrections, simplification, or minor improvements. Most of the amendments in this Update do not require transition guidance and are effective upon issuance of this Update. The amendments in this Update are not expected to have a material impact on the Company's consolidated financial statements, as the Company has limited exposure and disclosures relating to those items included in this Update.

FASB ASU 2017-01, Business Combinations, (Topic 805), Clarifying the Definition of a Business, was issued in January 2017. The amendments in this Update clarify the definition of a business, with the objective of adding guidance to assist entities with evaluating whether transactions should be accounted for as acquisitions (or disposals) of assets or businesses. The amendments in this Update should be applied to annual periods beginning after December 15, 2017, including interim periods within those periods. The amendments in this Update should be applied prospectively on or after the effective date. The amendments in this Update did not have an impact on the Company's consolidated financial statements, as the Company historically has experienced minimal acquisitions or disposals.

FASB ASU 2017-04, Intangibles-Goodwill and Other (Topic 350) Simplifying the Test for Goodwill Impairment, was issued in January 2017. The amendments in this Update modify the concept of impairment from the condition that exists when the carrying amount of goodwill exceeds its implied fair value to the condition that exists when the carrying amount of a reporting unit exceeds its fair value. The amendments in this Update should be adopted for the annual or any interim goodwill impairment tests in fiscal years beginning after December 15, 2020. Early adoption is permitted for interim or annual goodwill impairment performed on testing dates after January 1, 2017. The amendments in this Update are not expected to have a material impact on the Company's consolidated financial statements.

FASB ASU 2017-07, Compensation – Retirement Benefits (Topic 715), Improving the Presentation of Net Periodic Pension Cost and Net Periodic Post-retirement Benefit Cost, was issued in March 2017. The amendments in this Update require that an employer report the service cost component in the same line item or items as other compensation costs arising from services rendered to the pertinent employees during the period. The other components of net benefit cost are required to be presented in the income statement separately from the service cost component and outside a subtotal of income from operations. The amendments in this Update also allow for the service cost component to be eligible for capitalization when applicable. The amendments in this Update are effective for annual periods after December 15, 2017, including interim periods within those annual periods. Early adoption is permitted and should be made within the first interim period that financial statements are issued. The amendments in this Update should be applied retrospectively for the presentation of the service cost component and the other components of net periodic pension cost and net periodic post-retirement benefit cost in the income statement and prospectively, on and after the effective date, for the capitalization of the service cost component of net periodic pension cost and net periodic post-retirement benefit in assets. The amendments in this Update did not have a material impact on the Company's consolidated financial statements.

FASB ASU 2017-08, Receivables-Nonrefundable Fees and Other Costs (Subtopic 310-20) Premium Amortization on Purchased Callable Debt Securities, was issued in March 2017. The amendments in this update shorten the amortization period for certain callable debt securities held at a premium. The amendments require the premium to be amortized to the earliest call date. The amendments do not require an accounting change for securities held at a discount; the discount continues to be amortized to maturity. The amendments in this Update are effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2018. Early adoption is permitted, including adoption in an interim period. If an entity early adopts the amendments in an interim period, any adjustments should be reflected as of the beginning of the fiscal year that includes that interim period. An entity should apply the amendments in this Update on a modified retrospective basis through a cumulative-effect adjustment directly to retained earnings as of the beginning of the period of adoption. Additionally, in the period of adoption, an entity should provide disclosures about a change in accounting principle. The amendments in this Update are expected to have a negative impact on earnings during the shortened amortization period if the bond is not called. However, if the bond is not called, earnings should improve past the call date. If the bond is called as scheduled, the Updates in this amendment will not have a material impact on the Company's consolidated financial statements.

FASB ASU 2017-09 Compensation - Stock Compensation (Topic 718), Scope of Modification Accounting, was issued in May 2017. The amendments in this Update provide guidance about which changes to the terms or conditions of a share-based payment award require an entity to apply modification accounting. The amendments in this Update are effective for all entities for annual periods, and interim periods within those annual periods, beginning after December 15, 2017. Early adoption is permitted, including adoption in any interim period, for reporting periods for which financial statements have not yet been issued. The amendments in this Update should be applied prospectively to an award modified on or after the adoption date. The amendments in this Update did not impact the Company's consolidated financial statements, as the Company does not currently have any outstanding share-based payment awards.

ASU No. 2018-02 was issued in February 2018 to provide guidance to allow a reclassification from accumulated other comprehensive income to retained earnings for stranded tax effects resulting from the Tax Act. Consequently, the amendments eliminate the stranded tax effects resulting from the Tax Act and will improve usefulness of information reported to financial statement users. The Company adopted ASU 2018-02 effective in 2018 and reclassified approximately \$112,000 in stranded tax effects in the adoption to retained earnings.

Note 19: Condensed Financial Information (Parent Company Only)

Presented below is condensed financial information as to financial position, results of operations and cash flows of the Company at December 31, 2018 and 2017:

Condensed Balance Sheets

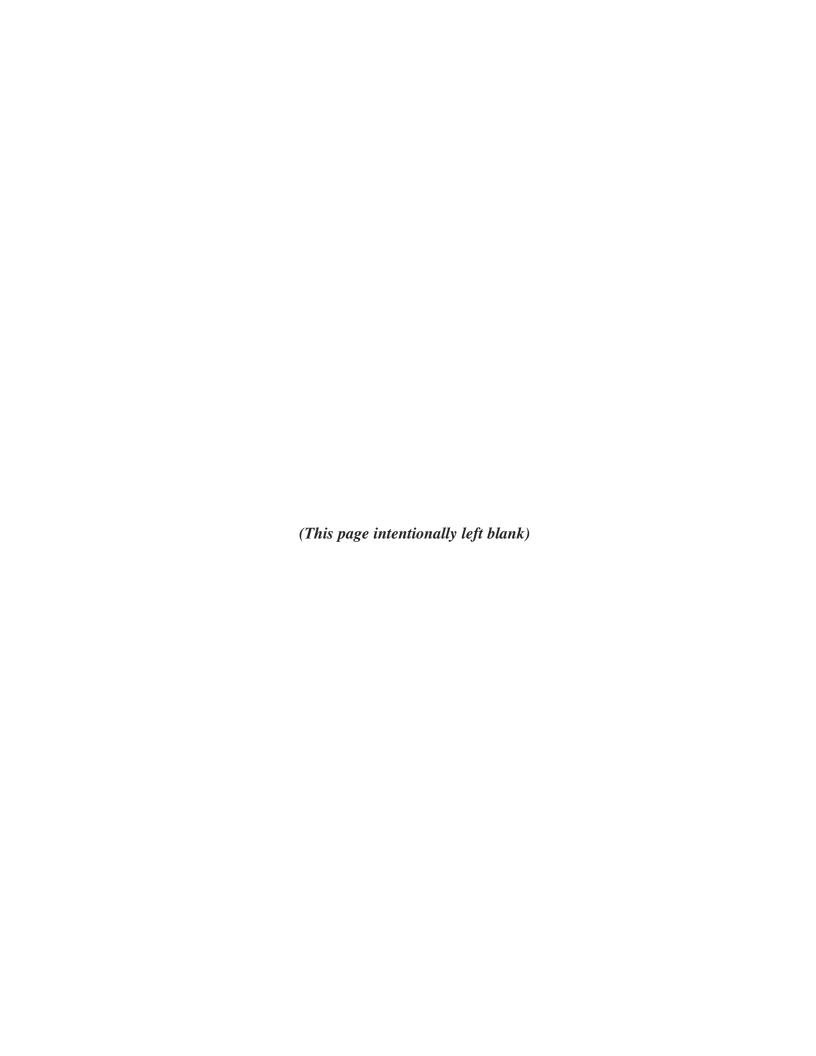
	2018	2017	
	(In thous	ands)	
Assets			
Cash and due from banks	\$ 253	\$ 313	
Notes receivable from the Bank	199	280	
Investment in the Bank	44,418	40,989	
Prepaid expenses and other assets	451	297	
Total assets	\$ 45,321	\$ 41,879	
Liabilities and Stockholders' Equity			
Accrued expenses and other liabilities	\$ 443	\$ 294	
Stockholders' equity			
Common stock and additional paid-in capital	36,550	36,491	
Retained earnings	28,290	24,414	
Shares acquired by ESOP	(142)	(206)	
Treasury stock – at cost Accumulated other comprehensive loss	(18,543) (1,277)	(18,361) (753)	
Total stockholders' equity	44,878	41,585	
Total liabilities and stockholders' equity	\$ 45,321	\$ 41,879	

Condensed Statements of Income and Comprehensive Income

	2018	2017
	(In thousan	ids)
Operating Income	40	*
Interest income	\$ 19	\$ 22
Dividends from the Bank	1,740	1,911
Total operating income	1,759	1,933
Noninterest Expense	353	876
Earnings before Federal Income Tax Benefits and equity in undistributed income of the Bank	1,406	1,057
Federal Income Tax Benefits	(74)	(289)
Income before equity in undistributed income of the Bank	1,480	1,346
Equity in undistributed income of the Bank	3,668	1,763
Net Income	\$ 5,148	\$ 3,109
Total Comprehensive income	\$ 4,736	\$ 2,875

Condensed Statements of Cash Flows

	2018	2017
	(In thousan	ds)
Operating Activities		
Net income	\$ 5,148	\$ 3,109
Items not requiring (providing) cash		
Equity in undistributed net income of the Bank	(3,668)	(1,763)
Increase (decrease) in cash due to changes in:		
Prepaid expenses and other assets	(164)	(59)
Accrued expenses and other liabilities	(13)	2
Net cash provided by operating activities	1,303	1,289
Investing Activities		
Repayment of ESOP loan	81	82
Net cash provided by investing activities	81	82
Financing Activities		
Payment of dividends on common stock	(1,262)	(991)
Purchase of treasury stock	(182)	(1,425)
Net cash used in financing activities	(1,444)	(2,416)
Net Change in Cash and Cash Equivalents	(60)	(1,045)
Cash and Cash Equivalents at Beginning of Period	313	1,358
Cash and Cash Equivalents at End of Period	\$ 253	\$ 313



BOARD OF DIRECTORS



Peggy J. Schmitz *Chair*



Jonathan Ciccotelli

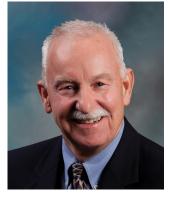
Vice Chair



Debra A. Marthey Secretary & Treasurer



Brian Hopkins



David L. Lehman



Glenn W. Miller



James R. VanSickle

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James R. VanSickle

President and Chief Executive Officer

Joel D. Beckler Senior Vice President Senior Loan Officer

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Lee A. Fitzsimmons Vice President Commercial Lender Matthew L. Hartzler Vice President Chief Risk Officer and Senior Operations Officer

Jennifer D. Winter
Vice President
Manager of Human Resources and Training

Amberly M. Wolf Vice President Chief Retail Officer

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