

PUBLIC DISCLOSURE

May 04, 2020

COMMUNITY REINVESTMENT ACT PERFORMANCE EVALUATION

THE TILDEN BANK RSSD# 389059

100 EAST SECOND STREET TILDEN, NEBRASKA 68781

Federal Reserve Bank of Kansas City 1 Memorial Drive Kansas City, Missouri 64198

NOTE:

This document is an evaluation of this institution's record of meeting the credit needs of its entire community, including low- and moderate-income neighborhoods, consistent with safe and sound operation of the institution. This evaluation is not, nor should it be construed as, an assessment of the financial condition of this institution. The rating assigned to this institution does not represent an analysis, conclusion or opinion of the federal financial supervisory agency concerning the safety and soundness of this financial institution.

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INSTITUTION'S COMMUNITY REINVESTMENT ACT RATING

The Tilden Bank (the bank) is rated Satisfactory. This rating is based on the following conclusions with respect to the performance criteria:

- The bank's net loan-to-deposit ratio (NLTD) is reasonable given the bank's size, financial condition, and assessment area (AA) credit needs.
- A substantial majority of the bank's loans are originated inside the AA.
- A reasonable distribution and dispersion of loans occurs throughout the bank's AA.
- Lending reflects a reasonable penetration among businesses and farms of different sizes.
- Neither the bank nor the Federal Reserve Bank of Kansas City received any Community Reinvestment Act (CRA)-related complaints since the previous evaluation.

SCOPE OF EXAMINATION

The Federal Financial Institutions Examination Council's *Interagency Examination Procedures for Small Institutions* were utilized to evaluate the bank's CRA performance. The evaluation considered CRA performance context, including the bank's asset size, financial condition, business strategy and market competition, as well as AA demographic and economic characteristics, and credit needs. Lending performance was assessed within the bank's Northeast Nebraska AA. The following data was reviewed:

- The bank's 16-quarter average NLTD ratio.
- Statistical samples of 50 small business loans taken from a universe of 66 loans, and 107 small farm loans taken from a universe of 225 loans, originated between January 1, 2019 and December 31, 2019.

Agricultural loans were given greater weight in the evaluation.

DESCRIPTION OF INSTITUTION

The bank is a community bank headquartered in Tilden, Nebraska. The bank's characteristics include:

- The bank is a wholly owned subsidiary of Tilden Bancshares, Inc., Tilden, Nebraska.
- The bank has total assets of \$83.7 million as of December 31, 2019.
- In addition to its main office in Tilden, the bank has two additional offices located in Clearwater and Creighton, Nebraska.
- The bank closed its Loan Production Office located in Madison, Nebraska, on December 31, 2019.
- The bank operates four cash-only automated teller machines.

The bank's primary business focus is agricultural lending.

TABLE 1 COMPOSITION OF LOAN PORTFOLIO AS OF DECEMBER 31, 2019								
Loan Type \$(000) %								
Agricultural	49,906	77.9						
Commercial	8,998	14.1						
Consumer	2,138	3.3						
Other	1,684	2.6						
Residential Real Estate	1,325	2.1						
Gross Loans	64,051	100.0						
Note: Percentages may not total 100.0 percent due to rounding.								

The bank was rated Satisfactory under the CRA at its April 19, 2016 performance evaluation. There are no known legal, financial, or other factors impeding the bank's ability to help meet the credit needs in its communities.

DESCRIPTION OF ASSESSMENT AREA

The bank's Northeast Nebraska AA is comprised of Antelope, Boone, Holt, Knox, Madison, and Pierce Counties in their entireties (see Appendix A for an AA map).

- The AA is comprised of 2 moderate-, 19 middle-, and 2 upper-income census tracts.
 Since the previous evaluation, the AA delineation had no changes; however, one middle-income census tract changed to a moderate-income census tract.
- Based on the June 30, 2019 Federal Deposit Insurance Corporation (FDIC) Deposit Market Share Report, the bank's AA market share, at 2.3 percent, ranks 16th out of 30 FDIC-insured institutions operating from a total of 67 offices.
- Two interviews previously conducted as part of a CRA evaluation of other financial institutions were referenced to augment the evaluation and ascertain credit needs of the communities. Both community members were representatives of agricultural organizations that support farms and farming communities within the AA.

POPULATION CHANGE								
Area 2010 Population 2015 Population Percent Change								
Antelope County, Nebraska	6,685	6,486	(3.0)					
Boone County, Nebraska	5,505	5,373	(2.4)					
Holt County, Nebraska	10,435	10,398	(0.4)					
Knox County, Nebraska	8,701	8,556	(1.7)					
Madison County, Nebraska	34,876	35,111	0.7					
Pierce County, Nebraska	7,266	7,184	(1.1)					
State of Nebraska	1,826,341	1,869,365	2.4					

- The AA has experienced a general decline in population over the past five years. The
 pattern is expected to continue in this area due to farm consolidations.
- A community contact stated that the area's economy is primarily dependent on agriculture, which is a mature industry with limited growth prospects. The exception is Madison County, which is more populated and allows for more opportunities (employment, education) versus the other counties in the AA.

TABLE 3 MEDIAN FAMILY INCOME CHANGE							
Area 2010 Median Family 2015 Median Family Income Percent Ch							
Antelope County, Nebraska	47,463	56,304	18.6				
Boone County, Nebraska	51,981	63,569	22.3				
Holt County, Nebraska	54,899	59,279	8.0				
Knox County, Nebraska	49,957	58,912	17.9				
Madison County, Nebraska	57,819	61,591	6.5				
Pierce County, Nebraska	58,333	65,643	12.5				
State of Nebraska	61,888	67,225	8.6				
Source: 2006-2010 U.S. Census Bureau: American Community Survey 2011-2015 U.S. Census Bureau: American Community Survey							

- According to 2015 American Community Survey data, 37.8 percent of AA families were designated as low- and moderate-income, which is comparable to the statewide figure of 37.5 percent.
- Approximately 8.5 percent of AA families live below the poverty line, which is slightly lower than the statewide figure at 8.8 percent.

TABLE 4 HOUSING COSTS CHANGE								
Area	Median Hou	sing Value	Percent	Median G	ross Rent	Percent		
Area	2010	2015	Change	2010	2015	Change		
Antelope County, Nebraska	67,000	78,100	16.6	488	484	(8.0)		
Boone County, Nebraska	71,100	97,700	37.4	415	557	34.2		
Holt County, Nebraska	82,300	95,600	16.2	485	598	23.3		
Knox County, Nebraska	67,000	81,200	21.2	391	501	28.1		
Madison County, Nebraska	100,500	118,300	17.7	523	616	17.8		
Pierce County, Nebraska	87,800	98,500	12.2	460	574	24.8		
State of Nebraska	123,900	133,200	7.5	648	726	12.0		
Source: 2006-2010 U.S. Census Bureau: American Community Survey 2011-2015 U.S. Census Bureau: American Community Survey								

 Per a community contact, there continues to be a significant housing shortage for both single family homes and multi-family units. Most of the homes are older and the homes that are listed, sell relatively quickly. The contact also indicated there are newer homes being developed, but felt some of the new homes are priced too high for the area.

TABLE 5 UNEMPLOYMENT RATES							
Region	2014	2015	2016	2017	2018		
Antelope County, Nebraska	2.7	2.6	2.7	2.4	2.4		
Boone County, Nebraska	2.6	2.5	2.8	2.4	2.2		
Holt County, Nebraska	2.7	2.4	2.6	2.4	2.6		
Knox County, Nebraska	3.2	3.2	3.2	3.4	3.0		
Madison County, Nebraska	3.0	2.8	2.9	2.6	2.5		
Pierce County, Nebraska	2.8	2.6	2.8	2.7	2.6		
State of Nebraska	3.3	3.0	3.2	4.4	3.9		
Source: Bureau of Labor Statistics.	Source: Bureau of Labor Statistics: Local Area Unemployment Statistics						

- As the geographic makeup is primarily rural, the bank's AA relies heavily on the agricultural economy. Per a community contact, with the drop in agricultural production and prices as a whole, the surrounding communities have looked for alternative ways to keep the economy growing.
- Major employers in the area include: Nucor Steel, Tyson Fresh Foods, Northeast Community College, and Faith Regional Health Services.
- Recent unemployment figures suggest a highly stable economy, not only within the AA, but also across the state of Nebraska.

CONCLUSIONS WITH RESPECT TO PERFORMANCE CRITERIA

Net Loan-to-Deposit Ratio

This performance criterion evaluates the bank's average NLTD ratio to determine the reasonableness of lending in light of performance context, such as the bank's capacity to lend, the availability of lending opportunities, the demographic and economic factors present in the AA, and in comparison to similarly situated FDIC-insured institutions. The similarly situated institutions were selected based on asset size, product offerings, portfolio make-up, and area where they are located. The bank's NLTD ratio is reasonable. The NLTD is comparable to the other similarly situated banks.

TABLE 6 COMPARATIVE NLTD RATIOS						
Institution Location Asset Size (\$000s) NLTD Ratio (%) 16-Quarter Average						
The Tilden Bank	Tilden, Nebraska	83,686	79.0			
	·					
Bank of Newman Grove	Newman Grove, Nebraska	32,656	79.5			
Bank of Elgin	Elgin, Nebraska	61,328	85.7			
Battle Creek State Bank	Battle Creek, Nebraska	33,997	89.6			
Cedar Rapids State Bank	Cedar Rapids, Nebraska	49,412	91.3			
Chambers State Bank	Chambers, Nebraska	61,753	100.5			

Assessment Area Concentration

This performance criterion evaluates the percentage of lending extended inside and outside of the AA. A substantial majority of the bank's loans, by number and dollar, are originated inside the AA.

TABLE 7 LENDING INSIDE AND OUTSIDE THE AA								
Loon Tyme	Inside			Outside				
Loan Type	#	\$(000)	#%	\$%	#	\$(000)	#%	\$%
Small Business Loans	46	2,508	92.0	95.5	4	119	8.0	4.5
Small Farm Loans	99	9,417	92.5	93.8	8	622	7.5	6.2
Total Loans	145	11,925	92.4	94.1	12	741	7.6	5.9
Note: Percentages may not add to 100.0 percent due to rounding.								

Geographic Distribution of Loans

This performance criterion evaluates the bank's distribution of lending within its AA by income level of census tracts. The bank's geographic distribution of loans reflects reasonable distribution and dispersion among the different census tracts within the AA.

Small Business Lending

The geographic distribution of small business lending is reasonable. All small business lending occurred in the middle-income census tracts. The bank is located approximately 21 miles west of the moderate-income census tracts, which are located within the city limits of Norfolk, Nebraska. Norfolk has 29 financial institutions located within the city limits, which increases competition and can limit the opportunity to lend. A significant gap in the bank's lending dispersion is noted in the east corner of the AA around the town of Norfolk. The bank originated no small business loans in seven adjacent census tracts, two of which are moderate-income census tracts. However, this gap in lending is primarily related to the distance of the branch locations from these tracts and increased competition from banks operating in and around the town of Norfolk.

TABLE 8 DISTRIBUTION OF 2019 SMALL BUSINESS LENDING BY INCOME LEVEL OF GEOGRAPHY							
Census Tract		Bank Small Bu	usiness Loans		% of		
Income Level	#	\$(000)	#%	\$%	Businesses		
Low	0	0	0.0	0.0	0.0		
Moderate	0	0	0.0	0.0	10.5		
Middle	46	2,508	100.0	100.0	80.0		
Upper	0	0	0.0	0.0	9.5		
Unknown	0	0	0.0	0.0	0.0		
Not Reported	0	0	0.0	0.0	0.0		

Source: 2019 FFIEC Census Data 2019 Dun & Bradstreet Data

2011-2015 U.S. Census Bureau: American Community Survey

NOTE: Percentages may not add up to 100.0 due to rounding.

Small Farm Lending

The geographic distribution of small farm lending is reasonable. The bank's lending is comparable to the demographic data in the middle-income census tracts, where 97.7 percent of small farms are located. While a lack of small farm lending is noted in the east corner of the AA, this gap in loan dispersion is reasonable given the AA contains a very small number of farms in the moderate- and upper-income census tracts, resulting in a lack of demand for agricultural loans.

TABLE 9 DISTRIBUTION OF 2019 SMALL FARM LENDING BY INCOME LEVEL OF GEOGRAPHY							
Census Tract		Bank Small	Farm Loans		% of Farms		
Income Level	#	\$(000)	#%	\$%	/0 OI Faiilis		
Low	0	0	0.0	0.0	0.0		
Moderate	0	0	0.0	0.0	0.6		
Middle	99	9,417	100.0	100.0	97.7		
Upper	0	0	0.0	0.0	1.7		
Unknown	0	0	0.0	0.0	0.0		
Not Reported	0	0	0.0	0.0	0.0		

Source: 2019 FFIEC Census Data

2019 Dun & Bradstreet Data

2011-2015 U.S. Census Bureau: American Community Survey

NOTE: Percentages may not add up to 100.0 due to rounding.

Lending to Businesses and Farms of Different Sizes

This performance criterion evaluates the bank's lending to businesses and farms of different revenue sizes. The bank's lending has a reasonable penetration among businesses and farms of different sizes.

Small Business Lending

The borrower distribution of small business lending is reasonable. The bank's lending to businesses with gross annual revenues less than or equal to \$1 million is comparable to the percentage of small businesses operating in the AA. While the dollar distribution of lending is greater to businesses with greater than \$1 million in gross annual revenues, this is attributed to the origination of a few large loans to these larger businesses.

TABLE 10 DISTRIBUTION OF 2019 SMALL BUSINESS LENDING BY REVENUE SIZE OF BUSINESSES						
		Bank	Loans		Total Businesses	
	#	\$(000)	#%	\$%	%	
		By Reven	ue			
\$1 Million or Less	38	1,127	82.6	44.9	88.3	
Over \$1 Million	8	1,381	17.4	55.1	9.2	
Not Known	0	0	0.0	0.0	2.5	
Total	46	2,508	100.0	100.0	100.0	
		By Loan S	ize			
\$100,000 or less	42	1,218	91.3	48.6		
\$100,001 - \$250,000	3	540	6.5	21.5		
\$250,001 – \$1 Million	1	750	2.2	29.9		
Total	46	2,508	100.0	100.0		
By Loan Size and Revenue \$1 Million or Less						
\$100,000 or less	37	927	97.4	82.2		
\$100,001 - \$250,000	1	200	2.6	17.8		
\$250,001 – \$1 Million	0	0	0.0	0.0		
Total	38	1,127	100.0	100.0		

Source: 2019 FFIEC Census Data 2019 Dun & Bradstreet Data

2011-2015 U.S. Census Bureau: American Community Survey NOTE: Percentages may not add up to 100.0 due to rounding.

Small Farm Lending

The borrower distribution of small farm lending is reasonable. The bank's lending to farms with gross annual revenues of \$1 million or less is comparable to the percentage of small farms in the AA.

TABLE 11 DISTRIBUTION OF 2019 SMALL FARM LENDING BY REVENUE SIZE OF FARMS						
		Bank	Loans		Total Farms	
	#	\$(000)	#%	\$%	%	
		By Reven	ue			
\$1 Million or Less	91	8,604	91.9	91.4	98.9	
Over \$1 Million	8	814	8.1	8.6	1.1	
Not Known	0	0	0.0	0.0	0.0	
Total	99	9,418	100.0	100.0	100.0	
		By Loan S	ize			
\$100,000 or less	72	2,947	72.7	31.3		
\$100,001 - \$250,000	18	3,194	18.2	33.9		
\$250,001 - \$500,000	9	3,277	9.1	34.8		
Total	99	9,418	100.0	100.0		
By Loan Size and Revenue \$1 Million or Less						
\$100,000 or less	66	2,609	72.5	30.3		
\$100,001 - \$250,000	17	3,019	18.7	35.1		
\$250,001 - \$500,000	8	2,977	8.8	34.6		
Total	91	8,604	100.0	100.0		

Source: 2019 FFIEC Census Data 2019 Dun & Bradstreet Data

2011-2015 U.S. Census Bureau: American Community Survey

NOTE: Percentages and dollar amounts may not add up to 100.0 due to rounding.

FAIR LENDING OR OTHER ILLEGAL CREDIT PRACTICES REVIEW

An evaluation of the bank's fair lending activities was conducted during the examination to determine compliance with the substantive provisions of antidiscrimination laws and regulations, including the Equal Credit Opportunity Act and the Fair Housing Act. No evidence of discriminatory or other illegal credit practices inconsistent with helping to meet community credit needs was identified.

APPENDIX A - MAP OF THE NORTHEAST NEBRASKA ASSESSMENT AREA



APPENDIX B - DEMOGRAPHIC INFORMATION

	2019 N	ORTHEA		LE B-1 ASKA AA	DEMOG	RAPHICS		
Income Categories	Tract Distribution		Families by Tract Income		Families < Poverty Level as % of Families by Tract		Families by Family Income	
	#	%	#	%	#	%	#	%
Low	0	0.0	0	0.0	0	0.0	3,864	19.3
Moderate	2	8.7	1,551	7.7	275	17.7	3,718	18.5
Middle	19	82.6	16,305	81.3	1,352	8.3	4,765	23.8
Upper	2	8.7	2,204	11.0	84	3.8	7,713	38.4
Unknown	0	0.0	0	0.0	0	0.0	0	0.0
Total AA	23	100.0	20,060	100.0	1,711	8.5	20,060	100.0
		Housing Type by Tract						
	Housing	Owner-occupio				ntal	tal Vacant	
	Units by Tract	#	% by tract	% by unit	#	% by unit	#	% by unit
Low	0	0	0.0	0.0	0	0.0	0	0.0
Moderate	3,049	1,197	5.6	39.3	1,592	52.2	260	8.5
Middle	27,562	17,593	82.8	63.8	6,364	23.1	3,605	13.1
Upper	3,592	2,446	11.5	68.1	1,039	28.9	107	3.0
Unknown	0	0	0.0	0.0	0	0.0	0	0.0
Total AA	34,203	21,236	100.0	62.1	8,995	26.3	3,972	11.6
	Total Businesses by Tract		Businesses by Tract & Revenue Size					
			Less Than or = \$1 Million		Over \$1 Million		Revenue Not Reported	
	#	%	#	%	#	%	#	%
Low	0	0.0	0	0.0	0	0.0	0	0.0
Moderate	430	10.5	373	10.3	55	14.6	2	1.9
Middle	3,285	80.0	2,899	80.0	288	76.2	98	95.1
Upper	392	9.5	354	9.8	35	9.3	3	2.9
Unknown	0	0.0	0	0.0	0	0.0	0	0.0
Total AA	4,107	100.0	3,626	100.0	378	100.0	103	100.0
Percentage of Total Businesse		usinesses:		88.3		9.2		2.5
	Total Farms by Tract		Farms by Tract & Revenue Size					
			Less Than or = \$1 Million		Over \$1 Million		Revenue Not Reported	
	#	%	#	%	#	%	#	%
Low	0	0.0	0	0.0	0	0.0	0	0.0
Moderate	7	0.6	7	0.6	0	0.0	0	0.0
Middle	1,182	97.7	1,169	97.7	13	100.0	0	0.0
Upper	21	1.7	21	1.8	0	0.0	0	0.0
Unknown	0	0.0	0	0.0	0	0.0	0	0.0
Total AA	1,210	100.0	1,197	100.0	13	100.0	0	0.0
Perc		98.9		1.1		0.0		

Source: 2019 FFIEC Census Data 2019 Dun & Bradstreet Data

2011-2015 U.S. Census Bureau: American Community Survey NOTE: Percentages may not add up to 100.0 due to rounding.

APPENDIX C - GLOSSARY

Aggregate lending: The number of loans originated and purchased by all reporting lenders in specified income categories as a percentage of the aggregate number of loans originated and purchased by all reporting lenders in the metropolitan area/assessment area.

Census tract: A small subdivision of metropolitan and other densely populated counties. Census tract boundaries do not cross county lines; however, they may cross the boundaries of metropolitan statistical areas. Census tracts usually have between 2,500 and 8,000 persons, and their physical size varies widely depending upon population density. Census tracts are designed to be homogeneous with respect to population characteristics, economic status, and living conditions to allow for statistical comparisons.

Community development: Affordable housing (including multifamily rental housing) for low- or moderate-income individuals; community services targeted to low- or moderate-income individuals; activities that promote economic development by financing businesses or farms that meet the size eligibility standards of the Small Business Administration's Development Company or Small Business Investment Company programs (13 CFR 121.301) or have gross annual revenues of \$1 million or less; or, activities that revitalize or stabilize low- or moderate-income geographies, designated disaster areas; or designated distressed or underserved nonmetropolitan middle-income geographies.

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

Family: Includes a householder and one or more other persons living in the same household who are related to the householder by birth, marriage, or adoption. The number of family households always equals the number of families; however, a family household may also include nonrelatives living with the family. Families are classified by type as either a married-couple family or other family, which is further classified into 'male householder' (a family with a male householder and no wife present) or 'female householder' (a family with a female householder and no husband present).

Full-scope review: Performance is analyzed considering performance context, quantitative factors (for example, geographic distribution, borrower distribution, and total number and dollar amount of investments), and qualitative factors (for example, innovativeness, complexity, and responsiveness).

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

Home Mortgage Disclosure Act (HMDA): The statute that requires certain mortgage lenders that do business or have banking offices in a metropolitan statistical area to file annual summary

reports of their mortgage lending activity. The reports include such data as the race, gender, and the income of applications, the amount of loan requested, and the disposition of the application (for example, approved, denied, and withdrawn).

Home mortgage loans: Includes home purchase and home improvement loans as defined in the HMDA regulation. This definition also includes multifamily (five or more families) dwelling loans, loans for the purchase of manufactured homes and refinancings of home improvement and home purchase loans.

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

Limited-scope review: Performance is analyzed using only quantitative factors (for example, geographic distribution, borrower distribution, total number and dollar amount of investments, and branch distribution).

Low-income: Individual income that is less than 50 percent of the area median income, or a median family income that is less than 50 percent, in the case of a geography.

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

Metropolitan area (MA): A metropolitan statistical area (MSA) or a metropolitan division (MD) as defined by the Office of Management and Budget. A MSA is a core area containing at least one urbanized area of 50,000 or more inhabitants, together with adjacent communities having a high degree of economic and social integration with that core. A MD is a division of a MSA based on specific criteria including commuting patterns. Only a MSA that has a population of at least 2.5 million may be divided into MDs.

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

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

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

Other products: Includes any unreported optional category of loans for which the institution collects and maintains data for consideration during a CRA examination. Examples of such activity include consumer loans and other loan data an institution may provide concerning its lending performance.

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

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

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

Small loan(s) to business(es): A loan included in 'loans to small businesses' as defined in the Consolidated Report of Condition and Income (Call Report) instructions. These loans have original amounts of \$1 million or less and typically are either secured by nonfarm or nonresidential real estate or are classified as commercial and industrial loans. However, thrift institutions may also exercise the option to report loans secured by nonfarm residential real estate as "small business loans" if the loans are reported on the TFR as nonmortgage, commercial loans.

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

Upper-income: Individual income that is more than 120 percent of the area median income, or a median family income that is more than 120 percent, in the case of a geography.