

Notice of Meeting of the Members of *Law Enforcement & Technology* (*LE&T*) Federal Credit Union

The Board of Directors of LE&T Federal Credit Union has called a special meeting of the members of this credit union at 2300 NW 14th Street, Miami, Florida, 33125 on June 3rd, 2024, at 1:00 pm. The purpose of this meeting is:

1. To consider and act upon a plan and proposal for merging LE&T FCU with and into Justice FCU (hereinafter referred to as the “Continuing Credit Union”), whereby all assets and liabilities of the LE&T FCU will be merged with and into the Continuing Credit Union. All members of LE&T FCU will become members of the Continuing Credit Union and will be entitled to and will receive shares in the Continuing Credit Union for the shares they own in LE&T FCU on the effective date of the merger.
2. To ratify, confirm, and approve the action of the Board of Directors in authorizing the officers of LE&T FCU, subject to members' approval, to do all things and execute all agreements, documents, and other papers necessary to carry out the proposed merger.

The Board of Directors of LE&T FCU encourages you to attend the meeting and vote on the proposed merger. Whether or not you expect to attend the meeting, we urge you to sign, date and promptly return the enclosed ballot to vote on the proposed merger.

If you wish to submit comments about the merger to share with other members, you may submit them to the National Credit Union Administration (NCUA) at <https://www.ncua.gov/support-services/credit-union-resources-expansion/credit-union-merger-resources/comments-proposed-credit-union-mergers> or mail to:

NCUA – Office of Credit Union Resources and Expansion

1775 Duke Street

Alexandria, VA 22314

RE: Member-to-Member Communication for LE&T FCU

The NCUA will post comments received from members on its website, along with the member's name, subject to the limitations and requirements of its regulations.

Other Information Related to the Proposed Merger:

The Board of Directors has carefully evaluated and analyzed the assets and liabilities of the credit unions and the value of shares in both credit unions. The financial statements of both credit unions and the projected combined financial statement of the continuing credit union follow as separate documents. In addition, the following information applies to the proposed merger.

Reasons for merger: The Board of Directors has concluded that the proposed merger is desirable and in the members' best interest because size matters in today's banking. We are paying cost centers of a \$100M FI at our current asset value. Since member funds do not remain on deposit long, it has diminished our ability to make loans and meet the rigors of today's regulatory requirements.

Net Worth: The net worth of a merging credit union at the time of a merger transfers to the continuing credit union. LE&T FCU does have a higher net worth ratio than Justice FCU.

Share adjustment or distribution:

LE&T FCU will not distribute a portion of its net worth to its members in the merger. The board of directors has determined a share adjustment or other distribution of LE&T FCU's net worth is unnecessary because Justice FCU is a much larger FI with excellent, conservative programs offering value to Members.

Location of merging and continuing credit union: LE&T FCU's main office at 2300 NW 14th Street, Miami, Florida 33125, will remain open. Justice FCU has the following locations near 2300 NW 14th Street, Miami, Florida 33125.

Justice FCU branch is at 2030 SW 145th Avenue, Pembroke Pines, FL. It is the closest branch.

Changes to services and member benefits:

Justice FCU offers a wide array of programs for mortgage lending, enhanced technology improving customer service, and new credit card programs throughout the United States.

Justice FCU has partnered with the largest surcharge-free ATM networks worldwide to provide you with Access to Nearly 150,000 Surcharge-Free ATMs Worldwide.

Justice FCU VISA® Debit Card at ATMs displaying one of the following logos is surcharge-free!



Justice FCU offers the following insurance products through TruStage:

- Auto Insurance
- Home Insurance
- Health Insurance
- Life Insurance
- Accidental Death and Dismemberment Insurance (AD&D)
- Mechanical Repair Coverage
- Guaranteed Asset Protection Plus (GAP PLUS)

Members with Direct Deposit may be eligible for Special Assistance* during a Federal Government Shutdown, Furlough, or Sequestration. If a federal government shutdown occurs, you may be eligible to receive special assistance funding and loans, credit cards, and mortgage assistance.

Members can access money management education and financial counseling services from **GreenPath™ Financial Wellness**.

Access to **19 Justice Federal branches** across eight states, nearly **135,000 surcharge-free ATMs**, CO-OP Shared Branches nationwide, two Member Service Centers, and free **Digital Banking** services 24 hours a day, seven days a week.

Merger-related financial arrangements: NCUA Regulations require merging credit unions to disclose certain increases in compensation that any of the merging credit union's officials or the five most highly compensated employees have received or will receive in connection with the merger. The following individuals have received or will receive such compensation or financial reward:

Name	Title	Description of increase	Amount
Tina Walters	Executive VP	Merger Bonus	\$50,000
Hector Mirabile	Chairman BOD	Merger Work Remuneration	\$125,000
Kennetha Sanchez	COO	Merger Bonus	\$50,000
James Angleton	CEO	Contractual Payout based on Employment Agreement (salary, vacation, sick leave, & incentive payout)	\$212,433

Please note that the proposed merger must have the approval of the majority of members who vote.

Enclosed with this Notice of Special Meeting is a Ballot for Merger Proposal. If you cannot attend the meeting, please complete the Ballot and return it to *2300 NW 14th Street, Miami, Florida 33125*. To be counted, your Ballot must be received by May 31, 2024.

BY THE ORDER OF THE BOARD OF DIRECTORS:



Chairman

April 18, 2024

Date