

MEMBER EXPULSION POLICY

STATEMENT OF PURPOSE

SPIRE Credit Union (SPIRE) recognizes that the Credit Union's continued success as a member-owned financial institution is predicated upon participation from its members. SPIRE also recognizes that circumstances may arise where a member's conduct becomes inconsistent and/or incompatible with SPIRE's purpose, values and vision to be Minnesota's best financial institution.

EXPULSION FOR NON-PARTICIPATION

A member of the Credit Union may be expelled upon a member's failure to purchase and/or maintain at least one credit union share or upon a member's failure to pay entrance or membership fees.

A member of the Credit Union may also be expelled if a member causes monetary loss to SPIRE. Monetary loss shall not be limited to losses incurred in connection with a breach of an account contract or member service agreement provision. A monetary loss may involve non-recoverable expenses incurred by SPIRE as a result of a member's conduct.

EXPULSION FOR CAUSE

If a Credit Union member's conduct becomes inconsistent and/or incompatible with SPIRE's purpose, values or vision to be Minnesota's best financial institution, the CEO is authorized to expel a member upon a determination of cause. In the CEO's absence, the Senior Vice Presidents are authorized to take such action. A determination of cause requires a finding that a member's conduct is inconsistent and/or incompatible with SPIRE's purpose, values and/or vision. Abusive conduct may constitute cause if it is determined that sanctions under SPIRE's Abusive Conduct Policy are inadequate under the circumstances.

EFFECT OF EXPULSION

Expelled members shall have no further right in the Credit Union, nor any right to any services at the Credit Union, but are not released from any remaining liability to the Credit Union. Expelled members will no longer be allowed to maintain a credit union share or have the right to vote at any annual or special meeting of members.

All amounts paid on shares or as deposits of an expelled member, with any dividends or interest accrued thereto, to the date thereof, shall, as funds become available and after deducting all amounts due from the member to SPIRE and an amount as necessary to honor outstanding share drafts drawn from the accounts of the member, be paid to the member.

Expelled members shall be denied access to Credit Union property and premises.

REINSTATEMENT

An individual, who has caused the credit union a loss < \$10,000.00, may have their membership benefits reinstated immediately once they have made the credit union whole upon approval from a VP or SVP.

An individual, who has caused the credit union a loss of > \$10,000.01, may have their membership benefits reinstated immediately once they have made the credit union whole upon the approval of two (2) VPs or SVPs.

The Credit Union will maintain the right to deny reinstatement of membership to anyone who has demonstrated actions / behavior that we believe to be fraudulent, unusual or suspicious in nature.

NOTICE AND PROCEDURE

If a member is expelled from the Credit Union, a letter will be sent from SPIRE to the member advising the member of the expulsion and informing the member of the effect of expulsion. The letter will advise the member that he/she is not to contact SPIRE in-person again under any circumstances and that any direct, personal contact may lead to involvement with law enforcement. Direct contact is any "in-person" or "voice-to-voice" contact. The letter will further advise that the member's share/deposit account(s) will be closed consistent with SPIRE's Account Closure Policy, consistent with applicable state and federal law.

The Credit Union will have procedures in place to ensure that each new member shall be provided written notice of the procedure and policy before or upon applying for membership.