

Membership Matters

Board of Directors

The Piedmont Advantage Board of Directors represents the history and tradition of the credit union as well as a commitment to the members and communities we serve.

Directors are volunteers and serve without compensation; so their time, talent and knowledge are shared with the credit union as a labor of love.

Tom Mekis
Chairman

Mark Saunders
Vice Chairman

Diana Santos-Johnson
Secretary

Mark Linville
Treasurer

A.J. Eaker
Howard Henry
Justine Lerch
George Price
Jeff Reynolds

Ramon Hoots
Director Emeritus

John Reece
Director Emeritus

Gene Sharp
Director Emeritus

Jim Taylor
Chairman Emeritus

Supervisory Committee

The Supervisory Committee ensures the Board safeguards assets and management complies with the organization's established policies. Committee members also are volunteers. Their gift of time demonstrates a commitment to the credit union's success.

A.J. Eaker
Chairman

Toni Douglas
Secretary

Mary Vitale

A Message From Our President & CEO Dion L. Williams

As we close out 2025, I want to take a moment to thank each of you for being part of the Piedmont Advantage Credit Union family. Your trust and commitment have allowed us to continue building a financial institution that puts people first, and we are deeply grateful for the opportunity to serve you.

Whether you visited us in person, connected online, or engaged with us in the community, your participation has been the driving force behind our progress.

Let's revisit some highlights from 2025:

If you haven't already, we invite you to stop by our new branch at 5610 University Parkway. The previous location was at the intersection of Home Road and University.

You may recall that in the middle portion of the year, we discontinued our third-party call center support for after-hours coverage. We revised our in-house hours and increased staffing, so your call experience is with a Piedmont Advantage employee. This transition has gone extremely well!

There's a second part to this transition, which is voice verification. This service is now live for the convenience and security of members. Rather than what seems like a game of "20 questions" to verify identity, the voice recognition feature can verify you in a fraction of the time. That translates to a more efficient and secure call experience.

The PACU Foundation enjoyed its most impactful year as we celebrated our fifth year of giving back to the communities we serve. In the first four years of existence, the foundation raised and distributed \$100,000. In this year alone, we were honored to distribute \$42,000 on Giving Tuesday! We are thrilled with the growth and impact of the PACU Foundation, and we look forward to doing even more in the future.

As we look ahead to 2026, our focus remains the same:

Innovation: Expanding digital banking solutions to make managing your finances easier and more secure than ever.

Community Impact: Deepening our involvement in local initiatives that support education, financial literacy, and community well-being.

Simply Service: Enhancing a personalized member experience so every interaction reflects our commitment to your financial journey.

At Piedmont Advantage, we like to say, "It's More Than Banking. It's Belonging." We welcome you, and you do belong. We invite you to share the message with your family, friends, and co-workers. As a financial cooperative, the more, the merrier rings true.

On behalf of the entire Piedmont Advantage Credit Union team, thank you for your loyalty and for being a member-owner. Here's to a bright and prosperous 2026!



Piedmont Advantage Credit Union Celebrates New Location of University Branch

We are delighted to announce the official opening of our relocated branch at 5610 University Parkway in Winston-Salem.

To mark this occasion, we hosted a grand opening and ribbon-cutting celebration, featuring an official ribbon-cutting ceremony that also served as the branch's Member Appreciation Day. Members, community neighbors and local appointed and elected officials joined together for a complimentary lunch, refreshments and PACU swag.

"This journey of relocating to a new space has truly been a labor of love," expressed University Branch Manager April Young, who has worked at PACU for over 20 years. "We are so proud of the hard work of everyone on the relocation team, branch staff and contractors for making this move as seamless as possible. And we were very excited to host our members and others in our community at the grand opening and celebrate this accomplishment."



PACU University Branch Manager April Young gives her remarks during the grand opening and ribbon-cutting ceremony. She expressed her thanks to her branch staff, everyone at PACU and the Winston-Salem community for their unwavering support during the relocation process.

The former University branch, located on the corner of University Parkway and Home Road, offered more capacity than the credit union needed for its current operations. Relocating to a right-sized, more modern space enables us to be even more efficient while providing a more centralized and convenient location for members throughout the north side of Winston-Salem.

"This move reflects our commitment to being thoughtful stewards of our members' resources," said PACU President & CEO Dion Williams. "Right-sizing the branch and relocating to a more accessible location ensures we continue delivering the personal service our members expect, in a space that meets their needs today and well into the future."

A Few Deposit-Account Updates Coming February 16, 2026: The "Small Print," made simple!

We're making a handful of updates to certain savings accounts effective February 16, 2026.

What's changing effective February 16, 2026 (and who it impacts):

1. Money Market: Fewer tiers, Simpler Structure. We're moving from multiple tiers to tiers and two product types (Money Market and Money Market Plus) to one product type- Money Market- with only two tiers, with the tier break at \$250,000.
 - \$1,000 to \$250,000: 1.35% APY*
 - Over \$250,000: 2.00% APY
 - If you currently have a Money Market Plus account, that account will be converted to a Money Market account on February 16, 2026. Truth in Savings disclosures regarding your new Money Market account are enclosed.
2. IRA: Simplified to two tiers, with the tier break at \$250,000.
 - \$100 to \$250,000: 1.00% APY
 - Over \$250,000: 2.00% APY
3. HSA: Simplified to one tier with one rate.
 - \$100 or greater: 0.75% APY
4. Christmas Club and Vacation Club: Higher APY and early withdrawal fee returns. To better match the marketplace (and keep these accounts sustainable), we're updating Club Accounts:
 - APY increases from 0.05% to 0.50%
 - \$20 early withdrawal fee (this had been waived during the pandemic period)
 - Key features stay the same (daily compounding, payout timing and automatic transfer)

See the enclosed Truth in Savings disclosures on Page 4 effective February 16, 2026 for all the details.

*APY is Annual Percentage Rate. A small but important note: Stated APYs are subject to change at any time, including after account opening, without notice.



PACU Foundation Chair Mary Vitale (left), President Jean Golden-Rumer (second from right) and Board Director and Gifting Committee Chairman James Moore (right) present a \$6,000 check to Sheena Hogue (second from left) from the Education Over Debt Foundation.

PACU Foundation Gifts \$42,000 to Seven North Carolina Charities

The PACU Foundation donated \$42,000 to seven North Carolina charities on Giving Tuesday, enhancing each organization’s capacity to support area residents facing financial hardship.

Giving Tuesday was established in 2012 to promote giving back. Since then, it has evolved into a worldwide movement that inspires millions to donate and celebrate generosity annually on the Tuesday after Thanksgiving.

“We at the PACU Foundation believed this day is important to take part in,” said PACU Foundation President Jean Golden-Rumer, adding, “This is why this is the fourth year we’ve held our annual check presentation on this day to honor the spirit of Giving Tuesday.”

Since its formation in 2020, the PACU Foundation has donated over \$100,000 to local charities. The foundation’s ability to provide these funds comes from its generous corporate sponsors, fundraising event participants, and the dedication of Piedmont Advantage Credit Union employees and members.

Joining Golden-Rumer in the presentation were the PACU Foundation’s Board Chair, Mary Vitale, and Gifting Committee Chairman, James Moore.

This year, the PACU Foundation gifted \$6,000 to seven local organizations: The Education Over Debt Foundation, Help, Incorporated’s SquareOne Family Justice Center, Mooresville Area Christian Mission, A Storehouse for Jesus, Winston-Salem Rescue Mission, Winston-Salem Street School and The Women’s Resource Center of Greensboro.

“It is an honor and privilege to contribute to the excellent work these area charities are doing in our communities, from supporting residents facing financial hardship to funding educational programs,” Golden-Rumer said. “The PACU Foundation couldn’t be prouder of the amount of money we’ve raised this year, thanks to the compassion of our donors. We’re excited to keep the momentum going next year.”



2026

HOLIDAY CLOSURES

New Year’s Day
Thursday, January 1

MLK, Jr. Day
Monday, January 19

Presidents Day
Monday, February 16

Good Friday
Friday, April 3

Memorial Day
Monday, May 25

Juneteenth
Friday, June 19

Independence Day
Friday, July 3

Labor Day
Monday, September 7

Columbus Day
Monday, October 12

Veterans Day
Wednesday, November 11

Thanksgiving
Thursday, November 26
Friday, November 27

Christmas
Friday, December 25



TRUTH-IN-SAVINGS DISCLOSURE

EFFECTIVE DATE:									
The rates, fees and terms applicable to your account at the Credit Union are provided with this Truth-in-Savings Disclosure. The Credit Union may offer other rates for these accounts from time to time.									
RATE SCHEDULE									
ACCOUNT TYPE	DIVIDENDS				BALANCE REQUIREMENTS				ACCOUNT LIMITATIONS
	Dividend Rate/ Annual Percentage Yield (APY)	Dividends Compounded	Dividends Credited	Dividend Period	Minimum Opening Deposit	Minimum Balance to Avoid a Service Fee	Minimum Balance to Earn the Stated APY	Balance Method to Calculate Dividends	
Regular Share	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	—
Christmas Club	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	Account limitations apply.
Vacation Club	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	Account limitations apply.
AI Pacu Club Savings (under age 18)	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	—
Personal Select	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	—
Health Savings Plan	/	Daily	Monthly	Monthly (Calendar)	\$5.00	—	\$100.00	Daily Balance	—
Money Market	\$1,000.00 to \$250,000.00	Daily	Monthly	Monthly (Calendar)	\$1,000.00	—	\$1,000.00	Daily Balance	—
	\$250,000.01 or greater								
Individual Retirement	\$100.00 to \$250,000.00	Daily	Monthly	Monthly (Calendar)	\$100.00	—	\$100.00	Daily Balance	—
	\$250,000.01 or greater								
Simple+ Checking Qualifications Met (See Section 2)	\$100.00 to \$20,000.00	Monthly	Monthly	Monthly (Calendar)	\$25.00	—	\$100.00	Daily Balance	—
	\$20,000.01 or greater								
Qualifications Not Met (See Section 2)	/								
More Checking	—	—	—	—	\$25.00	—	—	—	—
PACU Student Checking (ages 13-17)	—	—	—	—	\$25.00	—	—	—	—

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ACCOUNT DISCLOSURES

Except as specifically described, the following disclosures apply to all of the accounts. All accounts described in this Truth-in-Savings Disclosure are share accounts.

1. RATE INFORMATION — The annual percentage yield is a percentage rate that reflects the total amount of dividends to be paid on an account based on the dividend rate and frequency of compounding for an annual period. For all accounts, the dividend rate and annual percentage yield may change at any time as determined by the Credit Union's Board of Directors. The dividend rates and annual percentage yields are the prospective rates and yields that the Credit Union anticipates paying for the applicable dividend period. Health Savings Plan, Money Market, and Individual Retirement accounts are tiered rate accounts. The balance ranges and corresponding dividend rates and annual percentage yields applicable to each tier are disclosed in the Rate Schedule. For Health Savings Plan, Money Market, and Individual Retirement accounts, once a particular range is met, the dividend rate and annual percentage yield for that balance range will apply to the full balance of your account. Simple+ Checking accounts are tiered rate accounts. Please refer to section 2 for additional details about Simple+ Checking accounts.

2. SIMPLE+ CHECKING — The Simple+ Checking account is a tiered rate account. If you meet the minimum qualification requirements during the monthly qualification cycle, the first dividend rate and annual percentage yield listed in the Rate Schedule will apply if your balance is between \$100.00 and \$20,000.00. If you meet the minimum qualification requirements during the monthly qualification cycle and your account balance is \$20,000.01 or greater, the first dividend rate and annual percentage yield will apply to the first \$20,000.00 in your account, and the second dividend rate and annual percentage yield will apply to the portion of your account balance that is over \$20,000.00. Each dividend rate will apply only to that portion of the account balance within each balance range. In addition, if you meet the minimum qualification requirements during the monthly qualification cycle, we will refund up to \$15.00 in ATM fees assessed at nationwide ATMs we do not own or operate. To meet the minimum qualification requirements, you must: 1) make 15 debit card purchases that post and settle your account; 2) be entitled to receive e-statements; and 3) have one direct deposit of \$100.00 or more settle your account. The monthly qualification cycle is defined as a

calendar month. If your account balance is \$100.00 or greater but you do not meet all of the minimum qualification requirements during the monthly qualification cycle, the third dividend rate and annual percentage yield as listed in the Rate Schedule will apply to the entire balance in your Simple+ Checking account and ATM fees will not be refunded to you.

3. NATURE OF DIVIDENDS — Dividends are paid from current income and available earnings after required transfers to reserves at the end of the dividend period.

4. DIVIDEND COMPOUNDING AND CREDITING — The compounding and crediting frequency of dividends and the dividend period applicable to each account are stated in the Rate Schedule. The dividend period is the period of time at the end of which an account earns dividend credit. The dividend period begins on the first calendar day of the period and ends on the last calendar day of the period.

5. ACCRUAL OF DIVIDENDS — For all earning accounts, dividends will begin to accrue on noncash deposits (e.g. checks) on the business day you make the deposit to your account. If you close your account before accrued dividends are credited, you will not receive the accrued dividends. However, for Christmas Club and Vacation Club accounts, any accrued dividends will be paid if you close the account within seven (7) days of the date you open it.

6. BALANCE INFORMATION — To open any account, you must deposit or already have on deposit the minimum required share(s) in a Regular Share account. Some accounts may have additional minimum opening deposit requirements. The minimum balance requirements applicable to each account are set forth in the Rate Schedule. For Regular Share, Christmas Club, Vacation Club, AI Pacu Club Savings, Personal Select, Health Savings Plan, Money Market, Individual Retirement, and Simple+ Checking accounts, there is a minimum daily balance required to earn the annual percentage yield disclosed for the dividend period. If the minimum daily balance requirement is not met each day of the period, you will not earn the annual percentage yield stated in the Rate Schedule. For accounts using the daily balance method as stated in the Rate Schedule, dividends are calculated by applying a daily periodic rate to the principal in the account each day. For AI PACU Club Savings accounts, once you reach the age of 18, your account will automatically convert to a Regular

Share account. For PACU Student Checking accounts, once you reach the age of 18, your account will automatically convert to a More Checking account.

7. ACCOUNT LIMITATIONS — For Christmas Club accounts, the entire balance will be transferred to another account of yours on or after October 1 and the account will remain open. If you withdraw from your Christmas Club account, you will be charged a fee as disclosed in the Schedule of Fees and Charges. However, no fee will be charged if the withdrawal occurs within seven (7) days of the date the account is opened. For Regular Share, AI Pacu Club Savings, Personal Select, Health Savings Plan, Money Market, Individual Retirement, Simple+ Checking, More Checking, and PACU Student Checking accounts, no account limitations apply.

8. FEES FOR OVERDRAWING ACCOUNTS — Fees for overdrawing your account may be imposed on each check, draft, item, ATM transaction and one-time debit card transaction (if member has consented to overdraft protection plan for ATM and one-time debit card transactions), preauthorized automatic debit, telephone initiated withdrawal or any other electronic withdrawal or transfer transaction that is drawn on an insufficient available account balance. The entire balance in your account may not be available for withdrawal, transfer or paying a check, draft or item. You may consult the Membership and Account Agreement and Funds Availability Policy Disclosure for information regarding the availability of funds in your account. Fees for overdrawing your account may be imposed for each overdraft, regardless of whether we pay or return the draft, item or transaction. If we have approved an overdraft protection limit for your account, such fees may reduce your approved limit. Please refer to the Schedule of Fees and Charges for current fee information.

For ATM and one-time debit card transactions, you must consent to the Credit Union's overdraft protection plan in order for the transaction amount to be covered under the plan. Without your consent, the Credit Union may not authorize and pay an overdraft resulting from these types

of transactions. Services and fees for overdrafts are shown in the document the credit union uses to capture the member's opt-in choice for overdraft protection and the Schedule of Fees and Charges.

9. MEMBERSHIP — As a condition of membership, you must purchase and maintain the minimum required share(s) as set forth below.

Par Value of One Share \$5.00
Number of Shares Required 1

10. RATES — The rates provided in or with the Rate Schedule are accurate as of the effective date indicated on this Truth-in-Savings Disclosure. If you have any questions or require current rate information on your accounts, please call the Credit Union.

11. FEES — See separate Schedule of Fees and Charges for a listing of fees and charges applicable to your account(s).

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