

The **right way** to bank

ESSA  Bancorp

2009 Annual Report



“Figure out how to be a
GOOD BANK, *then do it*
OVER AND OVER... *Not just*
every day, but **EVERY HOUR.**”

—Gary S. Olson, President & CEO

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CONSOLIDATED FINANCIAL HIGHLIGHTS

The following information is derived from the audited Consolidated Financial Statements of ESSA Bancorp, Inc. For additional information, reference is made to "Management's Discussion and Analysis of Financial Condition and Results of Operations" and the Consolidated Financial Statements of ESSA Bancorp, Inc. and related notes included in Form 10-K as filed with the Securities and Exchange Commission.

	At September 30,				
	2009	2008	2007	2006	2005
	(In thousands)				
Selected Balance Sheet Data:					
Total assets	\$ 1,042,119	\$ 993,482	\$ 910,415	\$ 725,796	\$ 656,066
Cash and cash equivalents	18,593	12,614	16,779	12,730	20,290
Investment securities:					
Available for sale	217,566	204,078	205,267	89,122	62,506
Held to maturity	6,709	11,857	17,130	19,715	21,505
Loans, net	733,580	706,890	619,845	556,677	508,981
Federal Home Loan Bank stock	20,727	19,188	16,453	13,675	11,916
Premises and equipment	10,620	10,662	11,277	11,447	11,560
Bank-owned life insurance	15,072	14,516	13,941	13,376	12,864
Deposits	408,855	370,529	384,716	402,153	374,759
Borrowed funds	438,598	412,757	313,927	259,299	221,479
Equity	185,506	200,086	204,692	58,337	54,371

	For the Year Ended September 30,				
	2009	2008	2007	2006	2005
	(In thousands)				
Selected Operations Data:					
Interest income	\$ 52,733	\$ 52,065	\$ 45,510	\$ 36,451	\$ 31,919
Interest expense	23,739	25,642	23,805	19,217	14,323
Net interest income	28,994	26,423	21,705	17,234	17,596
Provision for loan losses	1,500	900	360	300	550
Net interest income after provision for loan losses	27,494	25,523	21,345	16,934	17,046
Non-interest income	5,728	4,803	5,496	5,518	5,281
Non-interest expense	24,113	21,181	31,185	16,685	16,493
Income (loss) before income tax expense	9,109	9,145	(4,344)	5,767	5,834
Income tax expense	2,553	3,068	782	1,813	1,383
Net income (loss)	\$ 6,556	\$ 6,077	\$ (5,126)	\$ 3,954	\$ 4,451
Earnings (loss) per share (1):					
Basic	\$ 0.47	\$ 0.39	\$ (0.47)	\$ N/A	\$ N/A
Diluted	\$ 0.47	\$ 0.38	\$ (0.47)	\$ N/A	\$ N/A

(1) Earnings per share for 2007 are calculated for the period beginning with the company's date of conversion of April 3, 2007.

	At or For the Year Ended September 30,				
	2009	2008	2007	2006	2005
Selected Other Data:					
Return on average assets	0.64%	0.63%	(0.62)%	0.58%	0.72%
Return on average equity	3.42%	2.92%	(3.88)%	6.96%	8.42%
Interest rate spread (2)	2.40%	2.09%	2.18 %	2.46%	2.85%
Net interest margin (3)	2.93%	2.88%	2.78 %	2.70%	3.04%
Non-performing assets as a percent of total assets	0.74%	0.40%	0.06 %	0.07%	0.10%
Non-performing loans as a percent of total loans	0.70%	0.55%	0.09 %	0.08%	0.12%
Allowance for loan losses as a percent of total loans	0.79%	0.69%	0.67 %	0.69%	0.70%
Total risk-based capital (to risk-weighted assets)	31.00%	30.30%	32.84 %	15.77%	15.55%
Average equity to average total assets	18.59%	21.77%	15.98 %	8.36%	8.55%

(2) The interest rate spread represents the difference between the weighted-average yield on a fully tax equivalent basis on interest-earning assets and the weighted-average cost of interest-bearing liabilities for the year.

(3) The net interest margin represents net interest income on a fully tax equivalent basis as a percent of average interest-earning assets for the year.

Fellow Shareholders:

Consistency. The dictionary defines it as “the ability to maintain a particular standard or repeat a particular task with minimal variation.”

At ESSA Bancorp, Inc., we define consistency as running a safe, sound, stable bank hour by hour, day after day, year after year with the right people doing

“We ended 2009 in a strong financial position – well-capitalized with strong earnings. As such, we continued to lend and remain the only locally based financial institution in Monroe County.”

the right things each and every time. That timeless formula has spelled success for our shareholders and customers since we first opened our doors for business in 1916.

We ended 2009 in a strong financial position – well-capitalized with strong earnings. As such, we continued to lend and remain the only locally based financial institution in Monroe County. The bank did not need nor accept any federal bail-out money in 2009 due to our significant capital strength. At September 30, 2009, the bank’s tangible capital ratio was 15.17 percent.

For the year ended September 30, 2009, the company reported record net income of \$6.6 million, compared to net income of \$6.1 million in 2008. Total assets increased \$48.6 million, or 4.9 percent, to a record \$1.04 billion at September 30, 2009, compared to \$993.5 million at September 30, 2008. Earnings per share on a diluted basis grew from \$0.38 at September 30, 2008, to \$0.47 at September 30, 2009.



Diane K. Reimer, Vice President, Delivery Systems Division, and Paul Keyser, Superintendent, Overton and Associates, LLC., review plans for ESSA's new Mountainhome branch.

ESSA Bank & Trust increased its market share by more than one percent to 19.66 percent as of June 30, 2009, compared to 18.59 percent at June 30, 2008, solidifying its position as the number two bank in the Monroe County market. Although the number one and number three banks in the market also retained their market positions, each lost actual market share from 2008 to 2009. We attribute our market share growth to the consistently excellent service our people provide that keeps our customers coming back time after time. Simply put, our customers like doing business with us.

Despite an increase in our non-performing assets, asset quality remains sound. Non-performing assets totaled \$7.7 million, or 0.74 percent of total assets at September 30, 2009, compared to \$4.0 million, or 0.40 percent of total assets at September 30, 2008. The allowance for loan losses was \$5.8 million, or 0.79 percent of loans outstanding at September 30, 2009, compared to \$4.9 million, or 0.69 percent of loans outstanding at September 30, 2008. The allowance for loan losses was 112.82 percent of total non-performing loans at September 30, 2009.

Shareholders benefitted directly from the strength of the company's performance in 2009. On August 26, the company announced an increase in its quarterly cash dividend from \$0.04 per share to \$0.05 per share of common stock payable on September 30 to shareholders of record as of September 16, 2009.

During 2009, in just our second full year as a publically traded company – the only such company based in Monroe County – ESSA Bancorp, Inc. completed



Remodeled in 2009, the Stroud Township branch inside Weis Markets now serves as the prototype for future in-store branch locations.

its first 15 percent stock repurchase program in June and began a second 10 percent program that is currently under way.

As we move forward into 2010, we have targeted three areas for profitable, consistent growth:

Branch Expansion Construction of our fourteenth full-service branch is under way in Mountainhome, an area in Monroe County we don't currently serve, but where customers had asked us to consider building a new branch. We will be expanding our market area into the Lehigh Valley with three new branches inside Weis Markets in Allentown and Schnecksville in Lehigh County and Bethlehem in Northampton County. Each of the four new branches will be open for business by the end of March and will be the foundation for immediate growth in our retail business.

Small Business We are committed to vigorously serving the small business market and in the process attracting new small business customers. A new business credit card program was introduced in November 2009 to help business owners improve cash flow, easily track business expenses, and simplify purchasing. We plan to roll out a remote deposit capture product during 2010 that will allow small business customers both inside and outside of our branch footprint to conveniently scan checks and deposit them directly into their ESSA accounts via the Internet. The small business market is critically important to the bank's future growth.

Technology During 2010, ESSA will continue making user-friendly improvements to our website and iBank, our online banking service. We have already taken a step in that direction with the introduction last fall of an upgraded Bill Pay feature in iBank that adds improved customer access, increased functionality, and enhanced design to the bill payment experience.

New information is continually being added to our website, attracting new visitors and making it a trusted source of banking information. Web sessions increased by 16.8 percent to nearly 620,000 in 2009. Additional online tutorial videos, similar to the one currently featured on the home page, have been added to other key areas of the website to help customers navigate their way around the site. We want our customers to have a consistently excellent experience when they use our website and iBank services. Innovation in technology is key to the growth of the bank.

Timeless Success

ESSA Bancorp, Inc. has created a business model based on our five Guiding Principles that is designed to work in any economy. Adhering to these principles has allowed us to achieve new records for profitable growth in 2009. We aspire to continue this pursuit of delivering quality earnings and growth through strong management practices year after year.

Sincerely,

Gary S. Olson
President & CEO

ESSA Guiding Principles

We believe in long-term success, operating as a safe, sound, and stable institution. Long-term success is dependent upon profits, but never will profit seeking compromise our mission.

We believe in satisfying the wants and needs of our customers. Satisfaction is dependent upon a continual improvement of our service, products, systems, and operations.

We believe our employees are our most valuable assets. Our employees will be provided with a work environment which is “the best in town.”

We believe our decisions should enhance ESSA's value. Enhanced value is achieved through quality earnings, growth, and strong management practices.

We believe in giving back to the community to improve the quality of life. The ESSA Bank & Trust Foundation has been established to support this principle.

ESSA Mission Statement

ESSA Bank & Trust will be the leading service-oriented community financial institution offering a full range of financial products to greater Pocono area customers. We will ensure our long-term prosperity by providing products and services in a manner consistent with high standards of quality, on a profitable basis, at the fairest price, in order to create the best possible value for our customers. They will be delivered through distribution systems staffed and supported by customer-driven, friendly, productive employees with a high degree of integrity.

ESSA Code of Ethics and Conflict of Interest Policy

No profession or industry has maintained higher standards of conduct nor provided greater public service than the community banking industry. The ESSA Bancorp, Inc. board of directors has approved an Insider Code of Ethics and Conflict of Interest policy. This policy provides directors and employees with specific guidance promoting honest and ethical conduct and deterring wrongdoing. Our policy may be found on our website at www.essabank.com.

Consistency Defines Success

At ESSA Bancorp, Inc., we believe the consistency of our efforts, time after time, year after year, has defined the success of our organization since it was founded in 1916. We especially recognize the strategic importance of consistency in four key objectives within our company: creating value; rendering exceptional service; producing growth; and remaining independent. Driven by our Guiding Principles, Mission Statement, and Code of Ethics, each of these objectives is significant in its own right and interfaces with the others as well.

Employees: Our Number One Asset

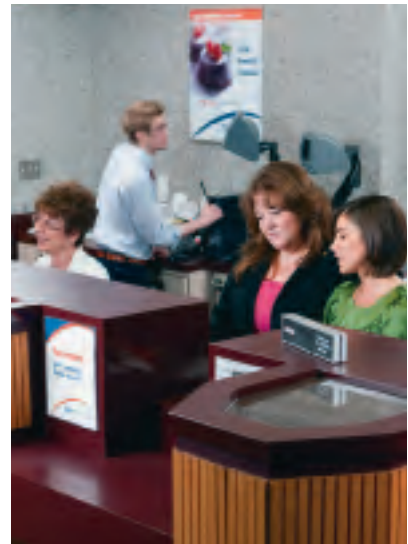
From the board of directors which makes policy, to senior management which converts policy into day-to-day operations, to the staff which implements management directives, people are the core of our company.

“We believe our employees are our most valuable asset.

And that’s not just something we say, either; it’s something we work at every day,” says

Human Resources Vice President Thomas J. Grayuski, a 14-year veteran of the bank. The staff is provided with a comfortable working environment and the training, education, and tools they need to consistently perform at their very best.

Employees are constantly being trained in all facets of their jobs and are encouraged to participate in and are reimbursed for additional outside training, such as college or online courses offered by the American Institute of Banking. Ongoing training and reinforcement of learned skills enables our people to provide





“We believe **our employees** are our most valuable asset. And that’s not just something we say, either; **it’s something we work at every day.**”

Thomas J. Grayuski

Vice President, Human Resource Services Division

better service, not only from a technical standpoint, but also from a social standpoint because they feel comfortable talking in front of others, getting their point across, and making people feel at ease.

Service: Our Number One Product

After an ESSA staff member helped a customer untangle a problem with their account that involved a vendor, the customer sent a letter to Retail Services Senior Vice President V. Gail Warner about the service the staff member provided.

“She made it feel as though a friend were helping a friend,” the customer wrote. “It was not an interruption of her work day. She was a guardian angel put there in a position to help. I’m sure I’m not the only customer receiving her assistance, but she sure made me feel like I was. She has the ability to make me feel secure while dealing with your company. I trust ESSA very much as a result of her efforts.”

“The number one responsibility of each employee within this bank is giving outstanding service,” says Warner, a 16-year veteran of the bank, adding, “I just love getting those letters.” ESSA bankers consistently provide friendly, helpful customer service. Combined with the products and services that we offer, we have a distinct advantage over our competition.

Excellent working conditions, competitive wages and benefits, and comprehensive training opportunities have resulted in valued, highly experienced, loyal employees. Of the 166 full-time and 31 part-time employees, 60 percent have been with the bank ten or more years. Based on their years of experience and training, our employees take the initiative every day to develop relationships with our customers – the kinds of relationships that result in regular repeat purchases, purchases across product and service lines, referrals for new business, and a sense of loyalty to ESSA. We further strengthen these relationships through our efforts to become a trusted and consistent source for financial education and information.

“The number one responsibility of each employee within this bank is **giving outstanding service.**”

V. Gail Warner

Senior Vice President, Retail Services Division



“Capital and credit quality remain important elements of our financial picture, and **the company is in excellent condition in both areas.”**

Allan A. Muto

Executive Vice President & CFO



Growth: We Need to Grow and Make a Profit

“If we’re not making a profit, we’re not relevant,” observes Executive Vice President and CFO Allan A. Muto, an eight-year veteran of the bank, “and if we’re not relevant, we’re not going to be able to succeed. We need to make a profit.”

Capital and credit quality remain important elements of our financial picture, and the company is in excellent condition in both areas. Consistency in applying our time-tested lending policies has kept the bank largely free of problems within the loan portfolio during the current economic crisis.

Consistent growth is important to the continued success and independence of the bank in an era when consumers and businesses are both reducing debt and reluctant to take on new debt. The housing industry has been extremely hard hit, and although ESSA is a thrift on the way to becoming a full-service commercial bank, and has made great strides doing that in the past several years, the core of the bank’s loan portfolio is still residential one- to four-family homes. We need to continue to make those types of loans, along with small business loans and, to a lesser extent, home equity loans, if we’re going to continue to grow.

“Year in and year out, by far the biggest growth in our balance sheet has been the loan portfolio,” agrees Senior Vice President of Lending Services Robert S. Howes, Jr., a 24-year bank veteran. “Mortgages have been our bread and butter for 90-some years.” The bank is the number three lender in Monroe County behind two national lenders and is the largest local or regional bank in the mortgage business.

We’ve consistently made traditional residential loans as opposed to sub-prime loans, while at the same time, adhering steadfastly to our lending policies. The result has been sound credit quality within our loan portfolio. The bank has continued to service its borrowers faithfully through the years, producing a very high degree of customer loyalty. Nearly 99 percent of our residential mortgage customers say they would recommend us to others who are purchasing or refinancing a home.

“The bank has continued to service its borrowers faithfully through the years, producing a very high degree of customer loyalty.”

ESSA wants the small businesses in our market to feel just as strongly about the bank and to make us their first choice for meeting their business banking and lending needs. Expanding the number of small business customers served is critical to the bank’s growth. We also recognize that the dynamics of the business relationship go beyond the business accounts. Some 59 percent of our commercial customers also maintain personal accounts, so we will be working hard to increase the number of those relationships as well.

Growth on the retail side of the bank is also critical to our success, and our plans include the opening of four new branches during 2010. Three of these will be in-store supermarket branches in a new market, the



"We've consistently made traditional residential loans as opposed to sub-prime loans, while at the same time, adhering steadfastly to our lending policies. **The result has been sound credit quality within our loan portfolio."**

Robert S. Howes, Jr.

Senior Vice President, Lending Services Division

Lehigh Valley. ESSA has had tremendous success with this type of branch and has benefitted from greatly reduced start-up costs compared to brick and mortar, free-standing branches. Currently six of the bank's 13 branches are inside Weis Markets. We believe the convenience of these branches combined with the value of the ESSA name will continue attracting new and established customers in our existing and future locations.

Independence: We Want to be Around for the Long Term

At ESSA, we decided a long time ago that the best way to serve our customers financially and the community as a good corporate citizen is to remain independent. We recognize that we can't serve our community if we aren't here; therefore, we strive to be independent and be around for the long term.

The community looks to ESSA, the largest local independent bank, as being not only a financial leader but a community leader as well. Through its active participation in and financial support of community events and causes, the bank provides value as a good corporate citizen to the entire market – for customers and non-customers alike. ESSA is often the first company that local organizations turn to, and we respond willingly.

"Having the ESSA Bank & Trust Foundation has certainly enabled us to award grants to non-profit organizations every year," says Human Resources Vice President Thomas J. Grayuski. "In addition to the

"The community looks to ESSA... as being not only a financial leader but a community leader as well."

bank's financial contributions," Grayuski says, "a vast number of employees – from top management to entry-level personnel – volunteer their time in support of a variety of causes." Ultimately, if we remain independent, we remain in business, and if we remain in business, we'll be here to lend and to lend a helping hand in the community.

Timeless Banking

Consistently focused on our people. Consistently providing outstanding service. Consistently producing solid financial results. Consistently committed to independence. These are the four focal points of this company. Together they define the day-in, day-out success of ESSA Bancorp, Inc.

BOARD OF DIRECTORS AND GENERAL COUNSEL



Gary S. Olson
President & CEO, ESSA Bank & Trust



William P. Douglass
President, Douglass Enterprises, Inc.



Daniel J. Henning
President, A.C. Henning Enterprises, Inc.

OFFICERS

- Gary S. Olson**, President & CEO
- Allan A. Muto**, Executive Vice President & CFO
- Robert S. Howes, Jr.**, Senior Vice President
- V. Gail Warner**, Senior Vice President
- Diane K. Reimer**, Vice President
- Thomas J. Grayuski**, Vice President
- Cathy J. Callahan**, Vice President
- William J. Lewis**, Vice President
- Robert L. Selitto**, Vice President & Controller
- Suzie T. Farley**, Corporate Secretary



Robert C. Selig, Jr.
President, Selig Construction Company



William A. Viechnicki, DDS
Orthodontist



Frederick E. Kutteroff
President, Keystone Savings Bank (retired)



John S. Schoonover, Jr.
Partner, Schoonover & Vanderhoof
Architects, LLC



John E. Burrus
Chairman of the Board
Landscape Consultant, John E. Burrus
Landscaping (retired)



Elizabeth Bensinger Weekes, Esq.
Partner, Bensinger & Weekes, PA



Todd R. Williams, Esq.
General Counsel

CORPORATE INFORMATION

Corporate Headquarters

ESSA Bancorp, Inc.
200 Palmer Street
Stroudsburg, PA 18360

Mailing Address:

PO Box L
Stroudsburg, PA 18360-0160

Stock Listing ESSA Bancorp, Inc. common stock is listed on the NASDAQ Global MarketSM under the symbol "ESSA."

Internet Information ESSA Bancorp, Inc. financial reports and information about the products and services of its wholly owned subsidiary, ESSA Bank & Trust, are available on the Internet at www.essabank.com.

Financial Information We are subject to the informational requirements of the Securities Exchange Act of 1934. Therefore, we file annual, quarterly and current reports as well as proxy materials with the Securities and Exchange Commission (SEC). You can obtain copies of these and other filings, including exhibits, electronically at the SEC's website at www.sec.gov or through the ESSA website at www.essabank.com by clicking on the Investor Relations link. Copies of the annual report and Form 10-K may also be obtained by contacting Investor Relations at (570) 422-0182 or via e-mail at sfarley@essabank.com.

Corporate Governance Information about our Board and its committees and about corporate governance at ESSA is available in the Governance Documents section of the Investor Relations link on the ESSA website at www.essabank.com. Shareholders who would like to request printed copies of the Code of Ethics or the charters of our Board's Nominating and Corporate Governance, Audit and Compensation committees (all of which are posted on the ESSA website through the Investor Relations link) may do so by sending their requests in writing to Suzie T. Farley, Corporate Secretary, at corporate headquarters at the above mailing address.

Inquiries For financial services offered through ESSA Bank & Trust, call (570) 421-0531. Individual investors should contact Investor Relations at (570) 422-0182.

Analysts and institutional investors should contact Allan A. Muto, Executive Vice President & CFO, at (570) 422-0181 or via e-mail at amuto@essabank.com.

News media representatives and others seeking general information should contact Nancy S. Cross, Director of Marketing Services, at (570) 422-0188 or via e-mail at ncross@essabank.com.

Annual Shareholders Meeting All shareholders are invited to attend the ESSA Bancorp, Inc. annual meeting on Thursday, February 11, 2010 at 11:00 am, Eastern Time, at:

Lawnhaven
Stroudsmoor Country Inn
Stroudsmoor Road
Stroudsburg, PA 18360

Registrar and Transfer Agent

Registrar & Transfer Company
10 Commerce Drive
Cranford, NJ 07016
(800) 368-5948

Auditors

S.R. Snodgrass, A.C.
2100 Corporate Drive, Suite 400
Wexford, PA 15090-7647
(724) 934-0344

General Counsel

Newman, Williams, Mishkin, Corveleyn, Wolfe & Fareri, P.C.
712 Monroe Street
Stroudsburg, PA 18360

Special Counsel

Luse Gorman Pomerenk & Schick, P.C.
5335 Wisconsin Avenue, N.W., Suite 400
Washington, DC 20015

ESSA LOCATIONS

Blakeslee

Route 940, Blakeslee Corners
Blakeslee, PA 18610

Brodheadsville

Route 209 & Lake Mineola Road
Brodheadsville, PA 18322

Brodheadsville - Weis Markets

Route 209
Brodheadsville, PA 18322

Bushkill

Route 209, 7001 Milford Road
East Stroudsburg, PA 18302

Eagle Valley - Weis Markets

Routes 209 & 447
East Stroudsburg, PA 18301

East Stroudsburg

75 Washington Street
East Stroudsburg, PA 18301

Marshalls Creek

Route 209
Marshalls Creek, PA 18335

Mount Pocono - Weis Markets

Mount Pocono Plaza
601 Route 940, Suite 23
Mount Pocono, PA 18344

Pen Argyl - Weis Markets

1309 Blue Valley Drive
Pen Argyl, PA 18077

Stroudsburg

744 Main Street
Stroudsburg, PA 18360

Stroud Township - Weis Markets

1070 North Ninth Street, Route 611
Stroudsburg, PA 18360

Tannersville

Tannersville Plaza, Route 611
Tannersville, PA 18372

Tannersville - Weis Markets

Route 611
Tannersville, PA 18372

Coming in March 2010:

Mountainhome

2332 Route 390
Cresco, PA 18326

Asset Management & Trust Services

744 Main Street
PO Box L
Stroudsburg, PA 18360-0160

ESSA Investment Services

744 Main Street
Stroudsburg, PA 18360

75 Washington Street
East Stroudsburg, PA 18301

701 West Broad Street
Bethlehem, PA 18018

CAUTIONARY STATEMENT REGARDING FORWARD-LOOKING INFORMATION / ESSA BANCORP, INC.

We make statements in this Report, and we may from time to time make other statements, regarding our outlook or expectations for earnings, revenues, expenses and/or other matters regarding or affecting ESSA Bancorp, Inc. that are forward-looking statements within the meaning of the Private Securities Litigation Reform Act. Forward-looking statements are typically identified by words such as “believe,” “expect,” “anticipate,” “intend,” “outlook,” “estimate,” “forecast,” “project” and other similar words and expressions.

Forward-looking statements are subject to numerous assumptions, risks and uncertainties, which change over time. Forward-looking statements speak only as of the date they are made. We do not assume any duty and do not undertake to update our forward-looking statements. Actual results or future events could differ, possibly materially, from those that we anticipated in our forward-looking statements, and future results could differ materially from our historical performance.

Our forward-looking statements are subject to the following principal risks and uncertainties. We provide greater detail regarding these factors in our Form 10-K for the year ended September 30, 2009, including the Risk Factors section. Our forward-looking statements may also be subject to other risks and uncertainties including those discussed elsewhere in this Report or in our filings with the SEC accessible on the SEC’s website at www.sec.gov or through the Investor Relations link on our corporate website at www.essabank.com.


- Our business and operating results are affected by business and economic conditions generally or specifically in the principal markets in which we do business. We are affected by changes in our customers’ financial performance, as well as changes in customer preferences and behaviors, including those resulting from changing economic conditions.
- The value of our assets and liabilities, as well as our overall financial performance, are affected by changes in interest rates or in valuations in the debt

and equity markets. Actions by government agencies, including those that impact money supply and market interest rates, can affect our activities and financial results.

- Competition can have an impact on customer acquisition, growth and retention, as well as on our credit spreads and product pricing, which can affect market share, deposits and revenues.
- Legal and regulatory developments could have an impact on our ability to operate our businesses or our financial condition or results of operations or our competitive position or reputation. Impact on our reputation, in turn, could affect matters such as business generation and retention, our ability to attract and retain management, liquidity and funding. These developments could include: (a) the resolution of legal proceedings or regulatory and other governmental inquiries; (b) increased litigation risk from recent regulatory and other governmental developments; (c) the results of the regulatory examination process, our failure to satisfy the requirements of agreements with governmental agencies, and regulators’ future use of supervisory and enforcement tools; (d) legislative and regulatory reforms including changes to laws and regulations involving tax, pension, and the protection of confidential customer information; and (e) changes in accounting policies and principles.
- Our business and operating results are affected by the ability to identify and effectively manage risks inherent in our business lines.
- Our ability to anticipate and respond to technological changes can have an impact on our ability to respond to customer needs and to meet competitive demands. The adequacy of our intellectual property protection, and the extent of any costs associated with obtaining rights in intellectual property claimed by others, can also impact our business and operating results.



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www.essabank.com
 Equal Opportunity Lender • Member FDIC